

**GREECE NATIONAL REPORT ON THE  
IMPLEMENTATION OF THE BEIJING PLATFORM  
FOR ACTION**

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**June 1999**

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**General Secretariat for Equality**

Ministry of Interior, Public Administration and Decentralisation

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## 1. WOMEN AND POVERTY

### *POLICY FRAMEWORK*

Recording the structure and the evolution of “poverty” over time serves as a central point of reference in planning social policy and at the same time constitutes an important indicator of how effective this policy is. Investigating the particular circumstances of women who are living in poverty or on the threshold of it constitutes a primary objective of the agencies implementing policies to improve women’s social and economic status. The Greek government, in an effort to support social groups threatened by poverty, has established a system of social protection by creating institutions and implementing actions that aim to ensure individuals’ participation in social and economic life on an equal basis and to guarantee them a decent standard of living.

### *CURRENT SITUATION*

Research activities to identify and estimate “poverty”, employ specific methodological approaches, which may differ in terms of the indicators used (average income, average consumption or absolute minimum of essential consumer goods assessed at current prices), but coincide in terms of the unit of reference, which is the household.

In studying the features of “poor” households, variables are correlated mainly in relation to the head of the household, with the result that the particular situation of “poor” women may not be reflected.

From the existing research on poverty in Greece, it is estimated that the number of poor households declined significantly during the period 1974-1988.

In Greece during the 1990s, the evolution of the phenomena of poverty and social exclusion shows a positive correlation with the following population groups:

- Persons over the age of 65 years old (single-member households, elderly low-income couples)
- Single-parent families
- Single-member households
- Employees with low earnings
- Those who are unemployed or in the labour force on the fringe of the labour market
- Repatriates
- Migrants/foreign labour force

- Refugees

The General Secretariat for Equality is monitoring the changes in socio-economic indicators among selected female population groups with a view to introducing measures and implementing actions to support them.

### **Population over 65 years of age**

The estimated<sup>1</sup> total population of Greece increased over the four-year period 1993-1996 by 0.9%. The population over 65 years of age increased during the same period by 1.8%, i.e. at double the rate of change. In 1996 this population constituted 16% of the total, with women representing 55.5% and men 44.5% of persons over the age of 65. The older the age group, the larger the percentage of women.

According to the Labour Force Survey conducted by the National Statistical Service of Greece (NSSG), 11.5% of men over 65 and 4.2% of women are economically active. This age group increased its percentage of the labour force between 1993 and 1996 by 0.5% (0.6% men and 0.5% women).

Unemployment among women over 65 years of age increased by 1% during the period in question; among men it remained the same. Of the unemployed women in this age group, 46% are considered to be long-term unemployed. The same is true for 24% of men over 65.

### **Pensioners**

According to data from the Ministry of National Economy, pensioners in 1997 constituted 20.7% of the population.

#### *Pensions for farmers*

There is no gender-based difference in the pensions given by the Farmers' Insurance Fund (OGA). In addition, many older rural women receive a pension for being *polytechnes*, i.e. the mother of more than four children. The pensions granted to elderly farmers are lower than those of most other social security funds. This is because contributions have not been withheld from farmers' incomes, which would give them the right to a pension. Under the new law regarding the new OGA pensions, contributions are withheld from young farmers and the amount of their pensions will be analogous.

Positive factors in the standard of living of almost all elderly farmers are that they own their own home, are able to supply some of their own food, and receive additional income

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<sup>1</sup> Source: NSSG, Summary Statistical Yearbook 1996,1997



from subsidies for their permanent crops and livestock; moreover, they have extensive access to nation-wide health service and medical and pharmaceutical care and to the communications services, transportation, power and water supply that have been developed throughout all the regions.

#### *Employees' pensions: Social Insurance Foundation (IKA)*

According to IKA data for the year 1997, 70% of pensioners receive the minimum pension. The same data also show that the average number of working days required for women to receive a pension is equivalent to 75.5% of the average working days needed for a man to receive an old-age pension and 68% for a disability pension. Also, the average category for calculating old-age pensions for women is XII, while it is XVI for men and for disability pensions it is XI and XIII respectively.

Women constituted 51% of IKA pensioners in 1997. They also constituted 98% of persons receiving a pension owing to a spouse's death, 31% of disability pensions and 37% of old-age pensions. Of the total number of IKA's women pensioners, 48.5% receive a pension on the death of their spouse, 11.5% for disability and 44% for old age.

The average monthly pension granted on the death of a spouse is the minimum, 91,974 drachmas, i.e. 29% lower than the old-age pension of 129,703 drachmas in 1997. This, in conjunction with the facts cited above regarding the calculation of pensions by gender, leads us to unfortunate conclusions regarding the financial status of elderly women pensioners.

The positive elements which should be taken into account are: the very high rate of home ownership in Greece, which gives persons on minimal pensions greater purchasing power, the National System of public health and hospital care, as well as the strong internal system of reciprocal support among family members.

#### **Social protection for elderly women**

In Greece the majority of families deal with its members' problems through a kind of internal family support. Elderly people are the social group most threatened by poverty and exclusion when this system of family support does not operate.

For such cases, additional measures have been instituted for the support of elderly women and men, such as: rent subsidy, public health assistance, and day centres for senior citizens (KAPI), all of which are measures that contribute significantly to the social integration of the elderly.

Policies and measures for the social support and protection of elderly women and men include:

- Pensions for uninsured elderly people through OGA. Persons who are at least 68 years of age and have no social security are granted a pension which is analogous to the marital status of the beneficiary.
- Death/old-age pensions to farmers insured under OGA, men and women, over the age of 65.
- Financial assistance from prefectural social welfare to uninsured persons with absolute disability over 60 years of age.
- Housing assistance to financially weaker persons 65 years of age and over from the prefectural social welfare.
- Day centres for senior citizens (KAPI)
- The Ministry of the Interior and local government authorities provide some day care facilities for older people that provide some services including physical therapy, occupational therapy, medical and pharmaceutical care, and home help for men and women from the age of 60 and over.
- A Social Centre for families and youth provides accommodation for older people in the Centre's camps for women and men aged 60 and over.
- Public hostels for adults, intended for persons or families with housing problems for social, financial or family reasons (three such hostels are in operation).
- The "Help at Home" program is implemented in co-operation with the Hellenic Red Cross and local government. It provides primary health care. It aims to provide support to individuals and their families, irrespective of their age and financial status, and help them deal with a problem they may have temporarily or permanently in their home and neighbourhood.
- Tele-Alarm offers modern technological assistance to elderly and disabled persons who live alone. Throughout Greece there are 15 training programs for persons who provide home care to the elderly or persons with special needs. Tele-Alarm operates in the prefecture of Attica.
- Granting of allowances from the state budget amounting to the minimum IKA pension to all working women who have reached the age of 80 and who have no social support.

### **Single-parent families**

In Greece in 1996, women represented 22% of the total heads of households and 82% of the heads of single-parent households. These households with children headed by an unmarried person alone constituted 11% of the total households with children. The activity rate of divorced women heads of households with children was 77%; and that of unmarried mothers heads of household was 72%, on an average women's activity rate of 36.5%. The activity rate of the above mentioned groups increased in one year (1995-96) by 1% and 2% respectively.

The very high activity rate, higher than the average men's rate (66%), indicates that single mothers are obliged to accept any job at all and any conditions.

Unemployment among unmarried mothers (nearly 30%) differs considerably from the average unemployment among women (16.6% in 1996).

	Female-Headed Households (FHH)	Total Households	% FHH
Total Heads of Household	839.508	3.815.891	22,0
Households with children	206.588	1.940.445	10,6
Households without children	632.921	1.875.445	33,7
Single-parent households	181.328	222.182	81,6

Source: NSSG, Labour Force Survey, 1996  
Data Processing: Research Centre for Equality

About 60% of single parent households are located in the prefecture of Attica. Some of them are facing particularly difficult and uncertain living conditions.

In the period being examined, integrated interventions were carried out in support of female-headed single-parent families in the context of programs to combat social exclusion<sup>2</sup>. The framework of actions contained pre-training, special supportive actions, vocational training and assistance in entering the labour market.

To eliminate any discrimination against single parents who are employed in the public sector, a provision was included in article 12 of law 2470/1997, which provides for a monthly family allowance, for which employees in the public sector who are unmarried parents, widow/ers or divorced persons are eligible, as long as they have been duly assigned the custody of their children.

### Earnings of women employees

The average earnings of women continue to be lower than those of men, and in 1997 were:

ECONOMIC ACTIVITY SECTOR	TOTAL	MEN	WOMEN	% W M
AVERAGE MONTHLY RECEIPTS OF EMPLOYEES IN THE INSURANCE SECTOR	361.584	454.387	288.199	63,4
AVERAGE MONTHLY RECEIPTS OF EMPLOYEES IN THE BANKING SECTOR	414.506	460.372	347.421	75,5
AVERAGE MONTHLY RECEIPTS OF EMPLOYEES IN WHOLESALE TRADE	302.380	318.362	269.294	84,6
AVERAGE MONTHLY RECEIPTS OF EMPLOYEES IN RETAIL TRADE	217.752	236.517	203.930	86,2
AVERAGE MONTHLY RECEIPTS OF EMPLOYEES IN MINES	393.950	410.739	323.831	78,8
AVERAGE MONTHLY RECEIPTS OF EMPLOYEES IN WATER SUPPLY	412.692	455.707	280.192	61,5
AVERAGE HOURLY RECEIPTS OF WORKERS IN ELECTRICITY AND WATER SUPPLY	1.891,3	1.902,1	1.488,1	78,2
AVERAGE MONTHLY RECEIPTS OF EMPLOYEES IN MANUFACTURING	401.757,0	433.824,0	303.405,0	69,9
AVERAGE HOURLY RECEIPTS OF WORKERS IN MANUFACTURING	1.459,58	1.571,96	1.277,98	81,3

Source: NSSG, Labour Force Survey, 1996  
Data Processing: Research Centre for Equality

During the period in question (1993-1997) the ratio of women's and men's earnings in most sectors became worse and in some it improved. Despite the passage of the law on equal pay for work of equal value, the division of the

<sup>2</sup> See the section "Active policies to combat social exclusion".

labour market by gender, the difficulties women face in being promoted to senior positions in their professions, and the small number of women in the trade unions contribute to the underestimation of women's work and to the lower earnings of working women.

Within the framework of the 1999 National Plan of Action for Employment, provision has been made for two surveys to combat discrimination between women and men in the labour market, which will be conducted by the Research Centre for Equality in the following fields:

- Survey of the position of women in the structure of Greek businesses, in which the professional advancement of women will be examined in the private and public sector of the economy.
- Survey of the inequity of earnings, despite the legislative guarantee of equal pay for work of equal value under both Greek and European law.

### **Unemployment**

In the year 1996-97 unemployment among women declined, for the first time since 1981, by 0.7%. This positive change corresponds to a reduction of 4.3%, i.e. 11,927 persons, in the number of unemployed women in one year. On the contrary, the number of unemployed men rose by 3.5%.

Unemployment strikes women in particular, as the unemployment rate among women in 1996 is as high as 16.6% (15.9% in 1997) of the female labour force, when the corresponding percentage for men in the male labour force is just 6.3%.

The long-term unemployment rate in Greece is high: it was nearly 53.8% in 1996, and showed an increase of 8.2% in relation to the same rate in 1993 (50.1%).

This phenomenon is particularly marked in the structure of long-term unemployment (LT) by sex since, on the one hand 68.4% of the LT unemployed in the country are women, and on the other, the great majority (about 75%) of the additional LT unemployed during the four-year 1993-1996 period were women. The LT unemployment rate among women shows an increase of 7 percentage points, having risen from 56.6% in 1993 to 63.6% in 1996, while the corresponding figures for men show an increase of 8.4%, from 40.8% in 1994 to 49.2% in 1996.

According to article 18 of law 2639/1998, unemployed persons up to the age of 29 since 1.1.1999 have been receiving IKA social security coverage in the sector of sickness benefits in kind.

### **Migrants /Foreign Labour Force**

According to data from the Manpower Employment Organisation (OAED), processed by the National Employment Observatory, the migrants who

applied for a Greek residence card numbered some 372,000 the period 1997 - 1998.

In addition to these, it is estimated that there are about 150,000 illegal economic migrants who have not filed an application for legalisation. Thus, the total number of migrants from third countries is estimated to be higher than 520,000 persons, a figure equivalent to about 12% of the domestic labour force.

In the data that follows, of particular interest are the instances of countries of origin from which the number of women seeking Greek residence cards is greater than that of their male compatriots. Apart from the case of women from the Philippines (who began migrating to Greece two decades ago and have established an association and day care facilities for their children), who are mainly employed in the service sector in private homes, there is no clear-cut sectoral employment of women from other countries. Our services, in co-operation with OAED, are processing the data regarding the employment skills that have been declared in order to investigate the possibility that these women are being exploited.

Foreign nationals who applied for a Residence Card in 1997-1998			
Country	Total	Men	Women
Total	352.632	255.503	88.446
Albania	228.858	185.061	38.598
Other countries	24.332	14.743	8.907
Syria	3.174	2.964	150
Moldavia	4.232	1.022	2.972
Philippines	5.289	894	4.263
Egypt	5.995	5.391	336
India	6.347	5.902	97
Georgia	7.053	2.504	4.422
Poland	8.111	4.369	3.432
Ukraine	9.168	1.763	7.314
Pakistan	11.284	10.680	53
Romania	15.868	10.706	4.856
Bulgaria	22.921	9.454	13.037

Distribution by country of origin and sex			
Country	Total	Men	Women
Total	100	100	100
Albania	64,9	72,4	43,6
Other countries	6,9	5,8	10,1
Syria	0,9	1,2	0,2
Moldavia	1,2	0,4	3,4
Philippines	1,5	0,4	4,8
Egypt	1,7	2,1	0,4
India	1,8	2,3	0,1
Georgia	2	1,0	5,0
Poland	2,3	1,7	3,9
Ukraine	2,6	0,7	8,3
Pakistan	3,2	4,2	0,1
Romania	4,5	4,2	5,5
Bulgaria	6,5	3,7	14,7

Percentages of Men and Women by country of origin			
Country	Total	Men	Women
Total	100	74,3	25,7
Albania	100	82,7	17,3
Other countries	100	62,3	37,7
Syria	100	95,2	4,8
Moldavia	100	25,6	74,4
Philippines	100	17,3	82,7
Egypt	100	94,1	5,9
India	100	98,4	1,6
Georgia	100	36,2	63,8
Poland	100	56,0	44,0
Ukraine	100	19,4	80,6
Pakistan	100	99,5	0,5
Romania	100	68,8	31,2
Bulgaria	100	42,0	58,0

Migrant women by marital status	
Total	100%
Married	60%
Unmarried	28%
Divorced	8%
Widows	3%
Did not reply	1%

Source: OAED, Migrant's Applications for Residence Card 1997-1998  
Processing: National Employment Observatory

(The difference of the total figure, in the first table, to the sum of columns 2 and 3 is due to the lack of data in the field "sex" in 8,689 applications forms)

The Greek government established the procedure for the legalisation of migrants with respect to residence and employment in 1997 by Presidential Decrees 358 and 359.

The purpose of the first Presidential Decree was to record the numbers of foreign nationals residing illegally in Greece who were either employed or looking for work, and to begin the process that would lead to their legalisation, under certain conditions. The purpose of the second PD was to deal with the problem of illegal economic migration, by instituting the procedure, terms and conditions under which a Residence Card of Limited Duration would be issued to foreign nationals from third countries.

### ***MEASURES – POLICIES***

The social rights to employment, health, housing, education, a dignified old age and more generally to a decent life free of racial and sexual discrimination are guaranteed by the adoption and implementation of analogous policies, while the institution of additional measures aims at the social integration of groups of women who are facing specific problems.

Combating poverty among groups of women is being dealt with by actions aiming to:

- Help women to become reintegrated into economic and social life.
- Assist unemployed women to enter the labour market.
- Improve equality of opportunities as regards access to employment and vocational training.

- Provide allowances, goods and services to guarantee respect for human dignity and to mitigate extreme poverty.
- Ensure minimum assistance in matters of illness and care.
- Create the structures and machinery to support the above groups.

### **Legislative framework**

In order to support groups threatened by poverty and social exclusion, the Greek government has instituted a system of social protection by establishing institutions and taking actions whose purpose is to prevent and combat such phenomena and to support the groups in question.

According to law 2646/1998 on the organisation of the National System of Social Care, its main objective is to protect individuals and groups through prevention and rehabilitation programs. These actions aim to create the conditions necessary for the equal participation of all individuals in economic and social life and to ensure them a decent standard of living. Under this law it is stipulated that:

- The provision of social care is the responsibility of the State.
- Every person who is legally resident in the Hellenic State, and who is in need, is entitled to social care from the agencies of the National System.
- Social care services are provided without discrimination, according to the person's particular personal, family, financial and social needs, within the framework of the National System of Social Care.

Under the National System of Social Care, services are provided by agencies in the public sector and by private non-profit agencies which may be of a volunteer nature.

The co-ordination and balanced provision of social care services is ensured through national programmes applicable to the following population groups: Family, children and young people, the aged, persons with special needs, vulnerable population groups and groups in emergency situations. And finally, the services provided by the agencies of the National System can be distinguished as:

- Primary social care, the object of which is to provide day care services and anticipate needs, and to identify problems of socio-economic exclusion promptly. These services are made available mainly by the local government at the municipal or village level.
- Secondary social care, the object of which is to provide accommodation or in-patient care and aims at treatment and rehabilitation following physical, mental or emotional illness or disability, and to prevent and compensate for the effects of socio-economic exclusion. The regional and prefectural government mainly provides these services.

- Tertiary social care, the object of which is to provide home or in-patient social care that requires high degree of specialisation or sophisticated technology. These services are mainly provided by the central or regional government.

### Policy actions to combat social exclusion

Throughout the period being examined, integrated interventions are being carried out, under the co-ordination of the Ministry of Labour, to combat exclusion from the labour market. These actions support the following population groups:

Subprogram 1: persons with physical or mental disabilities

Subprogram 2: refugees, migrants, repatriates and persons with different cultural or religious background

Subprogram 3: prisoners, released prisoners and juvenile delinquents

heads of single-parent families  
persons living in remote mountainous or island regions  
former users of dependence-inducing substances.

The integrated interventions include the following activities: preparation, special support actions, vocational training and assistance in entering the labour market.

In the period 1994-1997, women beneficiaries of programs to combat social exclusion represented 45% of the total, and the figure was rising during that period. From 1999 on, according to the National Action Plan for Employment, the number of women taking part in the policy actions will be equal to their unemployment rate (61%).

### Beneficiaries Of The Operational Programme, 1994 – 1997

	1994			1996			19997			1994-1997 GENERAL TOTAL
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	
SUBPROGRAMME 1	1200	933	2133	2345	1510	3855	1933	1459	3392	9380
SUBPROGRAMME 2	550	292	842	1414	2450	3864	1353	1217	2570	7276
SUBPROGRAMME 3	70	45	115	2460	824	3284	1080	1238	2318	5717
TOTAL	1820	1270	3090	6219	4784	11003	4366	3914	8280	22373

### Distribution of Beneficiaries by sex, 1994 - 1997

	1994			1996			19997			1994-1997 GENERAL TOTAL
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	
SUBPROGRAM 1	56%	44%	100%	61%	39%	100%	57%	43%	100%	42%
SUBPROGRAM 2	65%	35%	100%	37%	63%	100%	53%	47%	100%	33%
SUBPROGRAM 3	61%	39%	100%	75%	25%	100%	47%	53%	100%	26%
TOTAL	59%	41%	100%	57%	43%	100%	53%	47%	100%	100%



During the period 1998-99, the Research Centre for Equality, with funding from national and Community sources, set up Intervention Units to deal with social exclusion on a nation-wide level, by:

- Broadening the activities of existing structures (Athens, Patras, Thessaloniki).
- Creating new structures, parallel to existing ones in Volos and Herakleio
- Exploring alternative/flexible forms of organising structures to provide additional support services through the experimental operation of mobile units in the regions of Northern Greece and Crete
- Staffing with specialised professional personnel for women belonging to the target population groups
- Developing methodology and specialised instruments for the aforementioned population groups
- Networking human resources on a local, regional and national level, in order to create broader partnerships to undertake co-ordinated, integrated interventions to combat exclusion from the labour market.

### **Combating unemployment**

Interventions in the labour market<sup>3</sup> are part of the general policy of protecting the right to employment and include special actions to combat unemployment among women and promote their employment in all sectors and professions.

The main lines of this policy, in addition to providing unemployment benefits, consist of implementing active employment policies through:

- Vocational training programs for unemployed women
- Programs to reinforce entrepreneurship or grant a subsidy for setting up an enterprise and creating new jobs
- Subsidy programs for the creation of new jobs in existing companies
- Creation of structures to provide information and counselling to unemployed women.
- Creation of child-care facilities to assist unemployed women to be trained and look for work.

The programs for setting up a business and hiring the unemployed contain special positive regulations for the benefit of women by providing higher subsidies in both cases.

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<sup>3</sup> Regarding the extent and effectiveness of the programs, see the chapter "Women and the Economy".

Special weight has been given to extending the structures for the information and support of employment and the entrepreneurship among women. During the period in question, 18 facilities have been created and are operating, which, as provided for under the new National Employment Action Plan, will be extended and linked with the Centres for Promoting Employment created by the main agency in the field, OAED, in all regions.

Also the National Employment Action Plan provides for the creation of 100 new day-care facilities for children by the year 2001, in which 1000 new jobs will be created, mainly for women.

## **2. EDUCATION AND TRAINING**

The General Secretariat for Equality is the government agency that implements policy in the field of gender equality; it institutes, plans, organises and collaborates with educational experts, and with the Ministry of Education, in order to:

- a) eliminate discrimination against girls (stereotypes, role models) in the educational community.
- b) disseminate the policy of equality in the educational field: in the content of studies and vocational guidance, and in linking education with the labour market.
- c) create women's studies programmes at universities and conduct research and studies for gender equality within education.

### ***STRUCTURE OF THE EDUCATIONAL SYSTEM***

#### **Pre-School Education**

The country's kindergartens are mixed, accepting girls and boys from ages 3½ to 5½ years old, and are optional.

Table (1) of the annex shows the difference between the number of boys and girls, which is due to demographic reasons.

#### **Elementary School**

Elementary school is for six years and is compulsory for all children between the ages 5½ and 12 years old. In recent years there has been a reduction in the number of students attending schools, a fact resulting from the country's low birth rate which is associated with the difficulties women face in the family and the broader social sphere.

The enrolment of boys and girls in elementary schools is approximately even, as can be seen in table (2) of the annex.

#### **Secondary Education**

Secondary education includes all junior and senior secondary schools. The first three years of junior secondary school are compulsory. Students who have completed their elementary education can enrol in secondary school without examinations. Table 3 of the annex shows the number of secondary schools (public and private) in the country and the distribution of students according to sex.

Senior secondary schools are differentiated into general, technical, professional and comprehensive. Attendance is three years for those in day school and four years for those in night school. The difference in the choice of secondary school according to sex can be seen clearly in tables (4a, 4b, 4c, 4d) of the annex.

Girls show a preference for general and comprehensive secondary schools. But an increase can be observed in the presence of females in technical secondary schools in comparison with previous years and a reduction in their preference for vocational schools.

### **Higher Education**

Higher education includes universities (AEI) and technical colleges (TEI). Admission into both is gained through success in nation wide examinations, which preclude discrimination due to gender or other factors.

Participation of boys and girls in higher education as a whole does not present any significant divergence from previous years. But a significant difference can be seen in the distribution of girls among the various departments and faculties. This is due, *inter alia*, to the help of vocational guidance counsellors who are in more frequent contact with secondary school students.

### **Vocational Training Institutes**

As has been mentioned in previous National Reports, Greece also has Vocational Training Institutes (IEKs) which are not included in the official educational system or levels. They supplement the educational system and help young people enter the labour market. IEKs provide training to graduates of junior and senior secondary schools, both vocational schools and others, and to anyone who wishes to learn a vocational specialisation.

