



**Convention on the Elimination  
of All Forms of Discrimination  
against Women**

Distr.: General  
10 October 2006

Original: English

---

**Committee on the Elimination of Discrimination  
against Women**

**Pre-session working group**

**Thirty-seventh session**

15 January-2 February 2007

**Responses to the list of issues and questions with regard  
to the consideration of the sixth periodic report**

**Greece**



## General

1. The 6<sup>th</sup> National Periodic Report does not contain information relevant to articles 13, 15 and 16 of the Convention, because there is nothing new to report.

### Constitution, legislation and national machinery

#### 2. I. The term “positive measures” referred to in article 116 (2) of the Greek Constitution.

On 6 April 2001, the Greek Parliament completed the revision of the Constitution. Among the amendments adopted is one by which a constitutional provision allowing derogations from the constitutional gender equality principles was replaced by a provision on positive action. The amendment was adopted by an overwhelming majority (275 out of 280 votes). As a result, the new article 116(2) now reads as follows: *“Positive measures for the promotion of equality between men and women do not constitute gender discrimination. The State shall take measures to abolish inequalities which exist in practice, in particular those which are detrimental to women”*.

The amendment is, to a considerable extent, the result of a long campaign by Greek women’s non-governmental organizations. More particularly, the Hellenic League for Women’s Rights, in collaboration with the Marangopoulos Foundation for Human Rights and the General Secretariat for Gender Equality, organised panels with the participation of members of Parliament, members of the Greek Supreme Courts, academics and lawyers and wide coverage in the press. The wording of the new article 116(2) came as a result of these efforts and was inspired, as the panellists agreed in their lively debate, by Article 4(1) of the CEDAW, the Committee’s general recommendation no. 25 and article 141(4) European Community Treaty in conjunction with articles 2 and 3(2) EC Treaty.

**II. Implementation of article 116(2) of the Greek Constitution.** The provision of article 116(2) of the Constitution is implemented through specific positive measures to strengthen of the position of women in various sectors, such as employment and decision-making centres, where women are under-represented. Examples include:

- The legislative provision for a quota of at least one-third participation of each gender in electoral lists for the Prefectural and Municipal and Community elections (for details see question 11)
- Programmes of the General Secretariat for Gender Equality, implemented in the context of the Third Community Support Framework which either refer to women only (a) or aim at positive acts in favour of women (b):
  - (a) The project “Funding for the provision of integrated interventions in favour of women” belongs to the Operational Programme “Employment and Vocational Training 2000-2006”. It consists of the provision of mutually complemented services of specialized information, social support and counseling, actions of pre-training and training and promotion to employment. These actions are being implemented for the period 2004-2007 in the 13 Regions of the country, through 17 Action Plans, with a budget of 13 million Euros. Additionally, the General Secretariat for Gender Equality, in cooperation with the Greek Manpower Organization, in the context of this project, has committed

funds of 30 million Euro for the immediate integration of women to active employment, through especially designed actions aiming to deal with the special needs of unemployed women through the subsidization of new positions of employment, the subsidization of new self employed workers and experience placements. In particular, it is provided that the subsidization sum for each day of full employment for women is higher compared to the respective sum for employment of other categories of unemployed beneficiaries of the programme.

- (b) The project “Positive Actions in favour of Equality of Opportunity for Men and Women in Medium-small and Large Enterprises” also belongs to the Operational Programme “Employment and Vocational Training 2000-2006”. It aims at the implementation of positive actions in favour of women within enterprises, achieving equal participation of men and women in positions of responsibility and promoting of women within the hierarchical pyramid of the enterprise. Twenty enterprises participate in the first cycle of the project, which is in progress. They implement actions of training, education, counseling and awareness-raising, of a total cost of 2,596,440 Euros. In the second cycle of this project (of a total budget of 14,300,000) to be implemented in the period 2006-2008, the quota of private participation in the costs has been reduced to 25% (from 50%) and the actions available now include also teleworking, operation of daycare units for children and expansion of systems of certifying quality (ISO).
- A compulsory quota of 60% participation of women in all programmes implemented by the Greek Manpower Organization has been provided for.
- The Programme “Enhancing Women’s Entrepreneurship”, which belongs to the Operational Programme “Competitiveness” of the Ministry of Development, aims at the development, support and promotion of women’s entrepreneurship. It addresses women aged 21-55 years, who are interested in entrepreneurial activity, through new and viable small and very small enterprises in the sectors of processing, trade, services and tourism.

### **3. I. Legal remedies for alleged violations of the gender equality principle.**

- a. Control of constitutionality of laws. The constitutional gender equality principle [articles 4(2) and 116(2)] is a legal norm, which covers all fields and is binding for Greek authorities. All Greek courts review the constitutionality of statutes applicable to the case they hear and do not apply those they consider unconstitutional. [articles 93(4) and 87(2) of the Constitution]. Administrative acts of general applicability (decrees and ministerial decisions), which are issued under enabling statutory provisions, can be annulled by the Council of State (the Supreme Administrative Court), if they are considered contrary to the enabling statute, the Constitution, Community law or ratified international treaties or conventions (as the CEDAW).
- b. The right to judicial remedy and in general, legal protection. Breach of the principle of equality of treatment of men and women, as this is guaranteed by legislation, brings about nullity of judgment and produces the right to appeal for the victim of discrimination. In

Greece, according to article 87 of the Constitution, justice is administered by civil, criminal and administrative courts, by regular judges, who enjoy functional and personal independence.

Law 3488/2006, recently enacted in Parliament, on the “Implementation of equal treatment for men and women regarding access to employment, vocational training and career advancement, terms and conditions of work and other relevant provisions”, provides for better articulated legal protection for victims of discrimination on the grounds of gender in the field of employment, labour and occupation (article 12). In particular, all persons who consider themselves wronged by failure to apply the principle of equal treatment to them, even after the relationship in which the discrimination is alleged to have occurred has ended, have a right to legal protection as well as the right to appeal to the competent authorities, including the Greek Ombudsman, for the enforcement of obligations under the law.

- c. The right of implementing mediation procedures through the Greek Ombudsman. By this new law, already mentioned in paragraph a) of the present reply, the Greek Ombudsman is appointed as the independent authority competent for monitoring the implementation of the principle of equal treatment of men and women in employment and work in the private and public sector, as well as the authority competent for mediation between the complainant and the person alleged to have breached the principle. For the examination of complaints regarding breach of the principle in the private sector, cooperation of the Labour Inspectorate (SEPE) and the Greek Ombudsman is provided for.
- d. The right of appeal and intervention in favour of the victim by NGOs and trade unions. Trade unions, other legal entities and associations of persons (NGOs), who have a legitimate interest, according to their specified object, may appeal to the competent administrative or independent authorities on behalf of the victim or intervene for the defence of the victim. The consent of the victim is necessary. They may also intervene in favour of the victim before a court. These rights are recognized when there occurs a breach of the principle of equal opportunities for men and women in employment, labour and occupation.
- e. The right to legal information and advice. Apart from the right to an appeal, women victims of discrimination can contact operators established by the Greek State for the provision of legal information and support as well as intervention when, according to national, European and international legislation, there exists discrimination on the grounds of gender in any field. Such operators are the General Secretariat for Gender Equality (law 1558/1985), the Research Centre for Gender Equality (law 2266/1994), the Department of Gender Equality at the Ministry of Employment and the local labour inspectorates.

**II. Court cases.** In particular, as far as Greek jurisprudence is concerned, the Council of State (StE) after an appeal by interested women, has judged, with a series of decisions (see, inter alia StE 2905-9/2003, StE 1986-90/2005 about the provision for a 10% quota regarding the recruitment of women in the Border Guard Force), that setting a quota unfavourable towards women runs contrary to Articles 4 and 116 (2) of the Constitution.

**III. Administrative and other remedies.** The Ministry of National Defence has complied with the jurisprudence of the Council of State and the new provision of article 116, paragraph 2 of the

Constitution, introducing, through law 2913/2001, full equality for the candidates, regardless of sex, in all higher education military schools and the non-commissioned officers military schools of the armed forces. Also, law 3103/2003 abolished the previously existent quota regarding admission of women to Police Academies. Law 3113/2003 abolished a similar regulation regarding recruitment of women border guards, while law 3387/2005 abolished the 10% quota on the number of women entering the schools of the Fire Brigade's Fire Service Academy. Law 3448/2006 abolished the 15% quota regarding recruitment of women in the Municipal Police Force, also regulating recruitment by the (Municipal Police Force) of persons for whom there exists an annulling judgment which has the force of *res judicata*, by an administrative court.

