
GREECE

GREECE: Comprehensive national review report Beijing+25

Twenty-fifth anniversary of the Fourth World Conference on Women and adoption of the Beijing Declaration and Platform for Action (1995)



MINISTRY OF LABOUR AND SOCIAL AFFAIRS

**GENERAL SECRETARIAT
FOR FAMILY POLICY AND
GENDER EQUALITY**

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INTRODUCTION

The Twenty-fifth anniversary of the Fourth World Conference on Women and adoption of the Beijing Declaration and Platform for Action (1995) acts as a point of reference for the actions taken since its ratification and as a benchmark for the actions to be taken in the future.

In Greece, the General Secretariat for Family Policy and Gender Equality (GSFPGE) of the Ministry of Labour and Social Affairs is the governmental agency competent to plan, implement, and monitor the implementation of policies on equality between women and men in all sectors. The Greek General Secretariat of Family Policy and Gender Equality is focused on Gender equality constituting a fundamental human right and basic aim of every democratic establishment.

Our vision is of a society in which men and women equally share goods, obligations and rights - in work, politics, power, leisure time, care, family and personal life. A society in which men and women decide what they are going to study, which types of work they are going to undertake, how many children they will have, whether they will participate in public affairs – all without the burden of gender stereotypes that proscribe professions, salaries, tasks and earnings, and also the minutiae of daily life. This vision is supported by the mechanisms of protecting victims of gender based violence, of empowering women and ultimately enabling them to seek better careers, better salaries and better participation in high ranking positions.

In the present national-level review, there has been an effort to depict the progress made and challenges encountered in the implementation of the Beijing Declaration and Platform for Action during the past five years in Greece (2015-2019). Greece reaffirms its commitment to the Beijing Declaration and Platform of Action that declares that equality between women and men is a matter of human rights and a condition for social justice, but also a fundamental right for equality, development and peace.

At the same time, our country is strongly committed to the implementation of the 2030 Agenda for Sustainable Development and its 17 Sustainable Development Goals (SDGs), as they provide an ambitious, visionary and transformative framework for a new, equitable and sustainable development path.

Maria Syrengela

Secretary General for Family Policy and Gender Equality



Section One: Priorities, achievements, challenges and setbacks

1. What have been the most important achievements, challenges and setbacks in progress towards gender equality and the empowerment of women over the past 5 years?

Priorities and achievements

Gender issues are highly prioritized by the Greek state. Significant efforts have been made in recent years to promote them and to mainstream gender into all public policies and actions. The implementation of the Agenda 2030, gave a new momentum on the issue of gender mainstreaming as it constitutes a cross-cutting issue, covering all SDGs. Following that, Greece has undertaken a set of measures and initiatives to achieve gender mainstreaming in all policies.

Promotion of gender equality and empowerment of women and girls in Greece is currently implemented under the National Action Plan for Gender Equality. In 2015 the new National Action Plan for Gender Equality 2016-2019 (NAPGE) was drafted, entered into consultation and was adopted¹. Its main priorities are:

- Protecting the rights of women, with a focus on vulnerable population groups, migrant women and women refugees.
- Preventing and tackling violence against women in family, work, and society.
- Supporting the employment of women and tackling the consequences of decreasing male employment with regard to gender identities and gender relations.
- Promoting gender equality in education, culture, the media and sports.
- Eliminating gender inequalities in health.
- Balanced participation of women in decision-making centers.

The Plan includes a series of horizontal interventions across the range of public policy, as well as vertical specialized policies aimed at women and men in areas where inequalities are identified. The combination of the interventions follows the strategy established in 1995 at the UN Beijing Platform.

The above distinction of the different policy fields is indicative and is made with the purpose of organizing the proposals and actions of this National Plan. In the context of producing integrated policies for specific problems and population groups, proposals and actions are intertwined and complemented.

The current NAPGE will be further elaborated and enhanced for the next period with emphasis on the empowerment and support of women and the development of their professional and digital skills.

¹ Please see the NAPGE in English here: <http://www.isotita.gr/wp-content/uploads/2018/02/National-Action-Plan-for-Gender-Equality-2016-2020.pdf>.



An important achievement for Greece is the Observatory of Gender Equality, a mechanism set up in the General Secretariat for Family Policy and Gender Equality aiming to support Public Administration and Local Authorities to design, implement and evaluate policies concerning gender equality, through detailed gender-segregated data on equality issues. The structure of the Observatory is based on the twelve critical areas of concern of the Beijing Platform for Action (BPfA) and it has been selected by the European Commission as a national good practice in the Annual Report on Equality between Women and Men in the European Union for 2015². Since early 2016, the Observatory has produced 23 e-bulletins in different policy areas.

In 2018, Greece ratified by national Law the Council of Europe's Istanbul Convention on preventing and combating violence against women and domestic violence (Law 4351/2018³), which is so far the most far-reaching legal instrument to prevent and combat violence against women and domestic violence as a violation of human rights. Introducing modifications to the existing legal framework [e.g. the law on domestic violence (Law 3500/2006) and the greek Penal Code], the new law underlines the obligation of the state to fully address gender-based violence in all its forms and to take measures to prevent violence against women, protect its victims and prosecute the perpetrators. The Convention also emphasizes on prevention of gender-based violence through specialized education and awareness programs and specialized measures are envisaged:

- to protect women-victims of violence in order to prevent their secondary victimization,
- to protect children witnesses of abuse,
- to facilitate access for victims of gender violence to legal compensation and
- to establish a mechanism for the monitoring of its implementation.

As the Law designates, the GSFPGE as the competent authority for the Convention monitoring, is scheduled to set up a Working Group, with specialized scientists in order to monitor the Convention's implementation in the Greek territory and also propose actions in all its areas of application.

Moreover, a new law on substantive gender equality has been adopted in March 2019. Law 4604/2019 is the first attempt in Greece of drafting a horizontal bill aiming at the creation of all those circumstances that could lead to the achievement of substantive gender equality and the elimination of gender inequalities in all sectors of public, social and economic life. The notions of gender mainstreaming and gender budgeting are introduced for the first time into a legislative text. A chapter is dedicated to "gender mainstreaming in private life and labor" with articles concerning provisions on behalf of the employer for the substantive gender equality in labor, social dialogue, establishment of Equality Signs and Gender Awards for enterprises adopting gender equality corporate policies⁴.

² The Observatory webpage is http://paratiritirio.isotita.gr/genqua_portal/index.

³ The Law may be found in the GSFPGE website in greek: <http://www.isotita.gr/wp-content/uploads/2018/04/4531-2018.IstanbulConvention.pdf>.

⁴ The official translation of the Law in English can be found in the GSFPGE website : <http://www.isotita.gr/en/law-4604-2019-substantive-gender-equality-preventing-combating-gender-based-violence/>.



Another issue, key priority for Greece and strategic goal of the NAPGE, is the protection of human rights, with emphasis on vulnerable social groups such as migrant and refugee women and their children constituted top priority for the GSFPGE. Trying to respond to the huge humanitarian crisis deriving both from the economic and refugee crisis in Greece, the GSFPGE created a partnership between public stakeholders and NGOs to contribute to the needs of refugee women and their children.

This partnership ended up to the signing of a Protocol of Cooperation aiming at the coordination of all competent entities for the identification, referral, accommodation and provision of counseling services to refugee women, victims or potential victims of violence and their children, with regard their special needs (disability issues included)⁵. The provision of services to refugee women, victims or potential victims of violence and their children, is made through the National Network of Structures for the Prevention and Combating of Violence Against Women (42 Counseling Centers, 20 Shelters, a 24-hour SOS 15900 helpline). The Protocol of Cooperation includes, among others, collaboration with the Hellenic Agency for Local Development and Local Government in order to keep and update a database for refugee women, victims or potential victims of violence and their children, who are hosted by the Network's structures, and cooperation with international institutions, international or national civil society organizations for the implementation of European or national projects and interventions in favor of refugee women. Apart from this, the GSFPGE has a long-term cooperation (Memorandum of Cooperation) and undertakes joint actions with the UNHCR/United Nations Refugee Agency in Greece for the protection, temporary accommodation, provision of information and support to refugee women in danger and their children, victims of violence or multiple discrimination (disabled women and girls included).

Finally it should be mentioned that the GSFPGE created in 2017 a new organizational Department for women who suffer multiple discrimination, including disabled women (Department of Social Protection and Combating Multiple Discrimination), aiming to address the needs of vulnerable groups of women and their children when necessary.

All efforts are implemented in the framework of the Agenda 2030 and with the constant cooperation between other relevant stakeholders in order to establish a solid ground of empowerment for all women and girls in our country.

Challenges and setbacks

Despite the work that is undertaken in order to achieve the implementation of Beijing Platform for Action objectives, there are still issues that restrict our momentum to move forward. Stereotypes and persisting patriarchal perceptions of life issues are still obstructing the way, yet there are continuous efforts to eliminate them. Persisting stereotypes about the image of women in the media, in professional life and career opportunities, motherhood, increased presence of women in atypical work, vocational segregation, are few of the problems that still exist and need to be addressed.

⁵ Please see the English version of the Protocol here <http://www.isotita.gr/wp-content/uploads/2017/12/Protocol-on-Cooperation-for-Refugee-Women.pdf>



Furthermore, during the economic and social crisis that our country had to endure, major setbacks had occurred, such as high female unemployment (yet less drastically increased due to the fact that more women had precarious jobs than men), more women in low paid, precarious work, shift in traditional gender roles. Adding the refugee population that our country had to receive and include into the Greek society, we could say that multiple discrimination issues have arisen and needed special attention.

To address these challenges, our efforts are focused on the progress of gender equality in Greece and our principal guide is the UN Agenda 2030, which sets the objectives and motivates for synergies with all relevant bodies and organizations.

2. Which of the following have been the top five priorities for accelerating progress for women and girls in your country over the past five years through laws, policies and/or programmes? (please check relevant categories)

Equality and non-discrimination under the law and access to justice

☒ **Quality education, training and life-long learning for women and girls**

Poverty eradication, agricultural productivity and food security

☒ **Eliminating violence against women and girls**

Access to health care, including sexual and reproductive health and reproductive rights

☒ **Political participation and representation**

Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression)

Women's entrepreneurship and women's enterprises

☒ **Unpaid care and domestic work / work-family conciliation (e.g. paid maternity or parental leave, care services)**

Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)

Basic services and infrastructure (water, sanitation, energy, transport etc.)

Strengthening women's participation in ensuring environmental sustainability

Gender-responsive budgeting

Digital and financial inclusion for women

Gender-responsive disaster risk reduction and resilience building

☒ **Changing negative social norms and gender stereotypes**

Other

Quality education, training and life-long learning for women and girls

Students visit regularly -and in cooperation with the Ministry of Education and Religious Affairs- the premises of the GSFPGE and are briefed by the its staff on issues related to the concept of gender equality, such as gender balanced participation in decision-making, gender-based violence, discrimination in the workplace, gender-based health, among others.



From November 2016 to May 2019, the GSFPGE has participated for 3 consecutive school years in the so-called “Educational Thematic Week: Body and Identity” with presentations on gender equality and ways on combating stereotypes in secondary public schools. The concept and the basic organization of the Thematic Week belongs to the Institute of Educational Policy of the Ministry of Education and the GSFPGE policy officers involved had the opportunity to present the main GSFPGE policy initiatives, get in touch with the students, and raise their awareness on gender stereotypes in all aspects of everyday life.

Under the collaboration with the Ministry of Education and Religious Affairs and the Educational Television, there have been 5 competitions conducted in the period 2016-2018 (poster competition, digital creation competition, gender separation of toys, gender and environment, creative writing) across the whole spectrum of the educational process (primary, secondary, tertiary education), with the aim to inform and sensitize teachers and students on the principles of gender equality⁶.

Moreover, in 2017, the Research Centre for Gender Equality (KETHI) supervised by the GSFPGE, published “The flower of equality”, which actually presents the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) as a fairytale for children of preschool age⁷. In 2019, KETHI collaborated with UNICEF and presented the book “The world Anew” as a stimulus for a debate among young students/people about the prevention and combat against gender-based violence⁸.

Eliminating violence against women and girls

The prevention and combating of violence against all women regardless of their status, race, origin, physical or mental health, in Greece has traditionally been top priority for the GSFPGE, which is implementing since 2010 the «National Program on Preventing and Combating Violence against Women». This was the first comprehensive and coherent national action plan against gender based violence. The “National Program on Preventing and Combating Violence against Women”, refers to all forms of gender based violence (e.g. domestic violence, rape, sexual harassment, trafficking in women) and is part of the NAPGE 2016-2020 mentioned above. Within this program, a network of 63 structures was established and operates for women victims of gender based violence (again for all women). The network includes:

- the bilingual SOS telephone helpline 15900 and the e-mail address sos15900@isotita.gr (in Greek and English) which operates 24 hours/day and 365 days/year. It is a low-cost nationwide helpline, confidential and staffed by gender-trained counselors.

- 42 Counseling Centers and 20 Shelters all over Greece.

The services provided by the above mentioned structures are free of charge and include psychosocial support, legal counseling as well as counseling in labour issues, emergency

⁶ You may find information on the competitions in the GSFPGE website <http://www.isotita.gr/?s=%CE%B4%CE%B9%CE%B1%CE%B3%CF%89%CE%BD%CE%B9%CF%83%CE%BCE%BF%CF%82&lang=el> (in greek).

⁷ KETHI's website, <https://kethi.gr/to-loyloydi-tis-isotitas/>.

⁸ KETHI's website, <https://kethi.gr/o-kosmos-apo-tin-archi/>.



shelter and, where necessary, legal aid in cooperation with local Bar Associations. In addition to safe accommodation to women victims of violence and their children, the Shelters provide additional psychosocial support, and facilitate access to health services and the enrollment of children in schools.

In designing and delivering these services, due consideration is given to the need to respond to different social, ethnic, and cultural backgrounds, faiths, states of health, etc. Our goal is to empower women victims of violence and help them to regain self-esteem, thus enabling them to make sound decisions for their future, and ultimately gain independence in their jobs and in their personal and family lives. The tasks of the structures also include networking with local agencies and relevant associations for joint communication and public awareness program.

Apart from our structures, a public awareness campaign is being implemented and includes seminars, conferences, informational material in several languages (Greek, English, French, Albanian), TV and radio spots, cultural events, publicity on public transport, entries in Press, a webpage (www.womensos.gr) and a facebook page as well as banners in web pages. Special events (information sessions and conferences) have been organized as part of the launching of the regional infrastructures. Furthermore, funding has been secured so that the structures and actions of the above described program will continue to operate. In the same context, training seminars are being implemented for the staff of our structures. The seminars deal with “Offering supporting services to women victims of gender-based violence” and with “Counseling on labour issues for women” and are held in collaboration with the Training Institute of the National Center of Public Administration and Local Government (INEP). This collaboration is continuous and takes into consideration the training needs and issues arising from the field work of the structures’ staff.

During the current period, the target group of all services has been expanded to include apart from women victims of gender-based violence, women victims of multiple discrimination (refugees, single parents, Roma, women with disabilities, etc.) as well. To this end, to essentially contribute to the refugee crisis, safe accommodation is provided to refugee women victims of violence or to refugee women at serious risk of gender-based violence and to heads of single parent families with their children.

As mentioned in question 1, Greece ratified the Istanbul Convention (Council of Europe Convention on preventing and combating violence against women and domestic violence) with the Law 4351/2018. The Convention underlines the obligation of the state to fully address gender-based violence in all its forms and to take measures to prevent violence against women, protect its victims and prosecute the perpetrators. The Convention also emphasizes on prevention of gender-based violence through specialized education and awareness programs and specialized measures are envisaged:

- to protect women-victims of violence in order to prevent their secondary victimization,
- to protect children witnesses of abuse,
- to facilitate access for victims of gender violence to legal compensation and
- to establish a mechanism for the monitoring of its implementation.



Greece deposited the instrument of ratification of the Convention in 18/6/2018, thus becoming the 32nd State to ratify it.

As the Law designates, the GSFPGE as the competent authority for the Convention monitoring, is scheduled to set up a Working Group, with specialized scientists in order to monitor the Convention's implementation in the Greek territory and also propose actions in all its areas of application.

The other important legislative change that occurred in 2019 was the Law 4604/2019 on substantive gender equality and preventing and combating violence against women, trying to implement a gender mainstreaming approach and eliminate gender inequalities in the public and private sphere. All basic notions, mechanisms, institutions and stakeholders are explicitly clarified aiming at the implementation of the principle of gender mainstreaming and at preventing and combating violence against women. The panhellenic gender-based violence network by the GSFPGE and the Municipalities is institutionalized (Counseling Centers, Shelters, a 24-hour SOS 15900 helpline).

Political participation and representation

✓ In terms of legislative work concerning electoral procedures at the local and regional level, the recent Law 4555/2018⁹ on the Reform of the Local Government institutional Framework (Kleisthenis I Program - Government Gazette 133 / A ' / 19.07.2018) finally adopted the GSFPGE proposal on a 40% gender quota on the total number of candidate regional, municipal counselors and community counselors (articles 14, 15 and 51). The former respective gender quota was 1/3.

✓ Also, the Law 4604/2019 on substantive gender equality and prevention and combating gender based violence already mentioned before, introduces the system of quota 40% in favour of women for the lists of candidates in each electoral prefecture at the parliamentary elections and also for the election of the members of the European Parliament. This is a clear measure for women's empowerment in political decision-making increasing the gender quota from 1/3 to 40% of each sex. Furthermore, with the same law, the absence of quota system in the composition of Councils of the Public Administration arouses legal penalties.

Unpaid care and domestic work / work-family conciliation (e.g. paid maternity or parental leave, care services)

✓ The Hellenic Manpower Organisation (OAED) launches 8-month public works and work of social value programmes within municipalities with an enhanced protection of maternity (special maternity leaves, leaves for school visits, reduced working hours etc) and of course the official minimum wage and with all required social security contributions.

✓ The Hellenic Manpower Organisation (OAED) also implements special 12 or 9-month public employment programmes to tackle unemployment and underemployment with an

⁹ Official Gazette website: http://www.et.gr/idos-nph/search/pdfViewerForm.html?args=5C7QrtC22wG3UHK-ZeQumndtvSoCrlL8NXGWS3cU8Kt5MXDOLzQTLWPU9yLzB8V68knBzLCmTXKaO6fpVZ6Lx3UnKl3nP8NxdnJ5r9cmWyJWelDvWS_18kAEhATUkJb0x1LldQ163nV9K--td6SluRwXcEVmoJKVw-Yab2gXq_V1eqvjRbp9PfpDu0enVf9b.



emphasis on long-term unemployed, young and older women, mothers of minors (years 2017-2018).