The private and public IEKs offer training in 108 specialisations in sections at different levels where boys and girls alike participate. Lack of data makes it impossible to compile tables that show the participation of women in the various sectors.

### **Educational Staff**

In pre-school education, the overwhelming majority of teachers are women. In recent years there has been a slight increase in male pre-school teaching staff.

The distribution of teachers in elementary and secondary education in the school year 1994-1995 and up to 1997-1998 can be seen in tables 5a, 5b, 5c, 5d, 5e, 5f, 5g of the annex.

### **School counsellors**

As mentioned in our previous National Reports, the institution of school counsellors was established by Law 1304/82. Their duties include equality issues, in order to counter traditional stereotypes in the educational system.

The number of women school counsellors over the three levels of education has increased in recent years. Today, it has evolved as follows at the primary level:

	Total	Women
Elementary School	300	16
Special Education	16	-
Pre-school Education	50	47

In secondary education, out of a total of 251 places for counsellors, only 52 are filled by women.

### **Higher Education Faculty**

In higher education the participation of women has increased during the last five years. Women generally are found at the lower ranks and are promoted at a slower pace than men. The tables that follow in the annex show the distribution of higher education faculty.

### **Further Education for Teachers**

In recent years, further education for teachers from all levels has taken place in regional education centres (PEK) that operate all over the country.

Among the priorities of the GSE is to enlist the collaboration of the Ministry of Education to include gender issues in the further education of teachers. Thus GSE, in co-operation with RCE and the Ministry of Education, has recently carried out a series of seminars to inform educators in Greece's regions about equality issues.

### **Women And New Technologies**

According to research conducted in Greece by the University of Patras in two phases (1987-1991 and 1991-1995) at 137 junior secondary schools in which information technology is taught to 3,755 students and to 517 educators, the response of boys to computers is more positive than that of girls. Also, the performance of boys with respect to computers is higher than that observed among girls. It should be pointed out that girls have low self-esteem as regards their ability with computers and consequently they develop a negative attitude towards using them. According to the research, the different attitudes

taken by girls and boys can be seen to follow the prevailing social stereotypes. Specifically, the prevailing male stereotype (preoccupation with motors, construction etc.) can be considered to include computers as well. Essentially, this helps perpetuate the classical stereotypes and inequalities in the field of new technologies.

At the same time, it should be emphasised that the family does not support boys and girls equally in their approach to new technologies. For example, the percentage of boys who have access to a computer at home is substantially higher than that of girls.

The computer is male while typing is female. The expectation that social stereotypes would be overthrown when the automation of production removed the division between female and male labour has proven false. Factors like professional hierarchy, social superiority and the control of job procedures are more important in the division of labour. Thus, the introduction of new technologies has not brought any change in the distinction between female and male occupations. On the contrary, it reinforced the ideology of the male. In this context, it is not accidental that in the public sector 99.5% of the personnel entering data on the computers are women typists. While, in the field of "Programmers-Analysts" 90% are men and 10% are women.

In order to improve girls' attitude towards new technologies, the General Secretariat for Equality in co-operation with RCE organised a conference in Thessaloniki in 1998 centred around "New Technologies and Education".

### **Illiteracy**

In recent years, an improvement has been observed in the percentage of illiteracy and semi-literacy among the population of Greece.

According to a study by the National Book Centre entitled "Panhellenic Survey of Illiteracy", Athens, 1998, and to data given to us by the General Secretariat for Adult Education of the Ministry of Education, illiteracy was greatly reduced after the drastic measures taken by the relevant government services. This does not mean that illiteracy has been totally abolished. Research conducted by the Ministry of Education shows that functional illiteracy is being reproduced through the educational system, resulting in illiteracy appearing among young people.

Illiterates among young people come from those students who drop out of school, along with those who never enrol. There is also some loss between elementary and secondary school.

The problem is more marked in remote regions as well as in special population groups such as Gypsies and prison inmates. The designation of functional illiteracy indicates whether or not a person has completed the nine-year compulsory schooling (elementary and junior secondary school).

The percentage of illiterate women is higher than the corresponding percentage among men. This percentage is differentiated more by geographical area, urban, semi-urban and rural population (farmers, workers, gypsies, Muslim women, minority groups etc.)

As for basic illiteracy, it is a composite social problem. Especially among the female population it is found mainly in rural areas and in older age groups, according to data from the country's last census of 1991, and means that it has disappeared completely among younger groups.

The General Secretariat for Adult Education, in order to combat illiteracy, which is especially prevalent among women of the mountainous, island and remote areas, has taken the following measures:

A. Publications, which include the following booklets:

1. Adult Illiteracy
2. Method of learning Greek as a foreign language under the title: "Communicating in Greek". This manual is given to those who are learning the Greek language.

B. Carrying out literacy programmes among target groups and by providing the relevant incentives.

#### ***POSITIVE ACTIONS OF THE GENERAL SECRETARIAT FOR EQUALITY***

The General Secretariat for Equality, as the government agency responsible for planning and implementing policies of equality and equal opportunities for men and women, in applying its policies in matters of education and vocational training, has taken the following actions:

A) Putting into practice the conclusions from the conference that was convened in 1994 by the GSE and the Commission of the European Union, a consciousness-raising programme in matters of equality was held for educators in Greece's five regions by the Research Council on Equality (RCE) and the General Secretariat for Equality, in co-operation with the Ministry of Education and Religious Affairs. Also, in collaboration with university experts in matters of equality, teaching material was designed to raise the consciousness of educators. The programme was co-funded by the Commission of the European Union and had European collaboration.

B) Following a proposal by educators who had attended these consciousness-raising seminars, the General Secretariat for Equality, in co-operation with RCE and the Ministry of Education, planned and realised a sensitisation programme for actively employed educators in Athens and Thessaloniki. The proposal included the following actions:

1. Designing non-sexist material to intervene in the educational system.
2. Holding two three-day seminars to raise educators' consciousness.
3. Experimental implementation in the school.

4. A two-day presentation of the results of the work done by the educators, conclusions, proposals.

C) Based on the comments and the conclusions reached by educators, the comments of the research team and the findings of the evaluation team of the previous programme of action (Athens-Thessaloniki), a new level of action was developed that began in 1998 and will be completed by the end of 1999. This work gives special emphasis to:

- 1) Decentralising actions in four cities (Athens, Thessaloniki, Patras, Herakleio).
- 2) Focusing actions on the individual school.
- 3) Utilising educators who attended the further education programmes.
- 4) Showing the involvement of educators in the research process and in the production of teaching material containing the basic elements of the consciousness-raising further education programme.
- 5) Networking of educators through RCE's site on the Internet.
- 6) Creating a special space on RCE's home page to facilitate electronic communication.
- 7) The co-operation of educators, parents and local authorities at the school level.
- 8) Circulating the work of the educators.
- 9) Exchanging views with experts from other member-states of the European Union.

The programme concerns the further education and sensitisation on gender equality of teachers who are actively working in pre-school, elementary, and secondary levels. Some 350 educators are involved in the further education process and its experimental implementation. Of these 18.5% are in elementary and pre-school education and 81.5% are in secondary.

As we know, the phenomenon of inequality is most obvious in the division of labour according to sex, in the traditional designation of the roles within the family and in the limited participation of women in the political and social life, and in decision-making processes.

Choosing the educational domain for the implementation and dissemination of the policies of equality, priorities are attached to:

- Examining the limited professional ambitions of the female students.
- Encouraging girl students to develop a critical attitude towards unfavourable distinctions made against them.
- Becoming aware of their real needs and wishes.
- Demanding the development and utilisation of their professional and personal abilities and potential.

Assured of the political will and in the expectation that schools would evolve from places where stereotypes are created and maintained to places where discrimination and sexist perceptions are combated, we have asked that



school textbooks should be further revised in order to disseminate the ideas of equality and the female dimensions in all sectors and areas of social life. This will be done in conjunction with the Pedagogical Institute - of the Ministry of Education - and with the help of the committees in the subject fields and curriculum committees.

The objectives of GSE are the following:

A) To carry out the revision of the school textbooks. Specifically, to organise a meeting-workshop with committees in the subject fields and in curriculum planning and with teams of writers, to inform and sensitise their members on equality issues and on how the gender factor operates in education.

B) To utilise the existing material to inform educators from all levels and young people as well, with the basic objective of helping to create a democratic school, far from every form of inequality.

In addition, we are planning by the year 2000 to realise the following initiatives:

- To promote women's studies on the post-graduate level, with dissertation, in collaboration with the Ministry of Education and the universities. To offer facilities for women teachers to take part in further education programmes.
- In collaboration with the Ministry of Education, to hold a Panhellenic drawing competition for children in elementary school on the subject of equality between women and men.
- To draw up proposals and interventions in programmes of study, pedagogical material and scientific manuals, that deal with the contribution of women to the development of society and science, and to eliminate outdated stereotypes relating to gender roles.
- To encourage girls to participate in athletic events.
- To conduct seminars for teachers in elementary and secondary school on equality issues. To promote international teacher exchanges on matters of equality.
- To provide filmed courses and the use of multimedia on equality issues for pupils in elementary and secondary schools.
- To study and submit proposals to deal with the problem of girls dropping out of school.
- To introduce the variable "social gender" in surveys by institutes and research centres. To create counselling services at all levels of education in order to help girls make the best vocational choices.
- To create a system of collecting and processing data on the status of males/females at the various levels of education, and to publish the relevant developments at regular intervals.
- To propose teaching of sex education and health awareness in schools in co-operation with GSE and the Family Planning Society.

Percentage of Female Pupils in the Educational Categories, 1994 - 1998

School year	Kindergartens	Pupils		
		Total	Girls	% G
1994-95	5.603	130.975	64.558	49,3%
1995-96	5.603	127.947	62.794	49,1%
1996-97	5.542	132.746	65.016	49,0%
1997-98	5.681	141.044	69.375	49,2%

School year	Elementary	Pupils		
		Total	Girls	% G
1994-95	7.066	702.687	340.306	48,4%
1995-96	6.853	675.267	327.141	48,4%
1996-97	6.651	652.040	316.199	48,5%
1997-98	6.705	648.608	314.350	48,5%

School year	Junior Secondary	Pupils		
		Total	Girls	% G
1994-95	1.866	434.019	206.762	47,6%
1995-96	1.899	421.909	201.022	47,6%
1996-97	1.912	407.097	195.390	48,0%
1997-98	1.924	392.434	186.924	47,6%

School year	General Senior Secondary	Pupils		
		Total	Girls	% G
1994-95	1.216	251.660	139.059	55,3%
1995-96	1.232	252.454	138.934	55,0%
1996-97	1.230	245.116	135.503	55,3%
1997-98	1.242	242.867	133.586	55,0%

School year	Vocational Secondary	Pupils		
		Total	Girls	% G
1994-95	31	24.623	13.268	53,9%
1995-96	39	26.900	14.557	54,1%
1996-97	51	29.988	16.499	55,0%
1997-98	52	30.974	17.246	55,7%

School year	Technical Vocational Secondary	Pupils		
		Total	Girls	% G
1994-95	356	113.844	51.277	45,0%
1995-96	340	110.670	48.067	43,4%
1996-97	333	109.884	49.789	45,3%
1997-98	326	104.765	48.194	46,0%

School year	Technical Vocational Schools	Pupils		
		Total	Girls	% G
1994-95	169	21.031	2.149	10,2%
1995-96	170	23.219	2.884	12,4%
1996-97	178	25.481	3.919	15,4%
1997-98	179	27.596	5.164	18,7%

Source: Ministry of Education, Education Statistics.

Percentage of Female Teachers by School level, 1994 - 1998

School year	K indergartens		
	Total	W omen	% W
1994-95	8.428	8.406	99,7%
1995-96	8.573	8.550	99,7%
1996-97	8.789	8.752	99,6%
1997-98	8.897	8.853	99,5%

School year	E lem entary		
	Total	W omen	% W
1994-95	44.168	24.219	54,8%
1995-96	45.128	25.247	55,9%
1996-97	46.785	26.490	56,6%
1997-98	47.662	27.085	56,8%

School year	J unior Secondary		
	Total	W omen	% W
1994-95	31.774	20.050	63,1%
1995-96	33.440	21.177	63,3%
1996-97	35.397	22.523	63,6%
1997-98	36.189	23.019	63,6%

School year	G eneral Senior Secondary		
	Total	W omen	% W
1994-95	18.958	9.259	48,8%
1995-96	18.617	9.224	49,5%
1996-97	18.935	9.476	50,0%
1997-98	19.387	9.822	50,7%

School year	V ocational Secondary		
	Total	W omen	% W
1994-95	2.134	1.065	49,9%
1995-96	2.321	1.162	50,1%
1996-97	2.862	1.461	51,0%
1997-98	3.083	1.619	52,5%

School year	T echnical V ocational Secondary		
	Total	W omen	% W
1994-95	10.916	5.063	46,4%
1995-96	10.816	5.090	47,1%
1996-97	10.882	5.227	48,0%
1997-98	10.926	5.348	48,9%

School year	T echnical V ocational Schools		
	Total	W omen	% W
1994-95	2.731	583	21,3%
1995-96	2.904	656	22,6%
1996-97	3.121	756	24,2%
1997-98	3.504	885	25,3%

Source: Ministry of Education, Education Statistics.

## UNIVERSITY FACULTY

### Permanent, Tenured Faculty - Academic year 1994 - 1995

	Men		Women	
TOTAL	5.387	71,1%	2.186	28,9%
Scientific Faculty	4.295	76,8%	1.298	23,2%
Non-Phd Holders	373	56,5%	287	43,5%
other Teaching Faculty	737	55,8%	583	44,2%

### Non Tenured Faculty

	Men		Women	
TOTAL	839	72,3%	322	27,7%
Scientific Faculty	721	72,8%	270	27,2%
Non-Phd Holders	10	100,0%		0,0%
other Teaching Faculty	108	100,0%		0,0%

### Faculty on contract

	Men		Women	
TOTAL	487	68,5%	224	31,5%
Scientific Faculty	487	68,5%	224	31,5%
Non-Phd Holders				
other Teaching Faculty				

### General Total Faculty

	Men		Women	
TOTAL	6.731	71,3%	2.714	28,7%
Scientific Faculty	5.016	76,2%	1.568	23,8%
Non-Phd Holders	383	57,2%	287	42,8%
other Teaching Faculty	1.332	60,8%	859	39,2%

Source: Ministry of Education, Education Statistics.

**Academ ic year 1995 -1996****Perm anent, Tenured Faculty**

	M en		W om en	
TOTAL	5 589	72,7%	2.096	27,3%
Scientific Faculty	4 441	76,9%	1 331	23,1%
Non-Phd Holders	348	57,0%	263	43,0%
other Teaching Faculty	800	61,4%	502	38,6%

**Non Tenured Faculty**

	M en		W om en	
TOTAL	812	73,0%	301	27,0%
Scientific Faculty	723	73,8%	257	26,2%
Non-Phd Holders		0,0%	1	100,0%
other Teaching Faculty	89	67,4%	43	32,6%

**Faculty on contract**

	M en		W om en	
TOTAL	445	69,2%	198	30,8%
Scientific Faculty		0,0%	3	100,0%
Non-Phd Holders				
other Teaching Faculty	445	69,5%	195	30,5%

**General Total Faculty**

	M en		W om en	
TOTAL	6 846	72,5%	2595	27,5%
Scientific Faculty	5 164	76,4%	1591	23,6%
Non-Phd Holders	348	56,9%	264	43,1%
other Teaching Faculty	2 814	79,2%	740	20,8%

Source: Ministry of Education, Education Statistics.

**Academic year 1996 -1997****Permanent, Tenured Faculty**

	M en		W omen	
TOTAL	5 532	72,9%	2.061	27,1%
Scientific Faculty	4.459	76,8%	1.350	23,2%
Non-Phd Holders	311	54,6%	259	45,4%
other Teaching Faculty	762	62,8%	452	37,2%

**Non Tenured Faculty**

	M en		W omen	
TOTAL	810	71,5%	323	28,5%
Scientific Faculty	694	73,7%	248	26,3%
Non-Phd Holders		0,0%	1	100,0%
other Teaching Faculty	116	61,1%	74	38,9%

**Faculty on contract**

	M en		W omen	
TOTAL	576	67,1%	283	32,9%
Scientific Faculty	2	50,0%	2	50,0%
Non-Phd Holders	9	100,0%		
other Teaching Faculty	565	66,8%	281	33,2%

**General Total Faculty**

	M en		W omen	
TOTAL	6.918	72,2%	2.667	27,8%
Scientific Faculty	5.155	76,3%	1.600	23,7%
Non-Phd Holders	320	55,2%	260	44,8%
other Teaching Faculty	1.443	64,1%	807	35,9%

Source: Ministry of Education, Education Statistics.

### **3. WOMEN AND HEALTH**

#### ***THE GENDER PERSPECTIVE IN HEALTH***

For biological, social and financial reasons, women handle health problems differently from the way men do. They are afflicted by the same diseases but they experience them differently. The fact that women live longer is a way of explaining the higher percentage of chronic ailments and disabilities from which they suffer. They have a more negative overall view of their health. Financial dependence, experiences of violence, prejudices that they have encountered since childhood, the lack of autonomy with respect to their own sexuality and child-bearing, and their insufficient participation in decision-making processes are all negative factors that affect women's health.

Biomedical knowledge generated by men and based on male behaviour models ignores the effect of gender difference in diagnosis and treatment, and ultimately in health itself. But the rates of morbidity and mortality among women are also changing. Changes in women's way of life have made them susceptible to diseases that until recently had been regarded as traditionally male.

Women, whether as patients themselves or when accompanying other patients (children, elderly family members), use the health services more frequently than men.

As a rule, when we speak of health in the family, we mean "women", because the division of labour in terms of family care is basically sexist. Women have been entrusted with caring for children and the elderly, making all necessary contacts with the health system services and seeing to the family's health education.

All the above factors comprise the female dimension of health; the aim is to develop health policies that take the gender dimension into account and pay particular attention to women's problems and their relationship with the health field.

#### ***THE NATIONAL HEALTH SYSTEM – STATUTORY FRAMEWORK***

The Hellenic State, without gender-based discrimination, has consigned its citizens' health problems, and therefore those of women as well, to the integrated and decentralised National Health System (Law 1397/83). The state undertakes to provide health services on an equal basis to every citizen, irrespective of their financial, social or employment status. Greece is a signatory of the International Convention on the Elimination of all Forms of

Discrimination against Women (CEDAW) by virtue of Law 1342/83 which reinforces the Greek government's commitment to provide health services to women without discrimination. Greece also endorsed the treaty of the European Community which, in addition to article 152 of the Treaty of Amsterdam, provides for the guarantee of a high level of protection for people's health and incorporates policies ensuring equality into health policies. Within this framework is Presidential Decree 176/97 which was issued in compliance with Directive 92/85/EEC and concerns measures for the safety of pregnant women, new and nursing mothers in the workplace.

By law 2519/97 "Development and Modernisation of the National Health System – Organisation of Public Health Services – Regulations for Medications and other provisions", the operation of Health Centres was re-focused, and priority was given to prevention and to the upgrading of primary health care through the creation of Networks. This ensured the most rational use of the primary health care units belonging to the National Health System, social security organisations and funds, local government authorities and other legal entities under public law that are organised and operate as part of the Network for providing primary health care services, and are linked operationally and scientifically with NHS hospitals, to serve the three goals of prevention, treatment, and rehabilitation.

They cover urban and semi-urban regions, operate on the basis of scheduled contracts between the agencies involved and provide services from doctors specialising in general practice, paediatrics, internal medicine, gynaecology, and the other basic medical specializations, as well as dentists, nurses, health attendants, social workers, etc. The role of the family doctor is very important in the operation of these Networks.

### **Women And The Health Professions**

The health sector constitutes a traditional place of employment for women. But while the health system is quantitatively dominated by women, power is in the hands of men. The low representation of women in senior positions and in decision-making centres considerably reduces their influence in the planning and development of health policies.

### **Demographic Trends**

According to data from the National Statistical Service of Greece (NSSG), the proportion of the elderly in the population rose from 15.2% in 1994 to 16.4% in 1997 while that of children dropped from 17.3% in 1994 to 16.0 in 1997. This shows a decline in the birth rate, since the average number of children per woman fell from 2.23 in 1980 to 1.39 in 1992 and 1.30 in 1996, accompanied by a corresponding rise in the age of the population. In 1996, for the first time, deaths (100,740) outnumbered births (100,718).



Another interesting indicator is life expectancy at birth, which is about 75 years for men and 80 for women. In comparison with other EU countries, Greek men have the second highest life expectancy, whereas Greek women have the sixth highest; the difference of five years between men and women is one of the lowest in the European Union (Eurostat 1997).

Infant mortality has fallen constantly from 17.9‰ in 1980 to 9.7‰ in 1990 and 7.25‰ in 1996.

Mortality rates among both mothers (0.00 per thousand live births in 1995 and 0.005 in 1996) and infants (0.35 per thousand boys between 1-4 years old and 0.24 per thousand girls of the same age in 1996) are low. Sanitary conditions during childbirth are very good. All women in Greece give birth in fully equipped obstetrical hospitals, with the help of specialised personnel.

Of particular interest is the distribution per sex of the annual rate of premature death in Greece which, between 1980-90 was 2.2% for men and 3.0% for women, while in the five-year period 1990-1995, it had fallen to 0.4% and 2.7% respectively. This occurred because Greece had by then passed through the transitional period in which deaths from infectious diseases had decreased greatly owing to improvements in the standard of living, while it had not yet become one of the developed countries with their characteristic epidemics of ischemic heart disease and cancer. But while the low rate by which premature deaths are decreasing for Greeks is related to the increase in these diseases (heart, cancer) and to the failure to intervene effectively in our major public health problems (road accidents, smoking, hepatitis, environmental pollution, etc.), the difference in the distribution of the index by sex is related to the tendency of Greek women to increase their difference over men to 8-9 additional years of life (as is the case in other European countries) from the four-five years difference that prevailed up to now. This difference between men and women was the lowest in Europe and mainly due to socio-economic factors, as our rural women were exposed to health dangers, and women in the provinces did not have access to health services, etc.

### **Reproductive Health**

The particular problems of women's health are handled in specialised services in the field of Prevention, Health Education and Care.

The objective is to promote health by taking positive measures. Within this context is the "Cancer prevention program among women" which is being initiated on a pilot basis in 1999 in the Eastern Macedonia and Thrace region in Northern Greece, and includes printed matter and the provision of services by local units and by mobile units wherever deemed necessary on a supplementary basis.

Also:

- By means of popularised leaflets, scientific publications and papers in the field of oncology, young doctors, nurses, medical students and the general public are informed on the prevention and treatment of gynaecological cancer.
- Programmes are in place for free examinations including breast examination, mammography, ultrasound breast examination and Pap tests which are conducted by gynaecologists, specially trained nurses and specialised cytological laboratories. In co-operation with cancer organisations and local government, population testing programs are implemented.
- Mobile units conduct preventive examinations for cancer of the cervix, uterus, and breast, making it possible for tests to be done on women in their own district.

In this way an effort is being made to familiarise women from a variety of social strata and of different educational levels with the concept of prevention. In co-operation with the prefecture, local government authorities and women's organisations, information is provided on prevention issues and women taught self-examination methods.

The women are informed in writing of the results of their tests. In the event that the findings from the tests require additional testing or treatment, women are directed to health units.

Preventive testing in Greece is based on women's voluntary visits to Public Hospitals, free of charge.

Psychosocial rehabilitation has been provided for the past few years mainly by professional groups at the cancer hospitals and cancer societies on the basis of international specifications and models.

Care is also taken (through cancer hospitals, health centres and organisations) to provide moral and material support and help to patients and their families.

Hospices are being set up in Athens, Thessaloniki and other cities in Greece to accommodate and protect cancer patients.