4. Today, two years after the proclamation of the National Policy Priorities and Axes of Action for Gender Equality 2004-2008, we assess that more than 80% of the said programme has been realized. More specifically, the cohesive and integrated approach to gender equality issues, which has been adopted by the present government, has achieved:

- to connect gender equality issues to the national priorities of Greece (development, employment, education, social cohesion)
- to illustrate their role as a lever for economic growth and competitiveness for the economy and the enterprises
- to bring forward their european and international dimension in the interior of the country
- to promote modern instruments for the promotion of gender issues, such as the social dialogue, the role of enterprises and the dialogue with the civil society. There has been important infrastructure work in cooperation with employers' associations, enterprises and NGOs, which resulted in signing Protocols and Memoranda of Cooperation concerning a variety of issues (see questions 23,24). It also brought about their substantial updating and their support in important legislative initiatives and other activities of the State.
- to establish new mechanisms for their promotion, such as the National Committee for Equality between Men and Women (see question 5) and the Department of Gender Equality which is being created at the Greek Ombudsman. The establishment of the Greek Ombudsman as a Gender Equality Body, constitutes an important development. The Ombudsman is competent for monitoring the implementation of the principle of equal treatment of men and women in employment, labour and occupation in the public and –for the first time- private sector (by law 3488/2006 which incorporated Directive 73/2002/EC).
- to establish a new dynamic and innovative approach and mentality regarding gender equality in Greek society
- to promote for the first time and simultaneously important Bills for the elimination of all forms of violence against women (law 3386/2005 on issuing a residence and work permit to victims of trafficking, law 3488/2006 on protection from sexual harassment in access to employment and in the workplace, Bill on combating domestic violence) as well as equal opportunities for men and women in their employment, labour and occupation.

5. Article 8 of the new law on “Regulation of issues pertaining to the National Centre for Public Administration and Local Government and other matters pertaining to the competence of the Ministry of the Interior, Public Administration and Decentralization” which was voted for by the Parliament on 19 September 2006 (and hasn’t yet taken a number) establishes a National Committee for Equality between Men and Women as a permanent forum for social dialogue and dialogue with the civil society. The National Committee consists of the Minister of the Interior, Public Administration and Decentralization as the chairman, substituted, if need arises, by the Secretary General for Gender Equality, who is also a member of the Committee. Other members of the Committee are the Secretaries General of the co-competent Ministries, representatives of local government of the first and second levels, representatives of the Economic and Social Council, the social partners (employers’ associations and trade unions), NGOs active in the field of gender equality, as well as independent individuals of authority.

The Committee is designed to contribute to the formulation of national strategy for equality between women and men, the formulation of necessary policies and measures and the monitoring of their implementation, as well as the evaluation of their results. Responsible for the administrative, scientific and, generally, technical support of the Committee are the administrative units of the General Secretariat for Gender Equality.

6. The General Secretariat for Gender Equality, an organizational unit of the Ministry of the Interior, Public Administration and Decentralization, constitutes the national machinery/governmental body in the field of gender equality, competent for the formulation of relevant policies and measures in all sectors and fields, as well as for monitoring the implementation of these policies and measures.

The Parliamentary Committee for Equality and Human Rights is a permanent special committee of the Greek Parliament. Its object is the preparation of proposals for the optimisation of the implementation of the principle of gender quality and the protection of human rights by public administration. The General Secretariat for Gender Equality is called, at regular intervals, to a hearing before the Special Parliamentary Committee and informs the Committee about the work in progress.

The Office for Gender Equality in the Ministry of National Defense is an organizational unit of the Ministry, and is competent for the formulation of proposals and for the advancement of the measures necessary for the implementation of the principle of gender equality in the armed forces. The Office cooperates with the General Secretariat for Gender Equality.

The Interministerial Committee for Gender Equality is competent for the coordination of Ministries and other State operators, aiming at achieving gender mainstreaming. It is a government-level institution in which the General Secretariat for Gender Equality participates.

The newly set up National Committee for Equality between Women and Men is the State institution coordinating and conducting the dialogue with the social partners and the NGOs, so that their opinion is systematically taken into consideration when formulating the national strategy for gender equality. The responsibility for the operation of the Committee rests with the General Secretariat for Gender Equality.

In conclusion, the above mentioned institutions complement one another at the governmental and parliamentary level, as well as at the level of social consultation, to disseminate the dimension of

gender equality. The role of the General Secretariat for Gender Equality is vital, since it undertakes to ensure constant contact among all the above-mentioned institutions, to debrief them on the work in progress at the General Secretariat for Gender Equality and on evaluation of the implementation of various relevant policies and measures, as well as to secure their best possible participation and enhancement.

### **Stereotypes and education**

7. In the period under examination (2001-2004), the change of stereotypic roles and of predominant perceptions concerning the roles and responsibilities of women, girls, and boys in the context of the family, and society, in general, through the implementation of special programmes that, inter alia, target at male minors and adults.

One of the current programmes implemented by the Research Centre for Gender Equality (KETHI) has the title “Sensitization of teachers and intervention programmes to promote gender equality”. The above mentioned programme belongs to the Operational Programme “Education and Initial Vocational Training (EPEAEK), will be implemented (at least till year 2008) in the 13 Regions of the Greek territory, aims at the promotion of gender equality in Secondary Education and Initial Vocational Training, and addresses teachers of public school units of General and Technological Education and Initial Vocational Training. Therefore, beneficiaries of the project include male teachers, too, who are expected to make good use of their experience of participating in the above mentioned training programmes, checking, reviewing and changing their own perceptions about the roles and responsibilities of the two sexes, and then forming their educational programme in such a way, that they will establish or change, if needed, the relevant perceptions of the target-group of male participants in education (especially in General and Technological Education and Initial Vocational Training).

During the period January-June 2006, 13 training programmes have been implemented (in all Regions of the Greek territory), and 156 intervention programmes with the participation of 859 school units, 1,589 teachers, and 14,451 students (as the target-group of these intervention programmes are the male teachers and students)<sup>1</sup>.

The Research Centre for Gender Equality (KETHI) is also the coordinator of the project “Equal partners-reconsidering the role of men in work and private life”, and it is implemented in the framework of the 5<sup>th</sup> Medium-term Community Action Framework on Gender Equality of the European Commission. The above mentioned project is also implemented in Greece, and target-groups include, inter alia, children of pre-school age, adolescents, men, and fathers. As a target-group, men and fathers will be informed about equality issues, they will discuss the issue of reconciling professional and family obligations, and they will attempt to redefine their perceptions about the role of the father.

Also in the framework of the 5<sup>th</sup> Medium-term Community Action Framework on Gender Equality of the European Commission, the project “Gender equality – responsibility of both sexes” is implemented in Greece, too, and KETHI participates in it as a partner. Among the beneficiaries are

<sup>1</sup> This project is mentioned here since it also addresses male teachers and students. The same project is mentioned below, in the unit concerning point 9 (promotion of equality in school education and life-long education).

men and fathers, who are invited to be updated and sensitized about the necessity and usefulness of their participation in promoting equality between the two sexes.

Gender stereotypes become discernible mainly within the family. To change the perceptions of parents (and, especially, of male parents), training programmes are implemented all over Greece, in “Parent Schools” first established in 2003, which constitute a separate life-long learning structure, and are supported by the Institute for Life-long Education for Adults (IDEKE), belonging to the General Secretariat for Adults Education (GGEE). In the period 2003-2006, 54 Parent Schools have been established and operate in all Regions of the Greek territory<sup>2</sup>.

8. As has already been mentioned, within the period under examination, Presidential Decree 77/2003 was issued regarding broadcasting and stipulates (article 4 paragraph 1) that it is not allowed to present people in a manner which may encourage degradation, social exclusion or unfavorable discriminations against them by the public, on the basis of mainly gender, race, nationality, language, religion, ideology, age, disease or disability, sexual orientation or profession.

In 2002, by an initiative of the General Secretariat for Gender Equality, an annual award was set, given to any article, report or journalist research that highlights and promotes the issue of Equality, in cooperation with the Institute for the Promotion of Journalism, Athan. V. Botsi. The award is sponsored by the General Secretariat for Gender Equality. Setting the above mentioned award aims at the qualitative development and publicity regarding women issues, more objective and reliable information with frequent display of Equality issues, and at pointing out the new social roles of the two sexes and their social equality.

In the period 2002-2004, in the context of the EQUAL Initiative, GOs and NGOs jointly participated in the project “DREAM-Combating Racism and Xenophobia in the Mass Media”. The programme aimed at combating all forms of discrimination against social groups, with the equality of opportunities for men and women being a central element in all its stages.

9. One of the coordinated actions aiming at combating discriminations and ensuring equal rights to men and women during school education is the one referred to above, in point 7, i.e. the project “Sensitisation of teachers and intervention programmes in order to promote gender equality” carried out all over the country by the Research Centre for Gender Equality (KETHI), which aims at promoting gender equality in Secondary Education and Initial Vocational Training. Moreover, the KETHI, in cooperation with the General Secretariat for Gender Equality, implements the programme «Observatory for monitoring and evaluating political actions on gender equality at all levels of education and initial vocational training».