✓ Every year, there are worklife balance programmes offering childcare services to unemployed/self-employed/employed in the private sector mothers that fulfill low income criteria (Work-life balance programmes cofunded by the EU that deal with Early Childhood Care and nurseries for children).

✓ There is recent legal framework covering preexisting unregulated gaps concerning surrogacy and adoption rights (maternity leaves, maternity benefits and allowances, protection from lay-offs) and also establishing the use of parental leave by both parents alternatively (biological, adopting, foster parents) regardless of their working status (article 38 of Law 4342/2015 and articles 44-46 of Law 4488/2017).

✓ Under the 2019 Rights, Equality and Citizenship Work Programme, the GSFPGE submitted as coordinator a proposal to the Commission titled “Promoting work-life balance in companies and a better sharing of care between men and women- - SHARE”, which was approved and starts February 2020. The Project aims to contribute in tackling traditional gender family roles and promoting reconciliation of work and private life, emphasizing in companies’ working environments, by taking into consideration the relevant European and national priorities and by developing complimentary activities that approach the field in a multidimensional and multifaceted way. The main objectives of the Project addressing the identified needs and gaps, are the following:

- Development of a precise methodological process for the establishment of companies’ Label on Gender Equality in order to put into practice the relevant national priority set by the recent Law on substantive gender equality.
- Capacity building for 125 company actors in order to provide the necessary know-how in designing and applying initiatives for work-life balance.
- Raising awareness on the importance of work-life balance with special focus in the role of men and highlighting of the benefits arising from family friendly working conditions and work-life balance initiatives both for employers and employees. This objective meets the need of behavioural and social change regarding issues affected by deep-rooted social stereotypes and biases.
- Promotion of work-life balance friendly working environments in order to enhance gender equality in Greek labour market via consultation and knowledge sharing .

The project’s budget is €277.220,95.

Changing negative social norms and gender stereotypes

✓ Again in the Law 4604/2019 for substantive gender equality and sexual and gender-based violence, the notions of gender mainstreaming and gender budgeting are introduced for the first time into a legislative text. In fact, all basic notions, mechanisms, institutions and stakeholders are explicitly clarified aiming at the implementation of the principle of gender mainstreaming and at preventing and combating violence against women. The panhellenic gender-based violence network by the GSFPGE and the Municipalities is institutionalized (Counseling Centers, Shelters, a 24-hour SOS 15900 helpline). There are also specific articles concerning social dialogue, the drafting of “Equality Plans” in the workplaces by employers



and the establishment of Equality Signs and Gender Awards for enterprises that adopt gender equality corporate policies as a reward for their engagement in favor of equal treatment and equal opportunities for their employees. The use of gender-neutral language in official documents is incorporated as a distinctive task of the public administration.

✓ Special provisions have been put in place in the crucial field of education (primary, secondary and tertiary education) aiming at the elimination of gender stereotypes and the advancement of healthy attitudes for the future citizens of the country. In addition, the principle of gender mainstreaming is set in the fields of health and social solidarity (e.g. special attention to the status and the needs of vulnerable groups of women), while a special leave of seven working days is attributed to female employees who attend prescribed programs of medically supported fertility. Finally, in the fields of mass media and advertisement special provisions are activated against gender stereotypes and discriminations.

✓ In June 2018, under the 2018 Rights, Equality and Citizenship Work Programme, the GSFPGE submitted as partner of a consortium a proposal to the Commission titled “Capacity building for women candidates and media stakeholders in public debates in Greece”. The proposal was approved by the European Commission on October 2018 and addresses the call priority A which aims to support projects promoting equality for women and men in public debates, in leadership positions in politics and in the corporate sector. It specifically aims to address existing barriers for journalists and women in public debates. The Project called “GENDER_PUBLIC DEBATE” started at April 2019 and its duration will be 22 months. The project’s budget is €259,837.03.

The project proposes a range of activities tailored to the Greek context and the expected results of these interventions are the following:

R1: Train & sensitize 120 media stakeholders in identifying, responding and preventing sexism and gender discrimination in public debates through targeted experiential workshops (dealing with real scenarios and making use of experiential methodologies) for journalists, media practitioners and students of media faculties. The participants of the trainings are expected to act as multipliers and to communicate the problem to society in order to raise awareness and sensitize men and women towards gender balance in the media.

R2: Enhanced skills of 100 women politicians and candidates in elections in identifying and responding to sexism and gender discrimination in public debates. This will allow them to stop hesitating taking part in public debates with the fear of becoming victims of sexism and thus increase the representation of women in the media.

R3: Produce and disseminate practical tools for identifying, responding and preventing sexism and gender discrimination in public debates and in the media. This will highlight the usage of gender-neutral language and behavior in public debates and will provide the necessary tools to relevant stakeholders and the general public to avoid using stereotypes and phrases that imply sexist behaviors.

R4: Forming sustainable alliances for further action. As a long term and sustainable result the project will support the signature of a Memorandum of Agreement between different stakeholders to engage them to promote the project goals. The Memorandum will commit



all parts (and particularly the Media) to participate to the dissemination of the project (broadcasting of the TV spot, promotion through social media, etc). This will ultimately lead to raising the issue in the agenda of multiple stakeholders and promote gender balance policy.

A special website has been created for the project needs, which is the following nosexism.isotita.gr.

3. Over the past five years, have you taken specific measures to prevent discrimination and promote the rights of women and girls who experience multiple and intersecting forms of discrimination? (please check relevant categories)

Women living in remote and rural areas

Indigenous women

Racial, ethnic or religious minority women

☒ **Women living with disabilities**

Women living with HIV/AIDS

Women with diverse sexual orientations and gender identities

Younger women

☒ **Older women**

☒ **Migrant women**

☒ **Refugee and internally displaced women**

Women in humanitarian settings

Other

In the National Action Plan on Gender Equality 2016-2020 there is a clear reference to the economic crisis affecting some EU countries, including Greece and consequently to the austerity and fiscal adjustment policies applied, thus exacerbating the risk of multiple discrimination against women. In Greece, the gender impact of the economic crisis was closely linked to cuts in the public sector, difficulties in reconciliation of family and working life, rising of precarious work, and deregulation of labor relations. The multidimensional nature of women's poverty made it imperative to manage and resolve wider economic and social life parameters than those directly related to the labor market. Particular attention and care was given to working poor women.

Based on the above situation, focus was put in policies on women who belong to vulnerable social groups or suffer multiple discrimination, including, but not limited to:

1. Women at the poverty line
2. Women heads of single parent families
3. Homeless women
4. Roma women
5. Migrant women



6. Women refugees or asylum seekers
7. Women victims of violence, torture or trafficking in human beings
8. Women with disabilities / chronic diseases
9. Drug-addicted women
10. Prisoners or prison released
11. Older women
12. Long-term unemployed women

In this context, the following 3 objectives were included in Priority Axis 1 "Social Inclusion and Equal Treatment of Women facing Multiple Discrimination" of the NAPGE:

-Objective 1: Integrating gender dimension in legislation and public policies on socially vulnerable groups.

-Objective 2: Strengthening the GSFPGE in the formulation of targeted policies for women who suffer multiple discrimination and the creation and dissemination of gender-disaggregated data.

-Objective 3: Ensuring equality and eliminating discrimination for women who suffer multiple discrimination.

The result of these policy objectives was the institutionalization of a relevant organizational unit within the GSFPGE. The newly established Department for Social Protection and Combating of Multiple Discriminations, under the Directorate of Social Protection and Counseling Services, was established in the last organizational chart of the Ministry of Interior with article 25 of the Presidential Decree 141/2017 (Government Gazette 180 A), since the GSFPGE was until July 2019 an organizational unit of the Ministry of Interior. Specifically, the newly established Department of Social Protection and Combating Multiple Discrimination (Directorate of Social Protection and Counseling Services) is responsible for:

- The elaboration and promotion of measures to tackle gender discrimination faced by persons belonging to vulnerable social groups (migrant women, refugee women, single parent families, Roma women, etc.) with a view to their social inclusion and social cohesion.
 - Co-operation and networking with all relevant stakeholders to mainstream gender into vulnerable social groups within the framework of national, regional and local social policy planning.
 - Design, coordinate and implement social networking and cooperation actions with transnational bodies and international organizations, as well as with national bodies, on issues of multiple discrimination.
 - Providing first-line services and counseling services on psychosocial support and legal counseling to women who face multiple discrimination (eg migrant women, refugees, single parents, disabled people) etc.
- Participation in collective bodies, working groups and committees of the public sector and



local government for the elaboration of specialized actions for the prevention and combating of multiple discrimination.

- Review of studies and researches on sexism and gender identity issues and on the other hand the implementation of training interventions in cooperation with stakeholders to combat discrimination related to gender identities and sexual orientation.
- The development of awareness raising activities on the issues of its competence and their implementation in cooperation with the competent Department of Administrative & Financial Support and Publicity of the GSFPGE.

Particularly:

A. Policies for groups that suffer multiple discriminations

In the context of mainstreaming gender in policies targeted to vulnerable social groups, designed and implemented by other co-responsible institutional bodies, the Department for Social Protection and Combating of Multiple Discrimination has contributed in the past years by submitting its proposals and remarks:

- to the National Action Plan for the Rights of the Child, under the Ministry of Justice,
- to the National Strategy for Social Inclusion under the Ministry of Labour and Social Affairs,
- to the National Strategy for Integration under the Ministry of Migration and Asylum,
- to the National Strategy for Roma Integration under the Ministry of Labor and Social Affairs.
- for the preparation of the National Action Plan for Women, Peace and Security under the Ministry of Foreign Affairs. This process is still ongoing.

B. Women refugees

✓ As already mentioned, within the framework of the 2014-2020 programming period, the category of women benefiting from first-line services (psychosocial support, employment and legal counseling, accommodation) by the Pan-Hellenic Network of Structures for Preventing and Combating Violence Against Women (SOS 15900, Counseling Centers and Shelters) was extended to include the category of women suffering from multiple discriminations with particular emphasis on the protection and care of refugee women.

Therefore, since 2016 an Inter-ministerial Coordination Group on refugee issues¹⁰ has been set up, aiming at coordinating all competent bodies to identify, host and provide counseling services to refugee women, victims or potential victims of violence, as well as to their children. The Inter-ministerial Coordination Group on refugee issues in the first phase of its operation, proceeded to the signing of the Protocol of Cooperation among all the competent bodies. The Protocol is still in operation and defines the procedure for identification, referral,

¹⁰ In the Inter-ministerial Coordination Group on refugee issue are represented (under the names of the signature of the Protocol): Ministry of Migration Policy (First Reception and Identification Service, Asylum Service, General Secretariat of Migration Policy), Ministry of Health, Ministry of Education, Ministry of Citizen Protection, Ministry of Defense, Research Center for Gender Equality (KETHI), National Center for Social Solidarity (EKKA), Hellenic Agency for Local Development and Local Government (EETAA), the Central Union of Greek Municipalities, the Association of Greek Regions.



provision of support services and accommodation of women refugees, victims of gender based violence and their children in the Shelters of the GSFPGE.

In particular, the services provided by the Network of Structures (Counseling Centers, Shelters and SOS 15900 Helpline) to refugee women and their children focus on the primary problems faced by the particular social group, such as safe stay at the Shelters, social and psychological support, legal and employment counseling, referral to health services, social services, facilitation of enrollment of children in schools, etc. At the same time, the interpreters of the Research Center for Gender Equality Issues (KETHI) cover the interpretation needs of the Network. The SOS15900 help line is nationwide, addresses women who are victims of all forms of gender based violence, offering information and telephone counseling services through their psychologists and social scientists. The services are currently provided by the SOS Helpline in English and Farsi, with regard to the female population of that target group, and in Arabic.

The Protocol of Cooperation was recognized as a good practice: a) in the European Commission Report on Equality between Women and Men in the EU (March 2017) and b) by the Council of Europe (April 2017).

In this context, the GSFPGE hosted in February 2018 the EU Mutual Learning Program entitled "Support services to women victims of violence in asylum and immigration" with participation of 15 EU representatives. The Protocol of Cooperation of the GSFPGE was presented as a good practice of our country. During the seminar, a successful visit of the participants was organized to the Refugee Camp in Schisto (Attica Region).

The GSFPGE, in cooperation with UNICEF, held a series of 5 awareness raising seminars (Lamia, Lesvos, Thessaloniki, Kavala, Ioannina) on the Protocol of Cooperation, addressed to elected officials of the Local government (Municipalities and Regions) as well as professionals of public bodies or NGOs working on refugee issues.

✓ At the same time, the GSFPGE participated as a partner in three European co-funded programs for refugee women, the first of which has been completed while two other are ongoing. Specifically:

The European program "Building a safety net for migrant and refugee women" with GSFPGE program partners, the KETHI, the Center for Women's Studies and Research - DIOTIMA, Differenza Donna (Italy) and SURT (Spain). This program concerned the prevention and tackling of gender-based violence in migrant and refugee women living in Italy, Spain and Greece. In this context, two leaflets were issued for women refugees. This program was completed in the autumn of 2018. Its budget was 360.416,36 €.

The two (2) other relevant European co-financed projects also implemented during the current period (2018-2020) are the following:

(a) The SURVIVOR program: "Reinforcing services for refugees and migrant victims of gender violence", co-funded by the European Union under the EU's Rights, Equality and Citizenship Program (REC-RDAP-GBV- AG-2017), having as partners the Research Centre for Gender



Equality (KETHI), the Center for Women's Studies and Research DIOTIMA, and the International Rescue Committee Hellas (IRC Hellas).

This project started on 3 September 2018 and will end on 2 September 2020 with 712.174,00 € budget. Its website is <https://www.gbvsurvivor.gr/>.

The outcomes of the project include: the recruitment of 4 women mediators-interpreters for the SOS15900 helpline and the Network of Structures, the training of KETHI intercultural mediators, the training of public sector professionals and of the Network staff, the creation of an implementation guide, the training of professionals deriving from different services of the public sector related to the refugee issues as well as members of the Network of Structures, training seminars at the Police Academy and at the Department of Social Work of the University of Western Attica, the training of professionals from NGOs active in the field of refugees, the creation of a tool for the public sector referral process, awareness-raising actions, including the organization of 8 regional meetings with the local government to inform and raise awareness of relevant professionals, with regard to the revised cooperation protocol.

Until now, the following actions have been implemented:

- the translation of the Project's Grant Agreement.
- the establishment of the project's brand identity and printing of awareness raising material.
- the contract for the provision of postal services within the project.
- The planning of an information brochure addressed to professionals in the field, to raise awareness and disseminate the results of the project's activities, translated into Greek and English.
- Also, the planning of a brochure in three languages of refugees-migrants in Greece (English, Arabic, Farsi) on Gender-based violence protection, rights and support services at local / national as well as European level. The brochure is addressed to migrant and refugee women, their families and their community.
- the translation of the texts of both the above brochures and the relevant sections of the WOMENSOS website in English, Arabic and French.
- Planning of the communication actions of the project.

Eight regional meetings are planned to be held in eight regions of the country, involving institutional bodies and representatives of the target group communities, to support-coordinate them and a final event in Athens.

Within the framework of the same program, exchange of knowledge, experience and expertise has taken place within Europe, in order to strengthen programs that combat gender-based violence at European level.

b) The "EMPOWER" program, with partners from the Center for European Constitutional Law -Tsatsos Foundation and the Doctors of the World. The program concerns the "empowerment of professional and refugee communities for the detection, recording and prevention of sexual and sexist violence in Greece". The project has two-year duration and has started on 01/01/2019. Its budget is 303.015,44 €. Work packages include: recording the situation on



gender based violence in the refugee population, training field professionals (in refugee camps and urban area), awareness-raising actions, including 5 meetings to strengthen the refugee population throughout the region territory. In this context, the following actions have been approved and planned:

- Development and management of the Project website and logo
- Creating and promoting newsletters/press releases
- Brochure creation and printing - Translation and distribution of informational material
- Participation in the organization and implementation of discussion groups within refugee communities
- Organization of information/awareness raising events

✓ **Design and implementation of staff training**

Training programs for the staff of the Structures have already been implemented with different partners in the years 2016-2018. In particular, in Athens-Attica (24-25/6/2016), the Aegean Islands (13-15/12/2016), Thessaloniki-Central and Eastern Macedonia (16-17/12/2016) / 2 - 2/3/2017 and 1/6/ -19 /10/2017), in Attica, Thessaloniki, Ioannina, Chios and Lesbos (April-June 2017), Athens (31 /10-2 /11/2017)), in Thessaloniki (14-16/11/2017) and in Larissa (28-30/11/2017) and in Athens (2018) in the following thematic areas indicatively: cultural differentiation, first aid in psychological issues, crisis management and management of psychological trauma, referral system for refugee women victims of gender-based violence, asylum and international protection, case management of victims of gender-based violence in a humanitarian crisis, in line with international practice (GBV Case Management). Also, from November/December 2018 to date, trainings are being carried out on the staff of the structures of the GSFPGE network, as well as other public sector professionals, within the SURVIVOR Program.

Finally, the Inter-ministerial Coordination Group on refugee issues approved the creation of a new training program to be implemented by the National Center for Public Administration and includes training in the thematic areas covered by the relevant departments of the Ministry of Migration Policy, the Ministry of Health and the General Secretariat for Health. The target group is the staff of the GSFPGE, KETHI and the Network of Structures (Counseling Centers, Shelters, SOS15900 Hotline) dealing with refugee issues, as well as the public administration and local government staff, employed at the Reception and Identification Centers, in the Open Temporary Reception Structures and Open Temporary Accommodation Structures, in the Social Services of Municipalities and Hospitals, so they can coordinate with each other in managing gender-based violence or women refugees in need of immediate support and assistance.

Initially, the Inter-ministerial Coordination Group on refugee issues and subsequently the Department for Social Protection and Combating of Multiple Discriminations also carried out the following actions regarding migrant women and women with disabilities:



C. Women with disabilities

As already mentioned, Greece is implementing the National Action Plan on Gender Equality 2016-2020. One of its strategic priorities is social inclusion and equal treatment of women facing multiple discrimination. Social exclusion is the result of depriving a person or a group (racial, religious, cultural, national political) of their access to knowledge, health, culture and/or exercise of power. It means reduced social participation. The main factors of social exclusion may be related among others to physical disabilities or mental illnesses or conditions. In this priority axis, we focus on the category of women who suffer multiple discrimination, not only on the basis of gender, but also on the basis of vulnerability e.g. disabled women.

The prevention and combating of violence against women in Greece are, as already mentioned, top priorities for the GSFPGE, which is implementing since 2010 the «National Program on Preventing and Combating Violence against Women». Monitoring of the Programme's outcomes in terms of statistical data is done through a database in which cases of women victims of gender-based violence are registered. In this database all the supporting structures are obliged to register the cases of women seeking support to the Counseling Centers, Shelters and the telephone helpline 15900.

