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MINISTRY OF INTERIOR



GENERAL SECRETARIAT  
FOR GENDER EQUALITY

**National Programme for Substantive Gender Equality 2010-2013.**

# OCTOBER 2010

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## INTRODUCTION

Gender equality constitutes a fundamental human right and basic aim of every modern democracy. Our vision is of a society in which men and women equally share goods, obligations and rights - in work, politics, power, leisure time, care, family and personal life. A society in which men and women decide what they are going to study, which types of work they are going to undertake, how many children they will have, whether they will participate in public affairs – all without the burden of gender stereotypes that proscribe professions, salaries, tasks and earnings, and also the minutiae of daily life.

Due to the severe current global and national economic crisis, the inequality between men and women's living and working conditions is growing. I believe that during crisis periods, the principle of gender equality is not a luxury. Rather, it is a core component of economic, social and cultural policies enacted to emerge from the crisis.

Crises always more strongly affect weaker population groups, in which women constitute the majority. When gender-based discrimination is interwoven with and aggravated by other types of social discrimination (class, ethnic origin, disability, age, sexual orientation, remote residency, etc), large categories of women face multifaceted discrimination. Women that are unemployed, immigrants, young, single parents, disabled, of ethnic and religious minorities, Roma, living on islands or in mountainous areas – these are all groups of women more vulnerable not only to the effects of economic crisis, but also to male violence in all its forms. I consider it absolutely essential that public interventions give these groups of women top priority.

Taking into account on the one hand the government's approach vis-à-vis the provision of services to all the country's citizens - men and women alike – and on the other hand the conclusions drawn by feminist analyses of public policies, we have drafted this **National Programme for Substantive Gender Equality 2010-2013**.

This Programme is of national scope. Its actions cover all the country's regions, addressing a wide range of regional as well as national public policies.

In accordance with the framework of good governance - including transparency and accountability - extensive consultation has been undertaken with women's organisations, all parliamentary parties' women's groups, and with all former General Secretariats for Gender Equality. Evaluation of Programme results shall be conducted on an annual basis.

This Programme does not constitute solely a statement of intentions. Rather, it contains also a coherent set of activities planned and under implementation by the staff of the GSGE Applications Department. This work is funded by the National Strategic Reference Framework (NSRF).

All of us working in the GSGE will be satisfied if, at the end of this Programme, gender equality in Greece will have taken a step forward - if the following Programme, beginning in 2013, will find a solid foundation upon which to build.

Maria Stratigaki  
General Secretary for Gender Equality  
October 2010

## MAIN PRINCIPLES AND GOALS

Globally, men and women continue to experience unequal conditions and gender-based discrimination in all sectors of their lives. Such discrimination is rooted in significant gender differentiations in employment, the family, politics and the economy. Grounded as it is in generally accepted and tenacious gender role stereotypes -overtly or covertly, consciously or unconsciously expressed in all aspects of contemporary societies- this discrimination remains, and is reproduced.

Since the 1970s, gender equality has constituted a distinct aspect of public policy at international and European level – and in Greece, since 1981. All international and European organisations are taking action to combat gender discrimination:

- **The UN** has declared the fulfilment of women's rights as a millennium priority, and continues its efforts vis-à-vis the implementation of the International Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) in all countries.
- The **European Union** continues to hold its member states accountable to the goal of gender equality, which was one of the primary goals of the Union as set out in the founding EU Treaty.
- Following on its other activities on other aspects of gender equality, the **Council of Europe** has subsequently established the combating of violence against women as its priority.

In Greece, from 1981 until now, significant gender equality policies have been developed in relation to employment, education, decision-making and public awareness. In parallel, legislation has been reviewed in order to be adjusted to the constitutional principle of gender equality. The Greek Constitution recognises the necessity for the State to take measures to promote substantive equality between men and women, particularly in connection with “the *removal of existing inequalities especially to the detriment of women*” (Article 116, Greek Constitution, par. 2).

Until recently, most interventions have treated women as a separate social category experiencing discrimination due to their sex. They did not sufficiently highlight the fact that gender relations impact all areas of social life, transforming living and working conditions for both women and men. Men and women's positions are under constant re-negotiation. Thus, so



too, any state institutional interventions should be consistently adjusted to the evolving framework of gender patterns, in order to improve women's status in specific social situations.

The current government has set as a goal the improvement of the everyday life of women and men. The General Secretariat for Gender Equality (GSGE) is working on the elimination of gender inequalities and the achievement of substantive gender equality in all aspects of our society (see ANNEX E' "GSGE Employee List").