In relation to promoting gender equality during life-long learning, the “Schools of Second Chance” have been operating since 2000 all over Greece, offering the opportunity to citizens over 18 years of age, independently of sex, to complete their studies in the compulsory lowest level of Secondary Education (Gymnasium), and to obtain, upon graduation, a certificate equivalent to that of

---

<sup>2</sup> Since Parent Schools address both the family environment and the school environment, i.e. are also connected with school education, they are also mentioned below, in the unit concerning point 9.



the Gymnasium. During the 2000-2006 period, 43 Schools of Second Chance have been established and operating in all the Regions of the Greek territory. The operation of Schools of Second Chance as a structure is supported by the Institute of Adults Education (IDEKE), which belongs to the General Secretariat for Adults Education (GGEE), which, in its turn, belongs to the Ministry of National Education and Religious Affairs (YPEPTH).

At the same time, the promotion of life-long learning is achieved through the operation of the “Centres for Adults Education (KEE)”, as well, another structure also supported by the IDEKE. The KEE (Centres for Adults Education) have been operating since 2003 all over the country, and target at adult citizens over 18 years of age, as do Schools of Second Chance. The fact that both the criterion of gender and the criterion of social identity were taken into account in order to develop the relevant educational programmes is significant: the programmes of KEE seek everybody’s participation, independently of sex, and they address vulnerable social groups as well, with particular economic, social, and educational characteristics (Roma, prisoners, muslims<sup>3</sup>). During the 2003-2006 period, 43 KEE were established and operate in all Regions of the Greek territory.

The Greek State considers the operation of the system of life-long education to be of great importance, also due to the participation of a gradually increasing number of citizens, of various age groups and socio-economic, and educational levels. According to data of the General Secretariat for Adults Education (GGEE), the number of participants in life-long education increased in the school year 2004-2005 (in comparison to the previous school year 2003-2004) by 82,6%.

**10. I. Information about the distribution of women at the levels of tertiary education staff.** Table 1 quoted in ANNEX 3, presents statistical data (obtained from the Department of Business Research and Statistics of the Ministry of National Education and Religious Affairs-YPEPTH) giving an approximately exact picture of the extent to which women have entered the four (4) levels (professors, associate professors, assistant professors, and lecturers) of the Teaching Scientific Staff (DEP) in Tertiary Education Institutions (AEI). Table 2 quoted in ANNEX 3 presents data as regards to female teaching staff in Technological Education Institutes (TEI).

The following remarks are deduced from the study of data presented:

- The percentage of women in the total of DEP AEI ranges between 25% and 30%.
- The upward trend of the number of women in the total number of DEP AEI is an encouraging fact: from 25.83% (2000-2001: Total: 7,917 – Women: 2,045), the rate tends to increase: 26.68% (2001-2002: Total: 8,035 – Women: 2,144), 27.22% (2002-2003: total: 8,545 – Women: 2,326) and 28.18% (2003-2004: Total: 8,633 – Women: 2,433).
- This general-total upward trend exists due to partial upward trends observed in almost all levels of DEP AEI (with, possibly, the exception of women assistant professors):

<sup>3</sup> The KEE, as a life-long learning structure, targeting, inter alia, at Roma and muslim women, too, and caring for their education, the development of their skills, and, consequently, for the improvement of their position in the labour market, are also mentioned in the units concerning points 27 (Roma women) and 28 (Muslim women).

| YEARS<br>LEVELS            | 2000-2001 | 2001-2002 | 2002-2003 | 2003-2004 |
|----------------------------|-----------|-----------|-----------|-----------|
| WOMEN PROFESSORS           | 266       | 296 ↑     | 318 ↑     | 341 ↑     |
| WOMEN ASSOCIATE PROFESSORS | 477       | 506 ↑     | 576 ↑     | 625 ↑     |
| WOMEN ASSISTANT PROFESSORS | 767       | 759 ↓     | 789 ↑     | 758 ↓     |
| WOMEN LECTURERS            | 535       | 583 ↑     | 643 ↑     | 709 ↑     |

While we observe a relative increase, in 2003-2004, concerning women in all levels (except the Assistant Professor level, in general, the rates of women's participation in tertiary education institutions remain low. We mention some of the main reasons:

- The low rates of women who elaborated their doctoral thesis in past decades (70's and 80's)
- The inability of women to achieve balance between working and personal life, a fact that constitutes, in general, a repressive factor in the professional career of women<sup>4</sup>
- The lack or inefficient organization and operation of scientific networks for women and women's difficulty to access the existing male-dominated scientific networks<sup>5</sup>
- The absence of a quota system that would function in such a way that the number of women in scientific positions would increase, and a more rightful distribution of positions between the two sexes would take place<sup>6</sup>

**II. Representation of Roma and immigrant women in tertiary education.** There are, for the present, no official or unofficial statistical data depicting the number of Roma and immigrant women participating in Tertiary education, either as students or as staff. Whether someone belongs or not to the category of Roma or immigrants consists personal data, and is protected by the legislation concerning the protection of personal data. On the other hand, a priority of the Greek State, at present, is the admission of Roma, and, especially, of Roma women, in elementary and secondary education, as general education will enable them to integrate in the Greek society.

### **Participation of women in public life and decision making**

11. The new Municipal and Community Code, which was enforced in June 2006, maintains (article 34, par. 3) the provision of the abolished Law no. 2910/2001, concerning participation of each sex by

<sup>4</sup> See National and Kapodistrian University of Athens, Undergraduate Programme of Studies on Gender and Equality Issues, Working group Lydia Vaiou and Stella Vosniadou, *Organisations, Actions and Programmes on Promoting Gender Equality among the Scientific Staff of Universities*, number 1, 20/11/2004.

<sup>5</sup> *ibid.*

<sup>6</sup> *ibid.*

at least one third of the total number of candidates in prefectural and municipal elections. The Ministry of the Interior, Public Administration and Decentralization, through the General Secretariat for Gender Equality, provides for the thorough and proper implementation of the above mentioned provision in view of the forthcoming Municipal and Prefectural Elections that will be carried out on 15/10/06. At the same time, the General Secretariat for Gender Equality implements an information project for the public and for women, aiming to develop communication strategies for women candidates, reinforcing their participation in the elections of October 2006. This Project includes the following actions:

- Publication of a circular letter in June 2006, concerning carrying out the elections of 15/10/06 and the way of submitting candidacies, with a percentage of one third for each sex, with practical examples. This circular appears in the website of the General Secretariat for Gender Equality (<http://www.isotita.gr>).
- Providing information for candidate women about the institutional framework, concerning, in particular, the matter of quota in favour of women, and about its function in practice, as well as about useful communication strategies, with a special Seminar, which was organised in cooperation with the National Centre for Public Administration and Local Government (EKDDA) on 14.9.06.
- Wide distribution of the Trainer's Manual: "Communication skills for women in Politics" (Publication of K.E.T.H.I., 2005).
- A nation-wide television campaign and distribution of printed material with "Something is missing" as the central slogan, which focuses on the poor representation of women in politics.
- A special communication programme for women candidates in local government, in the framework of the wider programme for information on the elections, which is implemented with the support of the Hellenic Society for Local Development and Government.

The aim of the above mentioned initiatives, which have already acquired a systematic and organized character, is to educate women as to the need of equal representation of the two sexes in local government. On the other hand, these initiatives also seek to promote women's candidacies. The expected outcome of the Programme is to increase the number of women candidates, as well as to gain the support of the electoral body, with the contribution of the General Secretariat of Gender Equality. The positive character of quotas as a necessary tool for enhancing the participation of women in electoral lists constitutes the main message of the programme, provided that the legislative provision stipulating these quotas is properly implemented.

12. According to recent data from the Ministry of Justice, women are represented in the highest judicial offices as follows:

- a. 5 women Judges of the Supreme Court (total number of Judges of the Supreme Court: 55)
- b. 13 women Presidents of Appeal Courts (total number of Presidents of Appeal Courts: 95)
- c. 175 women Appeal Judges (total number of Appeal judges 394)

d. 2 women public prosecutors in Appeal Courts (total number of Public Prosecutors in Appeal Courts: 39)

e. 25 women Associate Public Prosecutors in Appeal Courts (total number of Associate Public Prosecutors in Appeal Courts: 104).

Promotions of Judges are conducted according to the provision of the Constitutional Code of Courts of Justice and Staff Regulations for Magistrates (law no. 1756/88) and there exists no restriction or condition on the grounds of gender. The only condition for promotion is the one referring to the period of seniority.