During the implementation period of the programme (1/1/2012 to 22/5/2019) the number of disabled women supported by the network of structures was: 172 in a total of almost 25000 women that have been addressed to the network. Out of the 172, 96 were cases of gender-based violence, while 76 cases were cases of multiple discrimination, 38 were women of the secondary education level (22%), 18 (10%) university level, 73 (42%) unemployed. 53 (31%) out them were between 36-45 years of age.

Within the implementation of the Programme in the period 2018-2019 an awareness raising campaign was created that included actions regarding the needs of people with disabilities. More specifically, 3 TV spots fully accessible to people with sensory disabilities were created, ie SDH subtitles for deaf and audio description (AD) for blind people. A three-day Film Festival was organized in April 2019, in which one of the films presented was in SDH subtitles and AD sound. Finally, all workshops implemented under the campaign were fully accessible for people with disabilities (structured environment, interpretation in sign language, lip reading, acoustic description). Part of the printed material was produced in a large-scale font and part in Braille style.

Moreover, the GSFPGE was among the stakeholders who participated to the public consultation of the EU on the "Green Paper" entitled "Preparing for a Fully Converged Audiovisual World: Growth, Creation and Values – Public Consultation", seeking to make new technologies of the audiovisual world accessible and friendly to female users with disabilities. This indicates the genuine interest of our organization in facilitating the access of all women to information and technology.

As regards the accessibility, it is important to mention that the premises of the GSFPGE (Central Office, Library on Gender and Equality and Counseling Centers in 14 cities) dispose the entire necessary infrastructure for easy accessibility for people with physical disabilities.



In addition to the accessibility of buildings for people with physical disabilities, the Library on Gender and Equality, provides facilitated access to information in people with sight and hearing impairments, where specialized equipment is settled, consisting of two workstations and one screen magnification device CCTV (closed circuit TV) for reading any printed material from people with various visual impairments. Special components and software are installed to the workstations, as i.e support arm switches and peripheral devices and switches connection interface, mouse driver, trackball for mouse simulation, external pressure switches, virtual keyboard, reading software with screen magnification, speech synthesis software, screen Braille, Braille translation software, optical character reader (OCR Software), headset, printer Braille. The special software installed is the Super Nova for Windows, which provides facilities for users with visual and hearing impairments.

The protection of human rights, with emphasis on vulnerable social groups such as migrant and refugee women and their children, constitute top priority for our country. Trying to respond to the huge humanitarian crisis deriving both from the economic and refugee crisis in Greece, the GSFPGE created a partnership between public stakeholders and NGOs to contribute to the needs of refugee women and their children. This partnership ended up to the signing of a Protocol of Cooperation aiming at the coordination of all competent entities for the identification, referral, accommodation and provision of counseling services to refugee women, victims or potential victims of violence and their children, with regard their special needs (disability issues included). (See above, p.8, The Inter-ministerial Coordination Group on refugee issues and the Protocol of Cooperation).

4. Has the increasing number of humanitarian crises—caused by conflict, extreme weather or other events—affected the implementation of the BPfA in your country?

In general the implementation of the BPfA has not been affected in Greece due to humanitarian crisis per se. Nevertheless, we could mention that the refugee crisis that hit the country with huge refugee flows especially since 2015 is closely linked to the effort of the GSFPGE to support, within its competences, women refugees, victims or potential victims of violence and to their children. To this end the aforementioned Protocol of Cooperation was signed in 2016 with all the relevant stakeholders, as stated under question 3, aiming at adopting a common framework of procedures for identifying, referring and hosting, as well as providing counseling services and actions to women refugees, victims or potential victims of violence and to their children, as well as women refugees heads of single parent families, through the Network of Structures of the GSFPGE. More details about the Protocol are included in question 3.



5. Which of the following does your country consider to be the top five priorities for accelerating progress for women and girls in your country for the coming five years through laws, policies and programmes? (please check relevant categories)

Equality and non-discrimination under the law and access to justice

Quality education, training and life-long learning for women and girls

Poverty eradication, agricultural productivity and food security

☒ **Eliminating violence against women and girls**

Access to affordable quality health care, including sexual and reproductive health and reproductive rights

Political participation and representation

☒ **Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression)**

☒ **Women's entrepreneurship and women's enterprises**

☒ **Unpaid care and domestic work / work-family conciliation (e.g. paid maternity or parental leave, care services)**

Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)

Basic services and infrastructure (water, sanitation, hygiene, energy, transport, communication, etc.)

Strengthening women's participation in ensuring environmental sustainability

Gender-responsive budgeting

Digital and financial inclusion for women

Gender-responsive disaster risk prevention, reduction and resilience building

☒ **Changing negative social norms and gender stereotypes**

Other

As already mentioned, Greece has recently adopted a new legislative framework on gender equality (Law 4604/2019 on substantive gender equality). The new law requires the adoption of the gender mainstreaming tool in public policies, which advocates the adoption of measures and programs that will help improve gender equality issues in public policy planning. In this context, gender mainstreaming is considered an important tool to implement gender equality policies for our country and at the same time the implementation of the National Gender Equality Action Plan will be a priority for the coming years. Together with the implementation of the Agenda 2030, Greece's top five priorities for accelerating progress for women and girls for the coming five years are the following, taking also into account the implementation of the NAPGE and its priority axes:

1. Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression)
2. Eliminating violence against women and girls
3. Women's entrepreneurship and women's enterprises/ enhancing the digital skills of women and girls.
4. Unpaid care and domestic work / work-family conciliation (e.g. paid maternity or parental leave, care services)
5. Changing negative social norms and gender stereotypes



Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression).

The most prominent national challenge is currently the economic and social recovery of our country and the efficient handling of the high unemployment rates of women. In the last 5 years, due to the financial crisis and the austerity measures that have been implemented, women have been the most affected group. Unemployment rates and their increased participation in atypical forms of work (part time, low paid and low-quality jobs) justify their poor ranking in the labor market statistics and the absolute need to reverse this situation. Statistics, on the other hand, show that the qualifications and educational attainment of women and girls are equivalent, if not higher, to those of men and boys, which in practice implies that their reduced participation in the labor market is due to the social expectation of caring for children and the elderly. Our perspective for the next five years is to reverse the phenomenon of reduced participation of women in the labor market by taking appropriate measures to this end. The right to work is a fundamental individual right and needs to be broadened by facilitating measures such as reconciling work and family life, enhancing women's skills and empowering them to rise to all levels of hierarchy, addressing the pay gap and professional segregation.

Rights in the workplace are also an area that needs to be strengthened. Discrimination in the workplace, whether it concerns sexist behavior, career promotion barriers, or gender-based harassment, should be eliminated. This can be achieved through the implementation of Gender Equality Law 4604/2019, which provides for the incorporation of a gender perspective into the operation of all public bodies and businesses, with the introduction of equality labels. In addition to the above constant raising awareness campaigns and information of the public opinion and of educational institutions of all levels is needed (from primary schools to university) in order to consciously change the mentality and traditional way of thinking of citizens to embrace the principle of gender equality and apply it to all facets of their lives.

Women's entrepreneurship and women's enterprises/ enhancing the digital skills of women and girls.

To this end, we believe that the skills of women and girls need to be strengthened so that they can set up their own businesses, be empowered by role models and good examples, and gradually and confidently enter the field of entrepreneurship. Already in Greece, women start to make progress in this field as shown by the 22nd Newsletter of the Gender Equality Observatory¹¹. Still, there is room for development and our aim is to provide the appropriate incentives to increase female entrepreneurship in Greece. Aiming to increase the attractiveness of entrepreneurship for women, the General Secretariat for Family Policy and Gender Equality has included in the National Gender Equality Action Plan 2016-2020 related actions in cooperation with the Ministry of Labor and Social Affairs, and will continue to cooperate within the framework of the next gender equality action plan. At the same time, the new Law on the promotion of substantive gender equality (law 4604/2019) includes actions that focus in combating gender inequalities which are observed in the labor force of enterprises. It is for the first time that 'Equality Plans' will be drawn up and integrated

¹¹ Available at <http://www.isotita.gr/wp-content/uploads/2019/09/Observatory-22nd-E-bulletin-Womens-Entrepreneurship.pdf>



interventions will be developed by public and private companies. Their implementation will follow an analysis of existing social reality, setting specific goals, strategies and practices to achieve substantive gender equality. At the same time, General Secretariat for Family Policy and Gender Equality has also established the "Equality Label" as a reward and a certification for implementing equal treatment policies and equal opportunities for women and men.

Moreover, a key element in achieving the above goals (namely to increase women's participation in the labor market and increase women's entrepreneurship) is to enhance the digital skills and confidence of women and girls in professions traditionally regarded as "masculine", but to which they can contribute with a different dynamic. Our aim is to focus on these areas of STEM businesses, as the respective professions will dominate in the near future and women and girls should not be left out.

Unpaid care and domestic work / work-family conciliation (e.g. paid maternity or parental leave, care services).

Reconciling work and family life should be another priority for the next five years, as increasing female labor market participation goes hand in hand with it. Traditionally the care of children and in general the care of dependent family members in Greece was done by women. As this will take time to change, men should be motivated to be engaged with domestic duties and care tasks. Complementary measures should be creation of financial and quality care services for dependents (children and the elderly), leave systems, etc.

Changing negative social norms and gender stereotypes, to promote gender equality at all levels of private and public life

This priority is essential to achieve substantive gender equality. It begins with education and training and it continues with working life. There is a need to educate parents, teachers and students to recognize and repeal gender inequalities in their everyday life/practice. Also important is the need to eliminate gendered attitudes in the workplace and in society as a whole. Targeted measures for these should be taken in all levels of education system and in all working areas (media, enterprises, public organizations, culture, sports, health and so on). The implementation of the Law 4604/2019 offers a solid ground to build upon it and change radically the current situation. Also, gender awareness campaigns targeting the broadest public will be very effective to eliminate gender stereotyping.

Eliminating violence against women and girls

The prevention and combating of violence against women in Greece have traditionally been top priorities for Greece and will continue to be top priority. The «National Program on Preventing and Combating Violence against Women» is implemented since 2010 and is the first comprehensive and coherent national action plan against gender-based violence. The "National Program on Preventing and Combating Violence against Women", refers to all forms of gender-based violence (e.g. domestic violence, rape, sexual harassment, trafficking in women) and is part of the new National Action Plan on Gender Equality 2016-2020 (NAPGE). Within this program a network of 63 structures was established and operates for women victims of gender-based violence. The network under the Law 4604/2019 will continue to operate under state funding.



In addition to the above, the improvement of the legal framework in order to effectively protect persons from violence is of paramount importance. A very important step for our country is the ratification of the Istanbul Convention (Council of Europe Convention on preventing and combating violence against women and domestic violence), which was done in Greece through the Law 4351/2018. Our efforts from now on will focus on the effective implementation of the law.

Section Two: Progress across the 12 critical areas of concern

This section covers progress across the 12 critical areas of concern of the Beijing Platform for Action. To facilitate the analysis, the 12 critical areas of concern have been clustered into six overarching dimensions that highlight the alignment of the BPfA with the 2030 Agenda. This approach is aimed at facilitating reflections about the implementation of both frameworks in a mutually reinforcing manner to accelerate progress for all women and girls.

Dimension A. Inclusive development, shared prosperity and decent work

6. What actions has your country taken in the last five years to advance gender equality in relation to women's role in paid work and employment?

☒ Strengthened / enforced laws and workplace policies and practices that prohibit discrimination in the recruitment, retention and promotion of women in the public and private sectors, and equal pay legislation

☒ Introduced / strengthened gender-responsive active labour market policies (e.g. education and training, skills, subsidies)

☒ Taken measures to prevent sexual harassment, including in the workplace

Strengthened land rights and tenure security

Improved financial inclusion and access to credit, including for self-employed women

Improved access to modern technologies (incl. climate-smart technologies), infrastructure and services (incl. agricultural extension)

Supported the transition from informal to formal work, including legal and policy measures that benefit women in informal employment

Devised mechanisms for women's equal participation in economic decision-making bodies (e.g. in ministries of trade and finance, central banks, national economic commissions)

Other

✓ The economic crisis experienced by Greece and the prolonged austerity policies implemented over the past years have resulted in a dramatic drop in employment for both women and men. The policies implemented in the public sector (reduction of recruitments), legislation on the reduction of labor rights in the private sector (limiting the protection of employees from collective redundancies, reduction of overtime compensation, flexible



working hours), but also the operation and the taxation of small and medium-sized enterprises and self-employed workers have had a significant impact on employment in the public sector (reduced entry and exit waves) but also in the private sector for the employees, the self-employed and the entrepreneurs.

These measures also had gender consequences as they had disproportionately affected women, young people and migrants, who are more concentrated than men in the lower part of the wage scale and in the secondary sector of work. At the same time, issues such as the gender pay gap and pension gap, the glass ceiling, the under-representation of women in specific sectors of the economy, persist as gender inequalities, which interact with the new social and economic conditions that emerged in the last 10 years.

Here are some indicative data:

Table 1: Percentage of employed persons aged 15 +years old (%)

Greece	2012	2013	2014	2015	2016	2017	2018	2019
Total	55,0	52,9	53,3	54,9	56,2	57,8	51,9	52,1*
Males	65,0	62,7	62,6	64,0	65,8	67,7	60,1	60,1
Females	45,2	43,3	44,3	46,0	46,8	48,0	44,3	44,6

Source: Labour Force Survey, Hellenic Statistical Authority

*The rate refers to the first 3 quarters of 2019

Table 2: Unemployment rate for persons aged 15 +years old (%)

GREECE	2012	2013	2014	2015	2016	2017	2018	2019*
Total	24,4	27,5	26,5	24,9	23,5	21,5	19,5	17,5
Males	21,5	24,5	23,6	21,7	19,9	17,8	15,6	14,0
Females	28,2	31,3	30,2	28,9	28,1	26,1	24,4	21,8

Source: Labour Force Survey, Hellenic Statistical Authority

*The rate refers to the first 3 quarters of 2019

Both the Ministry of Labor and Social Affairs and the GSFPGE in Greece (before it was even transferred to the Ministry of Labor and Social Affairs), undertake actions to increase the participation of women in the labor market in general and change the landscape that wants them to occupy higher rates in atypical work. More specifically,

✓ The GSFPGE is a leader in implementing the project PEGASUS-Addressing the Gender Pension Gap in Greece (under the 2017 Rights, Equality and Citizenship Work Programme). The Project is of a 24-month duration and started on November 2018.

Objectives of the project:



- Developing a comprehensive framework of policy proposals to address the gender pension gap in Greece
- Raising awareness on pension gap within the wider community
- Informing men and women about the impact of different choices and life paths on their pensions
- Setting the issue as a policy priority and engaging various stakeholders

Activities of the project:

- Analysis of main factors affecting the pension gap (effects of pension system reforms, impact assessment on the income and living conditions of women pensioners, local implementation of EU policy).
- Development of policy proposals for tackling the issue
- Qualitative research on behavioral aspects, choices and careers patterns over women's life cycle that impact on gender pension gap
- Review and mapping of Good Practice
- Workshop on Good Practices exchange
- Networking among National Stakeholders
- Development of pension "calculator"
- Awareness raising campaign on gender pension gap

Expected results of the project:

- Increased Knowledge on key factors and behavioral aspects of pension gap in Greece and its impact on the income and living conditions of pensioners.
- Increased awareness on the problem, underlying causes and the impact of different choices on pensions
- Strengthening networking, know-how exchange and commitment among competent stakeholders on tackling gender pension gaps
- Providing women and men with information about the impact of different choices on their pensions in order to make informed career choices.
- Providing effective approaches to tackle existing gender gaps in pay and earnings, including the most effective EU MS's policies and institutional arrangements in reducing the gap that can potentially be transferred in Greece

Target Group: General population (men and women) - Policy makers (50) - National experts (250)

Budget: 292.585,95 €

Project's website: <http://sintaxi.isotita.gr/>

✓ The Ministry of Labour and Social Affairs through the drafting of the National Action Plan on Gender Equality contributes to the implementation of actions for all women, regardless of the different factors that may differentiate them. Such actions are indicatively the following:

1. For training in new technologies and the elimination of the digital divide: We have included in the National Action Plan on Gender Equality (NAPGE) 2016-2020 as a goal, "The



Digital Divide, the use of ICT as a field of gender inequality and their interconnection with school vocational guidance and the labor market ".

2. We have submitted to the General Secretariat for Lifelong Learning and Youth our proposals under the "New National Lifelong Learning Programs" aiming at the elimination of digital illiteracy and the integration of vulnerable social groups, especially young women and girls, in the workplace.

✓ Finally, new technologies and digital skills can be used in a way that favors women's employment and the elimination of inequalities in the labor market. The challenge is to drive women into higher and more creative positions, which to date are occupied by men in most cases, and not just flexible jobs, which will in turn promote professional segregation. So from our point of view and within our field of expertise, the GSFPGE has taken measures which have been included as a good practice in the report of the UN Secretary-General for 2018. The subject of the report concerns the implementation of state actions on women's participation and access to and use of the media and new technologies to strengthen the position of the female population on the planet (See <http://undocs.org/E/CN.6/2018/4>). Indicatively, the measures taken by Greece included in the report are the following:

- promotion of women to new technologies: cooperation of the GSFPGE with the Ministry of Education, Research and Religious Affairs, for the mainstreaming of the gender perspective at all levels of education, with emphasis on the increasing participation of girls and women in new technologies, as well as the cooperation of GSFPGE with the Hellenic Management Association (EEDE) in providing five scholarships for EEDE postgraduate programs (academic year 2016 - 2017).
- Promoting women in new technologies: the participation of the GSFPGE in the implementation of the co-financed project entitled "Innovation and Employability of Women" with the coordination of the "Democritus" Research Center for the need to continuing education and training of women in new technologies (January 2016 - March 2017).
- Promoting women in new technologies: participation of the GSFPGE in the Social Audit Council of the ERT (Radio and Hellenic Television), in order to mainstream gender in the structure and program of public broadcasting in Greece.
- Strengthening databases and documentation: It refers to the GSFPGE's structure "Observatory", which focuses on the 12 themes of the 4th World Conference on Women's Action (known as the Beijing Platform) and includes the section "women and the media". It is worth mentioning that this structure has been included by the European Commission as a good national practice in the "Annual Report on Equality between Women and Men in the EU" (Brussels, March 2016).

✓ A particularly important legislative initiative that was adopted in the year 2017 was the extension of the protection against dismissal, reserved only to natural mothers, to women who were in the process of adopting children or who were undergoing the



procedure of becoming pregnant, or were in fact pregnant within the context of surrogate motherhood (Law 4488/2017, article 48).

7. What actions has your country taken in the last five years to recognize, reduce and/or redistribute unpaid care and domestic work and promote work-family conciliation?

Please see question 6.