Cancer prevention programs have been carried out by non-governmental organisations within the framework of "Europe against cancer". In two major campaigns, the Ontological Society examined the female population in eleven prefectures in mobile units that provided mammography and gynaecological examination.

The General Secretariat for the Young Generation has also published two useful pamphlets about cancer of the breast and uterine cancer.

The Ministry of Health has developed special out-patient clinics for osteoporosis in regional hospitals of the National Health System, which are supported by special laboratories and machinery for measuring bone

density. It also funds programs to train medical personnel in the early diagnosis, prevention and treatment of post-menopausal osteoporosis.

Thyroid disorders among women in Greece are about five times more frequent than among men. The majority of these disorders are manifested as a simple goitre, but are often followed by disturbances of function (hyperthyroidism, hypothyroidism), thyroiditis and cancer of the thyroid.

A decisive factor in reducing the effects of simple goitre was the iodination of cooking salt in the 1960s.

Thyroid disorders are treated at specialised endocrinological departments of National Health System hospitals that are supported by endocrinological laboratories and isotope departments. This has contributed to the early diagnosis and treatment of thyroid disorders and to reducing their morbidity and mortality.

### **Family planning**

Family planning constitutes an integral part of primary health care. The goal is for a family planning centre (FPC) to operate in every prefectural hospital and for all Health Centres to provide family planning services in order to make possible the conscious choice of having children, to treat reproductive problems, to prevent sexually transmitted diseases, to reduce the effects of unwanted or premature pregnancies, to prevent gynaecological cancer (breast, cervix) and to provide sex education. The Family Planning Centres are open at regular hours every day, every week, and are staffed with personnel especially trained at two educational centres in Athens and Thessaloniki. Graduates of these centres also staff many health centres, which are organised to offer family planning counselling and services. In recent years, the development of such services in health centres has mitigated the problems stemming from the inequitable distribution of FPCs, especially on the Greek islands.

Today there are 45 Family Planning Centres in operation, and counselling is provided by 60 Health Centres. In hospitals which do not have a FPC, the relevant services are provided through the out-patient obstetrical-gynaecological clinics.

Family Planning Centres can set their own goals for approaching the community, according to local needs. An effort has been made by many health centres to develop activities to inform the student population in their regions on sex education issues. These activities are usually included in the context of talks given at schools, in co-operation with parents' associations, on the subject of the hygiene of the reproductive system.

In addition to family planning counselling at the FPCs, Pap tests are provided free of charge, and IUDs are inserted at low cost compared to the fees

charged in the private sector. Interested parties must purchase condoms and contraceptive pills commercially.

### **Contraception – Abortions**

The sale of contraceptive devices by the private sector makes it difficult to gather statistical data about birth control in Greece. It appears that condoms and coitus interruptus continue to be the most prevalent methods. The increase in the use of prophylactics is also associated with AIDS and the information campaign surrounding it. The reduction in the number of abortions, in conjunction of course with the legalisation (L. 1609/86) on the subject, and the development of family planning, are likewise associated with the same cause.

This figure is also related to the large-scale influx of economic migrants and refugees in recent years. The majority of abortions taking place in the gynaecological clinics of state hospitals are performed in this population group. This is due to the fact that hospitalisation costs are covered by health insurance (and in the absence of such, by the indigence booklet) which indicates that the problem within this group is the lack of information or access to contraceptive measures.

The impression that there is a high percentage of abortions among teenagers does not appear to reflect the truth. The problems young girls have with their gynaecological health are usually issues of poor hygiene and much less frequently of unwanted pregnancies. There is a need for information and sensitisation on these issues. Adolescent gynaecology, which in recent years has become better known in Greece, has contributed considerably to this area.

Within the framework of the Interreg II program, a project is under way to investigate the frequency of abortions and instances of violence as well as to study the knowledge and attitudes of young women on family planning issues.

### **Breast feeding**

Emphasis has been placed on promoting and implementing breast feeding in Greece. A National Committee on Breast Feeding has been set up (1993) and the celebration of World Breast Feeding Week (1995) has been established, which in addition to the special theme determined each year, features other activities such as lectures, educational seminars, conferences, media information, artistic events etc. so as to raise consciousness and create a friendly and supportive climate for the promotion and protection of breast feeding.

## **Artificial insemination**

The legislative framework for artificial insemination (AI) was laid down by Law 2071/92. It determines that AI can take place only in state hospitals or in well-organised gynaecological clinics. The same law provides for the issuing of a Presidential Decree to regulate relevant individual issues.

### *Activities by NGOs*

Non governmental organisations (NGOs) have played a significant role in informing and raising public consciousness on matters of sexual and reproductive health.

The Family Planning Society (FPS) published the International Family Planning Federation's Charter of Human Sexual and Reproductive Rights in Greek. Its staff give lectures in schools on sex education and health issues. The FPS provides counselling through special associates. It organised the First Panhellenic Conference on the theme "Every child a wanted child" in co-operation with other agencies, including the GSE, the General Secretary for the Young Generation, the Ministry of Health and Welfare, Ministry of Education and the IPPF.

The Union of Greek Women (EGE) has recently organised conferences on health issues entitled:

- 1) "Artificial insemination" (biological, social, psychological and legal repercussions) 1996
- 2) "Health, Social Benefits, Family Planning".

The Hellenic Society for Children's and Youth Gynaecology held its fourth international conference in Athens on 18-21.II.1998 on the theme: "Young Women on the Threshold of the 21<sup>st</sup> century. Gynaecological and Reproductive issues in Health and Sickness."

On 30-31 October 1998, the "Elena Venizelou" Regional General and Obstetrical Hospital held its third post-graduate "Nicolaos Louros" obstetrics and gynaecology seminar on the subject of menopause.

## **Sexually transmitted diseases**

In the effort to control sexually transmitted diseases (STD), a venereal disease clinic has been set up to monitor women prostitutes who work in the Attica region. Similar checks are carried out by counterpart clinics in the prefectures.

For the prevention of STDs, programmes co-financed by the European Union are implemented for women prostitutes from Albania and Bulgaria who work in the broader frontier region. The aim of the programme is to investigate the women's behaviour, to modify their beliefs and sexual behaviour in order to

prevent the spread of STDs, and to develop a European data base on the subject. On 23 May 1999 an information programme was launched to address these women twice a week in their workplaces (streets, bars, etc.).

## **AIDS**

Dealing with AIDS is an important objective of national health policy. Through the Special Infection Control Centre (KEEL), actions are carried out the purpose of which is sex education as well as the primary and secondary care of persons suffering from AIDS/HIV.

According to KEEL data, the total number of AIDS cases that had been reported in Greece by 30 June 1998 was 1811 persons: 26 children and 1785 adolescents/adults. Of the 26 children, 14 (53.8%) were boys and 12 (46.2%) were girls; of the 1785 adolescents/adults, 1561 (87.5%) were men and 224 (12.5%) women.

Out of the total of 1811 cases, there have been 1066 (58.6%) deaths.

The number of AIDS cases reported in 1997 (corrected for delays in reporting) showed a 25.8% reduction in relation to 1996. The same downward trend was observed in all categories of infection. Specifically, in relation to 1996, the number of AIDS cases in 1997 fell by 23.6% among homosexual-bisexual men and by 34.9% among persons infected through heterosexual sexual contact.

Among the cases in which the infection was transmitted through heterosexual contacts, the frequency of AIDS cases shows rising trends among men while on the contrary it showed a downward trend among women in 1997 in comparison to 1996.

The total number of AIDS cases among children in Greece remains low; the majority (61.5%) of these children were infected through their mother. The total number of seropositive patients, including actual AIDS cases, who received free anti-retroviral treatment in Greece up to 30.6.1998 was 2791 persons of whom 2326 (83.3%) were men and 465 (16.7%) were women.

All seropositive patients are entitled to free anti-retroviral treatment which is administered anonymously (using patients' initials and a code number). Patients are also entitled to an allowance of 72,000 drachmas per month, which they receive irrespective of their financial status and without reference to their illness.

There are ten centres for reporting and monitoring AIDS patients and 17 special infection units which include hospital beds for AIDS patients. In Piraeus, there is a hostel for destitute and HIV-positive patients and in Athens there is a telephone hot-line and a counselling bureau which provides advice and information.

There is also a service providing home care, which is available 16 hours a day to AIDS patients after their discharge from hospitals and upon the recommendation of the physicians in the special infections departments, a dental clinic for the needs of patients and seropositive persons and an Opportunistic Infections Centre.

In Thessaloniki, an NGO operates a telephone hot-line with the support of KEEL. A citizens' information bureau has gone into operation which also provides psycho-social support services. The bureau will offer advice and information and will have facilities to provide accommodation and an inter-Balkan centre for international co-operation in combating AIDS.

Here, we should note the objections put forward by the inhabitants of the district in which these facilities will be located, a fact which demonstrates the problems of racism and social exclusion that these patients suffer, despite the constant information campaigns. These campaigns are addressed both to the general public and to special groups. Printed matter has been issued for pupils, drug addicts, seamen, etc. Two information campaigns are held every year: in winter in the large urban centres, and in summer in the provinces, with emphasis on tourist regions. The main theme each year is determined by the World Health Organisation. In 1994, on the subject "AIDS and the Family – With the care of the Family" emphasis was placed on informing women both as individuals and as candidate mothers, but also in their role as family care-givers. Soon a program will be set up in Thessaloniki, within the context of the Community Program "Umbrella", for foreign national prostitutes which will include preventive measures, information, supply of prophylactics, access to health services and information to clients.

In co-operation with the prefectural and municipal government authorities, as well as with the educational community, special events are held at schools on the subject of sex education for young people. Similar information for adults is provided by the Family Planning Centres.

### **Migrants – Refugees**

Within the framework of the operation of the National Centre for Epidemiological Monitoring and Direct Intervention (EKEPAP), mobile populations (legal and illegal migrants, refugees, etc.) are recorded and monitored epidemiologically.

Also, special inoculation programmes are under way which are directed pre-eminently to vulnerable population groups. The Ministry lends financial support to the multi-dimensional programmes (multiple centres, training, housing) carried out by NGOs to help integrate refugees into Greek society.

## **Gypsies**

For Greek Gypsies, a package of measures is going forward which includes actions for housing interventions in Gypsy areas. In the field of education, a three-year programme is under way. In the field of vocational training and employment, special actions are being taken. Centres have also been opened to provide support, counselling and entertainment.

Also important is the information provided by Health Centres and the social welfare foundation PIKPA to settlements of Gypsies and economic refugees to help them make use of primary health care services.

## **Senior Citizens**

A number of facilities and benefits are provided for the elderly without gender discrimination. These are transportation facilities (Hellenic Railways), communications (Hellenic Telecommunications) and tourism (Greek National Tourist Organisation), as well as tax exemptions. The benefits include summer camps, housing assistance, allowances for the uninsured, and social housing for the aged.

The home help program, which was undertaken by the local government authorities, is growing rapidly; today, apart from the seventeen (17) initial programs, there are another one hundred and two (102) in operation all over the country. The program provides primary health care. It also seeks to provide support to people and their families, irrespective of their age and financial status, in coping with a problem they may have either temporarily or permanently in the home and in their family.

The Tele-Alarm program has gone into operation in Athens and Thessaloniki in co-operation with the Hellenic Red Cross. It is designed for older people with chronic ailments who live alone, or for children with motor disabilities whose families are working and who spend many hours alone. The system consists of the installation of a terminal in the user's home which, when a button is pressed, is connected with the central switchboard and opens the two-way voice communication with the person on duty, who then informs the user's relatives or, if the case is serious, calls emergency services. The first systems began being installed in 1996, and today there are 80 in Athens and 20 in Thessaloniki. The objective is for the installation of 400 systems in Athens and 250 in Thessaloniki.

The prevailing view in the field of social care for the elderly is for them to remain at home; thus both the programs outlined above and the Day Centres for the Aged (KAPI) which began in 1978, operate within this context.



## **Persons With Special Needs**

State care for persons with special needs is provided through the Ministry of Health and Welfare, without gender discrimination, because, as stipulated by Law 2648/98, "Development of the National System of Social Care and other provisions", every person who is a permanent resident of Greece, and is in a state of need, is entitled to public care by the agencies of the National System which must be provided without discrimination, in accordance with the individual's particular personal, family, financial and social needs. There are two types of care: In-patient care provided in chronic disorders clinics which have already evolved into rehabilitation and treatment centres, and out-patient care which is provided through the Ministry programs.

The Ministry of Health and Welfare subsidises 104,869 persons who are destitute, uninsured and unemployed (in addition to the blind and paraplegic) and who have a disability of more than 67%; it also provides indirect assistance to insured persons who then pay the difference between the amounts they receive for this purpose in their category and those paid by their insurance fund. The various social insurance funds (IKA, OGA, TEBE etc.) also subsidise persons with special needs under certain conditions.

Under Law 2430/96, as amended by Law 2557/97 and after the issuing of Presidential Decree 210/98, the National Register of Disabled Persons and the Disability Card were instituted for persons with 67% or more disability. A pilot project is planned to introduce the Disability Card in the Prefecture of Larissa.

It is expected that the Register will record actual figures in order to ensure the more rational use of resources and to maximise the results of the policy being implemented; the Disability Card will simplify procedures and make daily life easier for persons with special needs.

For such persons, a series of interventions is being carried out in public places to facilitate access. A camping program is being implemented and the possibility is being studied of extending it all year around for children with special needs. Works are nearing completion on the building, extension and equipping of Day Care Centres and Centres for Autistic Children.

Also, 24 Centres for the Social Support and Rehabilitation of Persons with Special Needs are being built, and Independent Living Shelters will soon go into operation.

The various measures that have been taken to assist persons with special needs include:

- A free transit card for persons with more than 67% disability which provides free use of the public transport system in Athens and Thessaloniki and a 50% discount on inter-city coaches (KTEL) and trains (OSE). Some 200,000 people are holders of this card.

- The right to acquire a tax-free car under certain conditions e.g. persons with a motor disability of more than 67%, paraplegics, quadriplegics, parents of mentally retarded children, the blind, persons suffering from thalassemia, etc.
- Admission without examinations to Greek universities under the terms and conditions laid down by Law 1946/91 as amended by Law 2640/98 and in conjunction with the conditions set out by the university faculties.
- Shorter working hours for persons employed in the public sector, in public corporations and in local government. Specifically, spouses of quadraplegics and paraplegics with 100% disability and the parents of mentally retarded children with 67% disability work one hour less, and blind telephone operators and paraplegics work two hours less.
- Facilities for housing loans from the Deposit Fund, the Post Office Savings Bank and the Social Housing Organisation (OEK).
- Creation of jobs for persons with special needs (Law 1648/98 as amended by Law 2643/98).
- Vocational training programs for unemployed persons with special needs, within the framework of combating social exclusion.
- Special schools and special classes for mentally retarded children, the blind, deaf and physically impaired. Specifically, 216 children are attending special kindergartens, 3000 are attending special elementary schools and 9000 are attending special classes, 188 in special junior high schools, 158 in special senior high schools, and 267 in special education technical and vocational schools. It is noted that only children with physical disabilities, or who are deaf or hard-of-hearing may attend special junior high schools, whereas the needs of the mentally retarded are not met at all. In total, the services provided and the existing facilities do not cover the existing needs, and access to these services depends on the interest and capabilities of the family and the child's environment.

### **Mental Health**

In the field of mental health and substance dependence, pioneering programs are being implemented which, like all health services and benefits in Greece, are addressed to men and women equally.

According to data from the Psychiatric Hospital of Attica, the distribution of mental patients in it is 60% men and 40% women. The number of substance-dependent men from the PHA's Drug Therapy Unit facilities is many times greater than the number of women.

Mental health problems among women appear to be characterised by the following: (from the newspaper *Adesmeftos Typos*)

- Over-prescription of medication to women
- Even though women's average life expectancy is consistently higher than that of men, the level of their health is lower.
- While smoking and the use of alcoholic beverages can be observed among younger women, the use of sedatives appears to be particularly widespread among older women.
- Regarding dependence-producing substances, there seems to be an alarmingly positive attitude toward them among young women, which may possibly be due both to the lack of sufficient information, and frequently to misinformation among their peers, and the adoption of a specific attitude and way of life.
- 19% of women use tranquillisers and sleeping pills every day.
- 70% of the people who take tranquillisers are women.

In the field of substance dependence, of particular interest is a special therapy program for women called "18 and Over" which has been operating since March 1997 out of the Drug Therapy Unit at the Psychiatric Hospital of Attica.

The factors that demonstrated the need for such a program were the understanding and experience of the relatively small number of women drug abusers who sought help and the even smaller number in mixed treatment programs, in conjunction with the truly great capacity they show, when they finally join the program, to finish it and become reintegrated into the society.

The criteria for joining this drug therapy program for women are:

1. The existence of young children who cannot be left for periods as long as the mixed program requires.
2. Previous failures in mixed programs.
3. Strong and traumatic experiences of sexual and other abuse, which make their co-existence with men particularly problematic.
4. Accompanying mental disturbance (depression, anorexia nervosa or bulimia, anxiety, phobia, etc.) which requires treatment with medication.

The program has ten places, lasts for six months and entails living in a sheltered hostel. Treatment includes individual and group psychotherapy, psycho-educational activities of various kinds, intervention in the family, family groups, and urine samples (twice a week). It also includes psychodrama, as well as a number of group activities (support group services, theatre, cinema, photography, gymnastics).

The program has already been in place for a year and a half. Although it is still too early to draw concrete conclusions, the data have been very encouraging so far. Women heroin addicts who had failed in the Unit's mixed program, women with small children, dependent girls who could not or would not make the decision to take part in the mixed program of "18 and over", all managed to join and function in this special program.

## ***LIMITATIONS***

Limitations and hurdles in the rapid and effective implementation of positive actions for women's health arise from problems in computerising services, in developing biomedical technologies and human resources, and in the lack of sufficient funding.

## ***PROSPECTS***

The General Secretariat for Equality, in its effort to incorporate policies of equality in all fields of government policy, has established a primary co-operation with the Ministry of Health and Welfare which is responsible for promoting positive actions for women's health, especially as regards prevention through primary health care, including:

1. Improving and exploiting the possibilities for action through Health Centres. The public health needs of distant regions should be covered by mobile units for diagnosis, sensitisation and counselling. The range of services provided includes both purely medical functions, e.g. the Pap test, as well as health education issues, e.g. hygiene, nutrition, smoking, exercise, etc.
2. The refocusing and expansion of Family Planning Centres. Care for and information about sexual and reproductive health is not restricted only to having children and preventing sexually transmitted diseases, but also includes improving quality of life and interpersonal relations. In Greece, which faces a low birth-rate problem, it is necessary to make a clear distinction between contraception methods and the reasons for the low birth rate. The sexual education of young people and the dissemination of the principles of family planning will reduce the number of abortions and preserve young people's fertility.
3. The introduction of sexual hygiene education in school curricula, but within a non-sexist framework of principles and models so that boys and girls alike can make informed, responsible choices of the behaviour that will affect their health and improve their interpersonal relations, within a context of mutual respect and comradeship.
4. Research on the mental health problems of the female population and assessment of the effects of socio-economic disparities and changes in living conditions.
5. And finally, to investigate and record the profile of women in Greece on the basis of the directives and parameters laid down by the World Health Organisation.



## 4. VIOLENCE AGAINST WOMEN

The phenomenon of violence against women has been recognised as a major world problem; it includes any threat or violent action against women, whether physical, sexual or psychological. These forms of violence are practiced either in the family (domestic violence) or in the society (sexual offences, sexual exploitation).

### *EXISTING SYSTEM, POLICY MEASURES AND CURRENT SITUATION*

#### **Legislative Framework**

Greek legislation regulates and addresses violence against women with provisions that refer generally to crimes against the individual's life and integrity, to crimes against the personal freedom, honour and personality of the individual, as well as crimes against sexual freedom.

The forms of violence mentioned in the legislation are those regulated by the general provisions of Civil or Criminal Law and by other special laws (labour law) and are classified as:

- Physical injury
- Crimes against sexual freedom and crimes of the financial exploitation of sexual life
- Crimes against honour
- Insult to the personality
- Under law 1419/1984 which applies to the crime of rape. This law established the *de jure* prosecution of the crime of rape. Marital rape does not constitute a special offence.

In particular regarding violence against children, the following provisions are also included in the Penal Code:

- Seduction of a minor
- Abuse of children by indecent acts
- Unnatural lewdity
- Neglect in supervising a minor.

#### **Social Infrastructure**

In Greece there is a substantial lack of special services to which women who are victims of violence can turn.

At the state level, on the initiative of the General Secretariat for Equality, a Battered Women's Centre has been in operation since October 1988, and provides the following services:

- a) A Battered Women's Bureau which provides legal and psychological support to women who are victims of violence.
- b) A shelter that has operated since 1993 in co-operation with the Municipality of Athens, and offers accommodation to women who are victims of violence together with their children, as well as legal and psychological support and information about other social services available.

Also, women who are victims of violence can go to the state hospitals, health centres, mental health centres, etc. even though they are not staffed with personnel specialised in dealing with such cases.

### **Prostitution And Trafficking In Women**

The entry of thousands of migrant women into Greece from the economically weaker countries of eastern Europe (Russia, Ukraine, Georgia, Albania, Romania etc.) has resulted in an increase in the white slave trade and in the sexual exploitation of women and girls in Greece.

Under Greek legislation, prostitution in itself is not a criminal act. The laws in force regarding prostitution are not of a prohibitive nature, but determine the conditions for its practice.

a) Law 1193/1981 "re: protection against venereal disease and regulations for the victims concerned" contains a number of provisions that determine the prerequisites for the practice of prostitution.

b) Under criminal law, in order to restrict the exploitation of women, whether minors or adults, there are a number of clauses, particularly in the chapter "Crimes against sexual freedom and crimes of financial exploitation of sexual life", which provide for penalties that include both imprisonment and fines. According to these provisions the following are punishable acts:

- Assisting in the corruption of others
- Procuring
- The exploitation of prostitutes
- Slave trade

c) Law 2676/1999 provides for the compulsory social security coverage for women who receive money for prostitution.

The General Secretariat for Equality co-operates with the Ministry of Public Order to deal with the phenomenon of prostitution and to take measures against the sexual slavery and procurement associated with it.

Specifically, these measures are: guarding the frontiers, distribution of relevant pamphlets in the countries of origin, at the borders and in Greece, the protection of women who are victims of violence when they bring charges in instances of violence, and Greece's co-operation with the states of origin of women who are victims of violence (Eastern Europe and Balkan countries) and the agencies involved both in these countries and in our own.

These measures will help women who are victims of violence to return to their own countries by means of a dignified procedure and not under a regime of persecution and stigmatisation as is deportation and its repercussions.

Greece has put forward these positions at international conferences and working groups held both within the framework of the European Union (European Conference on Trafficking in Women, Vienna 1996, Ministers' Conference at The Hague in the Netherlands, 1997) and to international organisations (UN, Vienna, New York, March 1998, Council of Europe).

Also, the General Secretariat for Equality, aware that the existing infrastructure is insufficient to deal with incidents in which foreigners, mainly women, are victims of forced prostitution, that these incidents are increasing, and that their victims require immediate help and special support, as has already been pointed out, is upgrading and broadening the existing infrastructure in the Prefecture of Attica and Piraeus. The GSE is in the process of setting up five (5) units to support and protect women victims of violence in Thessaloniki, Patras, Volos and Herakleio in conjunction with the Centre of Research on Equality Issues.

The city of Thessaloniki was selected, both for regional reasons to cover the needs of northern Greece, and because in recent years the city has become a transit point for foreign women victims of sexual violence who have come from the countries of Eastern Europe and are on their way to other cities in Greece.

### **Sexual Harassment In The Workplace**

Sexual harassment in the workplace means unwanted behaviour of a sexual nature or other behaviour based on gender difference which touches upon the dignity of women and men in the workplace and which is expressed in word or deed.

This definition is provided in the Recommendation of the European Union dated 27.11.1991 on protecting the dignity of women and men in the workplace.



Greek legislation provides protection to women through general provisions which are scattered throughout the Civil and Penal Code or in more particular laws.