Qualification to exercise judicial office is recognized to law school graduates only after their successful completion of a course at the National School for Judges, the admission to which requires successful results in especially designed examinations. During the past years it has been observed that the number of women attending the School has increased to more than twice the number of men attending the School. It follows that under-representation of women, which, today, is only observed mainly in the high judicial offices, is expected to disappear within the next few years.

### **Violence against women**

13. The Ministry of Justice, following cooperation with the General Secretariat for Gender Equality, as well as a process of social consultation, has laid before the Parliament a Bill “On combating domestic violence and other provisions”, which has already been adopted by the competent parliamentary committee and has been introduced for discussion at the plenary session of the Parliament. The Bill addresses the relevant Recommendations of the United Nations CEDAW Committee, the United Nations Human Rights Committee, the United Nations Committee Against Torture, the United Nations Committee on Economic, Cultural and Social Rights, as well as those by the Council of Europe.

The Bill on combating domestic violence introduces four crucial reforms:

- (a) Rape within marriage, that is, coercion into sexual intercourse without the consent of both spouses, is regarded as a criminal offence, in accordance to statutory regulations in other Member States of the EU.
- (b) Physical violence against minors as a disciplinary measure in the context of their upbringing is explicitly forbidden. Hence the country complies with the Recommendations of the Council of Europe and the Committee on the Rights of the Child.
- (c) The institution of mediation in criminal cases is established, bringing into effect the EU Council Framework Decision of March 2001, in reference to domestic violence offences. Both victim and offender are called before the competent prosecutor in an attempt to restore their disrupted relations. When the woman-victim does not wish for victim/offender mediation and the offender does not assume the responsibilities that the law imposes, the normal criminal proceedings (i.e. prosecution) are resumed.
- (d) The provisions of the law extend to non-marital partnerships between men and women.

The above mentioned Bill provides for stricter penalties for actions that are already characterized as punishable by the Penal Code, when these are performed in the context of domestic violence. In particular, the following offences bring about heavier penalties: a) infliction of serious physical injury and infliction of serious physical or mental harm due to abusive treatment b) infliction of physical injury or damage to health by a family member to another and c) domestic illegal violence or threat aiming at coercing the victim to action, failure to act or tolerance. Automatic prosecution against the offender is provided for, as well as obligatory implementation of the “in flagrante delicto” procedure. Also, the above mentioned Bill introduces:

- Especially strict penalties for actions of domestic violence that are performed in the presence of a minor, against a pregnant woman and against persons unable to defend themselves (e.g. disabled persons, senior citizens et.c.)
- Heavy penalties, imposed if the victim is a minor and deliberate infliction of intense physical pain or physical exhaustion dangerous for health or infliction of mental harm capable of bringing about serious mental damage, especially through close confinement of the victim, is taken to occur.
- The establishment of domestic violence as a rebuttable presumption of the breakdown of the marriage.

For the protection, assistance and support to victims of domestic violence, the Bill provides for:

- The obligation of the police to inform the victim about the opportunities of social support by the statutory state agencies and agencies of local government
- The obligation of primary and secondary education teachers, as well as heads of pre-school education units, to inform immediately the prosecuting and police authorities, if they detect physical abuse of their students by the students’ family
- The potential of enforcement by the court, of specific limitative conditions, as immediate removal of the perpetrator from the home, aiming at the protection of the victim and the other members of the family.

At the level of support structures:

- Assistance is already provided for the victims of domestic violence through the two Counseling Centers (of Athens and Pireaus) of the General Secretariat for Gender Equality, as well as through the five Counseling Centers of the K.E.TH.I. (Research Centre for Gender Equality) which are already functional in Athens, Thessaloniki, Patra, Volos and Herakleion, Crete, providing counselling, psychological and legal support. Furthermore, four more Counselling Centres of K.E.TH.I. are about to operate in the immediate future, in Amfissa, Preveza, Kalamata and Komotini, aiming at further decentralization of the relevant actions.
- The new Municipal and Community code (l. 3463/2006) stipulates, in article 75 I e para. 2, the incorporation of services for counselling and support to victims of domestic violence within the competences of Municipalities and Communities.

- In the context of the development of the new Code for Prefectural Administration, a provision has been proposed, regarding the potential of establishment of Partnerships of a non-profit profile by Prefectural Administration, aiming at the creation of shelters for the reception and temporary accomodation of domestic violence victims.

Finally, the particular interest of the Greek State regarding issues of violence against women at an international level should be stressed, interest which has been made evident, inter alia, through the voluntary payment of a financial contribution of 12,650 Euros by Greece, towards the work of the Division for the Advancement of Women in preparation of the United Nations Secretary General's study on the elimination of all forms of violence against women.

14. In the context of the second project cycle of the EQUAL initiative, financed by the European Social Fund and National Resources, the project "Integrated support for unemployed abused women for their social and labor (re)integration", of a total budget of 1,220,000 Euros, takes place at a national level. Women, victims of domestic violence, members of vulnerable Roma and Pomak groups, in harsh living conditions, are the target group of the project.

15. The Greek Parliament has recently adopted law no. 3,488 (Greek Official Gazette F.E.K.191A/11.9.2006) on the "Implementation of the principle of equal treatment of men and women in the fields of access to employment, vocational training and promotion, terms and conditions of work". Regarding this new law, the reaction of the social partners<sup>7</sup>, the Economic and Social Council<sup>8</sup> and the National Commission for Human Rights<sup>9</sup>, has been one of general consensus.

Law no. 3488/2006 incorporates Directive 73/2002/EC into national law and meets relevant Recommendations of the CEDAW Committee and the Council of Europe.

Article 3 of Law no. 3488/2006 introduces into law the definitions of direct and indirect discrimination, harassment and sexual harassment, filling in, therefore, a significant gap in Greek legal order. In particular, the notion of sexual harassment is, for the first time, defined legislatively in Greek law. Sexual harassment is explicitly regarded as a form of discrimination in the workplace on the basis of gender, which is prohibited both where access to employment and where promotion and termination of employment or service are concerned.

The protection of employees from dismissal due to revenge-seeking attitude of the employer, caused by the non-yielding of the employee to sexual or other form of harassment is established. Protection against dismissal, of an employee who has testified as a witness before a court or other competent authority regarding matters pertaining to the implementation of the law, is also established. Article 17 of Law no. 3488 stipulates partial reversal of the burden of proof, aiming at better protection of the victim of discrimination on the basis of gender, through which harassment is placed on a par with sexual harassment. At the level of penalties, sexual harassment is punishable through

---

<sup>7</sup> See the positions of GSEE, SEV, ESEE as expressed in the course of hearing by the competent parliamentary committee.

<sup>8</sup> See Opinion N° 156/2006 of the Economic and Social Council.

<sup>9</sup> See the Observations of the National Commission for Human Rights at its plenary session, on 22 June 2006.

civic, administrative, disciplinary and criminal penalties. In particular, as regards the criminal part, strictest custodial penalties are provided for, ranging from six months to three years; also provided for is imposition of a penalty payment ranging from 1,000 to 30,000 Euros.

It is noted that the scope of implementation of the above law is very wide. It is applicable to all candidates for employment, those who are employed under private law whether their contract of employment is concluded for a fixed or an indefinite period, or those employed under a works contract or a contract for independent services, both in the public and in the private sector, regardless of the size of the enterprise. The law is applicable even when there is no labour contract, provided that there is a labour relationship. The law is also applicable to civil servants, as well as to maritime and agricultural labour, governed by special provisions, apart from common labour legislation. Additionally, the law is applicable to persons who are in the process of receiving vocational education in order to have access to a job or are candidates for vocational training programmes of any form. The scope of implementation of the law in question also includes the liberal professions and operators competent for issuing professional qualifications for the practice of a profession or economic activity.

### **Illegal trafficking and trade in human beings**

16. Enhancement – optimization of the legal framework concerning assistance to victims of illegal trafficking and trade in human beings

The enhancement and optimization of the legal framework concerning assistance to victims of illegal trafficking and trade in human beings has been achieved through the enactment of Law no. 3386/2005 on “Entry, residence and social inclusion of third country nationals in the Greek territory” (1), as well as with other actions and initiatives (II), as described below, in detail:

#### **I. Law no. 3386/2005**

- A. Law 3386/2005 (Greek Official Journal A 212) on “Entry, residence and social inclusion of third country nationals in the Greek territory”, clearly defines the victim of trafficking in human beings as the individual who has become victim of the offences described in articles 323, 323<sup>A</sup> (trafficking in human beings), 349 (pandering) , 351 and 351<sup>A</sup> (procurement) of the Penal Code, regardless of their mode of entry (legal or illegal) into the country (article 1, case i).

The addition of chapter IX to the law aims to the integrated regulation of the protection and assistance to victims of trafficking in human beings, in the context of combating the phenomenon and in accordance to the guidelines of directive 2004/81/EC of the Council of the 29<sup>th</sup> April 2004 “On the residence documents issued to third country nationals, victims of trafficking in human beings or collaboration to illegal immigration, who cooperate with the competent authorities”.