8. Has your country introduced austerity/fiscal consolidation measures, such as cuts in public expenditure or public sector downsizing, over the past five years?

YES

Yes, their impact on women/men was estimated before measures were put in place.

☒ **Yes, the impact was assessed after measures were put in place.**

No, the impact on women/men has not been assessed.

In the context of the adjustment programmes implemented in Greece during the last 5 years, human rights implications have been pointed out by several human rights experts and relevant committees of the UN. By slashing public expenditure and internal demand, the first and second structural adjustment programmes deepened the Greek economic crisis significantly. The austerity packages of 2010 and 2012 saw unprecedented cuts in Government expenditure. According to latest available Eurostat data, General Government expenditure was reduced from 128 billion EUR to 108 billion EUR during 2009-2013 and 47.3 billion EUR in 2017 after implementation of the third economic reform programme which included additional loans of EUR 86 billion over the years 2015-2018 and detailed adjustment and structural reform measures. (*Sources: 1. Report of the Independent Expert on the effects of foreign debt to human rights in Greece-2016, 2. Eurostat*)

The GSFPGE has conducted a study on the impact of austerity measures on women. The main findings included:

- the economic crisis undermined the substantial progress made over the last twenty years in increasing female employment and encouraged the return in traditional perceptions of women as 'backup workers'.
- diminished business initiatives by Greek women due to the negative economic environment, discouragement by their family environment and increased family obligations that limit opportunities for continuous research, networking, training and in general activities that can help to grow and improve a business.



- women are over-employed in precarious jobs under short-term contracts, and are more likely to be affected by the downward trend in economic activity in the labor market.
- unequal participation in family responsibilities can lead women -to a greater degree than men- to prefer flexible work arrangements and interrupt their careers, and this may have negative consequences for their career development, their income, their pension rights and their financial independence.
- gender stereotypes and difficulties in balancing work and family responsibilities also impede women's access to leadership positions.
- women do not participate in the labor market on equal terms because of their multiple roles and many anachronistic perceptions, but also because they are more involved in vulnerable forms of work such as part-time, informal work etc. Compared to men they are paid less and have less financial resources, and are often at a disadvantage in terms of access to social security benefits. At the same time, they are under-represented in economic and political decision-making centers.
- the findings of quantitative and qualitative research and studies confirm our worst concerns. As the economic crisis grows, the policies of equality and social cohesion are weakened. (Source: [Study on Unemployment, Security, and Gender Inequalities: Impacts of the Crisis on Women and Households in Greece](#), Athens 2015, in Greek)

Dimension B. Poverty eradication, social protection and social services

Critical areas of concern:

- A. Women and poverty
- B. Education and training of women
- C. Women and health
- I. Human rights of women
- L. The girl child

9. What actions has your country taken in the last five years to reduce/eradicate poverty among women and girls?

☒ **Promoted poor women's access to decent work through active labour market policies (e.g. job training, skills, employment subsidies, etc.) and targeted measures**

Broadened access to land, housing, finance, technology and/or agricultural extension services

Supported women's entrepreneurship and business development activities



Introduced or strengthened social protection programmes for women and girls (e.g. cash transfers for women with children, public works/employment guarantee schemes for women of working-age, pensions for older women)

Introduced/strengthened low-cost legal services for women living in poverty

Other

In Greece, the gender impact of the economic crisis is closely linked to cuts in the public sector, reconciliation difficulties, rising precarious labor, and deregulation of labor relations. The multi-factorial nature of women's poverty imposes the management and resolution of wider economic and social life parameters and not only those directly related to the labor market: family, social protection systems, political life, democratic institutions, etc. It is therefore necessary and crucial to promote the implementation of gender equality in a more concrete and direct manner in all the government's political and economic plans in order to overturn this form of "unclear crisis" but also to open up new development prospects for the whole of society, while reducing poverty. Particular care should also be given to working poor, according to EU figures. For Greece, there is an increase of over 4% of the working poor between 2008 and 2013.

Based on the above framework, the GSFPGE focused its policy of intervention on women belonging to vulnerable social groups or multiple discriminations, including, women at the poverty line and long-term unemployed women, women victims of violence, torture or trafficking, women refugees or asylum seekers.

Long-term unemployed women

Legislation

The implementation of the Law 3896/2010 "Implementation of the principle of equal opportunities and equal treatment for men and women in matters of employment and occupation - Harmonization of existing legislation with Directive 2006/54 / EC of the European Parliament and of the Council of 5 July 2006 and other related provisions", seeks synergy between all relevant State institutions, as well as their cooperation with the social partners, non-governmental organizations and businesses, in order to effectively combat gender equality deficits which characterizes the labor market, making it difficult for women to participate in employment and correspondingly increasing female unemployment rates. The law seeks to encourage proactive legislation by adopting a set of provisions ensuring effective implementation of the principle, through the designation of a competent body for the uniform examination of complaints relating to its infringement, but also through a system of expanded legal protection and appropriate and deterrent sanctions.

Improving the implementation of the provisions of national legislation on equal opportunities and equal treatment for men and women in work and employment (Law 3896/2010) has been a priority area of the former Ministry of Labor, Social Security and Social Solidarity. In this context, it was considered necessary to inform and raise the awareness of the Labour Inspectors on gender equality in order to improve the services they provide to citizens and to enhance their audit, reconciliation and information services through specific training actions designed and implemented for it.



Finally, the legislative initiatives of the Ministry of Labor and Social Affairs are highlighted: a) Article 38 of Law 4342/2015, which redefines beneficiaries of child care leave and b) Articles 44-46 of the Law 4488/2017, which regulated legislative deficits regarding surrogate motherhood, special parental leave for serious children's illnesses and special protection of mothers due to adoption and surrogate motherhood.

Active Employment Policy Plans

The Ministry of Labor and Social Affairs supported and promoted measures for increasing female labor market participation, reducing female unemployment and promoting their rights. Measures implemented with co-financed and national resources are aimed at supporting the unemployed for their reintegration into the labor market through training programs, work experience and guaranteed employment in the public and private sectors. More specifically:

- 1) The Hellenic Manpower Organization (OAED) launched 8-month public works and work of social value programmes within municipalities with an enhanced protection of maternity (special maternity leaves, leaves for school visits, reduced working hours etc) and of course the official minimum wage and with all required social security contributions and the ability to improve their skills through vocational training seminars, accompanied by qualification certification.
- 2) At the same time, two employment programs were implemented that combine the acquisition of work experience in businesses, and then integration in new jobs into the same or other businesses with subsidized employment (duration 12 months). The first program was targeted to unemployed young people aged 18-24 years and the second program was targeted to unemployed young people aged 25-29 years. Emphasis was given on the long-term unemployed, women with young children and graduates of occupational specialties with high unemployment rates. Particular priority was given to parents of minor children with absolute priority to mothers of minor children.
- 3) Programs have also been designed and implemented to create 15,000 new 9-month jobs with a focus on long-term and very long-term unemployed, women and unemployed people over 50 years of age.

Women victims of violence

As already referred above, the national network of structures and the National Program on preventing and combating violence against women, was implemented in the past five years, providing significant benefits to women in this group and promoting their quality of life, such as provision of shelter and social services (counseling, legal aid and health services) to women victims who cannot live with their partner. The network is still in operation and is supported by trained staff.



10. What actions has your country taken in the last five years to improve access to social protection for women and girls?

Please see question 9 on measures for unemployed women.

11. What actions has your country taken in the last five years to improve health outcomes for women and girls in your country?

Promoted women's access to health services through expansion of universal health coverage or public health services

Expanded specific health services for women and girls, including sexual and reproductive health services, mental, maternal health and HIV services

Undertaken gender-specific public awareness/health promotion campaigns

Provided gender-responsiveness training for health service providers

☒ **Strengthened comprehensive sexuality education in schools or through community programmes**

Provided refugee women and girls as well as women and girls in humanitarian settings with access to sexual and reproductive health services

Other

In Greece, under the economic conditions of the previous years, women were often victims of weakness and bad health. The adverse effects of the economic crisis had a negative impact on health indicators such as life expectancy, morbidity, mental health, mortality, suicide, domestic violence, etc¹². In addition, the crisis is exacerbating social inequalities, poverty and social exclusion, while problems arise in the funding of the health systems.

In view of all of the above, in the programming period 2017-2020, the GSFPGE promoted policies and actions in the field of health so as to integrate the gender perspective into health policies implemented mainly by the public sector (Ministries, Healthcare Regions, National School of Public Health, Health Services of all levels, National Assisted Reproduction Authority, National Bioethics Committee, Local and Regional Government etc.). Regarding the private sector, actions included partnerships with Civil Society and Health Professionals Associations.

Based on the above, the GSFPGE promoted gender mainstreaming in the planning and provision of health services, the orientation of health education programs and the treatment of citizens by health professionals. The removal of gender stereotypes in the health sector was also a priority, both as regards diagnosis, prevention and treatment, as well as staffing of health services (e.g. selection of medical specialties and positions of responsibility in health units).

¹² Please see the 8th Observatory Newsletter "Women and Health" in <http://www.isotita.gr/wp-content/uploads/2017/05/Paratiritirio-GGIF-8o-Enimerotiko-Simeioma-2.pdf> (in greek).



Lastly, particular attention was paid to the needs of specific and vulnerable groups of female population who suffer multiple discrimination (girls or women without income, in poverty, pregnant women, single mothers, homeless women, women with physical or mental illness, with disability, elderly women, women with no supportive social environment, prisoners with no income, released from prison, refugees, migrant women, victims of violence).

For this reason, under the National Action Plan for Gender Equality 2016-2020 three distinct objectives were set:

OBJECTIVE 1: inclusion of gender perspective in health policies.

OBJECTIVE 2: removal of gender stereotypes in health and health services

OBJECTIVE 3: health issues for special groups of population

Under the two first objectives actions of cooperation and networking with the Ministry of Health have been undertaken, in order to inform staff of the Ministry about the importance of designing health policies considering the gender perspective. Moreover, seminars of the staff of hospitals have been implemented in cooperation with the National School of Public Administration to educate among other public servants, medical and paramedical staff on gender equality issues.

Under the third objective the following actions have been implemented:

Since November 2012, the GSFPGE has signed and implements an Agreement with the General- Maternity District Hospital “Helena Venizelou” for the joint implementation of actions in the fields of protection of sexual and reproductive health of women, as well as the prevention and combating of gender-based violence. Since then, individual counseling services have been provided by a Nurse-Counselor of Reproductive and Sexual Health at the Counseling Center for Women in Athens to women who request it. The GSFPGE also collaborates with the Ministry of Education and Religious Affairs and provides information on sexual education to secondary school students either at the Counseling Center for Women in Athens or in the schools. In 2018, seminars were implemented in 21 schools and were attended by 2538 students.

-Women victims of gender-based violence had free access to medical examination tests in public hospitals.

12. What actions has your country taken in the last five years to improve education outcomes and skills for women and girls?

Taken measures to increase girls’ access to, retention in and completion of education, technical and vocational education and training (TVET) and skills development programmes
Strengthened educational curricula to increase gender-responsiveness and eliminate bias, at all levels of education



Provided gender equality and human rights training for teachers and other education professionals

Promoted safe, harassment-free and inclusive educational environments for women and girls

Increased access to skills and training in new and emerging fields, especially STEM (science, technology, engineering and math) and digital fluency and literacy

Ensured access to safe water and sanitation services and facilitated menstrual hygiene management especially in schools and other education/training settings

Strengthened measures to prevent adolescent pregnancies and to enable adolescent girls to continue their education in the case of pregnancy and/or motherhood

☒ **Other**

The importance of the role of education in promoting equality issues and the promotion of an equality culture among pupils on the basis of reciprocity, partnership, solidarity and respect for diversity constitute a long-standing belief and goal of our country.

The GSFPGE during the five last years supported all educational efforts to promote the principle of equality in education, and proceeded to broaden co-operation with the Ministry of Education and Religious Affairs, the Institute of Educational Policy (IEP) and the educational community. Being aware of the structural (productive and reproductive) role of education in promoting gender equality, it has undertaken clear and concrete initiatives - actions. Indicatively, it is important to refer:

✓ To the Cooperation Agreement between the Ministry of Education and Religious Affairs, KETHI, National Center of Public Administration and Local Government and the GSFPGE to mainstream gender into educational policies and specifically to train pre-primary and primary school teachers on gender equality and gender discrimination issues.

✓ To conducting of competitions (poster competition, digital creation competition) across the whole spectrum of the educational process (primary, secondary, tertiary education), in cooperation with the Ministry of Education & Religious Affairs and Educational Television on the subjects of: Gender Separation of Games (primary education), Gender and Environment (secondary education) and Gender Violence (tertiary education), as a follow-up to the previous year's competitions and aiming at informing and sensitizing teachers and pupils at the principles of gender equality. Target groups were students of the primary and secondary education and their teachers. For example, in November 2018 the GSFPGE together with the Ministry of Education and Religious Affairs organized the 1st Panhellenic Student Creative Writing Competition for junior high school and high school students in Greece titled "Say it with a poem, say it with a story, does the heart have a gender?", offering students a chance to express themselves on gender equality and diversity issues, on sexism, gender stereotypes and gender based violence. The closing and awarding ceremony was held in June 2019.

✓ Signing a cooperation agreement with Health Education Departments for interventions in the educational field on issues of sexual abuse and gender violence.

✓ Visits of school classes at the GSFPGE offices to inform teachers and students on different gender issues. Students visit regularly -and in cooperation with the Ministry of Education and Religious Affairs- the premises of the GSFPGE and are briefed by the its staff



on issues related to the concept of gender equality, such as gender balanced participation in decision-making, gender-based violence, discrimination in the workplace, gender-based health, among others.

✓ From November 2018 to May 2019, the GSFPGE has participated for the 3rd school year in a row in the so-called “Educational Thematic Week: Body and Identity” with presentations on gender equality and ways on combating stereotypes in secondary public schools. The concept and the basic organization of the Thematic Week belongs to the Institute of Educational Policy of the Ministry of Education and the GSFPGE policy officers involved had the opportunity to present the main GSFPGE policy initiatives, get in touch with the students, and raise their awareness on gender stereotypes in all aspects of everyday life.

✓ In October 2018, the GSFPGE also co-organized with the OLYMPIA INTERNATIONAL FILM FESTIVAL FOR CHILDREN AND YOUNG PEOPLE the 1st Panhellenic Student Digital Film Competition titled “Gender on the foreground”. The subject of the Competition was the production of digital films, the content of which will suggest the need to eliminate gender stereotypes, gender discrimination and inequality, as well as respect for human rights in general. The competition addressed junior high school and high school students in Greece and the awarding ceremony will be held in Olympia Greece on December 2019.

✓ Co-operation with Universities, the Ministry of Education and Religious Affairs and the Institute for Educational Policy for the promotion of gender equality.

✓ Finally, special provisions have been put in place under the Law 4604/2019 in the crucial field of education (primary, secondary and tertiary education) aiming at the elimination of gender stereotypes and the advancement of healthy attitudes for the future citizens of the country. More specifically article 17 “Promoting gender equality through education and learning of the law states:

“1. Within the framework of its objectives, primary and secondary education contributes to the promotion of gender equality. The gender dimension, guided by the principle of gender equality, is integrated in the educational process in general, and in particular:

- a) in the content and discourse of curricula, textbooks and any other type of teaching aid,*
- b) in the content of career orientation activities by means of the equal encouragement of non-stereotypical career choices by trainees,*
- c) in the design and implementation of relevant awareness raising and training programs for teaching professionals, to eliminate all forms of discrimination based on gender, gender identity and sexual orientation.*

2. Higher Education Institutions (A.E.I.) ensure the promotion of gender equality at all levels and processes of academic life, in accordance with article 33 of Law 4589/2019 (A' 13).”



Dimension C. Freedom from violence, stigma and stereotypes

13. In the last five years, which forms of violence against women and girls, and in which specific contexts or settings, have you prioritized for action?

- ☒ **Intimate partner violence/domestic violence, including sexual violence and marital rape**
- ☒ **Sexual harassment and violence in public places, educational settings and in employment**

Violence against women and girls facilitated by technology (e.g. cyberviolence, online stalking)

- ☒ **Femicide/Feminicide**

Violence against women in politics

Child, early and forced marriages

Female genital mutilation

Other harmful practices

Trafficking in women and girls

Other

14. What actions has your country prioritized in the last five years to address violence against women and girls?

- ☒ **Introduced or strengthened violence against women laws, and their enforcement and implementation**

- ☒ **Introduced, updated or expanded national action plans on ending violence against women and girls**

Introduced or strengthened measures to increase women's access to justice (e.g. establishment of specialist courts, training for the judiciary and police, protection orders, redress and reparations, including for femicide cases)

Introduced or strengthened services for survivors of violence (e.g. shelters, help lines, dedicated health services, legal, justice service, counselling, housing)

Introduced or strengthened strategies to prevent violence against women and girls (e.g. in the education sector, in the media, community mobilization, work with men and boys)

- ☒ **Monitoring and evaluation of impact, including evidence generation and data collection, including regarding particular groups of women and girls**

Introduced or strengthened measures for improving the understanding of causes and consequences of violence against women among those responsible for implementing measures on ending violence against women and girls

Other



15. What strategies has your country used in the last five years to prevent violence against women and girls?

In the last five years the Greek government has prioritized actions to prevent and combat intimate partner violence, domestic violence (sexual violence and marital rape included), sexual harassment and violence in public places, educational settings and in employment and trafficking in women and girls. The questions 13, 14 and 15 are answered below altogether.

The National Program on Preventing and Combating Violence against Women

Greece, through the GSFPGE, is implementing since 2010 the «National Program on Preventing and Combating Violence against Women», which is the first comprehensive and coherent national action plan against gender-based violence. As it has already been mentioned in this report, the “National Program on Preventing and Combating Violence against Women”, refers to all forms of gender-based violence (e.g. domestic violence, rape, sexual harassment, trafficking in women) and is part of the National Action Plan on Gender Equality 2016-2020 (NAPGE). Within this program a network of 63 structures was established and operates for women victims of gender-based violence.

The network includes:

- the bilingual SOS telephone helpline 15900 and the e-mail address sos15900@isotita.gr (both in Greek and English) which operates 24 hours/day and 365 days/year. It is a low-cost helpline, nationwide, confidential and staffed by gender-trained counselors.
- 42 Counseling Centers and 20 shelters all over Greece.

The services provided by the above-mentioned structures are free of charge and include psychosocial support, legal counseling as well as counseling in labor issues, emergency shelter and, where necessary, legal aid in cooperation with local Bar Associations. In designing and delivering these services, due consideration is given to the need to respond to different social, ethnic, and cultural backgrounds, faiths, states of health, etc. The goal is to empower women victims of violence and help them to regain self-esteem, thus enabling them to make sound decisions for their future, and ultimately gain independence in their jobs and in their personal and family lives. The tasks of the structures also include networking with local agencies and relevant associations for joint communication and public awareness programs. During the last five years, the target group of all services has been expanded to include apart from women victims of gender-based violence, women victims of multiple discrimination (refugees, single parents, Roma etc.) as well. To this end, to essentially contribute to the refugee crisis, safe accommodation is provided to refugee women victims of violence or to refugee women at serious risk of gender-based violence and to heads of single parent families with their children.