The practical difficulty of prosecuting the perpetrator in such cases is that most of these offences that are covered under the Civil and Penal Code are prosecuted after charges are brought, i.e. the woman must file a complaint. This proviso has been removed only in the case of rape, by Law 1419/84, whereby the perpetrator is prosecuted by the authority of the Public Prosecutor's office as soon as it is notified of the offence by any person.

The General Secretariat for Equality, in drafting the legal framework to deal with violence against women, recognises that women are not adequately protected in these cases, particularly in the private sector.

For this reason, it is promoting a special legislative regulation for the offence of sexual harassment, according to the recommendation of the European Union, while at the same time in co-operation with the NGOs, it urges women to bring charges in such cases. Thus in the past two years, judicial rulings have been handed down in Greece regarding sexual harassment in the workplace in cases of invalid and abusive denunciations of employment contracts.

#### ***ACTIVITY BY NGO's***

Non-governmental organisations (NGOs) carry out activities to support women who are victims of violence and to raise the public's consciousness about violence against women. They offer free services to women who are victims of violence, such as legal advice, psychological support and defence in court.

In 1990 an SOS telephone line went into operation for battered women in Athens and Thessaloniki.

In 1997, the Watch for Women's Rights opened a complaints' office for women with a telephone hot line.

The League for Women's Rights has a section that offers women legal advice.

The Panhellenic Women's Organisation PANATHENAIKI, in co-operation with an educational organisation and the Hellenic Police Academy, organised a conference in order to sensitise Academy students on issues of violence against women.

In the countryside, women's organisations were active in providing information about issues of violence and the sexual exploitation of women. In particular in the city of Ioannina, women's organisations run a facility to welcome women who are victims of violence.

## ***POLICY AND ACTIONS BY THE GENERAL SECRETARIAT FOR EQUALITY***

In its program of action up to the year 2000, the General Secretariat for Equality has set out the following priorities in studying and addressing violence against women. In this regard, a committee has been set up which consists of various associates, university faculty members, experts, representatives from the Ministries of the Interior, Justice, Public Order, and Health and Welfare, and representatives from NGOs. The task of the committee is to study the existing legislative framework and to submit proposals for improving it.

### **Legislative Regulations**

By the end of 1999 it is expected that special provisions will have been drawn up to fill in the gaps in the legislative regulations regarding forms of violence against women. This task will be carried out in co-operation with the Ministry of Justice.

### **Social Infrastructure**

As regards social infrastructure, by the end of 2000, it is expected that the existing infrastructure in the Prefecture of Attica and Piraeus will have been upgraded and expanded with new buildings, specialised personnel and the provision of 24-hour services.

This expansion was deemed necessary because incidents of women victims of forced prostitution need to be dealt with immediately, and special support is required for the victims of family violence who usually go to the Centre for Battered Women.

This expansion includes setting up units to support and protect women who are the victims of violence in Thessaloniki, Patras, Volos and Herakleio. The units will be set up in co-operation with the Research Centre for Equality (RCE) using national and Community funds. In particular for Thessaloniki, a pilot program is being established in collaboration with the Ministry of Macedonia and Thrace, local government authorities at the municipal/community and regional level, and the other services involved (hospitals, the forensic service, police, and the Bar Association of Thessaloniki); it will include:

- A centre for women victims of violence
- A telephone hotline (four digits) staffed with specialised multilingual counselling personnel on a 24-hour basis.
- Shelter for providing immediate help and accommodation for 20-25 women who are victims of violence, together with their children.

### **Informing and Sensitising Public Opinion**

Regional Equality Centres are being created in Greece's thirteen regions; their responsibilities include support for women who are victims of violence.

The General Secretariat for Equality (GSE) funds and co-operates with women's organisations which, in the framework of the Community Initiative DAPHNE implement programs that include:

- a) Informing and sensitising public opinion
- b) Education, sensitisation and information of police and judges who are concerned with violence issues
- c) Research on the attitudes and viewpoints of the population about women refugees and their sexual exploitation
- d) Providing information to refugee women
- e) Creation of a network of women's organisations to develop appropriate policies and to exchange experiences and practices

Also, within the context of the European program ARIADNE, the General Secretariat for Equality collaborated with the Ministry of Public Order and women's organisations to organise a seminar in order to sensitise police personnel working on issues of violence and the sexual exploitation of women.

## **5. WOMEN AND ARMED CONFLICT**

### **Solidarity to Refugees.**

Greece is a peaceful country, factor of stability and security. Greece does not face problems of conflict internally, but because of its special position in the Balkans and in the Eastern Mediterranean, and as a member state of the European Union, has the duty to contribute to the peaceful coexistence and stability and development in a very sensitive region. The Greek policy is for peace, co-operation, friendship and good neighbouring.

The Greek Government in implementing the above policy and through the crisis period in Yugoslavia, Serbia and Kosovo, undertook serious initiatives for peace through UN and diplomacy and humanitarian aid to the refugees. The "Focus" Agreement (Greece, Austria, Switzerland and Russia ) for humanitarian aid to the Kosovo refugees, with emphasis to women and children, is one example. Women played an active role in organising solidarity.

### **NGO's for reduced military expenditures and peaceful resolutions of conflicts.**

Women's Organisations and initiatives, as for example ( KEDE – Centre for Research and Action for Peace, WINPEACE- Women's Initiative for Peace, The Front for Logic against Nationalism and Racism ), are struggling to reduce the military expenditure and have set timetables and measurable goals.

Non governmental organisations have been created for the promotion of peaceful resolutions of conflicts. Besides the activities of women in the development of humanitarian aid in situations after the war, long-term education and training is necessary in order to build a culture of peace. It is also necessary to develop preventative diplomacy enabling eradication of armed conflicts. There are positive examples of women's initiatives for the building of measures of trust. The empowerment of women through these procedures promotes equality, the promotion of equality deepens democracy. In this manner these initiatives have their own dynamism and exert positive influence on different levels.

Women's initiatives for the promotion of a peace culture, require minimum structures and support which will allow them to acquire knowledge and develop their activities.

The Greek Government has elaborated and forwarded through the Parliament a law to encourage and support initiatives of the civil society which pursue a culture for peace and preventive diplomacy.

### **Protection, assistance and vocational training to refugees**

Greece has been receiving thousands of migrants and refugees for the last ten years from Eastern Europe, the Balkans, the Middle East and the Eastern Mediterranean. The Government is making efforts to provide shelter and to legalise their residence in Greece, under certain conditions.

The social exclusion programmes which have been developed cannot cover the tremendous needs.

Non governmental organisations are providing for basic needs of women refugees in kind and expressing their solidarity in various ways.

## 6. WOMEN AND THE ECONOMY

### *POLICY FRAMEWORK*

The general policy framework for ensuring equality of opportunities, between women and men, in economic life and for improving the status of women in the labour market, has been implemented along the main lines of:

restricting unemployment among women

limiting the vertical and horizontal segregation of the labour market on the basis of sex and

encouraging the sharing of professional and family responsibilities among men and women.

During the period in question this policy was implemented by means of measures and actions related to:

- The occupational specialisation of unemployed women
- Increasing employment, self-employment and entrepreneurship among women
- Special actions to improve conditions for groups of women who are having to confront particularly acute problems.
- Creating information and counselling structures for women's employment
- Creating child care facilities
- Adjusting the legislative framework to reflect the principle of gender equality on more particular issues.

Based on recent political, economic and social developments in Greece, new priorities have been laid down for improving the framework and machinery for realising the aforementioned objectives. The new framework which was adopted to reinforce the effectiveness of equality of opportunities' policies in economic life includes:

- Mainstreaming equality into all policies
- Upgrading the machinery for promoting equality
- Implementing the National Employment Action Plan
- Implementing affirmative actions in favour of women in programs for supporting employment
- Applying a pilot project for proportional representation of men and women in decision-making bodies.

## ***CURRENT SITUATION***

### **Legislative Regulations 1995-1998**

#### Law 2639/1998

Law 2639/1998 is an effort to re-regulate labour relations and include regulations that touch upon significant issues in labour law and in labour relations, such as working hours, informal forms of employment, the distinction between dependent and independent employment, etc.

Since women have frequently, not always as a result of conscious choice, but under the pressure of a combination of family and employment obligations, chosen to work part time or in special forms of employment, a more detailed reference to this law is required.

Article 1 enacts a negative presumption of non-dependent labour for those who provide independent services or contract work, as self-employed, and particularly as piece-workers, as tele-workers or home-based. The presumption that a dependent labour relationship is not concealed is valid as long as the agreement is in written form and has been made known within 15 days to the Labour Inspectorate. This presumption is reputable.

Finally, this clause does not affect IKA social security coverage for persons working off the premises on which the employer's business operates (household salaried workers, tele-workers etc.) on the basis of article 22 of Law 1902/90.

Article 2 replaces article 38 of Law 1892/90 re: part-time employment, in order to create an integrated legal framework for part-time employment in Greece. At the same time, some of the gaps in the existing legislation are covered and some regulations are codified that are included in a fragmentary way in various laws or collective agreements.

Under the same law, Labour Inspectorates were brought back under the jurisdiction of the Ministry of Labour and a Labour Inspectors' Board was set up to monitor compliance with the labour legislation. Their return and reorganisation into an integrated body under central control was deemed necessary, because their subordination to prefectural government, within the framework of the decentralisation established under law 2218/94, contributed to immobilising them and hindering their work.

Also, article 25 of the same law extends the period of parental leave for child care which was introduced by L. 1483/1984, i.e. the parent who has completed a full year of employment with the same employer is entitled to parental leave for child care, during the period of time from the end of the

maternity leave until the child has reached the age of three and one-half years old (3½). This leave is without pay, and can last for just three and one-half months (3½) for each parent working in the public or private sector.

A labour contract cannot be validly denounced on the grounds of exercising the right to take parental leave.

#### Presidential Decree 176/15.7.97

The purpose of this PD is to harmonise Greek legislation with the provisions of Directive 92/85/EEC and concerns the application of measures to improve the safety and health of pregnant women, new and nursing mothers in the workplace. Its provisions are applied beyond the general clauses about the health and safety that are always applicable to the workplace.

The provisions of the present decree are applicable to all companies, premises, farms and work in the private and public sector.

Article 7 of this PD provides that working women in the sense of article 2 (i.e. women who have recently given birth and nursing mothers) with full-time or part-time employment at night shall be transferred to a corresponding daytime position. In the event that this transfer is technically or objectively impossible, they are exempted from work.

The same PD also:

- Provides for 16 weeks of maternity leave,
- Prohibits the dismissal of pregnant women, new and nursing mothers so as to avoid their exercise of their rights to protection of their health and safety
- Allows pregnant working women to be absent from the job for prenatal examinations.

#### Law 2525/97

Under this law, all-day kindergartens and elementary schools were established to facilitate working people with family obligations.

#### Law 2434/96

The Greek Government understands that unemployment constitutes one of the major problems not only for young people entering the labour market for the first time, but also for other groups of citizens, such as women.

Changes in the economic field, new technologies that reduce the number of jobs and new forms of labour relations have imposed new conditions on the search for a job, which has become a very difficult matter for many people.



Law 2434/96 “Measures for employment and vocational education and training” contributes in this regard, with a series of measures such as:

- Establishment of a special Account for Employment and Vocational Training.
- Issuing of an Employment Card by the Manpower Employment Organisation (OAED) as the national employment agency.
- Development at OAED of a Comprehensive Computerised System of job supply and demand.
- The co-calculation of unemployment allowances with training and employment programs
- The linking of training programs with jobs
- The subsidising of programs to promote employment in private enterprises
- The promotion of measures to make it possible for young graduates to acquire professional experience and seasonal employment for the long-term unemployed.
- Training of workers for major technical projects
- Provision of sickness benefits in kind to the long-term older unemployed
- Subsidisation of employers to cover the non-salary cost of employment
- Implementation of measures to facilitate the mobility of the unemployed
- Setting up of Regional Employment Observatories
- Operating of Unemployment Information Bureaus following planned agreements between OAED and local government authorities, chambers of commerce and industry, workers’ trade union organisations and employers’ associations.

**Major Changes In The Employment Of Women During The Period 1993 - 1996 - Basic Employment Indicators**

According to data from the Labour Force Survey 1997, the population of the country (14 years of age and older) numbers approximately 8,859,400 persons. Women constitute 52.5% of the population and women 47.5%.

In 1997 36.2 out of 100 women were economically active, while the corresponding figure for men was 62.1 out of 100.

**Activity rates of population 14 years and over, by sex, 1997**

Em p loym ent Status	Total	Men	W om en
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Activity Rate	48,5	62,1	36,2
Employment	43,5	58,0	30,4
Unemployment	10,3	6,6	15,9
Distribution of Population by sex	100,0	47,5	52,5
Distribution of Labour Force by sex	100,0	60,8	39,2
Distribution of Employed by sex	100,0	63,3	36,7
Distribution of Unemployed by sex	100,0	39,3	60,7
Distribution of Inactive Population by sex	100,0	34,9	65,1

Source: NSSG, Labour Force Survey / Data Processing: Information Analysis Unit, RCE

In 1997, women constituted about 39% of the labour force and 37% of the employed. They also constituted 61% of unemployed and 65% of the economically inactive. Unemployment among women, at 15,9% is more than double the rate for men.

### **Changes in the activity rate of women during the period 1993-1997**

During the period 1993-1997, the following major changes could be observed in respect of women's employment:

- The increased participation of women in the labour force
- The increase in women's employment
- The decrease of women's unemployment in 1997 following a significant increase in women's unemployment between 1993-1996
- The growing participation of women in the service sector and the reduction of their employment in industry with the exception of the sector of power, water, and natural gas supply
- A slight increase in the employment of women in agriculture after 15 years
- The improved educational level of economically active women
- The increase employment of women in all growing categories of occupation, at a faster rate than men, especially in the category of plant and machine operators and assemblers (37.7%) and of technicians and associated trades (34.1%).

As can be seen from the data that follows, women's position in the labour market showed a quantitative improvement in 1993-1996. However, despite the increased numbers of women in the labour force and the qualitative improvement of working women's qualifications, there is no change in the proportion of women managers and senior executives. In addition, women's remuneration remains much lower than men's in all sectors.

The systematic gender division of the labour market, combined with family obligations, seems to play a decisive part in women's integration and development within the labour market.

### **Changes in women's activity rate**

Women's activity rate rises between the years 1993 - 1996 almost by 2% while men's drops by 0,3%.

The total increase of the population of the labour force the period mentioned, is basically due to the growth of women's participation in the labour force (73%women, 27% men of new entries). The year 1996-1997 women in the labour force increased by 1,500 while men decreased by 25,400.

The most significant change occurs in the activity rate of women in the age group of 25 to 49 years, which rises by 4,6%, from 56% in 1993 to 61% 1996 (men's rate drops by 0,3%).

Women's activity rates increases in all age groups, though men's declines by 3,1% in the youth age group 14 to 25 years.

Both sexes increase their participation in the labour force by 2% in the age group 50 - 64 years (during the period 1985-1993 women's activity rate of the referred age group declined by 5%).

### **Increased employment of women**

During the period 1993-1996, a total of 173,505 jobs were created in the service sector, and some 21,761 jobs were lost in agriculture and industry. The net change in the number of jobs during this period was 151,744 and the growth in the employment of women represented 63.8% of this increase. There was an absolute increase of 7.8% in the employment of women during the period in question, while the corresponding figure for men was 2.1%.

The year 1996-1997 13,350 new jobs for women were created while men lost 31,300 jobs.

The activity rate among women (14 years and over) showed an increase of 1.1 percentage points, from 29.4% in 1993 to 30.5% in 1996; the corresponding rate for men showed a reduction of 0.3 percentage points, from 59.5% in 1993 to 59.2% in 1996.

In addition, total women's employment in that same year rose by 30,060 jobs, while the corresponding figure for men fell by 31,278 jobs, with the result that

the percentage of women involved in the absolute change in employment was 126%.

### **Change in the sectoral distribution of women's employment**

1993-1996

The sectoral distribution of women's employment changed during the period 1993-96; it fell by 1.5% in agriculture, by 1.2% in industry while gaining a corresponding 2.7% in the services sector, particularly in the branches of wholesale and retail trade, education and services provided to private homes.

1985-1993

The sectoral distribution of women's employment also changed in all sectors of production during the period 1985-1993; it fell by 12.0% in agriculture, by 1.7% in industry and showed a corresponding increase of 14.2% in the services sector, particularly in wholesale and retail trade, hotels and restaurants and other services.

During the period in question, 1993-1996, the employment of women increased in agriculture by 5,119 jobs, it decreased in industry by 1,903 jobs and increased in the services sector by 97,724 jobs.

In 1996, 23.9% of women were employed in agriculture, 13.7% in industry and 62.4% in the services sector.

The corresponding employment figures for men in 1996 were 18.2% in agriculture, 28.1% in industry and 53.7% in services.

Women's employment in 1996 in the services sector was concentrated in the following sectors:

"Wholesale and retail trade" accounting 16.3% of the total employment of women, "Education" with 9.7% of total, "Health and Social Welfare" with a percentage of 7.6; "Hotels-Restaurants" with a 6.6% share of the total and in "Public Administration" with a 6.3% share of the total.

Employment among men in 1996 in the services sector was concentrated in "Wholesale and Retail trade" with a share of 16.2% of the total employment of men, in "Transport", with 8.9% of the total, in "Public Administration with 7.6% and in "Hotels-Restaurants" with 5.6% of the total.

### **Changes in the Women's Employment by Occupation**

Women's employment is increasing in all growing occupational categories at a faster rate than men's, especially in the category of Plant and machine operators and assemblers (37.7%) and of Technicians and associated professionals (34.1%).

In 1996, women constituted 36.2% of all employed persons and:  
44.8% of all professionals  
42.9% of all technicians and associate professionals  
53.7% of all clerks  
50.3% of all service workers and shop and market sales workers  
49.6% of all elementary occupations  
and  
23.1% of all legislators, senior officials and managers

Women's employment in 1996 was concentrated in the occupations of:

"Skilled agricultural and fishery workers" with a participation of 23.4% in the total employment of women; "Service Workers" with 15.8% of women's employment; "Clerks" 15.2%; "Professionals" 14.1% and in "Elementary occupations" with a share of 8.2% of total women's employment.

### **Women's Employment by Occupational Status**

1993-1996

The change in the distribution of employed women in 1993-96, by occupational status was:

a 1.3% increase in the number of salaried women employees

a 1.0% decrease in family workers

a 0.1% increase in employers

a 0.4% decrease in self-employed.

Of the unremunerated family workers, who constituted  $\frac{1}{4}$  of employed women in 1996, 65% were in agriculture, 16% in the wholesale and retail trade, 8% in the restaurant-hotel branch and 7% in industry. There are significant differentiations in the indicators above, in relation to the previous decade, which follow the general trend in the sectoral redistribution of employment. . On the contrary, only 5% of employed men are helpers in a family enterprise.

The distribution of helpers by sex is 73% women and 27% men and has remained constant since 1993.

1996

The distribution of employed women by occupational status in 1996 was as follows: 56.3% employees, 24.3% family workers, 16.6% self-employed and 2.8% employers.

The corresponding distribution for men in 1996 was 53.1% employees, 5.1% helpers, 32.5% self-employed and 9.3% employers.

The distribution of family workers by age group and sex is systematic (observable in 1988 as well as today) and it consists in the great concentration of men helpers in the groups of young people up to 29 years old, while in the older age groups, women constitute the great majority. Specifically, in the 20-24 age group, the distribution of family helpers by sex is

29% women and 71% men, while in the 50-54 age group, 97% are women and 3% are men. The age at which the positions of women and men are reversed is the marriage age.

### **Employment by Educational Level**

The higher the level of women's education, the greater their participation in the labour force.

The change observed in the period being examined in relation to the participation of women in the labour force by educational level was the constantly declining participation of women who have only an elementary-school or lower level of education.

The distribution of economically active and employed women, in relation to their educational level, showed higher percentages at the higher levels of education than those of men and vice versa.

In 1996, 36% of employed women and 39% of employed men were holders of an elementary school or lower level of education.

Some 16.2% of employed women and 12.4% of employed men were university graduates.

About 10.8% of unemployed women were university graduates, while the corresponding percentage for men was 9.6%. Most unemployed women have a secondary school leaving certificate (41.7%).

### **Unemployment**

In the year 1996-1997 unemployment among women declined, for the first time since 1981, by 0.7%. This positive change corresponds to a reduction of 4.3%, i.e. 11,927 persons, in the number of unemployed women in one year. On the contrary, the number of unemployed men rose by 3.5%.

In addition, total women's employment in that same year rose by 13,450 jobs, while the corresponding figure for men fell by 31,278 jobs.

A significant proportion of the increased numbers of women in the labour force is unemployed, with the result that the employment rate presented an increase of just 0.3 percentage points during the past four years (from 43.8% in 1993 to 44.4% in 1996).

The total unemployment rate (for both sexes) increased by one percentage point over the four years, from 9.7% in 1993 to 10.7% in 1996. But unemployment strikes at women in particular since the unemployment rate among women has reached 16.6% of the female labour force, when the corresponding rate among the male labour force is just 6.3%. Apart from the high unemployment rate, women are also burdened with the greater share of

the increased unemployment in the past four years, as of the 48.179 additional unemployed in the past four years, 45,588 (94.6%) were women and just 5.4% were men. This fact not only fully counteracts the positive developments in the entry of unemployed women into the labour market (31.1% of women entering the labour market are from the ranks of the unemployed) but if this continues, it will discourage a significant number of women from active job hunting.

Long term unemployment in Greece was as high as 53.8% in 1996, showing an increase of 8.2% over the corresponding figure for 1993 (50.1%).

The phenomena set out above are particularly marked in the distribution of long term (LT) unemployment by sex, as on the one hand 68.4% of the LT unemployed in Greece are women, and on the other, the greater percentage (75%) of the additional LT unemployed between 1993-1996 were women. The LT unemployment rate among women showed an increase of 7 percentage points, as of 56.6% in 1993, it reached 63.6% in 1996, while the corresponding rate for men showed an increase of 8.4 percentage points, since from 40.8% in 1994, it went to 49.2% in 1996.

#### **Employment by marital status**

In 1996, the highest women's activity rate was seen in the category of divorcees (65.5%), with an average participation by all women of 36.5% and an average for men of 63.3%.

The category of women heads of households who are not married (unmarried, divorced, widows) and have children, participate in the labour force at the rate of 76.9% (average participation of men 63.3%). These households constitute about 11% of the total of households with children in the country.

## Employment in the Public Sector

Directors and Managers in public services by ministry, unit and sex

Ministries	Directorates		Departments		Independent Offices	
	M	W	M	W	M	W
General Total	73,6	26,4	61,6	38,4	66,2	33,8
Interior, Public Administration, GSPA	55,9	44,1	66,7	33,3	0	100
Interior, Public Administration	60	40	46,6	53,4	0	0
Foreign Affairs	79,1	20,9	47,6	52,4	84,6	15,4
National Defence	64,9	35,1	60,4	39,6	35,6	64,4
National Economy	57,9	42,1	46,5	53,5	53,2	46,8
Health and Welfare	57,4	42,6	33,3	66,7	0	0
Justice	56,4	43,6	54,1	45,9	23,2	76,8
National Education & Religious Affairs	45,7	54,3	43,5	56,5	33,3	66,7
Culture	48,7	51,3	51,9	48,1	50	50
Finance	72,9	27,1	53,6	46,4	35,5	64,5
Macedonia-Thrace	60	40	50	50	100	0
Aegean	66,7	33,3	76,9	23,1	0	0
Agriculture	93,7	6,3	83,1	16,9	78,3	21,7
Environment, Phys. Planning & Pub. Works	79,6	20,4	62,6	37,4	0	100
Development, Energy and Technology	60,3	39,7	46,4	53,6	100	0
Labour-Social Security	72,7	27,3	60,2	39,8	25	75
Commerce	59,1	40,9	56,9	43,1	66,7	33,3
Transport and Communications	81,7	18,3	70,8	29,2	61,1	38,9
Mercantile Marine	40	60	40	60	0	0
Public Order	94,4	5,6	35,7	64,3	100	0
Press-Media	55,6	44,4	44	56	90,3	9,7
Tourism	0	100	0	0	100	0
Regions	82,1	17,9	73,4	26,6	70,2	29,8

Source: General Secretariat of Public Administration, Employees in 31/12/1997

## Working Hours

The average number of weekly working hours for women was 40.7% in 1994 and constituted the longest working hours in the EU12 (Eurostat, 1995).