With the provisions of article 46, any third country national who has been characterized as a victim of trafficking in human beings, by order of the First Instance Court Public Prosecutor, is granted a residence permit, without the obligation of payment of a fiscal stamp. The relative

application for the issuing of the residence permit is either submitted by the interested third country national in person, or is forwarded by the competent Public Prosecutor to the Aliens and Immigration Department of the Ministry of the Interior, Public Administration and Decentralization.

Article 47 refers to the first stage of the process, which concerns the information of the victims about the possibility of issuing a residence permit and the conditions required for this to happen. There is particular provision for cases of unaccompanied minors-victims, regarding the necessary measures to be taken by the competent police or judicial authorities in order to identify the victims' identity and nationality, so as to obtain evidence that prove the fact that they are unaccompanied. In the context of the above provision, every possible effort is made to locate the minor's family and all appropriate measures are taken to ensure their legal representation and, if needed, their legal representation in the context of legal procedure.

Article 48 introduces the idea of a reflection period, which refers to an adequate time period allowed the victim, by order of the competent Prosecution authority, in order for the victim to recover and escape the influence of the perpetrators, so as to decide later if they will cooperate with the competent police and judicial authorities. In particular, a reflection period of thirty days is allowed, which is extended by thirty more days in the case of underage victims. This time period is considered adequate for the victims to contemplate the risk they are running and cooperate with the competent authorities. It is explicitly declared that the time allowed as reflection period does not establish the right of residence in the country. During the said time period, the victims cannot be deported and any existing decision on deportation is revoked. The reflection period may end by order of the competent Prosecution authority, if the victim is reconciled with the perpetrators of the trafficking network. Additionally, the State retains, throughout the procedure, the right to end the reflection period for reasons pertaining to public order and security.

Article 49 defines measures of medical treatment and assistance to victims of trafficking throughout the reflection period (medical and pharmaceutical treatment, legal assistance et.c.)

The provisions of article 50 define the specific conditions for the issuing and renewal of residence permit to victims of trafficking in human beings. In particular, it is provided that after the expiration of the reflection period or before this period expires as in case b of the present paragraph, the competent Public Prosecutor examines whether any one of the following conditions is satisfied and prepares the relevant report:

- a. Whether extension of stay of the said individual in the Greek territory is deemed necessary, to facilitate the investigation in progress or the penal procedure
- b. Whether the said individual has displayed explicit wish to cooperate and
- c. Whether the above mentioned individual has broken off any relation with the alleged perpetrators of the offences of case I of Article 1 of the above mentioned law. It is also provided that in case the competent Public Prosecutor issues a positive opinion and with the proviso of reasons of public order and security, the relative application is given priority



for consideration and the residence permit issued by the Minister of the Interior, Public Administration and Decentralization has a twelve-month duration and can be renewed for a time period of equal length and under the same conditions as those of the initial issuing.

It is also provided that victims of trafficking who have been awarded the above mentioned residence permit have secured the right to access to the labour market, as well as to regular medical and pharmaceutical treatment, vocational training and education according to the provisions of article 6 of Presidential Decree no. 233/2003.

Article 51 states the conditions of non-renewal or revocation of the residence permit. In particular, the residence permit cannot be renewed or is revoked if any one of the following conditions is met:

- a. If the beneficiary reconciles actively and willingly with the alleged perpetrators of the offences the beneficiary has reported.
- b. If the competent authority judges that the cooperation or the report of the victim against the alleged perpetrators is fraudulent or improper.
- c. When the victims ceases cooperating
- d. If, by initiative of the competent Prosecution or judicial authority the relative procedure is interrupted
- e. When there has been an irrevocable court decision issued , which also completes the relevant procedure

Finally, Article 52, sets the conditions under which the reason for residence in the country may be changed. In particular, within a month from the issuing of an irrevocable court decision, the bearer of a residence permit on account of being a victim of trafficking in human beings, may be issued a residence permit for any of the reasons and under the respective conditions stipulated by this law, by decision of the Secretary General of the local Region.

- B. A legislation-preparative committee has already been set up in the Ministry of Justice, working on the ratification of the United Nations Convention against Transnational Organized Crime and its three protocols, as well as the Council of Europe Convention on Action against Trafficking in Human Beings.

## **II. Actions for support to victims, in the framework of statutory legislation**

- A. A special legislation-preparative committee, chaired by the Secretary General of the Ministry of Justice has been set up, aiming at coordination, at a political level, of the proceedings for the implementation of the provisions of law no. 3064/2002 on “Combating trafficking in human beings”. The work of the committee, which operates at the level of Secretaries General of the Co-competent Ministries (Ministry of the Interior, Public Administration and Decentralization and the General Secretariat of Gender Equality, Ministry of Finance, Ministry of Foreign Affairs, Ministry of National Education and Religious Affairs, Ministry of

Employment and Social Protection, Ministry of Health and Social Solidarity, Ministry of Public Order), has resulted in the development of the Programme “Actions against trafficking in human beings”. The Programme is based on the coordination of the co-competent Ministries and covers the entire spectrum of actions addressing illegal trafficking in human beings, namely:

- Monitoring the phenomenon
- Identifying and protecting the victim
- Creating hostels – shelters
- Supporting the victim medically and psychologically
- Providing legal protection and aid to the victim
- Providing administrative support – issuing a residence permit
- Repatriating victims and supporting them in their country of origin through programmes of reintegration
- Providing training and integration into the labour market for the victims who remain in Greece
- Training judges, public prosecutors and police officers
- Informing the public

- B. Apart from the anti-trafficking teams operating at the Security Directorates of the Greek Police in Athens and Thessaloniki, similar teams have already been established in twelve more Security Directorates of the country.
- C. On 29 November 2005, a Memorandum of Cooperation on Combating Trafficking in Human Beings and Providing Assistance to Victims was signed by the Secretaries of the co-competent Ministries, members of the Special Committee mention in paragraph II.a. above and 12 NGOs, as well as the International Organization for Migration (IOM). The Memorandum aims at coordinating, at a political level, the proceedings for the implementation of the provisions of law no. 3064/2002, addressing protection. The Memorandum of Cooperation sets the general conditions for cooperation between the Special Committee and the NGOs, in order to secure effective protection and assistance for the victims as mentioned in articles 323, 323<sup>A</sup> (trafficking in human beings), 349 (pandering) , 351 and 351<sup>A</sup> (procuration) of the Penal Code.
- D. Seminars for Judges and Prosecutors, Police Officers and Health Officials take place regularly, regarding the screening and referral process to be applied concerning the victims, with the cooperation of the State, and in particular the Ministry of Foreign Affairs (Hellenic AID), with NGOs and other operators (e.g. the Association of Prosecutors, I.O.M., the International Police Association et.c.)

- E. By initiative of the Head of the Prosecutor's Office at the Court of First Instance in Athens, dealing with the phenomenon of trafficking has been assigned to specialist Prosecutors.
- F. The National Center for Social Solidarity (E.K.K.A.), a legal entity operating under public law, supervised by the Ministry of Health and Social Solidarity:
- Operates three Hostels for the temporary accommodation of victims of trafficking (2 of them in Athens, 1 in Thessaloniki), of an overall capacity of 53 beds. The E.K.K.A. has also given two of its buildings to NGOs; the buildings in question are already operational as Hostels for the temporary accommodation of victims and have an overall capacity of 30 beds.
  - Has extended the operation of the hotline for First Social Aid (197) to 24 hours a day. The hotline is used:
    - To receive complaints concerning illegal confinement and abuse
    - To locate victims of trafficking
    - To provide immediate psychological and social support to the victims
    - To provide a liaison with points of medical and pharmaceutical treatment as well as hospitalization for the victims
  - Has launched the Service for On-location Intervention and Temporary Accommodation, operating on a twenty-four hour basis. A crew of specialized staff intervenes by car to the location where there has been report of emergency. The Ministry of Health and Social Solidarity has issued a circular note to inform and raise the awareness of the personnel in health and social solidarity services, regarding the crime of illegal trafficking and trade in human beings.
- G. The Ministry of Foreign Affairs, through Hellenic AID, is carrying out programmes in cooperation with NGOs and other operators, aiming at combating trafficking in human beings through prevention, protection and suppression. The actions of the Ministry of Foreign Affairs include screening and referral programmes, operation of hostels for accommodation and psychological and social support, legal and administrative support, voluntary repatriation, actions in the countries of origin, campaigns for information and awareness raising of the public and programmes for the training of the competent state operators.
- H. The General Secretariat for Gender Equality, apart from its other actions, has also launched a campaign for informing the public opinion, by a relevant, informational TV spot.