The main measure to prevent from gender-based violence is the implementation of awareness raising campaigns, funded by the program. The first public awareness campaign included relevant seminars, a thematic conference, informational material in several languages (Greek, English, French, Albanian), TV and radio spots, cultural events, publicity on



public transport, entries in Press, a webpage (www.womensos.gr) and a facebook page as well as banners in web pages. 4 TV spots on sexual harassment in public places were created and presented in the context of the celebration of the World Day against Violence against Women (25/11/2017). Special events (information sessions and conferences) were organized as part of the launching of the regional infrastructures. The campaign is taking place every year on the International Day of Violence against Women.

Furthermore, the GSFPGE has secured funding so that the structures and actions of the above described program will continue to operate. Counseling services have been expanded to provide labor counseling as well. Under the Law 4604/2019 the Network will operate under state funding.

The target group of all services has also been expanded to include apart from women victims of gender-based violence, women victims of multiple discrimination (refugees, single parents, Roma etc.) as well.

The project EMPOWER

The GSFPGE is a partner in implementing the project EMPOWER (under the 2017 Rights, Equality and Citizenship Work Programme). The Project's is of a 24-month duration (starting in January 2019) and its basic objectives are to:

- Improve knowledge of qualitative features of SGBV within the refugee population in Greece
- Increase capacity of 120-150 professionals & case workers in the field to detect, identify, address and prevent SGBV
- Improve cooperation & networking between professionals towards an integrated approach to SGBV
- Improve awareness within the refugee community on SGBV and empower volunteers to act as multipliers

Expected Results of the Project:

- improved knowledge on SGBV
- 120-150 frontline professionals trained
- 50 refugees or SGBV survivors informed and empowered
- Improved cooperation & integrated approach to SGBV

Target Group :

- Professionals active in refugee camps in mainland and the islands;
- case workers;
- Refugee communities, refugee SGBV survivors or individuals at risk of SGBV.

Legislative measures

1. Ratification of the Istanbul Convention (Law 4351/2018)



Greece ratified by national Law the Council of Europe's Istanbul Convention on preventing and combating violence against women and domestic violence (Law 4351/2018), which is so far the most far-reaching legal instrument to prevent and combat violence against women and domestic violence as a violation of human rights. Introducing modifications to the existing legal framework [e.g. the law on domestic violence (Law 3500/2006) and the Greek Penal Code], the new law underlines the obligation of the state to fully address gender-based violence in all its forms and to take measures to prevent violence against women, protect its victims and prosecute the perpetrators. As the Law designates the GSFPGE as the competent authority for the Convention monitoring, is about to set up a Working Group, with specialized scientists in order to monitor the Convention's implementation in the Greek territory and also propose actions in all its areas of application.

2. Amendment of the penal code (article regarding the definition of rape)

Anyone who attempts a sexual act without the victim's consent is punished with imprisonment of up to 10 years," reads the improvement of paragraph 5 of Article 336 of the New Penal Code. Erased is the phrase that under circumstances, the crime was a "misdemeanor to be punished with imprisonment of 3 to 5 years. Another important point is that the key word "consent" was added in the same paragraph of Article 336. In this sense, the legal improvement means that all forms of rape are a felony and for the first time rape is defined on the basis of the absence of the victim's consent and not on the degree of violence applied by the perpetrator.

3. Law 4604/2019 on Substantive Gender Equality

In terms of legislative work, a very important and groundbreaking law has been introduced under the initiative of the General Secretariat for Family Policy and Gender Equality (GSFPGE), trying to implement a gender mainstreaming approach and eliminate gender inequalities in the public and private sphere. The first part of this Law, as already mentioned, (Law 4604/2019) is dedicated to the issues of substantive gender equality and sexual and gender-based violence. All basic notions, mechanisms, institutions and stakeholders are explicitly clarified aiming at the implementation of the principle of gender mainstreaming and at preventing and combating violence against women. The panhellenic gender-based violence network by the GSFPGE and the Municipalities is institutionalized (Counseling Centers, Shelters, a 24-hour SOS 15900 helpline).

16. What actions has your country taken in the last five years to prevent and respond to violence against women and girls facilitated by technology (online sexual harassment, online stalking, non-consensual sharing of intimate images)?

Introduced or strengthened legislation and regulatory provisions



Implemented awareness raising initiatives targeting the general public and young women and men in educational settings

Worked with technology providers to set and adhere to good business practices

☒ **Other**

Regarding the issue of online violence against women, concerns have emerged about technology-facilitated gender-based violence. There are types of sexual and gender-based crimes that occur in cyberspace or are facilitated through technology, such as cyber-stalk, rape videos, sexist/hate speech etc. Technology has also been used to create spaces where women feel marginalized and threatened based on their gender, and there are numerous instances of extreme misogyny in cyberspace. In relation to the above-mentioned issue, the GSFPGE has considered that cyber-violence is an issue of arising importance in the digital age. To deal with this, in March 2018, a working group with eleven members (civil servants, employees and individuals) has been set up and operates within the GSFPGE. Its task is drafting legislative and other interventions to prevent, tackle and eliminate forms of gender-based violence through the Internet. The overarching goal is to ensure that public space is safe and an area of empowerment for women and girls, and not a place of harassment and intimidation.

17. What actions has your country taken in the last five years to address the portrayal of women and girls, discrimination and/or gender bias in the media?

☒ **Enacted, strengthened and enforced legal reforms to combat discrimination and/or gender bias in the media** Introduced binding regulation for the media, including for advertising

Supported the media industry to develop voluntary codes of conduct

☒ **Provided training to media professionals to encourage the creation and use of nonstereotypical, balanced and diverse images of women and girls in the media**

Promoted the participation and leadership of women in the media

Established or strengthened consumer protection services to receive and review complaints about media content or gender-based discrimination/bias in the media

Other

1. Legislation

The Law 4604/2019 already referred above, incorporates provisions on the use of gender neutral language in official documents as a distinctive task of the public administration. Special provisions have been put in place in the crucial field of education (primary, secondary and tertiary education) aiming at the elimination of gender stereotypes for the future citizens of the country. In the fields of mass media and advertisement special provisions are activated against gender stereotypes and discriminations. More specifically the article 24 states:



“Measures to promote gender equality in the media, advertising and the responsibilities of the National Council of Radio and Television.

1. The media, print or electronic, as well as advertising shall support the promotion of substantive gender equality by advocating an equal and free from gender-stereotypes image of individuals, in particular:

a. the codes of conduct, drawn up by public communication actors, the voluntary commitment agreements concluded by them, as well as the rules of self-regulation established and approved by the competent authorities adopt mandatory provisions in order to implement the principle of gender equality and to eliminate sexism and stereotypes in relation to gender, gender identity and sexual orientation in their field of activities. The actors involved in the public communications sector shall report once a year on the adoption of the provisions of the previous subparagraph to the General Secretariat for Information and Communication of the Ministry of Digital Policy, Telecommunications and Information and to the GSFPGE of the Ministry of Interior,

b. [the Hellenic Broadcasting Corporation] ERT SA and private television and radio stations, irrespective of their means of transmission, ensure, through their programmes, equal representation of women in all areas of the country's social, economic, cultural and political life. Shows involving discourse, art, culture and sport, which are part of the programme's minimum content, in accordance with the legislation in force, are designed to include themes that contribute to the promotion of gender equality, the identification and elimination of any form of discrimination as well as the fight against gender stereotypes,

c. when broadcasting advertising, television or radio messages, the use of discourse which contains gender-based discrimination as well as any reference to a relevant verbal or other behaviour is forbidden.

2. The National Council for Radio and Television shall adopt guidelines for the integration of the principle of gender equality and non-discrimination on grounds of gender, gender identity and sexual orientation into the programmes of the broadcasting companies, regardless of their means of transmission and in particular for the application of the provisions of paragraph 1.

3. If the broadcasting companies breach the obligations set by the provisions hereof, the National Council for Radio and Television shall impose sanctions in accordance with article 4 of Law 2328/1995 (A' 159).

4. The Annual Report, drafted every year by the National Council for Radio and Television, shall include a chapter on the monitoring of the implementation of the provisions of Part One hereof by the broadcasting companies as well as on the issuance of relevant guidelines and recommendations for this purpose.”

2. Specific Programmes

- In June 2018, under the 2018 Rights, Equality and Citizenship Work Programme, the GSFPGE submitted as partner of a consortium a proposal to the Commission titled “Capacity building for women candidates and media stakeholders in public debates in Greece”. The



proposal was approved by the European Commission on October 2018 and addresses the call priority A which aims to support projects promoting equality for women and men in public debates, in leadership positions in politics and in the corporate sector. It specifically aims to address existing barriers for journalists and women in public debates. The Project called “GENDER_PUBLIC DEBATE” started at April 2019 and its duration will be 22 months.

The project proposes a range of activities tailored to the Greek context and in view of the 2019 elections in Greece. The expected results of these interventions are the following:

✓ R1: Train & sensitize 120 media stakeholders in identifying, responding and preventing sexism and gender discrimination in public debates through targeted experiential workshops (dealing with real scenarios and making use of experiential methodologies) for journalists, media practitioners and students of media faculties. The participants of the trainings are expected to act as multipliers and to communicate the problem to society in order to raise awareness and sensitize men and women towards gender balance in the media.

✓ R2: Enhanced skills of 100 women politicians and candidates in elections in identifying and responding to sexism and gender discrimination in public debates. This will allow them to stop hesitating taking part in public debates with the fear of becoming victims of sexism and thus increase the representation of women in the media.

✓ R3: Produce and disseminate practical tools for identifying, responding and preventing sexism and gender discrimination in public debates and in the media. This will highlight the usage of gender-neutral language and behavior in public debates and will provide the necessary tools to relevant stakeholders and the general public to avoid using stereotypes and phrases that imply sexist behaviors.

✓ R4: Forming sustainable alliances for further action. As a long term and sustainable result the project will support the signature of a Memorandum of Agreement between different stakeholders to engage them to promote the project goals. The Memorandum will commit all parts (and particularly the Media) to participate to the dissemination of the project (broadcasting of the TV spot, promotion through social media, etc). This will ultimately lead to raising the issue in the agenda of multiple stakeholders and promote gender balance policy.

A website is developed especially for the project, which will act as a node of all information, deliverables and awareness raising material concerning the project throughout its duration and will be under the administration of GSFPGE (<http://nosexism.isotita.gr/>).

A press release on the launching of the project can be found in greek in the GSFPGE website:

<http://www.isotita.gr/%ce%b4%ce%b5%ce%bb%cf%84%ce%af%ce%bf-%cf%84%cf%8d%cf%80%ce%bf%cf%85-%ce%b5%ce%bd%ce%b9%cf%83%cf%87%cf%8d%ce%bf%ce%bd%cf%84%ce%b1%cf%82-%cf%84%ce%b7-%cf%83%cf%85%ce%bc%ce%bc%ce%b5%cf%84%ce%bf%cf%87/>

-In November 2018 the GSFPGE together with the Ministry of Education and Religious Affairs organized the 1st Panhellenic Student Creative Writing Competition for junior high school and high school students in Greece titled “ Say it with a poem, say it with a story, does the heart have a gender?”, offering students a chance to express themselves on gender equality



and diversity issues, on sexism, gender stereotypes and gender based violence. The closing and awarding ceremony was held in June 2019 .

Relevant press releases can be found in greek in the GSFPGE website :

<http://www.isotita.gr/%ce%b4%ce%b5%ce%bb%cf%84%ce%af%ce%bf-%cf%84%cf%8d%cf%80%ce%bf%cf%85-%cf%80%cf%81%ce%bf%ce%ba%ce%ae%cf%81%cf%85%ce%be%ce%b7-%cf%84%ce%bf%cf%85-1%ce%bf%cf%85-%cf%80%ce%b1%ce%bd%ce%b5%ce%bb%ce%bb%ce%ae/>

<http://www.isotita.gr/%ce%b4%ce%b5%ce%bb%cf%84%ce%af%ce%bf-%cf%84%cf%8d%cf%80%ce%bf%cf%85-%ce%ba%ce%b1%cf%84%ce%ac%ce%bc%ce%b5%cf%83%cf%84%ce%b7-%ce%b7-%ce%b2%ce%b9%ce%b2%ce%bb%ce%b9%ce%bf%ce%b8%ce%ae%ce%ba%ce%b7-%ce%b8/>

An edition of all the students' pieces sent for the competition in greek can be found here:

<http://www.isotita.gr/wp-content/uploads/2019/07/%CE%88%CF%87%CE%B5%CE%B9-%CF%86%CF%8D%CE%BB%CE%BF-%CE%B7-%CE%BA%CE%B1%CF%81%CE%B4%CE%B9%CE%AC.pdf>

-In October 2018, the GSFPGE also co-organised with the OLYMPIA INTERNATIONAL FILM FESTIVAL FOR CHILDREN AND YOUNG PEOPLE the 1st Panhellenic Student Digital Film Competition titled "Gender on the foreground". The subject of the Competition was the production of digital films, the content of which will suggest the need to eliminate gender stereotypes, gender discrimination and inequality, as well as respect for human rights in general. The competition addressed junior high school and high school students in Greece and the awarding ceremony will be held in Olympia Greece on December 2019.

Relevant press releases can be found in the GSFPGE website:

<http://www.isotita.gr/%ce%b4%ce%b5%ce%bb%cf%84%ce%af%ce%bf-%cf%84%cf%8d%cf%80%ce%bf%cf%85-1%ce%bf%cf%82-%cf%80%ce%b1%ce%bd%ce%b5%ce%bb%ce%bb%ce%ae%ce%bd%ce%b9%ce%bf%cf%82-%ce%bc%ce%b1%ce%b8%ce%b7%cf%84%ce%b9%ce%ba%cf%8c/>

<http://www.isotita.gr/wp-content/uploads/2019/05/%CE%94%CE%B5%CE%BB%CF%84%CE%AF%CE%BF-%CE%A4%CF%8D%CF%80%CE%BF%CF%85-%CE%91%CF%80%CE%BF%CF%84%CE%B5%CE%BB%CE%AD%CF%83%CE%BC%CE%B1%CF%84%CE%B1-%CE%94%CE%B9%CE%B1%CE%B3%CF%89%CE%BD%CE%B9%CF%83%CE%BC%CE%BF%CF%8D-%CE%A8%CE%B7%CF%86%CE%B9%CE%B1%CE%BA%CF%8E%CE%BD-%CE%A4%CE%B1%CE%B9%CE%BD%CE%B9%CF%8E%CE%BD-%CE%A4%CE%BF->



[%CE%A6%CF%8D%CE%BB%CE%BF-%CF%83%CE%B5-%CF%80%CF%81%CF%8E%CF%84%CE%BF-%CF%80%CE%BB%CE%AC%CE%BD%CE%BF.pdf](#)

18. Has your country taken any action in the last five years specifically tailored to address violence against specific groups of women facing multiple forms of discrimination?

YES

See questions 13, 14, 15 about the «National Program on Preventing and Combating Violence against Women».

Dimension D. Participation, accountability and gender-responsive institutions

Critical areas of concern:

- G. Women in power and decision-making
- H. Institutional mechanisms for the advancement of women
- I. Human rights of women
- J. Women and the media
- L. The girl child

19. What actions and measures has your country taken in the last five years to promote women's participation in public life and decision-making?

☒ **Reformed constitution, laws and regulations that promote women's participation in politics, especially at decision-making level, including electoral system reform, adoption of temporary special measures, such as quotas, reserved seats, benchmarks and targets**

☒ **Implemented capacity building, skills development and other measures**

Encouraged the participation of minority and young women, including through sensitization and mentorship programmes

☒ **Provided opportunities for mentorship, training in leadership, decision-making, public speaking, self-assertion, political campaigning**

Taken measures to prevent, investigate, prosecute and punish violence against women in politics



☑ Collected and analyzed data on women's political participation, including in appointed and elected positions

The promotion of women in decision making processes and in public life in general has always been among the strategic priorities of Greece's National Action Plans for Gender Equality. The GSFPGE, aiming at the elimination of inequalities between women and men, incorporates in the current National Action Plan for Gender Equality 2016-2020 (NAPGE) the basic principles and strategic objectives set by the previous NAPGE 2010-2013 and updates them, taking into account the particular needs and conditions that emerged and shaped the field of gender equality at the time of the economic crisis.

Among its strategic axes, the NAPGE embraces the participation of women of all ages in decision making, including the political and public sphere, outlining specific measures and objectives to that direction. More specifically, according to the initial planning of our National Action Plan, the "Balanced participation of women in decision-making centers" entails four (4) separate objectives linked to relevant actions and it concerns:

Objective 1: Reinforcement of the equal participation of women in all fields of public and professional life and, particularly, in decision-making, parliament and local-regional authority

Objective 2: Eliminating discrimination against women and ensuring gender equality in political and public life

Objective 3: Policies for balanced participation of women in elections

Objective 4: Strengthening and developing women's skills and capacity in order to participate in decision-making centers and procedures and in leading positions

Legislation on quotas

In terms of legislative work on quotas concerning electoral procedures at the local and regional level, the recent Law 4555/2018 on the Reform of the Local Government institutional Framework (Kleisthenis I Program - Government Gazette 133 / A ' / 19.07.2018) finally adopted the General Secretariat for Family Policy and Gender Equality proposal on a 40% gender quota on the total number of candidate regional, municipal counselors and community counselors (articles 14, 15 and 51). The former respective quota was 1/3.

Also, the first part of the Law 4604/2019 is dedicated to the issues of substantive gender equality and sexual and gender-based violence. The notions of gender mainstreaming and gender budgeting are introduced for the first time into a legislative text. In fact, all basic notions, mechanisms, institutions and stakeholders are explicitly clarified aiming at the implementation of the principle of gender mainstreaming and at preventing and combating violence against women. The system of quota 40% in favour of women is institutionalized for the lists of candidates in each electoral prefecture at the parliamentary elections and also for the election of the members of the European Parliament. This is a clear measure for women's empowerment in political decision-making.



As already mentioned, on a legislative level, the 40% gender quota regarding the candidates of the European elections was enacted with the law 4604/2019 (art. 15, par. 2 of the “Substantive Gender Equality, Preventing and Combating Gender-Based Violence” Law).