During the period in question, there was a significant increase in employment in unsocial working hours (afternoon and evening).

In 1995, 14% more women were employed in the afternoon than was the case in 1992. In the distribution of employed women by marital status, we note that the increase in afternoon employment for divorced women increased by 36%, for unmarried women by 16% and for married women by 12%.

Change of Women's employment: unsocial hours/evening work 1992 - 1995

Marital status	Sex	92-95
Total	Women	13,7
Divorced	Women	35,8
Married	Women	12,6
Single	Women	16,2
Widowed	Women	5,6

Source: NSSG, LFS



Unsocial hours: evening work Economic activity WACE Rev.1 classification

Service sectors 1995	WOMEN	%
Total	491.667	100,0
Education	62.693	12,8
Extra-territorial organisations and bodies	190	0,0
Financial intermediation	7.278	1,5
Health and social work	64.022	13,0
Hotels and restaurants	71.555	14,6
Other community, social and personal service activities	35.201	7,2
Private households with employed persons	12.947	2,6
Public administration and defence; compulsory social security	13.243	2,7
Real estate, renting and business activities	34.020	6,9
Transport, storage and communication	13.415	2,7
Wholesale and retail trade;	177.103	36,0

Source: NSSG, LFS

### Part-time employment

Part-time employment in Greece does not constitute a significant share of total employment for either sex. Also, no trend has been observed that would indicate a significant increase in part-time employment over the period in question. The indicators of part-time employment are the lowest in the EU12. Some 8.9% of women and 3.3% of men were employed on a part-time basis in 1996. These percentages are reported on the total of the employed. The percentage of part-time work among "Employees" is even lower at 5.7% and 2.2% in 1995.

Total	EU	B	DK	D	GR	FR	IRL	I	L	NL	A	FN	UK
1993	14,8	12,8	23,3	15,1	4,3	13,9	10,8	5,4	7,3	35,0	8,7	8,4	23,4
1994	15,4	12,8	21,2	15,8	4,8	14,9	11,4	6,2	7,9	36,4	0,0	8,4	23,8
1995	16,0	13,6	21,6	16,3	4,8	15,6	12,1	6,4	8,0	37,4	13,9	11,8	24,1
1996	16,4	14,0	21,5	16,5	5,3	16,0	11,6	6,6	7,9	38,1	14,9	11,6	24,6
<b>Men</b>													
1993	4,4	2,3	11,0	2,9	2,6	4,1	4,8	2,5	1,0	15,3	1,7	5,7	6,6
1994	4,8	2,5	10,0	3,2	3,1	4,6	5,1	2,8	1,0	16,1	0,0	5,7	7,1
1995	5,2	2,8	10,4	3,6	2,8	5,1	5,5	2,9	1,0	16,8	4,0	8,1	7,7
1996	5,5	3,0	10,8	3,8	3,3	5,2	5,0	3,1	1,9	17,0	4,2	7,9	8,1
<b>Women</b>													
1993	29,5	28,5	37,3	32,0	7,6	26,3	21,4	11,0	18,3	64,5	18,2	11,2	43,9
1994	30,4	28,3	34,4	33,1	8,0	27,8	21,8	12,4	19,7	66,0	0,0	11,1	44,4
1995	31,3	29,8	35,5	33,8	8,4	28,9	23,0	12,7	20,7	67,2	26,9	15,7	44,3
1996	31,6	30,6	34,6	33,6	8,9	29,5	22,2	12,7	18,3	68,5	28,8	15,7	44,8

Source: EUROSTAT, Labour force statistics

### ACTIVE EMPLOYMENT POLICIES 1995-1998

The General Secretariat for Equality, is the government agency responsible for policies related to equal opportunities for men and women and in collaboration with the other responsible organisations (Ministry of Labour, Manpower Employment Organisation), co-finances projects, which are addressed to unemployed and working women, from 17 to 60 years old.

These actions consist of comprehensive interventions, which provide vocational training, information and career counselling to women as well as support and subsidies for the employment of unemployed.

The programs implemented during the period 1994-97 resulted in reducing the inequalities between women and men in the employment field, in improving women's vocational skills, in creating new jobs for women<sup>1</sup>, in reducing unemployment, and in promoting self-employment and entrepreneurship among women.

The general categories of programs implemented are as follows:

- Continuing (lifelong) training of working people
- Vocational training and support of the employment of persons who are unemployed or threatened with unemployment
- Combating exclusion from the labour market<sup>2</sup>
- The NOW Community Initiative (New Opportunities for Women)

Between 1994-1997, 44% of the total beneficiaries of these programs were women.

#### **Continuing (lifelong) training of working people**

The goal of this program is to develop working people's skills so that they can adapt to the new needs of the labour market entailed by technological restructuring. Some 39% of the beneficiaries were women.

- |   |           |
|---|-----------|
| • Training in public enterprises                                  | 34% women |
| • Training in private sector firms                                | 40% women |
| • Training of self-employed women by OAED (technical occupations) | 6% women  |
| • Training by the Ministry (primary sector)                       | 42% women |

#### **Vocational training and employment assistance for persons who are unemployed or threatened with unemployment**

The beneficiaries of this program were 49% women.

Vocational Training Programs for the Unemployed	43% women
Employment Assistance Programs	51% women

These actions were related to:

- Subsidies to employers to hire the unemployed (with a higher subsidy for hiring women)
- Subsidies to the unemployed to set up a business (with a higher subsidy for women's enterprises)
- Subsidies for hiring young unemployed university graduates.

## Distribution of beneficiaries by type of action and sex

	Beneficiaries	Men	Women	% of women
Total	152.005	73.709	78.296	51,5
New Jobs	117.142	55.726	61.416	52,4
New Entrepreneurs	34.781	17.932	16.849	48,4
Unemployed University graduates	82	51	31	37,8

SOURCE : Ministry of Labour and Social Security

DATA PROCESSING : Management Consultant of the Programme

### **NOW Community Initiative (New Opportunities for Women)**

The NOW Initiative consists of a comprehensive intervention plan which is directed solely to women in order to promote equal opportunities for women and men in employment. The program includes actions to:

*Create and improve structures that provide counselling, guidance and preliminary training services on employment matters*

- Support for women's entrepreneurship in creating/improving co-operatives and small and medium sized enterprises (SME)
- Create new jobs
- Create facilities for the creative engagement of children

*Train functionaries to create/improve SMEs and co-operatives*

- Provide training in new sectors to upgrade skills

*Subsidise new jobs and support business initiatives*

*Measures to disseminate the results and good practices that have arisen from national and interstate collaborations within the framework of the NOW interventions.*

#### **Structures created by these programs fall into the following categories:**

- Equality Offices, on a local and regional level.
- Centres for employment information and research
- Advice and support centres for women
- Support centres for women's entrepreneurship
- Centres for the creative engagement of children
- Agrotourism and production co-operatives.

In co-operation with the Research Centre on Equality (RCE), which comes under the Ministry of the Interior, Public Administration and Decentralisation, and is supervised by the General Secretariat for Equality, the following were created:

- Information Unit on Women's Unemployment-Employment (Athens, Thessaloniki, Patras)
- Information Analysis Unit for Women's Employment and Vocational Training, with headquarters in Athens
- Network of Centres for the creative engagement of children.

***NATIONAL PROGRAMME OF ACTION 1997-2000 "EQUALITY, DEVELOPMENT, PEACE"***

As mentioned earlier, the new framework for implementing equality of employment opportunities is being supported along the following lines:

- Mainstreaming the equality/gender perspective into all policies
- Upgrading the machinery for promoting equality
- Implementing the National Employment Plan
- Applying positive actions in favour of women in programs to assist employment
- Implementing a pilot project for balanced participation in decision-making processes.

In particular, actions planned or being realised, related to women's work and role in the economy are as follows:

**Legislative measures**

Collecting, codifying, amending and supplementing the legislation regarding gender equality in employment (L. 1414/84 and 1483/84) in order to harmonise it fully with Community law. By this process it will be attempted to address the problems arising during its implementation (procedures of violations in occupational social security systems, family allowances, parental leave with pay, etc.).

Promotion of legislative regulations to protect the dignity of men and women in the workplace (See EU code of conduct, laws in France, Belgium and Luxembourg). The GSE participates in the Amendment Committee of Criminal Law.

Promotion of balanced participation by women and men in government councils, in order to eliminate indirect discrimination in promotions and in the assignment of responsible positions (Recommendation of EU Council of Ministers)

Promotion of a legislative framework regarding positive actions in favour of gender under representation in the workplace in both the public and private sector (Amsterdam Treaty, article 141)

Submission of a legislative regulation, for the harmonisation of Greek law to the (recent) European directive on the burden of proof.

Participation in preparing a social security and pension bill in order to remove the discriminations between women and men in these fields (e.g. transfer of women's social security rights with equal prerequisites, etc.)

### **Policy measures**

Within the framework of the National Action Plan for Employment (ESDA), activities have been scheduled to promote women's employment and reduce inequality in the labour market.

The General Secretariat for Equality submitted 13 ESDA proposals to the Ministry of Labour.

The proposed actions attempt to mainstream a gender perspective into the first three directions of ESDA 1999. As for the fourth pillar, which refers to equal opportunities, concrete policy measures are proposed. The intervention sectors and the measures are as follows:

- Information campaigns on equality, reinforcing the orientation of girl pupils, emphasising the enlargement of their career choices to include the "hard" scientific and technical occupations.
- Change of the content of curricula and books on all levels of education, in the direction of equality.
- Affirmative actions in the programs for new jobs and for young free-lance professionals in favour of women.
- Coverage of these new jobs with 61% women, according to the share of women in the unemployed.
- Pilot programs to sensitise educators to gender equality issues
- Conduct of research on the status of women in businesses and on the inequality of earnings.
- Special further education programs for functionaries of the GSE, regional equality centres, elected officials and functionaries of ministries on CSF issues, programs of public investments and mainstreaming programs.
- Extend the institution of all-day kindergartens.
- Planning and realisation of special programs for businesswomen, programs for functionaries of trade union organisations and programs to recognise women's skills and upgrade their qualifications.

## 7. WOMEN IN POWER AND DECISION-MAKING

### *WOMEN'S PARTICIPATION IN DECISION-MAKING*

One of our priorities is to increase the participation of women in decision-making processes, because we believe that women's participation in formulating policy for the country's economic, social and cultural development will be a decisive factor in promoting a substantial policy of equal opportunities.

In countries where participation quotas in decision-making posts are accompanied by structural measures to improve the status of women, they have been successful.

The Constitution of Greece guarantees women's right to equality and to equal participation under article 4; but despite this legal framework, the current picture shows the unequal participation of women and men in politics.

This is not a phenomenon characteristic of Greek society alone, but can be seen in all developed countries to some degree.

The participation of women in the Parliament of the Hellenes after the elections in 1996 is as follows:

*Women MPs after the national elections in 1996:*

PASOK – 7  
ND – 6  
Synaspismos – 3  
Communist Party of Greece – 2  
DIKKI – 1  
Women - 19  
Men - 281

*Women members of the European Parliament (June 1999)*

PASOK – 2  
ND – 2  
Women: 4  
Men: 21

*Committees of the Greek Parliament*

#### Committee of Cultural Affairs

Vice-chair, 1 woman  
8 women members, 50 men

Committees of National Defence and External Affairs

2 women 50 men

Committee of Finance, National Economy, Environment

2 women 50 men

Committee of Social Affairs

None

Committee of Public Order and Justice

1 woman 50 men

Committee of Production and Commerce

4 women 50 men

The participation of women at the top in public administration and in public appointed posts is low.

There is little participation by women in the political parties, although the percentage of women who occupy senior positions in decision-making posts is higher.

**Positive Actions and Measures:**

- Raising public consciousness through the media.
- Sociological research into the barriers women face in their career and in politics.
- Holding conferences on women's participation in decision-making processes with NGO's.
- Implementation of the EU Council Recommendation on 3.12.98 to promote the balanced participation of women and men in decision-making processes.
- Reinforcing the role of the All-Party Women's Collaboration Committee
- Campaign to sensitise public opinion and the political parties to the need to promote women functionaries in politics.
- Information about the quota strategy.
- Campaign aiming to increase women's participation on ballots for election to local government at the municipal and prefectural level.
- Policy of providing incentives to the municipalities and prefectural councils to promote women to at least 1/3 of the posts in the 1998 elections.
- Public opinion survey related to equal opportunities, gender roles and women's participation in politics and in the centres where policies are formulated and decisions made.
- Co-ordination and evaluation of progress, through the systematic gathering, processing and publication of quantitative and qualitative data about the participation of women/men in all sectors and at all levels of economic, social and political decision-making. Drawing up and publishing of periodic reports.

- Support for social organisations and institutes that conduct research on women's participation in and influence on decisions and developments, and that identify the legal, social and cultural barriers that hinder the achievement of a balanced gender participation in decision-making processes.
- Co-operation with the women's sections of trade unions in promoting women's participation in trade union executives proportional to their participation in the organisation's rank and file.
- Creation of a data bank about female functionaries.
- Study of the political system and the electoral laws, pointing out any indirect discrimination against or exclusion of women.
- Structural institutional changes in the process of selecting candidates for administrative positions, by revision of the evaluation criteria. This will mean that, in addition to degrees and certificates, the ability to evaluate priorities on the basis of human needs and resources will also be taken into consideration.
- Writing of periodic reports about the role and status of women in the parties, in public administration, and in the trade unions, and the criteria on which selection for senior posts is based.
- Identifying the small percentages of women's participation in administrative positions and taking positive measures to increase these percentages.

### **Education – Vocational Training**

- Seminars for women wishing to take part in trade union and political life, with the responsibility of the GSE, the Parliament and the competent trade union organisations, such as General Confederation of Labour of Greece (GSEE), the confederation of public employees' unions ADEDY, the agricultural co-operative unions GESASE and PASEGES, and the universities and technical colleges of Greece.

### **The Political Women's League**

This League is the statutory form of the co-operation between the women's sections of the political parties that began in 1993, with a view to promoting in Greece the European campaign to increase the number of women in the European Parliament in the 1994 elections; it was co-ordinated by the Network of the European Commission "Women in Decision-Making" on a Europe-wide basis.

All parties are represented on the League's administrative board with active politicians from all the parties, including women MPs, MEPs, government ministers, mayors, the Presidents of the Greek Section of the European Women's Lobby which represents 45 women's organisations, as well as representatives of the Federation of Greek Industry, the General Confederation of Labour of Greece and the European Network of Journalists.



## Network of Women Elected to Local Authorities

Women take part in collective processes when these processes are believed to be capable of solving local and social problems. The under-representation of women in decision-making creates initiatives such as that of supporting women in local government, which is an important realm of economic, ecological, social and cultural intervention.

## Women's Watch

NGO Organisation founded in 1997.

## Serving Judicial Employees, By Category Of Court, Title And Sex, 1997

### *Administrative Courts*

#### Council of State:

<b><i>Degree</i></b>	<b><i>Total</i></b>	<b><i>Men</i></b>	<b><i>Women</i></b>	<b><i>%of Women</i></b>
President	1	1	0	0
Vice President	7	7	0	0
Privy Councillors	43	34	9	9,7%
Members	47	27	20	42,5%
Rapporteurs	19	7	12	63,1%
Assistant Rapporteurs	12	1	11	91,7%
Total	129	77	52	40,3%

#### ***Degree***      ***Total***      ***Men***      ***Women***      ***%of Women***

General Commissioner of State	1	1	0	0%
Commissioner	1	1	0	0%
Vice Commissioner	2	2	0	0%

#### Administrative Court of Appeal

<b><i>Degree</i></b>	<b><i>Total</i></b>	<b><i>Men</i></b>	<b><i>Women</i></b>	<b><i>%of Women</i></b>
Presidents	38	36	2	5,3%
Judges	155	87	68	43,9%

Total	193	123	70	36,3%
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Administrative Court of First Instance

<u>Degree</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>%of Women</u>
Presidents	79	36	43	54,4%
Judges and Associate				
Judges	302	86	216	71,5%
Total	381	122	259	68,0%

*Civil And Criminal Courts*

Supreme Court

<u>Degree</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>%of Women</u>
President	1	1	0	0%
Vice-President	8	8	0	0%
Judges	50	50	0	0%
Public Prosecutor	1	1	0	0%
Total	72	72	0	0%

Court of Appeal

<u>Degree</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>%of Women</u>
Presidents	59	59	0	0%
Attorneys General	30	30	0	0%
Judges	327	274	53	16,2%
Deputy Attorneys				
General	91	90	1	1,1%
Total	507	453	54	10,7%

Court of First Instance

<u>Degree</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>%of Women</u>
Presidents	203	120	83	40,9%
Public Prosecutor	143	108	35	24,5%
Judges				
Associate Judges				

Deputy Public Prosecutors	232	117	115	49,6%
Associate Public Prosecutors				
Total	578	335	233	40,3%

### District Court

<b><i>Degree</i></b>	<b><i>Total</i></b>	<b><i>Men</i></b>	<b><i>Women</i></b>	<b><i>%of Women</i></b>
Justice of the Peace (JP) First Degree	135	42	93	68,9%
JP Second Degree	239	61	178	74,5%
JP Third Degree	224	35	189	84,4%
Total	598	138	460	76,9%

### *Ministry of Foreign Affairs*

According to data from the Ministry of Foreign Affairs, there are 479 employees in the diplomatic corps, of whom 84 are women (17,5%). Following is a breakdown of these figures by rank:

Minister Plenipotentiary A: 1 woman in embassy

Minister Plenipotentiary B: 1 women in central service

Councillor A: 18 women in total:  
4 in central service  
4 in embassies  
10 in general consulates (2 heads)

Councillor B: 18 women in total:  
11 in central service  
2 in embassies  
2 in permanent missions  
3 in general consulates (2 heads)

Secretary A: 29 women in total:  
3 in central service  
13 in embassies  
5 in permanent missions  
6 in general consulates (1 head)  
1 in consulate  
1 in Liaison Office

Secretary B: 3 in embassies

Secretary C: 7 women in total  
2 in central service  
5 in embassies

Embassy Attaché 7 women in central service

*Ministry of Interior, Public Administration and Decentralisation*

The following data have come from the Ministry of Interior, Public Administration and Decentralisation and ADEDY, the confederation of public employees' trade unions:

Numbers of permanent public service employees by grade, educational category and sex, 1997

Grade	University			Technological			Secondary			Compulsory		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total	58,1	41,9	100	59,8	40,1	100	60,1	39,9	100	67,0	33,0	100
A	61,6	38,4	100	77,8	22,2	100	68,6	31,3	100			
B	54,4	45,6	100	52,7	47,3	100	55,4	44,6	100	89,2	10,8	100
C	46,5	53,5	100	44,5	55,5	100	54,5	45,6	100	66,0	34,0	100
D	58,0	42,0	100	61,3	37,0	98	64,1	35,9	100	52,8	47,2	100
E										70,8	29,2	100

## **8. INSTITUTIONAL MECHANISMS FOR THE ADVANCEMENT OF WOMEN**

There are three main institutional mechanisms for the advancement of women:

1. Mainstreaming equal opportunity policy
2. Institutional interventions, and
3. Strengthening mechanisms for promoting gender equality and equal opportunities.

### ***MAINSTREAMING***

- According to an announcement by the European Commission on the subject "Mainstreaming equality of opportunity for women and men into all Community policies and goals" (Com [96] 0067-C4-0148/96),
- Taking into account the new provisions of the Treaty of Amsterdam: articles 2, 3, 6a, 118, 119 and 5 of the Treaty establishing the European Community,
- The Fourth Medium-Term Community Action Framework regarding equality of opportunity for women and men (1996-2000) – (EC 323, 4.12.1995),
- The Beijing Declaration and Platform for Action approved by the Fourth World Conference on Women: "Action on Equality, Development and Peace" (Beijing, 15-9-1995),
- Regulation No. 2081/93 of the EEC Council about the tasks of the Structural Funds,
- The intervention of the General Secretariat for Equality and Greece's Resolution at the 42<sup>nd</sup> Session of the United Nations in New York on implementing mainstreaming as a strategic policy,

The principle of mainstreaming constitutes the basic concern of GSE in realising this policy for women in the future; it is focused on the following seven sectors:

- a. Employment
- b. Enterprises headed by women and the right associates in SMEs
- c. Education and Training
- d. Individual Rights
- e. Foreign relations
- f. Information/Consciousness raising
- g. Policy regarding Commission Staff.

On the national level, a meeting was held in Athens on 23.2.1998 by the Parliamentary Group of the Panhellenic Socialist Movement (PASOK) in the

European Parliament, in co-operation with the General Secretariat for Equality, the European Women's Lobby, and the European Commission, to inform the participants on the subject of mainstreaming, i.e. the integration of equal opportunities for women and men into all Community policies and goals.

#### **Positive Actions**

1. Establishment of an equality office/section in every ministry, staffed by people with sensitivity, knowledge and training on equality issues.
2. Creation of an information network on a nation-wide level to make known the events taking place in the EU
3. Establishment of an Equality Office in the state television corporation ET S.A.
4. For the state to support NGOs
5. To develop training modules on gender equality
  - at senior levels
  - targeting lower and middle management with the main focus on the mainstreaming of gender perspective and equal opportunity policy
  - For key personnel to have more extensive contact with the key mainstreaming tools.

#### ***INSTITUTIONAL INTERVENTIONS, STRENGTHENING THE MECHANISMS TO PROMOTE EQUAL OPPORTUNITIES***

##### **General Secretariat for Equality**

- The main aim of the General Secretariat for Equality (GSE) is to mainstream gender equality and equal opportunity perspectives into all government policies and to implement the principle of equality in bills, laws and decisions of an administrative nature.
- The mainstreaming of the gender and equal opportunity perspective into all policies that are planned and implemented at all levels of administration and decision-making.
- The organizational chart of the GSE is nearing completion. It provides for a new organizational structure, creates directorates and independent sections, and includes the clear formulation of responsibilities for a more effective operation of the services of the General Secretariat for Equality at the same time as the new organizational chart goes into effect in all services of the new, integrated Ministry of Interior, Public Administration and Decentralization.
- Creation of the material and technical infrastructure for the more effective operation of the GSE, including on-line links with the Equality Offices that function at the prefectural and local government level, and with ministries and organisations.
- On-line communication with the Documentation Unit of the Research Centre on Equality (RCE), and with other information sources (e.g. the Bar Association, etc.) for the systematic processing of data about vocational training programs, statistics on employment, the case law and legislation on equal opportunities issues.

- Institution of frequent and substantial communication on the part of the General Secretariat for Equality with women's organisations, the women's sections of the political parties, centres, secretariats etc., with a view to their participation in planning and implementing the Program of Action. The RCE page on the Internet will be used to provide information.
- Establishment of a National Consultative Committee on Equality.
- Reinforcement of the GSE library services.
- Publication of a newsletter.
- Strengthening, staffing, expansion and upgrading of the operation of the RCE and the Documentation Centre.
- Creation of a Standing Parliamentary Committee on equal opportunities.

### **Equality Offices**

- Determination of the role, responsibilities, type of intervention, co-operation and assistance of the Equality Offices by the GSE.
- Letter to the various ministries and organisations regarding the establishment of the Equality Offices.
- Letter to the Regional Directors about the establishment of Equality Offices in each region.
- Letter to and collaboration with the Prefects on setting up Equality Offices.