## 17. Implementation of legislation

According to data of the Ministry of Justice, from the date of entry into force of law no. 3064/2002 (15-2-2002) until July 2006 illustrative statistical data has been collected from Greek local courts of Justice. These are as follows:

- 293 cases have been entered before the courts of Greece
- 268 court decisions have been issued

Of the above mentioned court decisions:

- 260 have been convictions for 356 offenders out of a total of 414 offenders
- 8 have been acquittals, for all offenders involved (12 offenders)
- 2 closure decisions have been issued
- For 23 cases criminal proceedings have been definitively discontinued, for all offenders involved (27 offenders)

Finally, according to the same data, criminal proceedings instituted from the date of entry into force of law no. 3064/2002 (15-2-2002) until today are 523.

### **18. National data base – Statistical data**

By decision of the Legislation-preparative committee of the Ministry of Justice, a national data base has been developed at the Ministry of Public Order, which accumulates statistical data from all co-competent Ministries to create a comprehensive image for monitoring trafficking and the stages of protection and assistance for the victims. This data base has been activated.

In particular, the most recent information available from each Ministry is the following:

#### **-Ministry of Public Order**

In 2005, the Services of the Greek Police handled 60 cases of trafficking in human beings (59 cases of sexual and financial exploitation and 1 case of labour exploitation), of which 17 were committed by crime organizations. After inquiries and questioning, charges were pressed against 202 perpetrators, of Greek and foreign origin. There were 137 victims (men, women and minors) of financial and sexual exploitation (see Annex 1). Assistance and protection by the units of assistance and protection of the State and NGOs was provided for 57 victims (see Annex 2). For 20 of the victims, the competent Prosecutor issued an order to suspend deportation, according to article 12 of law no. 3064/2002.

The services of the Greek Police cooperated:

- With Foreign Diplomatic Authorities (Embassies and Consulates) in our country in 33 cases, in matters concerning assistance to victims, nationals of their respective foreign countries.
- With the I.O.M. in 12 cases, in matters concerning safe repatriation of the victims
- With Services and Units that provide protection and assistance (AGIA VARVARA) as well as with non-governmental organizations (EKKYTHKA, ALLILEGII, KLIMAKA and the European Women Network-Greek Section) through the General Secretariat for Gender Equality as well as the General Secretariat for Health and Social Solidarity (E.K.K.A.) in 19 cases.

It is noted that the majority of the reside legally in our country and as a result have declared to the competent services that they do not wish to be put under the protection of the State, and they have already left for their countries of origin, while only a small number still remains in our country.

### **-Ministry of the Interior, Public Administration and Decentralization**

In 2004, the competent Aliens and Immigration Offices of the Regions of the country issued 22 residence permits to victims of trafficking in people according to the provisions of article 44 para. 7 of law no. 2910/2001, as it was amended by article 34 para. 7 of law no. 3274/2004, while in 2005 29 residence permits were issued.

In the period between 1.1.2006 and 1.9.2006 the Directorate of Aliens and Immigration issued a total of 35 residence permits to victims of trafficking in human beings (21 renewals and 14 initial ones), according to the provisions of articles 46-52 of law no. 3386/2005.

### **-Ministry of Health and Social Solidarity – National Centre for Social Solidarity (EKKA)**

From 1.1.2005 to 31.12.2005, the EKKA Hostels accommodated 18 victims of trafficking, while 44 more were referred for accommodation to NGOs' hostels or were repatriated. In total, the EKKA services handled 62 trafficking victims cases in the above mentioned time period.

## **Employment**

19. Until recently, statutory Greek legislation did not explicitly oblige enterprises to provide data about granting leaves to facilitate employees with family obligations. Therefore it had not been possible either for the Labour Inspectorate to collect the above mentioned data, or for the Department of Equality of the Ministry of Employment to obtain and process it.

However, the recent enactment by the Parliament of law no. 3488/2006 on the "Implementation of equal treatment for men and women regarding access to employment, vocational training and career advancement, terms and conditions of work and other relevant provisions" constitutes the appropriate legal basis (article 11) for cooperation of competent operators and mechanisms, so as to enable the collection of such data.

20. The Bill on Civil Service Staff Regulations, the preparation of which has been completed by the competent Committee, (the Civil Service Staff Regulations Bill is expected to be enacted by the Parliament by the end of 2006) provides, inter alia, for the following new – in relation to statutory legislation – measures:

- The right to child care leave to the father who is a civil servant, provided that the mother does not make use of it. In particular, this concerns the right to late arrival at or early departure from work without any reduction in pay, or alternatively, 9-month paid leave, for reasons pertaining to childcare. The same right is recognized by the only parent of single parent families.
- In case of the birth of a third child or more children after the third, it is provided that employees are granted a 3-month paid childcare leave. This leave constitutes part of the total unpaid leave that can be granted for care of a child up to 6 years old.

- The three first months of the childcare parental leave are paid for parents with more than three children. For every child born after the third one, the leave following childbirth increases by two more months.
- Extension of the use of reduced working hours (late arrival at or early departure from work) for two more years is provided in case of birth of a fourth child.
- Favourable arrangements are also provided for mothers adopting children, so as to aid their transition to their new family life.

21. Regarding the right of the father -when he is a civil servant- to parental leave (reduced working hours), see question 20 above. In the private sector, the parental childcare leave (reduced working hours) can be granted to fathers, as well, provided that the mother employee does not make use of it. (National General Collective Labour Contract [EGSSE] 1993 article 9, N.G. Coll. Labour Contract [EGSSE] 2002-2003 article 6, N.G. Coll. Labour Contract [EGSSE] 2004-2005 articles 8 and 9).

Besides parental leave for childcare (reduced working hours), a right to unpaid leave (total absence from work) for reasons of childcare has also been established for employees in the public or the private sector, regardless of sex. (Terms and conditions of granting differ according to whether the beneficiary is employed in the public or the private sector).

22. Law no. 3174/2003 was repealed and replaced by law no. 3250/2004. Part-time employment in public administration, in legal entities of public law, and in local government organizations is now regulated by the provisions of law no. 3250/2004. According to the provisions of article 4 para. 1 of the law, the percentage of women hired from the three of the six social groups of the unemployed from which part-time staff is selected, must be 60 per cent, provided that relevant interest has been expressed through their applications. Furthermore, the fourth social group (mothers of underage children) by definition includes women exclusively.

Monitoring of the implementation of the law shows that 73 per cent of the part-time positions in the public sector is covered by women, according to the data presented in the following table:

| GROUP | MEN | WOMEN |  | PERCENTAGE OF WOMEN PER SOCIAL GROUP |         |  |
|-------|-----|-------|--|--------------------------------------|---------|--|
|       |     |       |  |                                      |         |  |
| A     | 659 | 1439  |  |                                      | 68,59 % |  |
| B     | 278 | 454   |  |                                      | 62,02 % |  |
| C     | 597 | 1505  |  |                                      | 71,60 % |  |
| D     | 0   | 1984  |  |                                      | 100%    |  |

|                                    |     |     |  |  |        |  |
|------------------------------------|-----|-----|--|--|--------|--|
| E                                  | 326 | 211 |  |  | 39,29% |  |
| F                                  | 447 | 645 |  |  | 59,07% |  |
|                                    |     |     |  |  |        |  |
| PERCENTAGE OF WOMEN RECRUITS: 73 % |     |     |  |  |        |  |

Concerning the issue of advertising the law, the competent Directorate of the Ministry of the Interior, Public Administration and Decentralization has immediately informed the Organizations of Local Government of A' and B' degrees supervised by it about the provisions of the law no. 3250/2004, through the Regional Offices, while the relevant circulars have also appeared in the website of the Ministry of the Interior, Public Administration and Decentralization (YPESDDA) for the information of the public. Moreover, calls for employing part-time personnel appear in the website of the Supreme Council for the Recruitment of Staff (an independent authority competent for recruitment in the Public sector), in the context of publicity and transparency.

23. In recent years a steady decrease in the unemployment rate has been recorded. Between years 2001 and 2005 women's unemployment has been reduced from 16.2 per cent to 15.3 per cent. In the following table we present the development of the unemployment rates in Greece in the period 2001-2005, based on data by EUROSTAT.

#### Unemployment rates per sex in Greece (15+ years)

|      | TOTAL | MEN  | WOMEN  |
|------|-------|------|--------|
| 2001 | 10,8% | 7,3% | 16,2%  |
| 2002 | 10,3% | 6,8% | 15, 6% |
| 2003 | 9,7%  | 6,2% | 15,0%  |
| 2004 | 10,5% | 6,6% | 16,2%  |
| 2005 | 9,8%  | 6,1% | 15,3%  |

Source: EUROSTAT

Furthermore, during the first trimester of 2006, according to the data of the National Statistical Service, women's unemployment rate reached 14.6 per cent.