Awareness raising and training

The GSFPGE, in the context of the 2019 electoral procedures (European elections held together with the local and regional elections), posted on its website information and awareness-raising e-material for the support and enhancement of women’s participation in the electoral procedures¹³. This electronic material consisted of supporting documents like the legal framework on the participation of women in political decision making, the European Charter for Equality of Women and Men in Local Life and its Implementation Guide, the National Action Plan on Gender Equality 2016-2020, e-bulletins of the GSFPGE Observatory on women and decision making, a Guide on the use of non-sexist language in all official documents and a National Report on the progress of gender equality policies in Greece with an emphasis in municipalities.

Finally, the Research Center for Gender Equality (KETHI), which is a legal entity of the Ministry of Labour and Social Affairs under the supervision of the GSFPGE, has implemented an awareness-raising campaign for the motivation of women and their encouragement to actively participate as candidates in the European and also the local and regional elections of May 2019. The motto of the campaign was “Running for the elections”, it was depicted with the hashtag [#EklegoumekaiGynaikes](#) and you may find more details on the website <http://www.gynaikes-politiki.gr/katevaino> (in greek).

In June 2019, KETHI published some brief first results of a research it conducted entitled “The right to elect and be elected – Studying and reporting perceptions on the participation and representation of women in political decision making”. Its purpose was to examine all the factors and parameters that determine the participation and representation of women, leading to their short presence in the modern political context and posing at the same time serious questions about the functioning of democracy itself.

The research was conducted nationwide and had two parts: a quantitative one held in April 2019 where 1201 people answered a structured questionnaire, and a qualitative one held in May 2019 through 20 semi-structured interviews with women engages in political decision making. The main findings of the research can be found in KETHI’s website <https://kethi.gr/eklegein-kai-eklegesthai-diareynisi-kai-katagrafi-antilipseon-kai-pepoithiseon-gia-themata-symmetochis-kai-ekprosopisis-gynaikon-se-domes-lipsis-politikon-apofaseon/> (in greek) and here are some indicative results concerning perceived challenges for the participation of women in electoral processes in general, including of course European elections:

¹³ The supporting documents can be found in the GSFPGE official website <http://www.isotita.gr/%CE%B7%CE%BB%CE%B5%CE%BA%CF%84%CF%81%CE%BF%CE%BD%CE%B9%CE%BA%CF%8C-%CF%85%CF%80%CE%BF%CF%83%CF%84%CE%B7%CF%81%CE%B9%CE%BA%CF%84%CE%B9%CE%BA%CF%8C-%CF%85%CE%BB%CE%B9%CE%BA%CF%8C-e-%CF%85%CE%BB%CE%B9-2/> (in greek)



- The vast majority of women participants (89.1%) has not considered engaging in politics and only 8.4% has considered participating in decision making processes
- The main obstacles for women are: a. they are treated with mistrust because of their gender (52,8%), b. politics are male dominated (41,5%), c. there is difficulty balancing work and family life (25,5%), d. their political party is not supportive(21,9%)
- Women generally support not having adequate resources for running for elections (20,3%)
- 47.3% of women and 40.7% of men say that unsupportive family environment is a basic inhibitory factor in women's political participation and representation

Project "Capacity building for women candidates and media stakeholders in public debates in Greece".

Please find details on the specific project under questions 2 and 17.

20. What actions has your country taken in the last five years to increase women's access to expression and participation in decision-making in the media, including through information and communication technologies (ICT)?

Strengthened the provision of formal and technical vocational education and training (TVET) in media and ICTs, including in areas of management and leadership

Taken measures to enhance access, affordability and use of ICTs for women and girls (e.g. free wifi hubs, community technology centers)

Introduced regulations to advance equal pay, retention and career advancement of women within the media and ICT field

Collaborated with employers in the media and ICT field to improve internal policies and hiring practices on a voluntary basis

Provided support to women's media networks and organizations

☒ **Other**

The issue of gender mainstreaming in journalism and the mass media has been emphatically incorporated into the National Action Plan for Gender Equality (NAPGE) for the period 2016-2020 through further development of synergies among competent stakeholders from the public and the private sector. On the one hand, It is underlined that the General Secretariat for Information & Communication, as well as other relevant stakeholders associated with the domain of journalism and the mass media can take advantage of the programs (seminars, training courses, conferences) offered by the National Centre for Public Administration & Local Administration (relevant link from the English page of the EKDDA website on its mission: <http://www.ekdd.gr/ekdda/index.php/en/2012-06-29-09-59-33>).



On the other hand, the GSFPGE through its competent department, continues to spot, protest and issue press releases in cases of sexist incidents against women in public life.

Project “Capacity building for women candidates and media stakeholders in public debates in Greece”.

Details on the project have already been presented under questions 2 and 17.

21. Do you track the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?

NO

Nevertheless, the Law 4604/2019 on Substantive Gender Equality and Preventing and Combating gender-based violence establishes for the first time in the greek legal order the obligation for gender budgeting for the central government. More specifically, Article 11 provides that *“1. The gender dimension is reflected in budget planning by Ministries, legal entities of public law, and legal entities of private law, belonging to the General Government, as well as in their accompanying activities. For the purpose of the preceding subparagraph, each Ministry shall send...to the GSFPGE...a report including the data which contribute to the fulfillment of the objectives hereof as well as their plans for the coming year. 3. A decision of the Ministers of Finance and Interior, to be issued within six (6) months from the entry into force of this Law, shall regulate...the details for budget planning”.*

22. As a donor country, does your country track the proportion of official development assistance (ODA) that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?

No

23. Does your country have a valid national strategy or action plan for gender equality?

YES



The GSFPGE, aiming at the elimination of inequalities between women and men, has incorporated in the current National Action Plan for Gender Equality 2016-2020 (NAPGE) the basic principles and strategic objectives set by the previous NAPGE 2010-2013 and updated them, taking into account the particular needs and conditions that emerged and shaped the field of gender equality at the time of the economic crisis.

The NAPGE was formulated through a process of consultation with gender equality experts and representatives of the civil society, the academia, politics and public administration and it was presented to the public early in 2017. The NAPGE is of national scope and the strategic objectives set for the new period are as follows:

- Protecting the rights of women, with a focus on vulnerable population groups, migrant women and women refugees.
- Preventing and tackling violence against women in family, work, and society.
- Supporting the employment of women and tackling the consequences of decreasing male employment with regard to gender identities and gender relations.
- Promoting gender equality in education, culture, the media and sports.
- Eliminating gender inequalities in health.
- Balanced participation of women in decision-making positions.

The Plan includes a series of horizontal interventions across the range of public policy, as well as vertical specialized policies aimed at women and men in areas where inequalities are identified. The combination of the interventions follows the strategy established in 1995 at the UN Beijing Platform, as well as the Communication of the High Level Group on gender mainstreaming (European Commission). It is also aligned with the 2030 Agenda for Sustainable Development and in particular with the SDG5 targets. For the implementation of the Action Plan, both national and European resources were used, like the Operational Programmes of the Partnership Agreement 2014-2020, Horizon 2020, RIGHTS, EQUALITY AND CITIZENSHIP - REC Programmes, Erasmus+ programmes, Asylum, Migration and Integration Fund.

The above distinction of the different policy fields is indicative and is made with the purpose of organizing the proposals and actions of this National Plan. In the context of producing integrated policies for specific problems and population groups, proposals and actions are intertwined and complemented.

The current NAPGE will be further elaborated and enhanced for the next period with emphasis on the empowerment and support of women and the development of their professional and digital skills. The planning of the next National Action Plan for Gender Equality 2020-2027 will foresee positive actions and initiatives for the promotion of women's access to economic opportunities and for the reduction of female unemployment or underemployment.



24. Does your country have an action plan and timeline for implementation of the recommendations of the Committee on the Elimination of Discrimination against Women (if a State party), or of the recommendations of the Universal Periodic Review or other United Nations human rights mechanisms that address gender inequality/discrimination against women?

Although significant and indisputable progress has been made at all levels, achieving gender equality continues to be one of the most important issues of concern at both European and international level. We are proud of *de jure* gender equality, of a gender equality in terms of legislation, but data shows that *de facto* gender equality, in everyday life, remains at stake. Numbers and indicators do matter and statistical data give insights at gender gaps in major areas of human activity and development and also measure and assess gender equality policies and their effectiveness. Greece could not of course be an exception. In Greece, through the national gender equality agencies and all the National Action Plans on Gender Equality, efforts are being made to mainstream the gender perspective, raise awareness and tackle all gender equality related issues taking under consideration the national needs and priorities together with international guidelines like the CEDAW and UPR Recommendations. This is the case for the current greek National Action Plan for Gender Equality (period 2016-2020), as well as for the one to follow (period 2020-2027).

25. Is there a national human rights institution in your country?

YES

✓ **The National Commission for Human Rights (GNCHR)¹⁴** is the independent advisory body to the State specialized in human rights issues and was established in 1998, but is actually in full function since 2000.

The Commission does not have a specific mandate to focus on gender equality or discrimination based on sex/gender, but includes gender equality issues in its main mission which is the constant monitoring of developments regarding human rights protection, the continuous briefing and promotion of the relevant research and the formulation of policy advice of human rights issues.

✓ **The Greek Ombudsman¹⁵**. The Greek Ombudsman's guiding principle and drive as a mediator is its commitment to the win-win approach, i.e. visualising solutions from which both the citizens and the administration can benefit. The Independent Authority stands by the citizen affected by the financial crisis; it investigates problems caused by legislation or administrative acts or omissions and undertakes targeted initiatives, building on the

¹⁴ <http://www.nchr.gr/index.php/en>.

¹⁵ <https://www.synigoros.gr/>.



expertise it has developed so far and the enhanced competences it enjoys. In addition, the Ombudsman acts as guardian of the people's rights in both the public and private sectors, with a special emphasis on monitoring and promoting the implementation of the principle of equal treatment, the rights of the child and the rights of vulnerable groups.

At the same time, the Greek Ombudsman is the national equality body with a mandate to combat discrimination and promote the principle of equal treatment irrespective of gender, racial or ethnic origin, family or social status, religion or belief, disability or chronic disease, age, sexual orientation, gender identity or gender characteristics (law 3896/2010 and Law 4443/2016). These laws incorporate into national legal order the Directives: 2000/43/EC, 2000/73/EC, 2004/113/EC, and 2014/54/EC. The Department of Equal Treatment is competent for handling cases of discrimination pertaining to all aforementioned grounds as they relate to access of employment, vocational training and promotion and working conditions, in both in the public and the private sector, including contractual employment, self employment, work and pay. It also responsible for handling cases of discrimination based on gender, ethnic or racial origin in regards to access to and supply of goods and services. The promotion of the principle of equal treatment is an additional important mission which is carried out in cooperation with government agencies, NGOs and enterprises/agencies of the private sector.

As depicted in its yearly Equal Treatment Special Reports, more than half of the reports submitted concern discrimination between men and women, especially in the workplace. These are followed by discrimination on grounds of disability, family status, national origin, racial origin, religious beliefs, social status as well as discrimination on grounds of sexual orientation, gender identity or gender characteristics.

Dimension E. Peaceful and inclusive societies

Critical areas of concern:

- E. Women and armed conflict
- I. Human rights of women
- L. The girl child

26. What actions has your country taken in the last five years to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda?

Adopted and/or implemented a National Action Plan on women, peace and security
Integrated women, peace and security commitments into key national and inter-ministerial policy, planning and monitoring frameworks



Used communication strategies, including social media, to increase awareness of the women, peace and security agenda

Increased budgetary allocations for the implementation of the women, peace and security agenda

Taken steps to reduce excessive military expenditures and/or control the availability of armaments

Re-allocated funds from military spending to social and economic development, including for gender equality and the empowerment of women

Supported inclusive and gender-sensitive conflict analysis, early warning and prevention mechanisms

☒ **Other**

Increasing women's participation in all areas of professional and public life but also in decision-making centers is one of the objectives of the National Action Plan on Gender Equality, as well as a target of the Agenda 2030 as it relates to sustainable development. Their participation in peacekeeping missions, conflict prevention and decision-making processes is also essential. In areas where there is a crisis, a large proportion of the victims are women and girls, with particular and serious problems that need special treatment. It is necessary for these missions to have same-sex persons who will deal with their problems with sensitivity and empathy. In addition, there is a need to have gender education, as well as the ability to train women and girls in regions in crisis to take action and engage actively in the reconstruction processes of their countries. These skills can be cultivated and diffused by providing appropriate expertise from EU countries.

Finally, it should be noted that our country has already begun an inter-ministerial dialogue in order to draft a National Action Plan for Women, Peace and Security as part of compliance with our country's obligation to UN Security Council Resolution 1325/2000, which will include actions to train the personnel of the armed forces on gender issues, among other things, and will raise public awareness on these issues.

In Greece, there is currently a substantive inter-ministerial dialogue among the relevant competent authorities (GSFPG-Ministry of Defense and Ministry of Foreign Affairs), in order to shape the way forward in the field of gender mainstreaming in security sector and the implementation of UNSC RES 1325/2000. The NAPGE referred above includes the following educational actions related to Women, Peace and Security:

-Inclusion of specialized courses on gender studies-if not included- in the academic curricula of the tertiary level educational institutions of the police and the security forces, aiming at:

1) combating stereotypes, as well as,

2) enhancing equal access and participation of women in the decision making process and creating equal opportunities for their promotion in the hierarchy.

-Training and awareness raising seminars on issues related to gender equality for military and civilian personnel of the National Defense Ministry.

There is a first draft of the National Action Plan for Women, Peace and Security that is being under consultation. The year 2020 also marks the 20th anniversary of UNSCR 1325 and it is crucial to embed that efforts to build and sustain peace are dependent upon the full



participation of women and respect for their rights. There is thus a need for concerted, strategic commitment to addressing the remaining gaps in implementation of the Women, Peace and Security (WPS) agenda.

27. What actions has your country taken in the last five years to increase the leadership, representation and participation of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response, at decision-making levels in situations of armed and other conflicts, and in fragile or crisis settings?

Please see question 26.

28. What actions has your country taken in the last five years to enhance judicial and nonjudicial accountability for violations of international humanitarian law and violations of the human rights of women and girls in situations of armed and other conflicts or humanitarian action and crisis response?

N/A

29. What actions has your country taken in the last five years to eliminate discrimination against and violations of the rights of the girl child?

See answers to questions 13, 14, 15 and the implementation of the National Action Plan on Gender Equality which applies to the girl child too (question 1).



Dimension F. Environmental conservation, protection and rehabilitation

30. What actions has your country taken in the last five years to integrate gender perspectives and concerns into environmental policies?

Critical areas of concern:

- I. Human rights of women
- K. Women and the environment
- L. The girl child

Supported women's participation and leadership in environmental and natural resource management and governance

☒ **Strengthened evidence and/or raised awareness about gender-specific environmental and health hazards (e.g. consumer products, technologies, industrial pollution)**

Increased women's access to and control over land, water, energy, and other natural resources

☒ **Promoted the education of women and girls in science, engineering, technology and other disciplines relating to the natural environment**

Enhanced women's access to sustainable time- and labour-saving infrastructure (e.g. access to clean water and energy) and climate-smart agricultural technology

Taken measures to protect and preserve the knowledge and practices of women in indigenous and local communities related to traditional medicines, biodiversity and conservation techniques

Taken steps to ensure that women benefit equally from decent jobs in the green economy

Monitored and evaluated the impact of environmental policies and sustainable infrastructure projects on women and girls

The necessity to mainstream the gender perspective into environmental policies is not always evident. Approaching the environment from a gender perspective is a relatively new subject for gender theory but also for the relevant decision making centers in a European and international level. On a national level, there has been for the 1st time an effort to highlight the gender perspective into the field of environment through the organization of a competition for students of secondary education. The competition with the cooperation of the GSFPGE and the Ministry of Education and Religious Affairs was conducted in the school year 2016-2017 under the name "The gender of the environment" and it dealt with creating a video (a 5 minute film or a 45" TV spot) and a blog. The students participating in the competition could chose between the following thematic fields and the 3 best participations were given awards:

- Gender and climate change
- Gender and transport
- Gender and water
- Gender and chemical substances



An information manual was also produced by the GSFPGE for the secondary education teachers on the gender perspective in the environment¹⁶.

31. What actions has your country taken in the last five years to integrate gender perspectives into policies and programmes for disaster risk reduction, climate resilience and mitigation?

N/A

Section Three: National institutions and processes

32. What is your country's current national machinery for gender equality and the empowerment of women? Please name it and describe its location within Government.

The already mentioned Law 4604/2019 on substantive gender equality brings together in one legislative text the central, local and regional agencies and bodies involved with gender equality issues in Greece. At the central level, the national mechanism includes the GSFPGE (GSFPGE), the Research Centre for Gender Equality (KETHI), the Department for Gender Equality that some Ministries and the Equal Treatment Department of the Ombudsman. The GSFPGE¹⁷ is the competent governmental authority for the promotion of gender equality, and the design, implementation and monitoring of national equality policies and combating gender discrimination. Established in 1985, is now a General Secretariat of the Ministry of Labour and Social Affairs and is comprised of two Directorates and an Independent Department.

KETHI, the Research Centre for Gender Equality, is a legal entity of private law supervised by the GSFPGE, that coordinates, promotes and conducts research and studies on gender issues

¹⁶ Please see links (in greek):
<http://www.isotita.gr/%cf%80%ce%b1%ce%bd%ce%b5%ce%bb%ce%bb%ce%ae%ce%bd%ce%b9%ce%bf%cf%82-%ce%bc%ce%b1%ce%b8%ce%b7%cf%84%ce%b9%ce%ba%cf%8c%cf%82-%ce%b4%ce%b9%ce%b1%ce%b3%cf%89%ce%bd%ce%b9%cf%83%ce%bc%cf%8c%cf%82-%cf%88-2/>,
and <http://www.isotita.gr/%ce%b4%ce%b5%ce%bb%cf%84%ce%af%ce%bf-%cf%84%cf%8d%cf%80%ce%bf%cf%85-%cf%80%ce%b1%ce%bd%ce%b5%ce%bb%ce%bb%ce%ae%ce%bd%ce%b9%ce%bf%cf%82-%ce%bc%ce%b1%ce%b8%ce%b7%cf%84%ce%b9%ce%ba%cf%8c%cf%82-%ce%b4-2/>

¹⁷ The GSFPGE official website is www.isotita.gr.



and implements national and European action programmes on women's counseling and their social and employment integration¹⁸.

The Greek Ombudsman is an Independent Authority established in 1998 and has as main task the mediation between the public administration and the citizens in order to protect their rights, and fight against maladministration¹⁹. Since 2010, through its Department of Equal Treatment, the Ombudsman has been also established as the national equality body for the promotion of the principle of equal treatment irrespective of gender, origin, age, family/social status, religion, sexual orientation, gender identity or other characteristics. According to the relevant legislation, the Department of Equal Treatment deals with cases of discrimination related to access to employment, vocational training, promotion and working conditions, in both in the public and the private sector.