### **Prefectural Equality Committees (PEC)**

- Elaboration of the establishment, composition, role and responsibilities, adapting them to the present day needs of the society.
- Letter to the prefects regarding establishment of the PEC
- The collaboration of the GSE with the prefectural government authorities is effective.
- With the ministries and the organisations, it is problematic.
- With the Regions it is effective.
- Utilization of local support structures for women's entrepreneurship and the information of women within the framework of the Community Program "Employment" and its link with the General Secretariat for Equality, through the RCE Information Unit.
- 

### **Regional Equality Centres**

In every Region a Regional Equality Centre will operate, which will be established by decision of the General Secretary of the Region and will consist of:

- One representative from GSE.
- One representative from the general secretariat of the Region.
- One representative from every prefecture in the Region.

## Basic aims of the Regional Equality Centre

- Creation and development of a regional system of human resources and media in order to contribute to the socio-economic integration of women on an equal basis.
- Sensitisation and mobilization of agencies and social organisations to undertake joint initiatives and co-ordinated actions in favour of women.
- Undertaking of initiatives to intervene in the local societies.
- Identification of women's needs (social, employment, training, etc.)
- Gathering and recording data and creating a data bank on women in key positions in social organisations, professional associations, development agencies, public services and political organisations. Creation of a Guide to Women Executives.
- Introduction to the General Secretariat for the Region of the Plan of Action in favour of women during the planning of the regional programs, as well as during the process of implementing, monitoring and evaluating them in terms of gender influence.
- Introducing proposals for carrying out research about women to the General Secretariat for the Region.
- Planning, formulating proposals and introducing the necessary measures that the Region must take to promote the substantial consolidation of gender equality, with interventions in the various agencies in order to eliminate gender discrimination, raise consciousness, and inform the citizens and the competent services.
- Shaping equal opportunity strategy, in conjunction with the competent government agencies.
- Linking and cooperating with the corresponding Regional Equality Centres in other countries in the European Union, with the aim of exchanging experience and know-how.

## **Research Centre on Equality (RCE)**

The main purpose of the Research Centre on Equality (RCE) is to promote equality of opportunities in employment and in economic development, to disseminate and apply the policy of equal opportunities for women and men by conducting scientific research and studies and by organising vocational training programs for women.

RCE was established in 1994. It is a legal entity in private law, operates under the supervision of the Ministry of Interior and is funded from the regular budget of the General Secretariat for Equality.

It has branches in Thessaloniki and Patras. Its main activities are as follows:

- It evaluates political actions and measures in favour of women.
- It conducts studies and research.
- It designs and implements vocational training programs for women.



- It documents, evaluates and utilizes the conclusions from research and studies.
- It informs and counsels women in their search for employment.
- It supports the integration of women into the labour market.
- It plans and creates supportive structures for women's employment.
- It organises positive action programs.
- It raises public consciousness on gender equality.
- It co-operates with regional, national and international organisations, with universities and research centres.
- It organises conferences and meetings on equality issues.
- It contributes to and supports public dialogue about advancing equality and equal opportunities.
- It provides information about issues related to equal opportunity policies.

In co-operation with the General Secretariat for Equality, it has created:

- An Employment Information and Counselling Unit for Women
- A Documentation Unit for Women's Employment
- A network of centres for the creative engagement of children
- A network for the development of women's entrepreneurship.

RCE, in co-operation with the GSE, will also create five Women's Support Units in Athens, Thessaloniki, Volos, Patras and Herakleio (Crete).

Among its immediate priorities (1998-1999) are to create a network of Centres for Providing Women Employment Information and For Supporting Entrepreneurship, and Centres for the Creative Engagement of Children, which have been established within the framework of the NOW Community Initiative, and to link them with the RCE Information Unit.

#### *Women's Information Unit on Employment and Vocational Training*

This unit was created by RCE in co-operation with the GSE and contributes to realising the following national targets:

- Promoting equal employment opportunities,
- Promoting women's entrepreneurial action,
- Ensuring the participation of women in decision-making in the country's economic life.

#### *Documentation Unit on Employment and Vocational Training for Women*

A comprehensive information system is in operation on employment and vocational training for women. It includes the following sub-systems:

- Labour market
- Vocational training
- Bibliography.

## ***RELATIONS WITH INTERNATIONAL ORGANISATIONS - EUROPEAN UNION***

### **Relations with the European Union**

The General Secretariat for Equality:

- Participates on an equal basis in all the EU institutional bodies in which gender equality and equal opportunity policies are discussed, planned and implemented,
- Prepares, consults, recommends proposals of a legislative nature to harmonise national legislation with Community law; it works out positive actions and Community initiatives in favour of women; it monitors compliance with the principle of non-discrimination in practice, in order for the competent EU bodies to issue Recommendations, Directives, Resolutions, etc.
- It participated and had a substantial intervention in the Minister's Conference at The Hague on the subject "Trafficking in Women"
- It represented Greece in two sessions of the Advisory Committee, in March and June 1997, on equal opportunity issues with speeches, proposals and the formulation of actions in favour of women and on subjects related to the monitoring of compliance with the relevant Community legislation.
- It prepared and presented to the Advisory Committee National Reports on the monitoring of the Implementation of the Beijing Platform, as well as the Annual Report on Equal Opportunities.
- It was represented on the Management Committee of the Fourth Medium-Term Program of Action for Equal Opportunities at the meetings in March and June of 1997 in Brussels on the subject of monitoring and evaluating the proposals and research that are being carried out within the framework of the Fourth Medium-Term Program of Action for Women.
- The GSE worked out and submitted its positions on: the Green Paper for a new organisation of working time; the Announcement by the Commission on Modernising and Improving the European Union's Social Proposal, and the Plan for a new Community Initiative for the Care of Children.

### **UNICEF**

The GSE took active part in the International Meeting of UNICEF's Mediterranean Group on Education for Development on the theme: "After Beijing – the role of women in the future of the new generations", which was held at Giardini – Naxos in Sicily on 26-28 April, 1996.

### **UNESCO**

The General Secretariat for Equality strongly supports the actions for women adopted by UNESCO, and especially the policies against prostitution, pornography, and violence against women in the sector of human rights.

GSE, with the experience it has gained from establishing women's co-operatives in Greece, strongly recommends the enrichment of UNESCO activities in support of women's participation in the transition from a rural economy to contemporary forms of development.

Due to conflicts arising from the transition to democracy among peoples with different cultural backgrounds in the Mediterranean and the Balkans, we would also recommend that UNESCO seriously consider the mobility of the population in these areas and provide substantial support for the integration of women into the new forms of society.

Regarding the Unitwin project, we support the initiatives taken by the universities and the educational projects of the Ministry of Education.

### **OECD**

The General Secretariat for Equality is in constant communication with the Organisation for Economic Co-operation and Development (OECD) and specifically with:

1. The Committee of the Co-operative Action Program on local initiatives for employment creation and
2. The Working Group on the role of women in the economy.

On these issues, the GSE co-operates with the Ministry of National Economy, the Ministry of Development and other agencies.

### **Council of Europe**

The General Secretariat for Equality took part in the proceedings of the Committee on Equal Opportunities for Men and Women of the Council of Europe (CDEG).

The main subjects of concern to the Committee since 1996 have been:

- a) "Equality between men and women as a primary criterion for democracy" (Fourth Minister's Meeting of the Council of Europe, Istanbul 13-14 November 1997).
- b) Freedom of choice in child-bearing, sexuality and way of life in Europe.
- c) Violence against women.
- d) Mainstreaming the gender perspective into all policies.
- e) The struggle against the illegal trafficking in human beings with a view to their sexual exploitation.
- f) Study of positive actions in favour of women in order to issue a recommendation to all member-states.

Greece has been elected to the presidency of CDEG up to the year 2000.

### **Co-operation with the countries of south-eastern Europe**

- Mobilisation of the General Secretariat for Equality in the Balkan countries through co-operation with the counterpart state agencies,
- Participation in the activities of the Black Sea Organisation for Economic Co-operation
- Representation on the Ministry of Foreign Affairs committee regarding co-ordination of Mediterranean policy
- Representation of the GSE at the conference of the Interbalkan Women's Co-operation and the UNESCO Centre on Women and Peace in the Balkans "The Role of Rural Women in the Development of the Balkan Countries" (Thessaloniki, April 1997)
- Representation of the General Secretariat for Equality on the Development Programme of the United Nations for Romania: "The Equal Opportunities Policy in Government and Non-Governmental Programs" Sinaia, May 1997, Eforie Nord, June 1997).
- The GSE proposed that it be represented at the Balkan Meeting of Foreign Ministers in Crete, in November 1997.
- Joint preparation for creating a Balkan Women's Network for peace, development and co-operation.

### **Active Participation of the GSE in the Royaumont Process**

The Royaumont Process is an EU initiative that focuses on enhancing stability and good neighbourliness in south-eastern Europe, guided by the vision of an extended united European family founded on the principles of peace, stability, co-operation and democracy.

The General Secretariat for Equality (GSE) planned to organise a high level ministerial meeting on gender issues among the Balkan countries and Hungary in 1998. The essential aim of this policy was to have the participating countries sign an agreement on good neighbourliness, peace, friendship and co-operation in solving the multiple problems faced by the women of south-eastern Europe. This agreement was to have the following specific points:

- a. Institution of permanent channels of communication and co-operation among state equality agencies.
- b. Promotion of prefectural inter-frontier co-operation in the fields of culture, science and technology by supporting exchanges of cultural and social services and products with a female dimension;
- c. Support for actions, events and programs which contribute to restoring full freedom of movement and expression within a spirit of mutual understanding and respect for the women in the region;
- d. Creation of ad hoc committees to examine the specific problems of women in south-eastern Europe and to suggest possible solutions through action programs in sensitive areas (e.g. adjustment of national legislation, employment, vocational training, health-social security, elimination of the hostility among different ethnic groups that is promoted through

propaganda methods, co-operation in rehabilitation of the civil society with the equal participation of women).

## 9.HUMAN RIGHTS OF WOMEN

### *International commitments*

The new global machinery set up by international organisations has lent a new social dimension to human rights and in particular to gender equality, through community, economic and cultural rights and through all the special positive measures that have been put in place to bridge the gap created by social and financial disparities, so that equality may become a reality for all human beings.

“Human rights and fundamental freedom are the birthright of all human beings; their protection and promotion is the first responsibility of government.”

(VHR DPA par.8)

Regional systems such as the European Court provide the machinery to protect and strengthen women’s human rights. The protection of human rights by national governments is one of the most fundamental democratic functions in every society.

In order to increase women’s participation in democratic processes at all levels, and to reinforce their human rights, the Greek government, in co-operation with non-governmental organisations and in accordance with the Convention that followed the Beijing Platform for Action, is taking positive measures.

### **United Nations**

On behalf of the European Union member states, the EU Presidency submitted a declaration on women’s and children’s rights as a follow-up to the Beijing Declaration and Platform for Action (incorporating and confirming them) and to international human rights instruments such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

The existing EU program of action for equal opportunities may be regarded as a measure implementing the Beijing Declaration. Other significant issues that should be mentioned are trafficking in women and armed conflicts.

Communication with the Economic and Social Council (ECOSOC) and the mainstreaming a gender perspective into all areas and activities of the UN system are additional objectives of the Beijing Platform for Action.

## **Council of Europe**

Greece was represented at the Fourth Conference of European Ministers on Equality (Istanbul, 6-7 November 1997) which was organised by the Council of Europe. The Conference adopted a Declaration on the Equality between Women and Men as a fundamental criterion of democracy.

### *Mainstreaming*

- Mainstreaming a gender perspective into all activities
- The integration of equality issues throughout government policy and the role of the national machinery in the general charting of this policy.

### *Violence against Women*

As was recognised by the World Conference on Human Rights and confirmed at the Beijing World Conference on Women, violence against women, in all its forms, is an obstacle to women's full enjoyment of human rights.

The General Secretariat for Equality is improving the structures of the national machinery by introducing policies to combat violence against women.

Persistent violation of women's human rights, as domestic violence, sexual abuse, sexual harassment in the workplace, trafficking in women, and harmful working relations that affect the health of women and children are issues that underscore the unacceptable discrimination against women.

### *Women's economic, social and development rights*

Conditions have been created that will encourage women to participate fully in political, social, cultural and economic life.

Conditions have been created that will allow women and men to combine working life, private life, family and parental responsibilities.

### *Education*

Taking into account primary issues such as poverty and illiteracy, we encourage educational and training programs (adult education programs).

We have taken the initiative of adding the subject of Human Rights to the school curriculum.

We promote activities organised by other organisations and NGOs, inviting gender experts to take part in panel and round table discussions and conferences to highlight violations of human rights and particularly against women.



To this end, the Greek League for Women's Rights held a colloquium on 18 December 1997. Experts in the field (government ministers and MPs from all political parties, university faculty members, etc.) took part in this colloquium.

Seminars and conferences were organised by government agencies and NGOs.

The Ministry of Defence published a Charter of Human Rights that includes women's human rights issues.

### *War and Peace*

To strengthen women's position of full participation in times of war and peace alike. To create a Peace and Development Institute, which is also a strong demand by women's organisations.

### *The Law*

Greece actively participated in and fully supported the adoption of the Convention on International Criminal Law in Rome (15 June-18 July 1997).

The European Court's decision in the case of Ms Loisdou vs the Turkish-Cypriot regime in Cyprus regarding the use of her family's landed property rights in the occupied territories of Cyprus.

### **Greek legislation**

1. The foundation for the legislative framework in effect today in Greece regarding the elimination of all forms of discrimination against women was laid by the Constitution of 1975 which stipulates that Greek men and women are equal before the law and have equal rights and obligations.

Starting from this Constitutional principle, important laws have been passed since 1981 that affect the family, equality, labour relations and social security. These laws, within the framework of harmonising Greek legislation to reflect international conventions and Community directives and recommendations, have brought about a significant improvement in the status of Greek women in the society. Positive measures were taken at the same time which contributed considerably to this improvement. But the equality which is expressly recognised in the Greek Constitution has not yet become substantial.

Prejudices and socio-economic conditions that are unfavourable to women are stronger factors than the legal equality laid down by the Constitution. In this regard, article 116 para. 2 of the Constitution played a contributing role, as it permits divergences from equality, i.e. reduced equality, the interpretation of which is applied to women.

The abolition of this clause and the introduction of a new one into the Constitution that would permit positive measures are considered necessary steps in achieving real equality, until such time as it is won. When substantial equality has been won in practice, these measures will be meaningless.

This demand does not constitute discrimination in favour of women, i.e. an exception to equality, but a more essential realisation of true equality, a demand that is not based on biological or other gender-based differences. Such a thing could constitute the pretext for excluding women from various professions and activities and restricting them to their traditional role as mother and housewife. In reality, the purpose of affirmative actions in favour of women is to break the vicious circle that excludes women from certain jobs. The method of using positive discrimination in favour of a group of persons who have suffered adverse discriminatory treatment has been applied in the legislation and case law of some states with respect to the treatment of ethnic and racial minorities, workers in public education, etc. and has contributed to the general evolution of substantial equality. Positive measures have already been introduced into our own legal system more generally and in particular for women.

#### *Revision of the Greek Constitution*

##### Parliamentary Decision

In 1998, in the context of its responsibilities for reviewing the Constitution, the Parliament of the Hellenes decided in two ballots to amend article 116 para. 2 of the Constitution in accordance with a proposal by 58 MPs.

This proposal coincides with the one submitted by women's organisations and reads as follows: "When gender equality was instituted in 1975 in article 4 para 2 of the Constitution, a transitional period lasting until 31.12.1982 was specified in article 116 (para. 1) and at the same time for the legislation to be adjusted, and a clause was included in paragraph 2 by which 'divergences' were permitted from the principle of equality 'for serious reasons in cases stipulated specifically by the law'. These divergences would supposedly be permitted to operate in favour of women, but in reality they frequently worked to their detriment, despite the restrictive interventions of the courts. In every case today, given the guarantee of equality based on the Constitution and on the legislation, and given the obligations deriving from international conventions (UN, Council of Europe, EU), it is not conceivable for 'divergences' from the principle of equality to be accepted; on the contrary, positive measures must be taken to promote equality between women and men.

"For these reasons, it is necessary to revise article 116, para. 2 so that by eliminating the 'divergences', provision is made solely for the possibility of occasional positive measures to be taken in the direction necessary for the true application of the principle of equality. It is self-evident that measures protecting motherhood do not constitute gender-based discrimination."

In order to finalise this Constitutional change it must be approved by the next Parliament, which will have the right to review the Constitution.

At the same time as the legislation, case law in Greece in recent years can also show rulings that respect the principle of equality.

These modern tendencies in theory and in international case law were recently noted by the Council of State in its decision 6275/1995 on the occasion of its judgement of the constitutionality of the legal provision that stipulates that for any government service council to be lawfully constituted, it must necessarily have at least one woman serving on it. This provision was instituted in 1992 by law 2085 and abolished in 1994 by L. 2190. The Court in this case upheld the law regarding positive, corrective measures in favour of women, for a certain period of time, until a true equality between men and women was established, given the discriminatory treatment to the detriment of women in the past.

On the contrary, quotas against women, i.e. those that restrict their entrance into certain professions, are unconstitutional, unless the law refers to the existence of specific extraordinary reasons with respect to specialised activities in which gender plays a decisive role. Thus administrative acts were invalidated on the basis of which women were not admitted to the Police Academy (even though they had a high level of success in the examinations), because the maximum percentage of women had been met. This means that the law cannot determine the maximum restrictive level for the admission of women to certain professions, but that men and women will both take part in competitions, and their names will be posted on a common list in order of their success, and they will be taken on in that order, irrespective of gender (decision 1917-1929/1988). The same holds for the percentage of men admitted annually to the School of Nursing Officers. Consequently, the court did not concern itself with problems related solely to the admission of women, but also dealt with the admission of men to certain types of professions.

In conclusion, the Council of State recognised that such social prejudices exist today that “the principle of formal equality may end up being equality in name only, while in essence, the existing inequitable situation is consolidated and perpetuated”. For this reason, according to the supreme administrative court of Greece, the “taking of positive measures in favour of women, to the degree that these measures aim to hasten the establishment of true equality between men and women” until substantial equality is achieved, does not contravene the Constitution. On the contrary, measures against women contravene the Constitution in principle because they are against true equality.

These positions which are the best possible ones on the basis of the present provisions of our Constitution, could be further improved when article 116.2 of the Constitution is finally amended.

In this way, women in Greece will be entitled to reject and denounce judicially all inequities provided in the law and enforced by the government to their detriment, and to request their proportional participation in decision-making processes and substantially equal treatment in the workplace.

In addition, apart from article 116 para. 2, a proposal was made to review article 31 which states that anyone who has been a Greek citizen for at least five years and whose father is of Greek origin may be elected to the office of President of the Republic. The proposal is to add the words "and mother".

## **10. WOMEN AND THE MEDIA**

### ***INTRODUCTION***

Full and substantial equality between women and men requires, in addition to changes in the legislative framework, a change in each person's attitude and viewpoint. It requires a qualitative intervention not only in the statutory framework of action, but also in the social awareness, behaviour and stance of the individual.

This change cannot be brought about in mechanistic ways or simply by passing a law to change the status of women in modern society. It is necessary to intervene in education at all levels and cultivate awareness of women's identity so that the stereotyped role of a second class citizen can be completely eliminated.

In modern society, the mass media, and especially radio and television, are among the most basic vehicles of educational stimuli. The pace and intensity of daily life and the lack of sufficient leisure time have contributed to making TV and radio today the chief means by which the public is entertained, educated, informed and influenced.

Apart from covering subjects that reflect prevailing social interests and viewpoints, radio and television must provide stimuli that will be catalytic in shaping new, modern, more just social attitudes such as that of the equality between men and women.

Programming as a whole, from all TV series and films to commercials, from entertainment programs to the reporting of current events, stereotyped gender roles are always reproduced. But despite the legal framework currently in effect and the provision of statutory measures, in practice the media continue to put forward the traditional view of women and to preserve stereotyped gender roles, thus contributing to their perpetuation. Women's organisations and the GSE have frequently objected to the way in which women are depicted.

### ***POLICY FRAMEWORK***

The General Secretariat for Equality (GSE), recognising the media's ideological role in combating prejudice and abolishing stereotyped roles for women and men, use the media to:

- Inform the citizens about statutory changes and legislative regulations in the field of gender equality.

- Influence the policy implemented by the media so that they will adapt to the social changes taking place in relation to gender equality and the new social roles of men and women.
- Raise public consciousness more generally on matters related to the equality of women and men.
- Promote the participation of women in all realms of social life.

It is within this framework that the GSE conducts its multilateral activities aiming to sensitise and inform public opinion more broadly by organising conferences, seminars, public debates, competitions, meetings, publications and exhibitions (GSE section with consciousness-raising and information activities 1987-1994).

### *EXISTING CONDITIONS*

In recent years, some progress has been made both in the realm of women being promoted to senior positions in the media, and in the way in which gender is portrayed in commercials and in programming, with the exception of certain programs on the private television channels. Some commercials on Greek television promote the change in gender image, depicting men sharing household duties and child raising, with a positive response from the public. There has also been considerable improvement in the number of women presenting the news and reporting, even in programs with political content and more generally in reporting political, social and athletic events.

A survey conducted by the Institute of Audio-visual Media (1997), regarding the status of the women creators in the audio-visual field in Greece, showed that public stations and channels have the most impressive percentage of women in the positions of director and producer. Thus, women producers on Hellenic Radio and Television (ERT) represent 58.3% of the total and indeed many hold senior positions (of a total of 76 production directors, 45 are women). On the contrary, among independent producers, the percentage of women falls to 13.5%. On ERT again, women directors represent 24% of the total against 11.3% of the general total. Apart from the quantitative survey, a questionnaire was drawn up which we addressed to 12 Greek women directors-producers to obtain their reflections and experiences.

Despite the appearance of a new generation of women creating films and television programs, it appears that women are more easily accepted as producers than as directors.

This survey was conducted on the occasion of the NIKI award (prize for television programs on women's topics) and of the conference "Changing images, changing attitudes" (Thessaloniki, 31 October – 1 November 1997). The Institute of Audio-visual Media is a research organisation specialising in audio-visual communication in Greece.

### **Action Plan of the General Secretariat for Equality**

To confront these phenomena more fully the GSE, in co-operation with other Ministries and agencies, has planned a 1999-2000 Action Plan as follows:

- A Code of Ethics be drafted which the owners of the mass media and journalists will commit themselves to observing.
- A representative from the GSE and from the women's movement take part in the National Electronic Media and Communications Committee (EEHME) and in any other organisation related to the mass media
- Women be promoted to managerial positions in state-owned radio and television
- An effort be made to support the cultural and linguistic particularities that tend to be suppressed in the media.
- News reporting and political analyses that usually ignore the female population should be re-focused.
- Human dignity and women's sexuality should be protected.
- The image projected by the media through stereotypes do not reflect the problems of modern working women and should be avoided.
- A Women's Watch should be set up to gather information and data in relation to women and the media

### **Activities of the General Secretariat for Equality (GSE)**

- Two advertising campaigns in the form of television spots were made in 1998. The first was about International Women's Day with the title "Myth or reality"; the second concerned the local and regional government elections and its purpose was to reinforce the participation of women in decision-making centres. These television spots were judged by the National Radio and Television Council to be social messages and were broadcast by all state-owned and private television channels.
- Television spot of the National Radio and Television Council, in conjunction with the GSE, on the question of discrimination against women.
- Production of printed matter: press releases, magazines, posters, exhibitions and reports, announcements at conferences, translations of printed matter from abroad. Publications for the schools in co-operation with the Greek Textbook Publishing Organisation (OEDB).
- The GSE, in co-operation with ERT S.A. and on the initiative of the European Commission in organising the NIKI awards, participated in a conference on the topic: "Changing Images, Changing Attitudes" (Thessaloniki, 1997)
- The Union of Greek Women (EGE) organised a colloquium on the topic: "Education and Mass Media in Greece and in Europe" 1997
- The Network of Women Elected to Local Government held a round table discussion entitled "The shaping of the political field by the Media. The status of women" at a conference on the topic "Women in the City" 1998. The General Secretariat for Equality organised a discussion with Greek women journalists on equality issues as part of the celebration of Women's Day, March 1998.