Regarding women's employment, an increase in the respective percentage, from 41, 7 per cent in 2000 to 46.1 per cent in 2005, has been noted. (Eurostat data). A percentage of 88.1 per cent of employed women are full –time employees. In the National Reform Programme 2005-2008, which the country has submitted to the E.U., in the framework of monitoring the implementation of the Lisbon Strategy, a commitment has been undertaken to increase the percentage of women's employment to 51 per cent.

The Ministry of Employment, in cooperation with the General Secretariat for Gender Equality and other Ministries, the social partners, the local government, and other competent agencies has focused its actions in reinforcing women's employment. To this end, an integrated intervention is being implemented, aiming at increasing women's participation in the Greek labour market, and including: a. legislative and other active measures of promotion into employment, b. measures of supporting the income of the unemployed, such as an increase of the regular unemployment benefit to equal 55 per cent of the minimum daily wage.

In particular, the following are noted:

- The recent enactment by the Parliament of law no. 3488/2006 on “Implementation of equal treatment for men and women regarding access to employment, vocational training and career advancement, terms and conditions of work and other relevant provisions”
- Article 7 “Family support and reinforcement of women's employment” of the National General Collective Labour Agreement (EGSSE) of the years 2006 and 2007 provides for the promotion of a legislative regulation concerning the payment by the Distributive Fund of Family Allowances for Employees (DLOEM) of the daily wage of the unskilled worker to women and men employees who are granted unpaid childcare leave (absence from work-see question 21) including insurance contributions to relative social insurance organisations.
- The implementation of special programmes for unemployed women, the participation of whom is promoted through increased motives. 60 per cent of the participants in the majority of the programmes are women, while, in certain types of programmes, such as those concerning the establishment of independent activities (freelancers), the participation of women exceeds 60%. In 2005 and in the first trimester of 2006, 35,000 women benefited from the total number of national programmes.
- More specifically, the General Secretariat for Gender Equality has implemented a special programme of integrated intervention in favour of women, which combines counseling services with the acquisition of working experience, through appointment in positions of work or launching an independent activity (liberal professions, freelancers) (see also questions 2 and 29). A total number of 9,018 women, mainly unemployed, of any age, are the beneficiaries of this project. In cooperation with the O.A.E.D., 5,342 unemployed women are immediately promoted to employment, at an cost of 30,000,000 Euros, through the creation of 2,074 new positions for unemployed women, subsidization of 2,074 new free-lancers, and through



working experience acquisition by 1,194 unemployed women. It is noted that, during 2006, the budget of the programme has increased by 6.000.000 euros to be spent for the subsidization, through the O.A.E.D., of another 666 unemployed women who will establish their own enterprises.

- The signature, following social consultation, of a Memorandum of Cooperation between the General Secretariat for Gender Equality and the most representative employers' Associations (SEB, ESEE, GSEBEE, EBEA) and the Hellenic Network for Corporate Social Responsibility, in order to facilitate women's participation in employment and to provide equal opportunities for their advancement in the working environment (2<sup>nd</sup> July 2006).
- The reinforcement of social care structures and services (kindergartens, centres for creative occupation of children, etc.), to support women's integration into employment. It is specifically noted that:
  - a. Nowadays there are 396 structures operating with 1,972 employees and a capacity of 53,943 children. Additionally, at a Regional level, there are 1,120 structures operating with 4,400 employees and a capacity of 49,056 children
  - b. The Ministries of the Interior and of Employment are working on of a new institutional framework for the promotion of women's employability, through new methods of supporting the reconciliation between work and family. The above mentioned work concerns the exploitation of the already existing structures and it will be completed in the beginning of 2007.
  - c. the General Secretariat for Gender Equality implements, for the first time in Greece, a Programme on "Positive Actions in favour of women in Small-Medium and Large Enterprises" (see question 2). In the context of the programme, economic motives are provided to enterprises for continuous education and training of women, covering the operational costs of kindergartens, promoting of telework, information and sensitization of all employees, expansion of quality certification systems (ISO). Several thousand women are expected to benefit from the project, which is of a total budget of about 16,865,000 €. The first stage of the programme with a total budget of about 2,600,000 € is already implemented with the participation of twenty enterprises. Recently the procedures of submitting proposals for the second stage were completed, with a total budget of about 14,300,000 €. In July 2006, two-hundred (200) enterprises from all over the country expressed their participation in the second stage of the Programme.

24. According to data by EUROSTAT, the gender pay gap in Greece was 10 per cent in 2005. The measures taken to reduce the pay gap are the following:

- a. Signature of a Protocol of Cooperation between the General Secretariat for Gender Equality, the main employers' Associations (Association of Greek Industries (S.E.B.), National Confederation of Greek Trade (E.S.E.E.), General Confederation of Professionals, Tradesmen and Merchants of Greece (G.S.E.B.E.E.), the Commercial and Industrial Chamber of Athens (E.B.E.A.), and the Hellenic Network for Corporate Social Responsibility (2-6-2006). The Protocol aims at the

sensitisation and motivation of enterprises in ensuring equal professional opportunities to women and men, through actions expected to promote – inter alia- equality of pay.

b. Signature of a Memorandum of Cooperation with the Hellenic Network for Corporate Social Responsibility (22/02/2006) to further promote equality of opportunities between men and women in enterprises-members of the Network, in the framework of cooperation between the two bodies. Through this initiative, the two bodies seek to alleviate the discriminations that women continue to face in the working environment (unequal pay for work of equal value, career and advancement prospects with professional segregation, deficient training etc.).

c. Implementation of the Programme «Equal Pay – Mind the Gap» (01.01.2002 – 31.03.2003), by the K.E.T.H.I., in the context of the 5<sup>th</sup> Medium-term Programme on Gender Equality of the European Commission. Its goal was the elimination of the pay gap between men and women through information, sensitization and education of women, social agents/operators and professionals. In order to publicize the conclusions of the above mentioned Programme, the K.E.T.H.I. organised a wide-range Conference (30-31 January & 1 February 2003) titled “Equal Pay – Mind the Gap”.

d. Following the above mentioned Programme, the General Secretariat for Gender Equality put together the “Guide of Motivation Policy for Enterprises in order to integrate Gender Equality” (2005), which presents a package of motives for the promotion of positive actions on gender equality in enterprises. The following measures are mentioned as an example:

- ◆ Support of programmes aiming at designing and implementing action plans (payment research, techniques to comprehend and evaluate remuneration systems) in order to combat the pay gap at corporate level.
- ◆ Financing research aiming at a more detailed investigation of the matter.
- ◆ Establishment of an Observatory to record and monitor salary development per sex.
- ◆ Creation of a Code of good practice for enterprises and partners.
- ◆ Encouraging enterprises to observe the regulations provided for by the Collective Labour Agreements, in relation to implementing no-discriminatory payment practices.

The Guide was electronically published in the website of the Development Partnership “EQUAL – ANDROMEDA” about a year ago.

## **Health care**

25. The aim of the Ministry of Health and Social Solidarity – and, specifically, of the Directorate of Elementary Health Care – continues to be the development of a network of family planning. Two Educational Centres for Family Planning operate in Athens (“Alexandra” Hospital) and in Thessaloniki (Ippokrateio Hospital), in order to educate the staff that provides relevant services in Health Centres. Where there are no Family Planning Centres, relevant services are provided by Obstetrical Gynecological medical offices in Public Hospitals. In Greece women do not make much use of family planning services, given that they visit private gynecologists and private clinics contracted with insurance agencies, which to cover relevant expenses.

26. The European Intergovernmental Programme «Mediterranean Network for Women Who Face HIV Infection» was completed in October 2003. Greece participated as a partner, through the Hellenic Centre for Infectious Diseases Control and Disease Prevention (KEELPNO), and, more specifically, through the Advisory Station and the Telephone Line for AIDS, with head office in «A. Syngros» Hospital.

The goals of the programme have already been mentioned in the 6<sup>th</sup> Annual Report of Greece, and, for reasons of brevity will not be mentioned here. In the context of achieving the above mentioned goals, a series of actions were carried out:

- Education – training of scientific staff of the Advisory Station Office and the Telephone Line, aiming at thorough understanding of issues concerning both medical data and particularities of HIV infection and sexually transmitted diseases among women's population, as well as the psychological implications of the problem.
- Archives – Bibliography: collection or catalogue of relevant articles and books in Greek.
- List of agencies: following the creation of a special questionnaire, a catalogue of agencies that provide services both to individuals with a positive virus test women included, was established, aiming at creating links among services.
- Publication of a magazine. 4 issues of the magazine of the Mediterranean Network have been published, with articles of the Network participants. In Greece issues were distributed to about 200 agencies.
- Announcements – Speeches. Issues relevant to the subject of the programme have been presented in conferences and other scientific events, as well as in training programmes for employees in the sector of (mental) health.
- Links – Interdisciplinary Groups of Work. Two cycles of Interdisciplinary Group meetings have taken place, on the following subjects:
  - A) Women – Migrating populations and HIV infection
  - B) Maternity and HIV infection
 The meetings resulted in proposals – recommendations addressed to the E.U.
- Research through Telephone Lines
 

After preparing a common questionnaire for Telephone Line callers of the Telephone Line Operators taking part in the network, each country carried out a survey in a sample of women who had contacted the relevant telephone lines, concerning the level of information and their needs in matters related to the HIV infection and other sexually transmitted diseases.