As for other ministerial departments dealing with gender equality issues, apart from the GSFPGE, there is the Department of Gender Equality at Work of the Ministry of Labour and Social Affairs. Operating since 1984, it has the legislative initiative on the implementation of equal treatment and gender equality at work, in work life balance, in protection of maternity and always in collaboration with the GSFPGE. What is interesting is that there is an Equality office in the Human Resource Department of the Ministry of Defense since 2004. This office, that is not though a separate administrative unit of the ministry, is responsible for the promotion and implementation of the principle of gender equality in the field of Armed Forces, in cooperation with the GSFPGE and the competent bodies of the Army General Staff.

Article 9 of the new Law refers to the establishment following a relevant decision of the Minister of Interior, of the "National Council for Gender Equality", *"a collective advisory counseling body"* whose main competency will be to evaluate and assess the existing gender equality policies and propose new initiatives to the GSFPGE in collaboration with NGOs and women's organizations and other relevant stakeholders of all government levels.

Building on the Kallikrates Law of 2010, the new Law 4604 on substantive gender equality states that the local mechanism on gender equality includes

- the Social Policy and Gender Equality Policy units and
- the Gender Equality Municipal Committees again in each municipality.

The same law provides that an Autonomous Equality Office is established in each of the 13 Regions of the country, the Central Union of Greek Municipalities and the Union of Greek Regions, while the Municipal and the Regional Equality Committees in the municipalities and every region respectively, are upgraded.

Finally, there is no system of regular reporting to the government or representative elected bodies in respect of the progress achieved on gender equality initiatives in Greece. Nevertheless, a parliamentary committee (Special Permanent Committee on Equality, Youth and Human Rights) addresses gender equality as a specific topic.

¹⁸ KETHI's official website is www.kethi.gr.

¹⁹ The Greek Ombudsman official website is <https://www.synigoros.gr/>.



33. Is the head of the national machinery a member of the institutional process for SDG implementation (e.g. inter-ministerial coordinating office, commission or committees)?

NO

The coordinating mechanism for the SDG implementation in Greece lies in the Ministry of Foreign Affairs and the General Secretariat of the Government. There is currently an ongoing process for inter-ministerial cooperation with various stakeholders to proceed to the elaboration of a National Implementation Plan for the SDGs. This ongoing process is subject to changes after the national elections of July 2019.

Please see more details under question 34.

34. Are there formal mechanisms in place for different stakeholders to participate in the implementation and monitoring of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?

YES

On the one hand, the General Secretariat for Family Policy and Gender Equality (GSFPGE) of the Ministry of Labour and Social Affairs, is the formal mechanism to implement and monitor the Beijing Declaration and Platform for Action. After all, the GSFPGE is the governmental agency competent to plan, implement, and monitor the implementation of policies on equality between women and men in all sectors.

On the other hand, due to the importance accorded to the planning and coordination of the SDGs at the highest political level, the Greek government decided in December 2016 (by law 4440/2016, art. 43), to assign the task of monitoring and coordinating the national implementation of the SDGs to one of the main entities belonging to the centre of government, the General Secretariat of the Government (GSG) and in particular its Office of Coordination, Institutional, International and European Affairs (OCIIEA).

The OCIIEA has taken up the task of coordinating and monitoring the implementation of the SDGs at national level and has therefore undertaken initiatives, through the setting up of an Inter-ministerial Coordination Network, which consists of focal points from all the ministries, and the development of a framework for dialogue between government, public administration, the social partners and all stakeholders, for the purpose of exchanging views and proposals concerning the planning, development and implementation of a National Implementation Plan for the SDGs

The work of the GSG/OCIIEA on coordinating the national implementation of the SDGs is substantially supported and facilitated by the Inter-ministerial Coordination Network for the SDGs established in December 2016. This Inter-ministerial Coordination Network for SDGs



brings together representatives from all line ministries, acting as focal points in charge of working on SDGs-related issues within their respective ministries and mainstreaming them in thematic legislation, policies and initiatives. It also comprises representatives from other governmental bodies belonging to the centre of government, including the Vice-Presidency and the GSC, and the Hellenic Statistical Authority. The Ministry of Foreign Affairs, which is responsible for the external dimension of SDGs, informs the Inter-ministerial Network on SDGs-related developments taking place in the context of the United Nations, the European Union and other international organisations and fora. In addition, the Ministry of Environment and Energy contributes significantly to the work of the Inter-ministerial Network, since it is thematically/technically responsible for the implementation of 7 out of the overall 17 SDGs (i.e. SDGs 6, 7, 11, 12, 13, partly 14 and 15).

In fact, Greece has carried out a detailed mapping of all national policies and of the corresponding legal frameworks relevant to the SDGs and in 2018 submitted a Voluntary National Review on the Implementation of the 2030 Agenda²⁰.

It should be noted that since the whole process is still ongoing and national elections were held in Greece in 2019, the coordinating scheme and implementation/monitoring process might be subject to updates or changes.

a) Which of the following stakeholders participate formally in national coordination mechanisms established to contribute to the implementation of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?

<u>Beijing Declaration and PfA</u>	<u>2030 Agenda for Sustainable Development</u>
Civil society organizations	Civil society organizations
Women's rights organizations	Women's rights organizations
Academia and think tanks	Academia and think tanks
Faith-based organizations	Faith-based organizations
Parliaments/parliamentary committees	Parliaments/parliamentary committees
Private sector	Private sector
United Nations system	United Nations system
Other actors, please specify.....	Other actors, please specify.....

Concerning the 2030 Agenda

The integrated implementation of the SDGs at national, regional and local level requires the existence of an inclusive, transparent and participatory consultation and engagement mechanism bringing together a wide range of stakeholders actively engaged in the field of sustainable development (i.e. civil society and social partners, the private sector, regional and local authorities). This kind of mechanism contributes substantially, among others, to

²⁰ <http://www.ggk.gov.gr/wp-content/uploads/2018/06/VNR-Greece-2018-1.pdf>.



providing the centre of government with sound advice and recommendations on SDGs-related policies, to promoting the shared responsibility of all social partners in implementing the SDGs, to developing national implementation plans on SDGs. It is also instrumental in fostering cooperative actions among different societal sectors, identifying sustainability challenges and proposing durable solutions, and facilitating the sharing of experiences and best practices on achieving the SDGs in a balanced and coherent manner.

The Economic and Social Committee of Greece (ESC), the constitutionally established institution responsible for conducting the social dialogue on the country's general policy and in particular on economic and social issues, has assumed an important role towards promoting the systematic and structured consultation and dialogue on the effective implementation of SDGs at different levels and sectors. The ESC is working, following the model of the European Economic and Social Committee (EESC), on the basis of a tripartite structure representing the interests of three main groups involved, directly and indirectly, in achieving the SDGs at different levels: (i) one of employers-entrepreneurs; (ii) one of public and private sector employees; and (iii) one including other categories of interests groups such as farmers, self-employed people, professionals, consumers, environmental agencies, disabled people's confederation, gender equality, multi-child parents associations, and regional and local government.

b) Do you have mechanisms in place to ensure that women and girls from marginalized groups can participate and that their concerns are reflected in these processes?

NO

35. Is gender equality and the empowerment of all women and girls included as a key priority in the national plan/strategy for SDG implementation?

Yes, even though the process of the elaboration of a National Plan for the SDGs implementation is still ongoing and the Action Plan is not fully elaborated yet.



Section Four: Data and statistics

36. What are the top three areas in which your country has made most progress over the past five years when it comes to gender statistics at the national level?

Promulgated laws, regulations, or statistical programme/strategy setting out the development of gender statistics

☒ **Established an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)**

Used more gender-sensitive data in the formulation of policy and implementation of programmes and projects

☒ **Re-processed existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics**

Conducted new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)

Improved administrative-based or alternative data sources to address gender data gaps

☒ **Produced knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)**

Developed a centralized web-based database and/or dashboard on gender statistics

Engaged in capacity building to strengthen the use of gender statistics (e.g., trainings, statistical appreciation seminars)

Other

The Hellenic Statistical Authority

In Greece, it is the mission of the Hellenic Statistical Authority to safeguard and continuously improve the quality of the country's statistics. ELSTAT is an independent Authority enjoying operational independence, as well as administrative and financial autonomy. It is not subject to the control of governmental bodies or other administrative authority. The Hellenic Statistical System (ELSS) comprises agencies that have the responsibility or obligation to collect statistical data. The role of ELSTAT in the ELSS is determining as it coordinates all the activities of the other ELSS agencies that concern the development, production and dissemination of the country's official statistics and forwards these statistics to Eurostat. To this end, ELSTAT has signed with the other ELSS agencies memoranda of cooperation, which set out the framework for the cooperation with the aforementioned agencies in specific statistical areas. In terms of gender statistics, ELSTAT has signed a memorandum of cooperation with the GSFPGE as well, which is the competent governmental authority to implement and monitor gender equality policies.

However, there is no specific unit responsible for promoting the production of sex-disaggregated data within ELSTAT. Each department (division) of ELSTAT produces some sex-disaggregated data, according to the provisions on dissemination of statistics of the Greek statistical law (3832/2010) and those on the dissemination of European statistics (Regulation (EC) No 223/2009 on European statistics, as amended by Regulation (EU) 2015/759).



The “Observatory” of the General Secretariat for Family Policy and Gender Equality

The “Observatory on Gender Equality”, set up in the GSFPGE, constitutes a mechanism to support Public Administration and Local Authorities to design, implement and evaluate policies concerning gender equality through detailed gender-segregated data on equality issues (statistics and surveys) deriving from the development and function of relevant tools. It is actually organizational part of the GSFPGE and more specifically of its Department of Informatics, Research and Digital Support. The structure of the Observatory is based on the twelve critical areas of concern of the Beijing Platform for Action (BPfA). The GSFPGE’s Observatory has an online portal “paratiritirio.isotita.gr” designed to include, analyze, process and diffuse statistical data and indicators on gender equality policies. From 2016 until today, the Observatory has produced 23 E-bulletins on various areas that are available in greek²¹ in and some of them in English²². Its goal is mapping gender differentiations in 12 basic policy areas and the monitoring of any relevant trends and advances in Greece. Moreover, it includes 84 gender indicators based either on the Beijing Platform for Action or on specific national priorities and is followed by metadata.

Indicative issues of the Observatory newsletters are: Women in Education (Decision-making positions), Feminized poverty, Love as labor, Female Unemployment, The gender aspect of the results of Municipal, Regional and European Elections in Greece 2019, Women’s Entrepreneurship.

Also, the Observatory supports the preparation and writing of Annual Reports on the Progress of Implementation of Gender Equality Policies produced by the GSFPGE. The Annual Reports take into consideration data gathered from the central, local and regional government.

The Law 4604/2019

The National Council for Gender Equality was established in 2019 under Law 4604 (Article 9), as an advisory body composed of the most representative women's and feminist organisations (two representatives of women or feminist organisations, will alter in each subsequent composition), movements and social actors in the public and private sectors, and representatives of local governments and independent authorities. The Council discusses and evaluates existing gender equality policy, as well as proposing policies and actions to the General Secretariat for Family Policy and Gender Equality. Article 10 of Law 4606 on promoting substantive gender equality, preventing and combating gender-based violence also introduced the establishment of an Autonomous Gender Equality Office in each Ministry. Autonomous Gender Equality Offices are tasked with

- collecting and processing data on the incorporation of gender equality into the Ministry's policies, and formulating gender indicators;
- drawing up a gender impact assessment report of each bill; and

²¹ Please see http://paratiritirio.isotita.gr/genqua_portal/index.

²² Please see http://paratiritirio.isotita.gr/genqua_portal/en/index.



- providing an overview of activities for the annual report of the government to parliament.

37. Out of the following which are your country's top three priorities for strengthening national gender statistics over the next five years?

Design of laws, regulations, or statistical programme/strategy promoting the development of gender statistics

Establishment of an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)

Use more gender-sensitive data in the formulation of policy and implementation of programmes and projects

☒ **Re-processing of existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics**

☒ **Conduct of new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)**

☒ **Greater utilization and/or improvement of administrative-based or alternative data sources to address gender data gaps**

Production of knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)

Development of a centralized web-based database and/or dashboard on gender statistics

Institutionalization of users-producers' dialogues mechanisms

Statistical capacity building of users to increase statistical appreciation on and use of gender statistics (e.g., trainings, statistical appreciation seminars)

Other

Strengthening national gender statistics, especially in the field of gender based violence, is a basic priority for Greece and specifically for the GSFPGE, which is after all the competent governmental authority responsible for gender equality policies.

The Law 4351/2018 (article 11) ratifying the Istanbul Convention (Council of Europe Convention on preventing and combating violence against women and domestic violence) clearly provides that Parties shall undertake to a. collect disaggregated relevant statistical data at regular intervals on cases of all forms of violence covered by the scope of the Convention and b. support research in the field of all forms of violence covered by the scope of the Convention in order to study its root causes and effects, incidences and conviction rates, as well as the efficacy of measures taken to implement it.

As this conventional obligation belongs by the same law 4351/2018 to the GSFPGE and more specifically to its Observatory unit (analysed in question 36), it is apparent that there should be a close collaboration with the Hellenic Statistical Authority (ELSTAT), the Ministry of Justice and the Hellenic Police, so that new indicators on gender based violence are produced and data collected for the implementation and monitoring of the Istanbul Convention in Greece. The main lack of data concerns the non-recording of the victim-perpetrator relationship.



38. Have you defined a national set of indicators for monitoring progress on the SDGs?

Yes

The General Secretariat of the Government (GSG) and in particular its Office of Coordination, Institutional, International and European Affairs (OCIIEA), after extensive consultation with the ministries and the Hellenic Statistical Authority, has adopted a set of national indicators to monitor the progress of the implementation of SDGs in the coming years. These indicators, which will be updated and adjusted each time developments in individual policy priorities and statistics are available, have been selected from both the 232 UN-adopted indicators and the respective set of 100 Eurostat indicators.

Of course, the indicator compatibility with the Greek reality and existing needs will be taken into consideration as well as the availability of data from ELSTAT, the Ministries and the parties of the Hellenic Statistical System (ELSS).

The set of the national indicators – 157 in total - for the monitoring of the SDGs implementation (per SDG) is available in the General Secretariat of the Government website http://www.ggk.gov.gr/?page_id=5537 and are presented in Annex 1 of the present report.

39. Has data collection and compilation on SDG 5 indicators and on gender-specific indicators under other SDGs begun?

Yes, even though the process of the elaboration of a National Plan for the SDGs implementation is still ongoing and the Action Plan is not fully elaborated yet. The prioritization of indicators cannot be yet specified.

40. Which of the following disaggregations (As specified in A/RES/70/1, with the addition of education and marital status) is routinely provided by major surveys in your country?

☒ Geographic location

☒ Income

☒ Sex

☒ Age

☒ Education



☒ Marital status

☒ **Race/ethnicity**

Migratory status

Disability

Other characteristics relevant in national contexts



ANNEX 1 Gender-specific SDG indicators available in Greece so far

Goal 1. End poverty in all its forms everywhere

UNSD Indicator Code*	Target	Indicator
1010201	1.2 By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions	1.2.1 Proportion of population living below the national poverty line, by sex and age
1010202		1.2.2 Proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions
1010401	1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance	1.4.1 Proportion of population living in households with access to basic services
1010a01	1.a Ensure significant mobilization of resources from a variety of sources, including through enhanced development cooperation, in order to provide adequate and predictable means for developing countries, in particular least developed countries, to implement programmes and policies to end poverty in all its dimensions	1.a.2 Proportion of total government spending on essential services (education, health and social protection)
EUROSTAT - No Poverty		Indicator
sdg_01_10		People at risk of poverty or social exclusion
sdg_01_20		People at risk of income poverty after social transfers
sdg_01_30		Severely materially deprived people
sdg_01_40		People living in households with very low work intensity
sdg_03_60		Self-reported unmet need for medical care by detailed reason
sdg_07_60		Population unable to keep home adequately warm by poverty status
sdg_11_10		Overcrowding rate by poverty status

Goal 2. End hunger, achieve food security and improved nutrition and promote sustainable a

UNSD Indicator Code*	Target	Indicator
C020301	2.3 By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment	2.3.2 Average income of small-scale food producers, by sex and indigenous status
C020401	2.4 By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality	2.4.1 Proportion of agricultural area under productive and sustainable agriculture
C020a01	2.a Increase investment, including through enhanced international cooperation, in rural infrastructure, agricultural research and extension services, technology development and plant and livestock gene banks in order to enhance agricultural productive capacity in developing countries, in particular least developed countries	2.a.2 Total official flows (official development assistance plus other official flows) to the agriculture sector
EUROSTAT - Zero hunger		Indicator
sdg_02_30		Government support to agricultural research and development
sdg_02_40		Area under organic farming
sdg_02_60		Ammonia emissions from agriculture



Goal 3. Ensure healthy lives and promote well-being for all at all ages

UNSD Indicator Code *	Target	Indicator
CD30201	3.2 By 2030, end preventable deaths of newborns and children under 5 years of age, with all countries aiming to reduce neonatal mortality to at least as low as 12 per 1,000 live births and under-5 mortality to at least as low as 25 per 1,000 live births	3.2.1 Under-5 mortality rate
CD30202		3.2.2 Neonatal mortality rate
CD30301	3.3 By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases	3.3.1 Number of new HIV infections per 1,000 uninfected population, by sex, age and key populations
CD30401	3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being	3.4.2 Suicide mortality rate
CD30501	3.5 Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol	3.5.2 Harmful use of alcohol, defined according to the national context as alcohol per capita consumption (aged 15 years and older) within a calendar year in litres of pure alcohol
CD30601	3.6 By 2020, halve the number of global deaths and injuries from road traffic accidents	3.6.1 Death rate due to road traffic injuries
CD30801	3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all	3.8.1 Coverage of essential health services (defined as the average coverage of essential services based on tracer interventions that include reproductive, maternal, newborn and child health, infectious diseases, non-communicable diseases and service capacity and access, among the general and the most disadvantaged population)
CD30a01	3.a Strengthen the implementation of the World Health Organization Framework Convention on Tobacco Control in all countries, as appropriate	3.a.1 Age-standardized prevalence of current tobacco use among persons aged 15 years and older

EUROSTAT - Good health and well-being		Indicator
sdg_03_20		Self-perceived health by level of perception
sdg_03_40		Death rate due to chronic diseases by sex
sdg_03_60		Self-reported unmet need for medical care by detailed reason
sdg_08_60		People killed in accidents at work
sdg_11_20		Population living in households considering that they suffer from noise, by poverty status
sdg_11_40		People killed in road accidents (source: EC services)