### **Basic Rules suggested for the Code of Ethics in Media**

- The media should establish the practice that women are to be employed in policy-making positions in proportion to their percentage of the labour force.
- The media should employ women who are sensitive to women's changing roles.
- Women in the media should be employed at all job levels, should receive equal pay for work of equal value, and should be given equal opportunities for training and promotion.
- The media should make a special effort to seek out news about women.
- The placement of news should be decided by subject matter, not by gender; wherever news about women is placed, it should be treated with the same respect and accuracy as news about men.
- Women's bodies should not be used in an exploitive way to add irrelevant sexual interest on any of the media.
- The public violation of a man's physical privacy violates the individual integrity of all women.
- Language should be used in conformity with gender issues and the decision to use a specific work should be subject to periodic review. Terms incorporating gender references should be avoided.
- Women's activities, organisations and NGOs should be treated with the same respect accorded to men's activities and organisations.
- The women's movement and women's conferences should be reported as seriously as those of any other civil rights movement.

### **PUBLICATIONS OF GSE**

#### 1995-1996 Publications

- 1) National Report of Greece (in Greek)
- 2) National Report of Greece (in English)
- 3) CEDAW (in Greek)
- 4) Fourth World Conference of the United Nations on Women, Beijing, 15 September 1995 (pamphlet)
- 5) Education and gender  
Special bibliography
- 6) Conference Proceedings – Colloquium on Women's Day

#### 1995-1996 Conferences

- 1) Colloquium on Women's Day, 8 April 1995  
Title "The future unites us. Women discuss"  
(Program, folders, stickers, poster)
- 2) Conference 4-5 December 1995  
Council of Greeks Abroad



- Forum of Greeks Abroad  
(Folder, program, poster, sticker)
- 3) Conference  
Developing Women's Entrepreneurship  
Creation of the Network of self-employment Initiatives  
Athens 16-17 March 1995. Titania Hotel  
NOW Program  
GSE and the Research Centre for Equality (RCE)  
*(Folder, program, stickers, poster, file with all the programs)*

#### 1995 - 1996 RCE Publications

- 1) Main Pamphlet (RCE)  
2) Pamphlet (NOW programme)  
Unit for informing women about employment and vocational training matters  
3) Pamphlet  
NOW programme  
Information Unit for analysing women's employment and vocational training

#### 1996-1997 Publications

- 1) CEDAW (English)  
2) Pamphlet about Violence in the Home (re-issued)  
3) Women and Social Policy  
Collected provisions from labour law and social security law

#### 1996-1997 Conferences

- 1) Colloquium: 4<sup>th</sup> World UN World Conference on Women  
Zappeio Conference Hall  
6 March 1996  
Folder, programme, sticker)  
2) Colloquium: Social dialogue – the Women's Dimension  
Athens, July 1997  
(Folder + programme)  
3) Meeting of women journalists

#### 1996 - 1997 RCE Publications

- 1) Main RCE pamphlet (re-issued)  
2) New Pamphlet on the NOW programme  
Documentation unit for women's employment and vocational training  
3) NOW pamphlet (re-issued)  
Information Unit for Women on issues of employment and vocational training

### 1997-1998 Publications

- 1) National Report of Greece (reprinted in Greek)
- 2) National Report of Greece (reprinted in English)
- 3) CEDAW (reprinted in Greek)
- 4) CEDAW (reprinted in English)
- 5) Library Pamphlet  
New acquisitions

### 1997-1998 Conferences

- 1) Education and gender  
New Technologies  
28-29 March 1998  
Thessaloniki  
RCE – GSE  
(Invitation, programme, folder, sticker)

### 1998 RCE Publications

- 1) “Women in search of work”, directory of REDA (Italy, France, Spain, Greece)
- 2) Video and Brochures on Art and Multicultural Education

### 1998-1999 Publications

- 1) CEDAW reprinted in Greek, 1<sup>st</sup> Report
- 2) CEDAW reprinted in English 1<sup>st</sup> Report
- 3) Publication of the presentation of the 2<sup>nd</sup> and 3<sup>rd</sup> National Report of Greece  
(text + questionnaire) in English

### 1999 RCE Publications

Education - Women and New Technologies

### GSE TV Campaigns

- 1) TV Spot about the municipal elections - 1998  
Participation of women in the municipal and regional levels of local government
- 2) TV Spot on Equality - Myth or Reality - International Women's Day 1998
- 3) TV Spot on European Elections 1999

## **11. WOMEN AND THE ENVIRONMENT**

Environmental concerns are critical to the future of our urban communities. One of our main concerns is to integrate gender with the concept of “sustainable development” and the environmental concerns of economic and social equity.

There is a need for management approaches and mechanisms in order to achieve sustainable development.

To promote social integration in collaboration with local authorities and non-governmental organisations (NGOs), we should prohibit all discriminatory practices related to shelter, employment and access to social, economic and cultural facilities.

International co-operation is necessary in promoting sustainable human settlements.

Developments in areas such as: women and land use, women in environmental protection and management, and the rehabilitation and conservation of cultural and historical heritage are promoting more women into top policy-making positions.

### ***GSE ACTIONS***

Actions by the General Secretariat for Equality aim at mainstreaming a gender equality perspective into the state’s policies, actions and practices, and promoting the women’s dimension in the hitherto unilateral development of housing, settlements and regions.

In their daily lives, women play multiple roles (in the family, in raising children, in the care of persons incapable of looking after themselves, in the labour force, etc.). The result of these multiple roles and the hardships they encounter every day is to make their lives more difficult.

GSE, within the context of the actions and aims of Habitat II, has drawn up the following action framework:

a. Making a complete record of the problems encountered by women in their daily lives and in their relationships and functions in the home and neighbourhood, in access to specific facilities in the city or lack of same, in raising their children alone, and in the lack of structures for bringing up children.

- b. Formulating well thought-out proposals and solutions for the development and creation of humane settlements, and supportive facilities, as well as for structural interventions in those already existing.
- c. The GSE in close co-operation with the competent services of the Ministry of the Environment, Physical Planning, and Public Works, the Ministry of Health and Welfare, and prefectural and local government, is drafting concrete programs and actions in the directions set out in paragraphs a. and b. above.
- d. The GSE regards co-operation with prefectural and local government as being especially important since the latter have direct knowledge of the problems of women in the local society, and joint action will be more effective in solving these problems. With this thought in mind, the GSE proposes that it present to the Conference of the Habitat II Committee and to the Central Union of Municipalities and Communities of Greece (KEDKE) a comprehensive plan of proposals and action for formulating a housing and development policy with a women's dimension.
- e. The GSE aims to contribute to the Hellenisation and popularisation of the terms Habitat Agenda and the Declaration of Istanbul. Also, it will publish information bulletins about the necessity of taking women's needs and demands into account in ensuring humane cities.
- f. The GSE plans to create brief television spots which, in a simple and intelligent way, will pass on messages about the issues and collective action of the Habitat Committee. Also, for the information of the public, discussions be held on television that will set out the issues in a simple and comprehensible way.
- g. The GSE could present positive interventions in the life of the city, province and community through the creation of agro-tourism co-operatives.
- h. The GSE, in conjunction with the EU, UN and other international organisations, proposes joint action to promote sustainable development.

### ***THE HABITAT AGENDA***

Within the framework of the program drafted by the National Committee for the Sustainable Development of Communities and Homes (Habitat II) and with the responsibility of the Directorate for Development and Housing Policy (of the Ministry of the Environment, Physical Planning, and Public Works), a pilot project is being conducted in 15 representative local governments with the aim of drawing up and implementing Comprehensive Local Action Plans in accordance with the guidelines and principles of the Habitat Agenda that are focused inductively on the following issues:

- Reducing urban poverty and creating jobs.
- Urban environment and health.
- Preparedness to deal with natural disasters.
- Access to land and housing, especially for financially weaker social groups.
- Ensuring environmental and energy efficiency.

The main principle for ensuring the successful promotion of the project in every municipality is to mobilise all the organisations involved. Special emphasis will be given to the participation of the citizens, mainly women and young people. We hope that by 2001, when a report will be submitted regarding the implementation of the Habitat Agenda five years after the World Conference in Istanbul (Istanbul + Five), we will be in a position to present concrete positive results from the involvement of women in the effort to make our cities and communities sustainable, equal before the law, healthy and safe.

Another very important field in which initiatives have been developed by women's organisations will be the dissemination of the results of this project and its contribution to shaping the new behaviour and consumption models that are necessary to confront the problems arising today in our cities and communities.

### **International Conventions and their implementation**

The international community has endorsed several plans of action and conventions for the full, equal and beneficial integration of women in development activities, in particular the Nairobi Forward-Looking Strategies for the Advancement of Women, which emphasise women's participation in national and international ecosystem management and control of environmental degradation.

Several conventions, including the Convention on the Elimination of All Forms of Discrimination against Women and ILO and UNESCO conventions have been adapted to eliminate gender-based discrimination and to ensure women access to land and other resources, to education, and to secure an equal employment.

Effective implementation of these programs will depend on women's active involvement in economic and political decision-making and will be critical to the successful implementation of Agenda 2000.

### **International co-operation – participation**

Habitat II – UN (Istanbul 3-4 June 1996)

WEDO: Women's Environment and Development Organisation

a. The WEB: An environmental and development collaboration

b. Second World Women's Congress for a Healthy Planet

EUROPEAN CHAPTER

Moving towards a gender-conscious city

Proposition for a European Charter for Women in the City (National Technical University of Athens, Praxis, European Commission)

THE NEW ATHENS CHAPTER: 28-31.5.98 Athens

International meeting, Municipality of Athens

IEKEM, TEE, EDEM

(Technological Chamber of Athens (TEE) , Centre for Vocational Training, Union of Graduate Women Engineers)

Within the framework of the Fourth Medium-Term Project, a European Conference was held on the theme: "Women Engineering Graduates facing the Challenges of Employment and Training" in Athens, 20-21 July 1997.

TEE – Women's Department

The Network of Women Elected to Local Government organised a conference focused on women and the city

NGOs such as International Soroptimist have a strong program for the Habitat Agenda.

### **Conservation Volunteers**

We encourage the renewed interest in voluntarism in an effort to deal with environmental problems. It is a non-profit, non-governmental organisation promoting conservation work and intercultural exchanges between young people from all over the world (pilot program: Kea, Tinos, Arta) with the co-operation of the Ministry of the Environment, Physical Planning and Public Works and the local government authorities.

## 12. THE GIRL CHILD

By virtue of Law 2101/1992, Greece ratified the International Convention on the Rights of the Child. This convention entered into force in Greece on 10 June 1993. According to article 44, para 1 of this convention, the signatories are obliged to submit reports about the measures that have been taken to enforce it within two years of its entry into force, and from then on, every five years.

The family in the form of a conjugal family constitutes first of all the object of constitutional protection (article 21 para 1). The more particular form of the lawful family is an equivalent conjugal family, which is inferred in article 4 para 2S, as a specialisation of the principle of gender equality. Article 21 para 1 subpara S places under the protection of the state not only the family and marriage, but also maternity and childhood, without distinguishing between the maternity of married and unmarried mothers, or between children born within marriage and children born outside marriage.

Within the constitutional framework set out above, the family is regulated in the Civil Code as an institution of Family Law, with the guideline being the principle of gender equality that was introduced into Family Law by L. 1329/83. This principle governs both the relations between the spouses and parent-child relations.

Regarding parent-child relations in particular, L. 1329/1983 introduced a basic innovation: it abolished "paternal power" and replaced it with "parental care", which is exercised jointly by both parents, with the interests of the child in mind.

The provisions of CC 1518 para 2 and 3, which define the content of the term custody of children, are also of particular significance. "In raising the child, the parents support it, without gender discrimination, so it may develop as a responsible person with a social conscience." In children's education and vocational training, parents take into account the child's abilities and personal inclinations. In addition, the CC 1511 para 3 states that "According to the maturity of the child, his opinion should be sought before any decision is made under parental care that concerns his interests."

The new family law regulations abolished the adverse treatment of the child born out of wedlock that was enshrined in the previous legislation.

Apart from the above Constitutional precepts on gender equality, the Constitution of 1975 stipulates that "all Greeks have the right to free education..." without gender distinction. Also that "the state looks after the health of the citizens and takes special measures for the protection of youth"

without any gender distinction. And finally that “work constitutes a right that comes under the protection of the state.”

Greek legislation in its main provisions treats males and females on an equal basis from the moment of their birth. But it does not ignore the fact that each sex has its own particularities according to age, which require special protection.

### ***VIOLENCE AGAINST WOMEN AND GIRLS***

Regarding violence against women and girls, under criminal law about curbing the sexual exploitation of women, whether they are minors or adults, there are a number of provisions and especially in the chapter “Crimes against Sexual Freedom and Crimes of Economic Exploitation of Sexual Life”. Under these provisions, which foresee not only imprisonment but also cash fines, the following are punishable:

Facilitating the debauchery of others (article 348 Penal Code)  
Procuring (article 349 PC)  
Living off the earnings of a prostitute (article 350 PC)  
The white slave trade (article 351 PC)

Regarding the phenomenon of pederasty in Greece, the Penal Code punishes:

The seduction of a minor (article 339)  
The abuse of children by indecent acts (article 342)  
Incest (article 345)  
Indecent acts between related persons (article 346)  
Unnatural lewdity (article 347).

The General Secretariat for Equality collaborates with the competent ministries and agencies to deal with the phenomenon of violence against women and girls. To address the problem of forced prostitution and the trafficking in women and girls with a view to sexual exploitation, it co-operates with the Ministry of Public Order in taking measures. Specifically, these measures are: the guarding of the frontiers, the distribution of relevant booklets in countries of origin, at the borders and in Greece, protection of women when they bring charges in cases of violence, Greece’s collaboration with the countries of origin of women who are victims of violence and between the relevant agencies in these countries and in ours.

### ***CHILD LABOUR***

#### **International Labour Agreements**

Law 1182/1981 ratified International Convention 138 “re the minimum age for entering employment”.



Legislative Decree 4215/1961 ratified International Convention 90 “re night work for children in industry”.

Law 1171/1981 ratified International Convention 77 “re medical examination of the capability of children and young persons for employment in industry”

Law 1173/1981 ratified International Convention 78 “re medical examination of the capability of children and young persons for engagement in industrial work”.

And finally, Law 1175/1981 ratified International Convention 124 “re the medical examination of the capability of young persons for engagement in underground employment in mines”.

### **Domestic Law**

Law 1837/1989 “On the protection of minors during employment and other provisions” refers to both sexes.

The provisions of this law are applicable to all forms of employment including the self-employment of minors. Minors, under this law, are taken to mean anyone who has not reached his or her 18<sup>th</sup> birthday.

According to this law, which lays down the terms and conditions for employing minors, minors who have not reached their 15<sup>th</sup> birthday are prohibited from being employed in any job whatsoever. Also it is not permitted to employ minors in hazardous, heavy or unhealthy work, as well as in work that may damage their mental health or generally hinder the free development of their personality.

This work is defined by decision of the Minister of Labour issued upon consultation with the Council of Health and Safety in the Workplace.

However, with permission from the Labour Inspectorate, it is permitted to employ minors who have not reached their 15<sup>th</sup> birthday in theatrical productions, musical performances or other artistic events, providing their bodily and mental health and morality are not harmed.

The same law provides that minors, before being employed for any work whatsoever, must attend extra-curricular vocational guidance programmes, which are developed and implemented by the Manpower Employment Organisation.

The same law defines the maximum working hours, remuneration and holidays, and the supplying of minors with a labour booklet; it determines what records employers of minors must keep and other matters relative to the employment and protection of minors.

And finally by Presidential Decree 62 “measures to protect young people at work” Greece harmonised its legislation with the provisions of Directive 94/33 EC “on the protection of young people at work”.

Despite the fact that Greek legislation guarantees the labour rights of minors, in many cases they do not enjoy these rights, but fall victim to exploitation in matters of working hours, working conditions and social security.

### ***EDUCATION***

Equality in education, as pointed out above, was enacted by the Constitution of 1975 and by individual legislative provisions.

Inequality today does not lie in the exclusion of girls from the various levels of education, but in the different options available to each sex. Educational and career options for pupils are determined by social stereotypes with the result that the educational and professional horizons of young women are limited.

According to data from 1995, there has been an increase in the percentage of girls who are studying in technical senior secondary schools and trade and technical schools, which shows a clear shift by girls toward new technologies and science.

The General Secretariat for Equality, in the belief that a significant role is played by educators in encouraging these options, organised pilot projects in co-operation with the Research Centre for Equality (RCE) and the Ministry of Education, in order to raise consciousness on gender equality issues among teachers in elementary and secondary education.

### ***HEALTH***

As declared in the chapter on Health, the state is responsible for the health of its citizens without gender discrimination. But women and girls present particularities in this realm which the state recognises and addresses.

With respect to reducing the number of pregnancy terminations, the Ministry of Health and Welfare shows particular sensitivity, and its goal is for a family planning centre to operate in every prefectural hospital, and for all health centres to provide similar services, with the simultaneous information by public health educational staff of the relevant group, attaching weight to contraception, sexually transmitted diseases, etc.

It is the task of family planning centres and health centres to inform the school population of their regions on matters of sexual education. These activities are carried out within the framework of talks at schools in collaboration with parents' associations.

## ***ACTIVITIES OF THE GENERAL SECRETARIAT FOR THE YOUNG GENERATION***

- Reinforcing the creation of structures for young people, especially Youth Organisation Networks. Five nation wide networks have already been set up: networks of environmental, cultural and human rights organisations, as well as organisations of town councils and for the European outlook.
- Nation wide communications campaign 1998-1999 with the central slogan “Together we can do anything”, with the use of advertisements in the press, radio and television messages, and the distribution of printed matter.
- Special Programme to Support Young People’s Initiatives: This is a programme to support youth activities, to provide an incentive to develop collective action.
- Establishment of a National Youth Council.
- Measures for the rights of children and young people.
- Broadcasting of a television message to inform children about the phenomenon of pederasty, in the form of cartoons the heroes of which are animals loved by children.
- National Watch on the Rights of Children and Young People.
- National campaign “Children First” within the framework of which all interventions to protect childhood are gathered together and systematised (“traffic light” children, child labour, child prostitution, etc.)
- Network of the Centres of Social Support for children and young people.
- Purging the legislation of anachronistic provisions.

### **Informing Young People**

- Panhellenic Public System of Information for Young People in co-operation with local agencies
- Programme for developing Information Centres for young people in the prefectural capitals
- Programme for developing Youth Info Points.

### **Leisure time – Culture**

- Programme of Cultural Encouragement. Pandora Programme. Many activities and programmes are included which supplement school life creatively such as: Panhellenic Student Art Contests, the Aegean, Child and City, Blue Rucksack, Youth and Theatre, Adopt and Protect, Network of Visual Arts Workshops, Musical Library, Discourse Analysis.
- Club 15-29: A large nation wide friendship and solidarity club addressed to young people who do not belong to organisations.
- Alternative tourism programmes such as “Youth and Mountains” and “Escape from the City”.
- Support for youth mobility in programmes such as “Youth for Europe” and “European Voluntary Service”

- International Youth Centre “Olympus”, the former GNTO campsite at Platamonas Pieria, which has space for up to 5000 visitors and now functions as a multiple activity centre for young people.
- Young People and Audio-visual Aids
- Children and Cinema
- Works by Young People such as the Biennale of Young Mediterranean Artists.

### **Reinforcing Young People’s Entrepreneurship**

- Support for young entrepreneurs and professionals by developing a network of “entrepreneurship mailboxes”

### **Activities to combat social exclusion**

- Workshop for creative occupation in incarceration circumstances.
- Legal aid: in co-operation with the Bar Associations of Athens and Thessaloniki, provides legal assistance to vulnerable groups of young people.
- Measures for young Gypsies
- Youth Centres.



**GREECE**

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**QUESTIONNAIRE**

**ON THE IMPLEMENTATION OF**

**THE BEIJING PLATFORM FOR ACTION**

**June 1999**

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**General Secretariat for Equality**

**Ministry of Interior, Public Administration and  
Decentralisation**

## **QUESTIONNAIRE**

### **Part One**

#### **Overview of trends in achieving gender equality and women's advancement in Greece**

##### *The current situation and general trends*

The status of women in Greece has improved in all sectors of social and economic life.

##### *Legal framework*

The general legal framework that guarantees women's rights is complete. Some regulations are required on special issues which are being studied and are mentioned in the National Report which we have submitted; they will limit the statutory obstacles that have been identified and will broaden women's rights in special matters.

##### *Access to economic resources and ownership*

On matters related to women's access to economic resources and to ownership, women and men enjoy the same rights. In Greece, parents can transfer ownership to any of their children, irrespective of gender.

With regard in particular to the question of housing, it is customary for girls to be preferred in order to house the family they will create after marriage. The index of home ownership in Greece is among the highest in Europe. The index of ownership of farm holdings is also very high and covers both sexes, although the area of individual holdings is small.

There is no obstacle to women's access to loans from banks and or from the funds of their professional associations. In addition, in the event of real estate ownership, it is very easy to float a loan from the banking system.

In Greece, 19.4% of women are self-employed or employers. Women create enterprises in all sectors of the economy.

The policy of supporting women's entrepreneurship constitutes a basic focal point for improving the status of women in the economy and combating unemployment among women.

##### *Participation in the labour market*

The participation of women in the labour force is increasing constantly. Employment now constitutes part of women's life model and is not occasional. Even after childbirth, no trend is observed to abandoning employment and returning to the home.

During the period in question, the following major changes can be observed in respect to women's employment:

- the increased participation of women in the labour force.
- the increase in the number of women working.
- the decline of unemployment among women in 1997, after it had increased significantly between 1993 and 1996.
- the growing participation of women in the tertiary sector and the reduction of their employment in industry.
- after 15 years a slight rise in the number of women employed in agriculture.
- the improved educational level of economically active women.
- the increased employment of women in all growing professional categories at a faster rate than men.

But the economic and social circumstances have resulted in the increased supply of labour among women not being absorbed by the labour market. Thus, one out of three women enters the labour force as unemployed. Despite this, 75% of new jobs are filled by women. One of the measures implemented to combat unemployment among women is the higher subsidy given to employers for hiring unemployed women. Also, from 1990 on, a measure will go into effect determining quotas in vocational training programmes (each sex will participate according to its percentage of unemployed persons or of the target group to which the action is directed).

Women did not improve their share of senior management positions, and women's earnings continue to be lower than men's.

Two surveys are being conducted by the RCE on these two important issues, in order to recommend policy measures to improve the status of women and limit the division of the labour market along gender lines.

#### *Combating violence against women*

In its program of action up to the year 2000, the General Secretariat for Equality has established the following priorities in studying and addressing violence against women. In this regard, a committee has been set up which consists of various associates, university faculty members, experts, representatives from the Ministries of the Interior, Justice, Public Order, and Health and Welfare, and representatives from NGOs. The task of the committee is to study the existing legislative framework and to submit proposals for improving it.

#### Legislative Regulations

By the end of 1999 it is expected that special provisions will have been drawn up to fill in the gaps in the legislative regulations regarding forms of violence against women. This task will be carried out in cooperation with the Ministry of Justice.

#### Social Infrastructure

By the end of 2000, it is expected that the existing infrastructure in the Prefecture of Attica and Piraeus will have been upgraded and expanded with new buildings, specialised personnel and the provision of 24-hour services.



This expansion was deemed necessary because incidents of women victims of forced prostitution need to be dealt with immediately, and special support is required for the victims of family violence who usually go to the Centre for Battered Women.