In the second stage of the programme (October 2001 – October 2003), the following actions took place:

- Spread of the network – Announcements – Speeches

Issues relevant to the subject of the programme were presented in conferences and other scientific events as well as in training programmes for employees in the sector of (mental) health.

In particular, the cooperation at the one-day Conference organized by the Department of Sociology of the National School for Public Health is particularly noted, with presentation of the programmes of the Mediterranean Women's Network and PHASE. Additionally, a special leaflet presenting the Mediterranean Women's Network has been created.

- Publication of a magazine

Two (2) issues have been published (and one issue is under publication) of a magazine of the Mediterranean Women's Network, with articles of the Network participants.

- Survey doctors

After having created a common questionnaire for the Network participants, each country carried out research among doctors (pathologists and gynecologists) on the subject of preventing HIV infection and sexually transmitted diseases among women's population.

- Survey through Telephone Lines

After readjusting the questionnaire, each country repeated the survey in a women's sample contacting the telephone lines that participate in the network, aiming at a comparative study of the outcomes to those of the first stage.

- Links – Interdisciplinary Groups of Work

The two stages of the D.O. have continued with meetings on the following issues:

A) Women – Migrating populations and HIV infection

B) Maternity and HIV infection

- National meetings – Training

The following has taken place:

A) In a cycle of seminars organized by the KEELPNO and addressing hospital nurses nationwide, the Office of the Advisory Station and Telephone Line participated with speeches on the issues of the Mediterranean Women's Network.

B) The Advisory Station / Telephone Line has organized a one-day conference on "Women's Sexuality and Psychological Trauma", targeting at professionals of psycho-social intervention and mental health.

In conclusion, both epidemiologic reality and experience of professionals of mental health and social sciences, working in the sector of prevention and support of individuals facing HIV infection, confirmed the need for actions focused on women's population (and, through it, on issues of mainly heterosexual transmission of the virus). The cooperation at European level enabled the exchange of technical know-how, discussions about the needs and conditions in all countries, and comparative research.

At national level the network, broadening the relevant experience of the scientific personnel of the Advisory Station and the Telephone Line, created the opportunity for a systematic approach of issues concerning women's population in relation to the HIV infection.

### **Minority women**

27. The Greek state has adopted and implemented since 2002 an Integrated Action Plan (O.P.D.) for the social integration of Greek Roma. The Integrated Action Plan belongs to the National Action Plan for the social integration of vulnerable population groups.

Roma in Greece constitute an inextricable part of the Greek population, they are Greek citizens and come under the Constitution and the Laws of the state. Furthermore, taking into account the particular conditions of their life, they are recognized by the state to be a socially vulnerable group of the population, to the benefit of whom positive measures and actions are adopted.

The Integrated Action Plan (O.P.D.) is organized in two priority axes, on the basis of which is attempted: firstly, the housing of the Roma population (1<sup>st</sup> axis – structures) and secondly, the provision of services in the sectors of education, health, employment, culture and athletics, with priority to regions of organised housing intervention of the above mentioned plan (2<sup>nd</sup> axis – services). Detailed data on the two axes are attached to Annex 4 at the end of the text.

Particular significance has been attributed, by the Ministry of the Interior, Public Administration and Decentralization (YP.E.S.D.D.A.), to solving the issue of housing of the Roma population, given that the improvement of their living conditions constitutes a basic prerequisite for their empowerment, with positive impact on the elimination of their social exclusion in all fields of social life. The creation of proper living conditions, through the implementation of housing actions, contributes to improving the status of Roma women in contemporary Greek society (protection of maternity, access to education etc.), helping them to achieve, consequently, the prerequisites for social integration.

Additionally, in the context of the operation of socio-medical centres and mobile socio-medical units (2<sup>nd</sup> priority axis – Services: Health sector), Roma women can benefit from family planning services, as well as elementary medical care, precautionary medical examinations (Pap test), and services of psychological support.

As far as education is concerned, as has already been mentioned (see point 9), Roma women constitute a distinctive target-group of the educational programmes developed in the Centres of Adults Education, which, as a structure, are supported by IDEKE of GGEE. Besides that, the IDEKE of GGEE also supports the autonomous programme “Education and advisory support of Roma, Muslim, Repatriating, and Immigrant families”. The above-mentioned programme, a target-group of which are Roma women and parents irrespective of sex, attempts the smooth integration of several student groups with lingual, cultural or religious particularities in the Greek educational system (in this case, of Roma children) as well as the prevention of school failure and dropping-out. As beneficiaries of the autonomous programme in question, Roma mothers, developing their basic language skills, getting to know the Greek civilization better, and obtaining proper qualifications, are expected to be able to help their children (male and female) with their school studies, and, in general, with their social development.

28. The first study “Muslim Women: study and need assessment, suggestions on a framework of action” entails a presentation of socio-demographic data and the living conditions of the Muslim women. The writer provides information about the employment status of the target group and analyzes the family structures and the educational profile of Muslim women. Moreover, data on the cultural characteristics that pertain to the religious identity of women is clearly manifested. Based on the above, the study outlines the lives and the culture of the Muslim women and records the actions undertaken by the Greek state in order to facilitate and ameliorate the quality of life of the latter. The actions mainly concern the following areas: a) education and vocational training, in order to support the educational and professional status of Muslim women, b) psychological counselling and legal consulting on labour issues, as well as on health and family programming, c) stressing the culture of Muslim women and d) promotion of women’s entrepreneurship, through the enhancement of agro-tourist programmes in areas where Muslim women live.

As regards the second study «Family Legal Relations of Greek Muslims», the writer indicates that members of the Muslim community are free to refer to either the local muftis or the civil courts for their family matters. In case they choose the former, sharia law is implemented to the extent that its rules are not in conflict with the Greek constitutional order. In accordance with Law no. 1920/1991, the courts shall not enforce decisions of the muftis which are contrary to the Greek Constitution. Polygamy, marriage below legal age and marriage by proxy are therefore not permitted.

The writer, also, argues that the interpretation of the relevant Law no. 1920/1991 is to be strict in the way that the option to refer either to the local muftis or to the civil courts is exclusively reserved to the members of the Muslim minority in Thrace according to the Peace Treaty of Athens (1913) and Lausanne (1923). Accordingly, the general civil law of Greece is applicable to all the other Muslim persons living in the country (including women).

All studies by the Research Centre for Gender Equality KETHI – including the aforementioned ones- are independent in nature and their conclusions may be taken into consideration as background information for designing public policy in various fields of activity.

Muslim women are beneficiaries of various programmes addressing the question of employment and education of Muslims. The third phase of the programme “education of Muslims” offers educational opportunities aiming to ameliorate the school performance of Muslim students. New, original books on various subjects, including Greek grammar, have been prepared in order to facilitate their progress. In the context of the project, new policies have been introduced combating the phenomenon of dropping out of schools and encouraging integration of students into the Greek institutions. The Support Centers for the Muslim Students’ Education offer systematic information and lessons in Greek for parents, advice for teachers, introduction in the new technologies for students and organization of social activities. Additionally, 38 muslim women in the region of Eastern Macedonia and Thrace participate in the Project “Integrated interventions in favour of women” aimed to enhance womens’ employment through various actions of counseling, training, entrepreneurship et.c. (for details see answer to question 2).

**Optional Protocol**

29. The ratification of the Optional Protocol to the United Nations International Convention on the Elimination of All Forms of Discrimination against Women by the Greek Parliament took place in October 2001 and since then the Protocol constitutes a Law of the State (l. 2952/22-10-2001). The text of the law can be accessed by all citizens in its entirety in the website of the General Secretariat for Gender Equality ([www.isotita.gr](http://www.isotita.gr)).

The General Secretariat for Gender Equality, immediately after the ratification, informed through press releases all State agencies, the Mass Media, the Social operators as well as all Non-governmental Organizations and Women Organizations.

Additionally, in all conferences and meetings organized by the General Secretariat for Gender Equality, there is reference to the content of the Optional Protocol and the ability of persons or groups of persons who maintain they are victims of violation of fundamental rights and freedoms by the State-party itself, to submit an application to the Committee on the Elimination of Discrimination against Women.

\*Annexes will be made available to the Committee in the language in which they were received.

---