Goal 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

UNSD Indicator Code*	Target	Indicator
CD40301	4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university	4.3.1 Participation rate of youth and adults in formal and non-formal education and training in the previous 12 months, by sex
CD40401	4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	4.4.1 Proportion of youth and adults with information and communications technology (ICT) skills, by type of skill
CD40701	4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development	4.7.1 Extent to which (i) global citizenship education and (ii) education for sustainable development, including gender equality and human rights, are mainstreamed at all levels in (a) national education policies; (b) curricula; (c) teacher education; and (d) student assessment
CD40b01	4.b By 2020, substantially expand globally the number of scholarships available to developing countries, in particular least developed countries, small island developing States and African countries, for enrolment in higher education, including vocational training and information and communications technology, technical, engineering and scientific programmes, in developed countries and other developing countries	4.b.1 Volume of official development assistance flows for scholarships by sector and type of study

EUROSTAT - Quality education		Indicator
sdg_04_10		Early leavers from education and training by sex
sdg_04_20		Tertiary educational attainment by sex
sdg_04_30		Participation in early childhood education by sex
sdg_04_50		Employment rates of recent graduates by sex
sdg_04_60		Adult participation in learning by sex
sdg_08_20		Young people neither in employment nor in education and training by sex

Goal 5. Achieve gender equality and empower all women and girls

UNSD Indicator Code*	Target	Indicator
CD50101	5.1 End all forms of discrimination against all women and girls everywhere	5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex
CD50501	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	5.5.1 Proportion of seats held by women in (a) national parliaments and (b) local governments
CD50502		5.5.2 Proportion of women in managerial positions
EUROSTAT - Gender equality		Indicator
sdg_05_30		Gender Employment Gap
sdg_05_40		Inactive population due to caring responsibilities by sex
sdg_04_10		Early leavers from education and training by sex
sdg_04_20		Tertiary educational attainment by sex
sdg_04_50		Employment rates of recent graduates by sex



Goal 6. Ensure availability and sustainable management of water and sanitation for all

UNSD Indicator Code *	Target	Indicator
CD60301	6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally	6.3.2 Proportion of bodies of water with good ambient water quality
CD60402	6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity	6.4.2 Level of water stress: freshwater withdrawal as a proportion of available freshwater resources
CD60501	6.5 By 2030, implement integrated water resources management at all levels, including through transboundary cooperation as appropriate	6.5.1 Degree of integrated water resources management implementation (0–100)
EUROSTAT - Clean water and sanitation		Indicator
sdg_06_60		Water exploitation index by type of water source
sdg_14_40		Bathing sites with excellent water quality by locality (source: EEA)

Goal 7. Ensure access to affordable, reliable, sustainable and modern energy for all

UNSD Indicator Code *	Target	Indicator
C070201	7.2 By 2030, increase substantially the share of renewable energy in the global energy mix	7.2.1 Renewable energy share in the total final energy consumption
C070301	7.3 By 2030, double the global rate of improvement in energy efficiency	7.3.1 Energy intensity measured in terms of primary energy and GDP
EUROSTAT - Affordable and clean energy		Indicator
sdg_07_10		Primary & Final energy consumption
sdg_07_20		Final energy consumption in households per capita
sdg_07_30		Energy productivity
sdg_07_40		Share of renewable energy in gross final energy consumption by sector
sdg_07_50		Energy dependence by product
sdg_07_60		Population unable to keep home adequately warm by poverty status
sdg_13_20		Greenhouse gas emissions intensity of energy consumption (source: EEA and Eurostat)



Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

UNSD Indicator Code	Target	Indicator	Possible Custodian Agency(ies)
C080101	8.1 Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries	8.1.1 Annual growth rate of real GDP per capita	UNSD
C080501	8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	8.5.1 Average hourly earnings of female and male employees, by occupation, age and persons with disabilities	ILO
C080502		8.5.2 Unemployment rate, by sex, age and persons with disabilities	ILO
C080601	8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training	8.6.1 Proportion of youth (aged 15–24 years) not in education, employment or training	ILO
C080801	8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	8.8.1 Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status	ILO
C080901	8.9 By 2030, devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products	8.9.1 Tourism direct GDP as a proportion of total GDP and in growth rate	UNWTO
EUROSTAT - Decent work and economic growth		Indicator	
sdg_08_10		Real GDP per capita	
sdg_08_20		Young people neither in employment nor in education and training by sex	
sdg_08_40		Long-term unemployment rate by sex	
sdg_08_60		People killed in accidents at work	
sdg_05_40		Inactive population due to caring responsibilities by sex	



Goal 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

UNSD Indicator Code*	Target	Indicator	Possible Agency
C090101	9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and trans-border infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all	9.1.2 Passenger and freight volumes, by mode of transport	ICAO, IT
C090201	9.2 Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries	9.2.1 Manufacturing value added as a proportion of GDP and per capita	UNIDO
C090202		9.2.2 Manufacturing employment as a proportion of total employment	UNIDO
C090301	9.3 Increase the access of small-scale industrial and other enterprises, in particular in developing countries, to financial services, including affordable credit, and their integration into value chains and markets	9.3.1 Proportion of small-scale industries in total industry value added	UNIDO
C090302		9.3.2 Proportion of small-scale industries with a loan or line of credit	UNIDO, World Bank
C090401	9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities	9.4.1 CO ₂ emission per unit of value added	UNIDO, IEA
C090501	9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending	9.5.1 Research and development expenditure as a proportion of GDP	
C090502		9.5.2 Researchers (in full-time equivalent) per million inhabitants	
C090b01	9.b Support domestic technology development, research and innovation in developing countries, including by ensuring a conducive policy environment for, inter alia, industrial diversification and value addition to commodities	9.b.1 Proportion of medium and high-tech industry value added in total value added	
C090c01	9.c Significantly increase access to information and communications technology and strive to provide universal and affordable access to the Internet in least developed countries by 2020	9.c.1 Proportion of population covered by a mobile network, by technology	
EUROSTAT - Industry, innovation and infrastructure		Indicator	
sdg_09_10		Gross domestic expenditure on R&D by sector - % of GDP	
sdg_09_20		Employment in high - and medium - high technology manufacturing sectors and knowledge - intensive service sectors - % of total employment	
sdg_09_30		R&D personnel by sector - % of active population	
sdg_09_50		Share of busses and trains in total passenger transport	
sdg_09_60		Share of rail in total freight transport	



Goal 10. Reduce inequality within and among countries

UNSD Indicator Code*	Target	Indicator
C100101	10.1 By 2030, progressively achieve and sustain income growth of the bottom 40 per cent of the population at a rate higher than the national average	10.1.1 Growth rates of household expenditure or income per capita among the bottom 40 per cent of the population and the total population
C100201	10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	10.2.1 Proportion of people living below 50 per cent of median income, by sex, age and persons with disabilities
C100401	10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality	10.4.1 Labour share of GDP, comprising wages and social protection transfers
C100501	10.5 Improve the regulation and monitoring of global financial markets and institutions and strengthen the implementation of such regulations	10.5.1 Financial Soundness Indicators
C100701	10.7 Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies	10.7.2 Number of countries with migration policies that facilitate orderly, safe, regular and responsible migration and mobility of people
EUROSTAT - Reduced inequalities		Indicator
sdg_10_10		Purchasing power adjusted GDP per capita
sdg_10_20		Adjusted gross disposable income of households per capita
sdg_10_30		Relative median at-risk-of-poverty gap - % distance to poverty threshold
sdg_10_41		Income distribution
sdg_10_50		Income share of the bottom 40 % of the population - % of income



Goal 11. Make cities and human settlements inclusive, safe, resilient and sustainable

UNSD Indicator Code	Target	Indicator
C110201	11.2 By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons	11.2.1 Proportion of population that has convenient access to public transport, by sex, age and persons with disabilities
C110401	11.4 Strengthen efforts to protect and safeguard the world's cultural and natural heritage	11.4.1 Total expenditure (public and private) per capita spent on the preservation, protection and conservation of all cultural and natural heritage, by type of heritage (cultural, natural, mixed and World Heritage Centre designation), level of government (national, regional and local/municipal), type of expenditure (operating expenditure/investment) and type of private funding (donations in kind, private non-profit sector and sponsorship)
C110601	11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management	11.6.1 Proportion of urban solid waste regularly collected and with adequate final discharge out of total urban solid waste generated, by cities
EUROSTAT - Sustainable cities and communities		Indicator
sdg_11_10		Overcrowding rate by poverty status
sdg_11_20		Population living in households considering that they suffer from noise, by poverty status
sdg_11_40		People killed in road accidents (source: EC services)
sdg_11_50		Exposure to air pollution by particulate matter (Source: EEA)
sdg_11_60		Recycling rate of municipal waste



Goal 12. Ensure sustainable consumption and production patterns

UNSD Indicator Code *	Target	Indicator
C200203	12.2 By 2030, achieve the sustainable management and efficient use of natural resources	12.2.2 Domestic material consumption, domestic material consumption per capita, and domestic material consumption per GDP
C120301	12.3 By 2030, halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses	12.3.1 (a) Food loss index and (b) food waste index
C120402	12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment	12.4.2 Hazardous waste generated per capita and proportion of hazardous waste treated, by type of treatment
C120501	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	12.5.1 National recycling rate, tons of material recycled
C120601	12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	12.6.1 Number of companies publishing sustainability reports
C120701	12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities	12.7.1 Number of countries implementing sustainable public procurement policies and action plans
C120801	12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature	12.8.1 Extent to which (i) global citizenship education and (ii) education for sustainable development (including climate change education) are mainstreamed in (a) national education policies; (b) curricula; (c) teacher education; and (d) student assessment
C120b01	12.b Develop and implement tools to monitor sustainable development impacts for sustainable tourism that creates jobs and promotes local culture and products	12.b.1 Number of sustainable tourism strategies or policies and implemented action plans with agreed monitoring and evaluation tools
C120c01	12.c Rationalize inefficient fossil-fuel subsidies that encourage wasteful consumption by removing market distortions, in accordance with national circumstances, including by restructuring taxation and phasing out those harmful subsidies, where they exist, to reflect their environmental impacts, taking fully into account the specific needs and conditions of developing countries and minimizing the possible adverse impacts on their development in a manner that protects the poor and the affected communities	12.c.1 Amount of fossil-fuel subsidies per unit of GDP (production and consumption) and as a proportion of total national expenditure on fossil fuels
EUROSTAT - Responsible consumption and production		Indicator
sdg_12_10		Consumption of toxic chemicals by hazardousness - million tonnes
sdg_12_30		Average CO ₂ emissions per km from new passenger cars
sdg_12_50		Generation of waste excluding major mineral wastes by hazardousness
sdg_12_60		Recycling and landfill rate of waste excluding major mineral wastes



Goal 13. Take urgent action to combat climate change and its impacts^[a]

UNSD Indicator Code*	Target	Indicator
C130201	13.2 Integrate climate change measures into national policies, strategies and planning	13.2.1 Number of countries that have communicated the establishment or operationalization of an integrated policy/strategy/plan which increases their ability to adapt to the adverse impacts of climate change, and foster climate resilience and low greenhouse gas emissions development in a manner that does not threaten food production (including a national adaptation plan, nationally determined contribution, national communication, biennial update report or other)
EUROSTAT - Climate change		Indicator
sdg_13_10		Greenhouse gas emissions (Source: EEA)
sdg_13_20		Greenhouse gas emissions intensity of energy consumption (source: EEA and Eurostat)



Goal 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development

UNSD Indicator Code *	Target	Indicator	Possible Custodian Agency(ies)
C140101	14.1 By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution	14.1.1 Index of coastal eutrophication and floating plastic debris density	UNEP
C140301	14.3 Minimize and address the impacts of ocean acidification, including through enhanced scientific cooperation at all levels	14.3.1 Average marine acidity (pH) measured at agreed suite of representative sampling stations	IOC-UNESCO
C140401	14.4 By 2020, effectively regulate harvesting and end overfishing, illegal, unreported and unregulated fishing and destructive fishing practices and implement science-based management plans, in order to restore fish stocks in the shortest time feasible, at least to levels that can produce maximum sustainable yield as determined by their biological characteristics	14.4.1 Proportion of fish stocks within biologically sustainable levels	FAO
C140501	14.5 By 2020, conserve at least 10 per cent of coastal and marine areas, consistent with national and international law and based on the best available scientific information	14.5.1 Coverage of protected areas in relation to marine areas	UNEP-WCMC, UNEP, IUCN
C140601	14.6 By 2020, prohibit certain forms of fisheries subsidies which contribute to overcapacity and overfishing, eliminate subsidies that contribute to illegal, unreported and unregulated fishing and refrain from introducing new such subsidies, recognizing that appropriate and effective special and differential treatment for developing and least developed countries should be an integral part of the World Trade Organization fisheries subsidies negotiation ^[b]	14.6.1 Degree of implementation of international instruments aiming to combat illegal, unreported and unregulated fishing	FAO
C140a01	14.a Increase scientific knowledge, develop research capacity and transfer marine technology, taking into account the Intergovernmental Oceanographic Commission Criteria and Guidelines on the Transfer of Marine Technology, in order to improve ocean health and to enhance the contribution of marine biodiversity to the development of developing countries, in particular small island developing States and least developed countries	14.a.1 Proportion of total research budget allocated to research in the field of marine technology	IOC-UNESCO
C140b01	14.b Provide access for small-scale artisanal fishers to marine resources and markets	14.b.1 Degree of application of a legal/regulatory/policy/institutional framework which recognizes and protects access rights for small-scale fisheries	FAO
C140c01	14.c Enhance the conservation and sustainable use of oceans and their resources by implementing international law as reflected in the United Nations Convention on the Law of the Sea, which provides the legal framework for the conservation and sustainable use of oceans and their resources, as recalled in paragraph 158 of "The future we want"	14.c.1 Number of countries making progress in ratifying, accepting and implementing through legal, policy and institutional frameworks, ocean-related instruments that implement international law, as reflected in the United Nations Convention on the Law of the Sea, for the conservation and sustainable use of the oceans and their resources	UN-DOALOS, FAO, UNEP, ILO, other UN-Oceans agencies

EUROSTAT - Life below water		Indicator
sdg_14_10		Surface of marine sites designated under NATURA 2000
sdg_14_40		Bathing sites with excellent water quality by locality

Goal 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

UNSD Indicator Code *	Target	Indicator
C150101	15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements	15.1.1 Forest area as a proportion of total land area
C150102		15.1.2 Proportion of important sites for terrestrial and freshwater biodiversity that are covered by protected areas, by ecosystem type
C150201	15.2 By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally	15.2.1 Progress towards sustainable forest management
C200206	15.7 Take urgent action to end poaching and trafficking of protected species of flora and fauna and address both demand and supply of illegal wildlife products	15.7.1 Proportion of traded wildlife that was poached or illicitly trafficked

EUROSTAT - LIFE ON LAND		Indicator
sdg_15_10		Share of Forest Area



Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

UNSD Indicator Code *	Target	Indicator
C160101	16.1 Significantly reduce all forms of violence and related death rates everywhere	16.1.1 Number of victims of intentional homicide per 100,000 population, by sex and age
C160601	16.6 Develop effective, accountable and transparent institutions at all levels	16.6.1 Primary government expenditures as a proportion of original approved budget, by sector (or by budget codes or similar)
C161001	16.10 Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements	16.10.2 Number of countries that adopt and implement constitutional, statutory and/or policy guarantees for public access to information
C160302	16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all	16.3.2 Unsensitized detainees as a proportion of overall prison population
C160a01	16.a Strengthen relevant national institutions, including through international cooperation, for building capacity at all levels, in particular in developing countries, to prevent violence and combat terrorism and crime	16.a.1 Existence of independent national human rights institutions in compliance with the Paris Principles
EUROSTAT - Peace, justice and strong institutions		Indicator
sdg_16_10		Death rate due to homicide by sex - number per 100 000 persons
sdg_16_20		Population reporting occurrence of crime, violence or vandalism in their area by poverty status
sdg_16_30		General government total expenditure on law courts

Goal 17. Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

UNSD Indicator Code *	Target	Indicator
	Finance	
C170101	17.1 Strengthen domestic resource mobilization, including through international support to developing countries, to improve domestic capacity for tax and other revenue collection	17.1.1 Total government revenue as a proportion of GDP, by source
C170102		17.1.2 Proportion of domestic budget funded by domestic taxes
C170201	17.2 Developed countries to implement fully their official development assistance commitments, including the commitment by many developed countries to achieve the target of 0.7 per cent of gross national income for official development assistance (ODA/GNI) to developing countries and 0.15 to 0.20 per cent of ODA/GNI to least developed countries; ODA providers are encouraged to consider setting a target to provide at least 0.20 per cent of ODA/GNI to least developed countries	17.2.1 Net official development assistance, total and to least developed countries, as a proportion of the Organization for Economic Cooperation and Development (OECD) Development Assistance Committee donors' gross national income (GNI)
C170302	17.3 Mobilize additional financial resources for developing countries from multiple sources	17.3.2 Volume of remittances (in United States dollars) as a proportion of total GDP
	Technology	
C170601	17.6 Enhance North-South, South-South and triangular regional and international cooperation on and access to science, technology and innovation and enhance knowledge-sharing on mutually agreed terms, including through improved coordination among existing mechanisms, in particular at the United Nations level, and through a global technology facilitation mechanism	17.6.2 Fixed Internet broadband subscriptions per 100 inhabitants, by speed
C170801	17.8 Fully operationalize the technology bank and science, technology and innovation capacity-building mechanism for least developed countries by 2017 and enhance the use of enabling technology, in particular information and communications technology	17.8.1 Proportion of individuals using the Internet



Goal 17. Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

	Systemic issues	
	<i>Policy and institutional coherence</i>	
C171401	17.14 Enhance policy coherence for sustainable development	17.14.1 Number of countries with mechanisms in place to enhance policy coherence of sustainable development
	<i>Multi-stakeholder partnerships</i>	
C171601	17.16 Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries	17.16.1 Number of countries reporting progress in multi-stakeholder development effectiveness monitoring frameworks that support the achievement of the sustainable development goals
	<i>Data, monitoring and accountability</i>	
C171801	17.18 By 2020, enhance capacity-building support to developing countries, including for least developed countries and small island developing States, to increase significantly the availability of high-quality, timely and reliable data disaggregated by income, gender, age, race, ethnicity, migratory status, disability, geographic location and other characteristics relevant in national contexts	17.18.2 Number of countries that have national statistical legislation that complies with the Fundamental Principles of Official Statistics
C171802		17.18.3 Number of countries with a national statistical plan that is fully funded and under implementation, by source of funding
		Volume of multilateral development assistance which contributes to SDGs in total
EUROSTAT - Partnership for the goals		Indicator
sdg_17_40		General government gross debt
sdg_17_50		Shares of environmental and labour taxes in total tax revenues - % of total taxes