This expansion includes setting up units to support and protect women who are the victims of violence in Thessaloniki, Patras, Volos and Herakleio. The units will be set up in cooperation with the Research Centre for Equality (RCE) using national and Community funds. In particular for Thessaloniki, a pilot program is being established in collaboration with the Ministry of Northern Greece, local government authorities at the municipal/community and regional level, and the other services involved (hospitals, the forensic service, police, and the Bar Association of Thessaloniki); it will include:

- A centre for women victims of violence
- A telephone hotline (four digits) staffed with specialised multilingual counselling personnel on a 24-hour basis.
- Shelter for providing immediate help and accommodation for 20-25 women who are victims of violence, together with their children.

#### Informing and Sensitising Public Opinion

Regional Equality Centres are being created in Greece's thirteen regions; their responsibilities include support for women who are victims of violence.

The General Secretariat for Equality (GSE) funds and cooperates with women's organisations which, in the framework of the Community Initiative DAPHNE, implement programs that include:

- a) Informing and sensitising public opinion.
- b) Providing education, consciousness raising and information to police and judges who are concerned with violence issues.
- c) Conducting research on the attitudes and viewpoints of the population about women refugees and their sexual exploitation.
- d) Providing information to refugee women.
- e) Creating a network of women's organisations to develop appropriate policies and to exchange experiences and practices.

Also, within the context of the European program ARIADNE, the General Secretariat for Equality in collaboration with the Ministry of Public Order and women's organisations organised a seminar in order to sensitise police personnel working on issues of violence and the sexual exploitation of women.

#### *Social exclusion*

The social rights to employment, health, housing, education, a dignified old age and more generally to a decent life free of racial and sexual discrimination are guaranteed by the adoption and implementation of analogous policies, while the institution of additional measures aims at the social integration of groups of women who are facing specific problems.

Combating poverty and social exclusion among groups of women is being dealt with by actions aiming to:

- Help women to become reintegrated into economic and social life.
- Assist unemployed women to enter the labour market.
- Improve equality of opportunities as regards access to employment and vocational training.
- Provide allowances, goods and services to guarantee respect for human dignity and to mitigate extreme poverty.
- Ensure minimum assistance in matters of illness and care.
- Create the structures and machinery to support the above groups.

Throughout the period being examined, integrated interventions are being carried out, under the coordination of the Ministry of Labour, to combat exclusion from the labour market. These actions support the following population groups:

- persons with physical or mental disabilities
- refugees, migrants, repatriates and persons with different cultural or religious background
- prisoners, released prisoners and juvenile delinquents
- heads of single-parent families
- persons living in remote mountainous or island regions
- former users of dependence-inducing substances.

During the period 1998-99, the Research Centre for Equality, with funding from national and Community sources, set up Intervention Units to deal with the social exclusion of women on a nationwide level, by:

- Broadening the activities of existing units (Athens, Patras, Thessaloniki).
- Creating new structures, parallel to existing ones in Volos and Herakleio
- Exploring alternative/flexible forms of organising structures to provide additional support services through the experimental operation of mobile units in the regions of Northern Greece and Crete
- Staffing with specialised professional personnel for women belonging to the target population groups
- Developing methodology and specialised instruments for the aforementioned population groups
- Networking human resources on a local, regional and national level, in order to create broader partnerships to undertake coordinated, integrated interventions to combat exclusion from the labour market.

## Part Two

### Financial and institutional measures

#### *Instituting mechanisms – Mainstreaming gender equality in all policies*

The main mechanisms used for the advancement of women are:

1. Mainstreaming equal opportunity policy
2. Institutional interventions and strengthening mechanisms for promoting gender equality and equal opportunities.

#### *Mainstreaming*

The main aim of the General Secretariat for Equality (GSE) is to mainstream gender equality and equal opportunity perspectives in bills, laws and decisions of an administrative nature.

The GSE is developing a two-year experimental programme on mainstreaming a gender perspective into all policies and government planning, with the main actions consisting of:

#### Legislative-Administrative measures

- Institution of a National Advisory Committee on Gender Equality, with the participation of representatives from women's organisations, the social partners, and experts on gender issues, and of representatives of women elected to organs; its task would be to propose policies to GSE.
- Setting up an inter-ministerial committee to mainstream the gender perspective into all policies.
- Creation of an inter-ministerial gender equality working-group, to plan competencies and appoint a responsible person in each Ministry.

#### Policy measures

- Educational programme for the aforementioned responsible persons.
- Training programme for GSE personnel in coordinating and monitoring the operation of the inter-ministerial gender equality group and the regional equality offices.
- Preparation of a special comprehensive programme of action to mainstream the equality perspective in the planning of all government policies; it will constitute part of the National Programme of Action on Gender Equality 2001-2006.

#### Institution of new Administrative mechanisms

The new institutions that have been created and those that have been reactivated are as follows:

- Equality offices in the ministries or empowerment of the already existing offices, e.g. Ministries of National Economy, Labour and Social Insurance.
- Equality offices at the local government level (municipal and prefectural) as centres to provide women with support, information and protection.
- Prefectural Equality Committees which are composed of representatives from NGOs

and from the social and productive sectors.

- Research Centre for Equality in Athens under the supervision of the GSE. Regional structure: Thessaloniki, Volos, Patras and Crete.

### *Policy funding*

Mainstreaming of the gender and equal opportunity perspective into all policies that are planned and implemented by all Ministries is the main goal of GSE.

- Within the framework of the National Action Plan for Employment (NAP), activities have been scheduled to promote women's employment, reduce inequality in the labour market and combat social exclusion.
- The General Secretariat for Equality submitted 13 NAP proposals to the Ministry of Labour for the year 1999, concerning policy plans for each Prefecture.
- The proposed actions attempt to mainstream a gender perspective into the first three directions of NAP 1999. As for the fourth direction, which concerns equal opportunities, concrete policy measures are proposed.

**ANNEX I**

<b><i>Critical Areas of Concern</i></b>	<b><i>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</i></b>	<b><i>Examples of obstacles encountered/ lessons learned</i></b>	<b><i>Commitment to further action / new initiatives</i></b>	<b><i>Other</i></b>
1. Women and poverty	<p>1. The Research Centre for Equality (RCE), the agency supervised by the General Secretary for Equality (GSE), created central and regional structures to support women's employment. These Units have served as a model to the development of other's Organisations related structures throughout the country. At this moment RCE broadens its activities by creating the Intervention Units for Socially Excluded Women, on the national level.</p> <p>2. Conduct of research on the possibility of intervening in the Metaxourgeio (Athens) area and of assisting the social integration of Muslim and Gypsy women.</p> <p>3. integrated interventions are being carried out, under the co-ordination of the Ministry of Labour, to combat exclusion from the labour market. These actions support the following population groups:</p>		<p>1. Integration of the project in the National Action Plan for Employment 1999.</p> <p>2. Application of the research results by carrying out:</p> <p>a) pilot project for social integration of Muslim and Gypsy women in the Metaxourgeio area.</p> <p>b) Programme of social support for women</p> <p>c) Creation of an intercultural Centre for Creative Activities of Children (CCAC).</p> <p>3. From 1999 on, according to the National Action Plan for Employment, the number of women taking part in the policy actions to combat social exclusion, will be equal to their share in the unemployed (this year 61%) or in the other target</p>	

	<p>Subprogram 1: persons with physical or mental disabilities</p> <p>Subprogram 2: refugees, migrants, repatriates and persons with different cultural or religious background</p> <p>Subprogram 3: prisoners, released prisoners and juvenile delinquents, heads of single-parent families, persons living in remote mountainous or island regions, Former users of dependence-inducing substances.</p> <p>The integrated interventions include the following activities: preparation, special support actions, vocational training and assistance in entering the labour market. In the period 1994-1997, women beneficiaries of programs to combat social exclusion represented 45% of the total, and the figure was rising during that period.</p>		groups.	
2. Education and training of women	<p>1. Organisation of a European conference in co-operation with the Ministry of Education on the subject: "Education and Equality of Opportunities in the search for ways to promote gender equality in education."</p> <p>2. Consciousness-raising programme for</p>	2. & 3. Economic reasons prevent the achievement of certain types of activity frequently when large numbers of teachers, from all over Greece, are involved.	2. The GSE, knowing that the issue of inequality will be dealt with first at school, continues planning dynamic interventions in educational material, teachers, pupils and students. It is also planning to carry out a	Conference was organised on Women, Education and New Technologies in Thessaloniki.

	<p>educators on gender issues in 5 regions in the country. Programme carried out by RCE, GSE, and the Ministry of Education. In collaboration with university experts in equality issues, educational material was drawn up for the further education of teachers.</p> <p>3. Upon the proposal by teachers who took part in seminars, a consciousness-raising programme was held for teachers in active service in various parts of Greece that included the following actions:</p> <ul style="list-style-type: none"> <li>- Drafting interventionist non-sexist materials for educational use.</li> <li>- Holding two 3-day further education seminars to sensitise teachers</li> <li>- Experimental application to schools.</li> <li>- Holding 2-day presentations of the results of the educators' work, conclusions, proposals.</li> </ul> <p>4. Co-operation with Ministry of Education on entrepreneurship programme for women.</p>		<p>number of actions and initiatives such as :</p> <ul style="list-style-type: none"> <li>- Interventions in curricula, in kindergartens, in school textbooks, in the promotion of women's contribution to the society and science, removing anachronistic stereotypes in relation to gender roles.</li> <li>- Seminars for educators in elementary and secondary schools and promotion of international exchanges among teachers on equality themes.</li> </ul> <p><b><i>New initiatives</i></b></p> <ul style="list-style-type: none"> <li>• It is proposed that the Ministry of Education function as a model for the development of an experimental plan of action to introduce the gender equality perspective in planning its policies.</li> <li>• Pilot programs to sensitise educators to gender equality issues</li> <li>• Information campaigns on equality, reinforcing the</li> </ul>	
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			<p>orientation of girl pupils, emphasising the enlargement of their career choices to include the “hard” scientific and technical occupations.</p> <ul style="list-style-type: none"> <li>• Change of the content of curricula and books on all levels of education, in the direction of equality.</li> </ul>	
3. Women and health	<ol style="list-style-type: none"> <li>1. Training of family planning personnel at two education centres in Athens and Thessaloniki. This personnel staffs not only family planning centres, but also health centres, IKA clinics and advisory PIKPA centres, which offer family planning services and counselling. The development of such services has in recent years mitigated the problems due to the unequal distribution of FPCs on the Greek islands.</li> <li>2. The special drug therapy programme which operates in the framework of the anti-addiction unit “18 and Over”. Here women heroin addicts who had failed in the Unit’s mixed programme, women with small children, and girls who could not decide to take part in the mixed programme, were successfully integrated and assisted.</li> <li>3. Mobile Preventive Testing Units for cancer of the cervix, uterus and breast. In this way, an effort is being made to familiarise women from various social strata and different levels of</li> </ol>	<ol style="list-style-type: none"> <li>1. The completion of a significant network of family planning services took time for various reasons, such as the lack of trained personnel to staff the structures (obstetrician, midwife, social worker, health visitor) and the lack of appropriate premises.</li> <li>2. It is difficult to staff the structures because of both lack of funds and lack of specialised staff trained in deal with drug-dependent women. As part of the programme, an education seminar was held but others must follow. It is also</li> </ol>	<p><b>New initiatives</b></p> <p>It is proposed that the Ministry of Health function as a model for the development of an experimental plan of action to introduce the gender equality perspective in planning its policies</p>	



	<p>education with the idea of prevention. In co-operation with the prefecture, local government and women's organisations, women are informed about prevention issues and are taught self-examination methods.</p>	<p>necessary to expand the structures, so that drug-dependent women who address themselves to the programme are not put on the waiting list, from which there has proven to be a large percentage of regression into drug use.</p>		
<p>4. Violence against women</p>	<p>Information and sensitisation seminars for judges and the police who deal with cases of violence against women have produced personnel specialised in the field, who not only deal with victims of violence against women with knowledge and sensitivity, but they have also developed significant capabilities of collaborating with other co-responsible government and non-governmental organisations in handling such cases.</p>	<p>There is a need to continue training and to keep up the number of people being trained. Need to extend the seminars to police officers who serve as duty officers in the local police stations given that it is they who come into direct contact with the victims, therefore they must be familiar with the subject and not to be subject to viewpoints stemming from the established ideology, stereotypes, the relevant myths, etc.</p>	<p><b><i>New initiatives</i></b></p> <ul style="list-style-type: none"> <li>• <b>Legislative measures:</b> Immediate creation of a Committee of Legal Experts to submit proposals for the revision of the Civil and Penal Code</li> </ul> <p><b>Policy measures:</b></p> <ul style="list-style-type: none"> <li>• Creation of a telephone hot-line for victims of violence</li> <li>• Creation of a new centre for battered women in Piraeus</li> <li>• Creation of shelters-</li> </ul>	

			<p>hostels in collaboration with local authorities</p> <p>Launching the European information campaign in Greece to raise consciousness about violence against women</p>	
5. Women and armed conflict	<p>Actions have been taken by NGO's, women's organisations and research centres to support refugees and reduce military expenditures.</p> <p>Women's NGO's for the promotion of a peace culture, require minimum structures and funding which will allow them to acquire knowledge and develop their activities.</p> <p>The Greek Government has elaborated and forwarded through the Parliament a law to encourage and support NGO's to be active in areas of armed conflict and post-war conditions.</p> <p>Greece has been receiving thousands of migrants and refugees for the last ten years from Eastern Europe, the Balkans, the Middle East and the Eastern Mediterranean. The Government is making efforts to provide shelter and to legalise their residence in Greece, under certain conditions.</p> <p>The Ministry of Labour is implementing actions to combat social exclusion, which include support and</p>			

	training for refugees, migrants, repatriates and persons with different cultural or religious background. In 1997 47% of the beneficiaries were women.			
6. Women and the economy	<p>1. The development of 18 supportive structures for women's employment and entrepreneurship <b>throughout the country</b>. These structures provide information and counselling support to unemployed and working women. Some of these units function in collaboration with local government.</p> <p>2. Creation and operation of Centres for the Creative Activities of Children (CCAC), in order to facilitate women to work or search for work. A pilot project was implemented in 8 regions of Greece. These Centres operate after school hours and host children from 5 to 12 years old.</p>	1. Lack of a legal framework and funding problems.	<p>1. Linking of these structures with the OAED Centres for the Promotion of Employment (CPE). Integration of the functioning of the Units into the Employment National Action Plan.</p> <p>2. Improvement of the existing CCACs and extension of the institution throughout the country. Parallel creation and improvement of existing child care facilities. Integration of these projects into the Employment National Action Plan – 100 new structures will be developed by the year 2001.</p> <p><b>ew initiatives</b></p> <p>ctions planned, related to women's work and role in the economy are as follows:</p> <p>Legislative measures</p> <ul style="list-style-type: none"> <li>• Collecting, amending, codifying, and</li> </ul>	

			<p>supplementing the legislation regarding gender equality in employment (L. 1414/84 and 1483/84) in order to harmonise it fully with Community law. By this process it will be attempted to address the problems arising during its implementation (procedures of violations in occupational social security systems, family allowances, parental leave with pay, etc.).</p> <ul style="list-style-type: none"><li>• Promotion of legislative regulations to protect the dignity of men and women in the workplace (See EU code of conduct, laws in France, Belgium and Luxembourg). The GSE participates in the Amendment Committee of Criminal Law.</li><li>• Promotion of balanced participation by women and men in government</li></ul>	
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			<p>councils, in order to eliminate indirect discrimination in promotions and in the assignment of responsible positions (Recommendation of EU Council of Ministers)</p> <ul style="list-style-type: none"><li>• Promotion of a legislative framework regarding positive actions in favour of gender under representation in the workplace in both the public and private sector (Amsterdam Treaty, article 141)</li><li>• Submission of a legislative regulation, for the harmonisation of Greek law to the (recent) European directive on the burden of proof.</li><li>• Participation in preparing a social security and pension bill in order to remove the discriminations between women and men in these</li></ul>	
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			<p>fields (e.g. transfer of women's social security rights with equal prerequisites, etc.)</p> <p>Policy measures</p> <ul style="list-style-type: none"><li>• Within the framework of the National Action Plan for Employment (NAP), activities have been scheduled to promote women's employment and reduce inequality in the labour market.</li><li>• The General Secretariat for Equality submitted 13 NAP proposals to the Ministry of Labour, for the year 1999, which refer to policy plans for each Prefecture.</li><li>• The proposed actions attempt to mainstream a gender perspective into the first three directions of NAP 1999. As for the fourth pillar, which refers to equal opportunities,</li></ul>	
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			<p>concrete policy measures are proposed. The intervention sectors and the measures are as follows:</p> <ul style="list-style-type: none"><li>• Affirmative actions in the programs for new jobs and for young free-lance professionals in favour of women.</li><li>• Coverage of these new jobs with 61% women, according to the share of women in the unemployed.</li><li>• Conduct of research on the status of women in businesses and on the inequality of earnings.</li><li>• Special further education programmes for functionaries of the GSE, regional equality centres, elected officials and functionaries of ministries on CSF issues, programs of public investments and mainstreaming programmes.</li></ul>	
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			<ul style="list-style-type: none"> <li>• Extend the institution of all-day kindergartens.</li> <li>• Planning and realisation of special programmes for businesswomen, programs for functionaries of trade union organisations and programs to recognise women's skills and upgrade their qualifications.</li> </ul>	
7. Women in power and decision-making	<ol style="list-style-type: none"> <li>1. Revision of the Constitution and the regulations for positive actions to guarantee the equal participation of women in decision-making processes.</li> <li>2. A media campaign to inform local public opinion about the importance of women's participation in decision-making and to shape voter attitudes towards and trust in female candidates.</li> <li>3. Sociological research into the obstacles faced by women in their career or participation in politics, trade unions and administration.</li> </ol>		<p><b><i>New initiatives</i></b></p> <p>Development of a two-year experimental programme to promote gender equality in decision-making processes. The main actions are:</p> <p>Legislative measures</p> <ul style="list-style-type: none"> <li>• Drafting provisions or bills to establish affirmative action in the procedure for electing representatives (determination of quota in the composition of ballots and electability of women at the local, prefectural and national level)</li> <li>• Preparation of a special comprehensive</li> </ul>	



			<p>programme of action to promote women to decision-making posts (2001-2006), to implement the Recommendation of the Council of Ministers in the light of the Paris programme of action, which will constitute part of the National Programme of Action on Gender Equality 2001-2006.</p> <p>Policy measures</p> <ul style="list-style-type: none"><li>• Campaign to raise public consciousness about the need to increase the participation of women in Parliament in the elections in 2000 and in government.</li><li>• Creation of a data bank on women leaders in political, social and economic life, to facilitate the placement of women in posts where decisions are made.</li></ul>	
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<p>8. Institutional mechanisms for the advancement of women</p>	<p>1. The new institutions that have been created and those that have been reactivated are as follows:</p> <ul style="list-style-type: none"> <li>- Equality offices in the ministries or empowerment of the already existing offices, e.g. Ministries of National Economy, Labour and Social Insurance.</li> <li>- Equality offices at the local government level (municipal and prefectural) as centres to provide women with support, information and protection.</li> <li>- Prefectural Equality Committees which are composed of representatives from NGO's and from the social and productive sectors.</li> <li>- Research Centre for Equality in Athens under the supervision of the GSE. Regional structure: Thessaloniki, Volos, Patras and Crete.</li> </ul>		<p>Regional Equality Centres will be created in 13 regions in Greece. They have already been set up in Northern Greece and Crete.</p> <p><b><i>New initiatives</i></b></p> <p>Institution of a National Advisory Committee on Gender Equality, with the participation of representatives from women's organisations, the social partners, and experts on gender issues, and of representatives of women elected to organs; its task would be to propose policies to GSE.</p>	
<p>9. Human rights of women</p>	<p>Mainstreaming a gender perspective into all activities.</p> <p>Integration of gender and human rights issues throughout government policy. The GSE is improving the structures of the national machinery by introducing policies to combat violence against women.</p> <p>Actions organised by other institutions and NGO's inviting gender experts to panel discussions and conferences The Ministry of Defence published a Charter of</p>		<p>The Ministry of Education is studying to add the subject Human Rights to the school curriculum.</p> <p>The creation of a Peace and Development Institute is planned, which is also a strong NGO demand.</p> <p>Parliamentary decision to revise the Constitution to remove remaining inequality provision.</p>	

	<p>Human Rights that includes women's human rights.</p>		<p><b><i>New initiatives</i></b></p> <p>Development of a two-year experimental programme mainstreaming a gender perspective into all policies and government planning, with the main actions being:</p> <p>Legislative-Administrative measures</p> <ul style="list-style-type: none"> <li>• Setting up an inter-ministerial committee to mainstream the gender perspective into all policies.</li> <li>• Creation of an inter-ministerial gender equality group, to plan competencies and appoint a responsible person in each Ministry.</li> </ul> <p>Policy measures</p> <ul style="list-style-type: none"> <li>• Educational programme for the aforementioned responsible persons.</li> <li>• Training programme for</li> </ul>	
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			<p>GSE personnel in coordinating and monitoring the operation of the inter-ministerial gender equality group and the regional equality offices.</p> <ul style="list-style-type: none"> <li>• Preparation of special comprehensive programme of action to mainstream the equality perspective in the planning of all government policies; it will constitute part of the National Programme of Action on Gender Equality 2001-2006.</li> </ul>	
10. Women and the media	<ol style="list-style-type: none"> <li>1. Actions for informing the public about changes in gender equality regulations and laws through the media.</li> <li>2. Actions to influence the policy implemented by the media so that they will adapt to the social changes taking place regarding gender equality and the new social roles of women and men.</li> <li>3. Actions to promote the participation of women in all realms of social life.</li> <li>4. Raise public consciousness on matters</li> </ol>	4. Obstacles: Small budget for specific actions	<p><b><i>New initiatives</i></b></p> <p>Legislative-Administrative measures</p> <ul style="list-style-type: none"> <li>• Participation of GSE on the Radio-Television Council.</li> <li>• Institution of an Equality Committee in the state media with a view to</li> </ul>	

	<p>related to gender equality by TV campaigns:</p> <p>GSE produced or disseminated the following TV spots:</p> <ul style="list-style-type: none"> <li>- Equality: myth or reality</li> <li>- Film about the municipal elections and Women's participation in the municipal and prefectural levels of government.</li> <li>- Film about the European elections.</li> </ul>		<p>promoting women employees to decision-making posts, to ensuring a gender equality viewpoint in programming, and to monitoring the image of the sexes in all programming.</p> <ul style="list-style-type: none"> <li>• Drawing up a Sensitivity Code urging better treatment of women in programming and discouraging sexism in language and behaviour.</li> </ul> <p>Policy Measures</p> <ul style="list-style-type: none"> <li>• Promoting the balanced participation of women and men on the Radio and Television Council and in the trade union organisations in the field of the press and electronic media.</li> <li>• Scheduling programmes about gender equality on the state-run media.</li> <li>• Institution of an award for</li> </ul>	
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			<p>non-sexist advertising in conjunction with advertising agencies.</p> <ul style="list-style-type: none"> <li>• Support for the Network of Greek Women Journalists.</li> </ul>	
11. Women and the environment	<p>Action by the General Secretariat for Equality aims at mainstreaming a gender equality perspective into all government policy, action and practices and promoting the women's dimension in the hitherto unilateral development of housing, settlements and regions.</p> <p>In the context of the actions and aims of Habitat II we are making a complete record of the problems encountered by women in their daily lives at home, in the neighbourhood, and in access to city facilities.</p>		<p><b><i>New initiatives</i></b></p> <p>It is proposed that the Ministry of the Environment function as a model for the development of an experimental plan of action to mainstream the gender perspective in the planning of its policies.</p>	

12. The girl child	<p>1. Violence: The GSE collaborates with ministries and agencies to deal with the phenomenon of violence against women and girls.</p> <p>2. Child labour: Law 1837/1989 refers to both sexes. Greek law is also harmonised with the directive 94/33 EC to protect young people at work</p> <p>3. Education: There has been an increase in the percentage of girls studying in technical and vocational schools, showing a clear shift toward new technologies and science.</p> <p>4. The GSE organised pilot projects in co-operation with the RCE and the Ministry of Education to raise consciousness on gender equality among educators.</p>			
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