This National Programme for Substantive Gender Equality 2010-2013 has been drafted with four strategic goals in mind:

1. Protection of **all women's rights** through the promotion of gender equality and the orientation of interventions towards groups of women facing multiple discrimination.
2. Prevention and combating of all forms and types of **violence against women**.
3. Support of women's **employment** and their financial independence.
4. Utilisation of **cultural** creation in order to highlight the goal of gender equality.

In the preparation process of this Programme, methods and good practices of international and European organisations were used, according to which the following shall be developed in parallel:

- **specialised equality policies** addressing women or men in sectors in which they are underrepresented,
- **cross-cutting interventions** throughout the range of public policy, so as to tackle gender-based discrimination in each and every field of policy implementation.

Such a two-pronged approach to the promotion of gender equality has been utilised since 1995 (UN Beijing Platform for Action, and European Committee Announcement on gender mainstreaming).

The Programme includes **measures**, such as: improvement, enhancement and implementation of legislation; development of affirmative actions for certain groups of women; gender mainstreaming public policies, including economic ones; enhancement of administration mechanisms; empowerment of civil society and women's organisations as well as the organisation of campaigns to sensitise public opinion in order to prevent and change gender-based stereotypic roles.

The National Strategic Reference Framework (NSRF) 2007-2013, **Operational Programme (OP) “Public Administration Reform”**, is the central funding framework of these policies and activities.

In order to make use of the scientific knowledge on gender issues and active citizens' experiences, this Programme is informed by and interacts with the scientific community, research and **gender studies**, as well as with **civil society**, women and feminist organisations.

Constant consultation and accountability, particularly important for the improvement of policy quality and effectiveness, require the enhancement of gender equality institutions, as well as the implementation and monitoring of gender equality policies. In order to ensure transparency and credibility in the implementation of this Programme, an in-depth analysis of goals achievement and effectiveness of actions shall be conducted. This assessment shall be reflected in **Annual Activity Reports**. Ongoing and systematic consultation with civil society on Programme implementation shall be supported by bodies and structures that coordinate the activities of all jointly competent government agencies.

The Programme is structured on **three pillars. They entail**, respectively:

- a. proposed legislative regulations to improve family law, reform and enhance legislation addressing violence and introduce new provisions aimed at substantive gender equality;
- b. GSGE specialised gender equality policies (interventions in selected areas of public policy and creation of policy making institutions, structures and bodies); and
- c. interventions by other Ministries and public agencies which foster gender equity via public policies (mainstreaming policies).



## FIRST PILLAR

### IMPROVEMENT, ENHANCEMENT AND IMPLEMENTATION OF LEGISLATION

Legal guarantee of gender equality and women's institutional rights is required in order to ensure that democracy is not hindered by direct or indirect discrimination, as well as to combat practices that infringe upon the principle of gender equality and harm women's dignity.

Legislative Committees have been established to draft provisions to improve and enhance existing legislation. Such committees shall recommend legislative interventions, aiming at: a) improving family law, b) combating violence against women, and c) promoting substantive gender equality (see ANNEX B "Legislative Committees of Experts"). The Committees shall take into consideration the views expressed by women's organisations, the provisions of recent International and European Conventions and other official instruments (UN, European Council, EU), as well legislation by other European countries, such as Spanish Laws: a) "Framework Law on Integrated protective measures against gender violence" (2004) and b) "Framework Law on substantive equality between men and women" (2007).

Supplementary tools shall be used to foster most effective application of legislation, such as:

- **codification** of gender equality legislation (**PROJECT 1**),
- a priori **systematic gender impact assessment** of new bills, as foreseen in the GSGE Project related to gender mainstreaming in public policies (**PROJECT 2**),
- cooperation with the **Ombudsman** and the **Consumer's Counsel** in relation to the implementation of laws on equal treatment of men and women in the labor market (Law 3488/2008) and access to goods and services (Law 3769/2009).

More specifically, the work of Legislative Committees is as follows:

#### **1. Amendment of Family Law**

Family Law shall be amended so as to be fully harmonised with the Constitutional Principle of Gender Equality and the protection of women's rights within the context of the unequal economic and social conditions under which most women currently live. Indicatively, proposed provisions shall address the following issues:

- Re-introduction of permanence of spouses' surnames.

- Modernisation of the legal provisions on adoption.
- Ensuring alimony payment.
- Unification and expedition of court procedures vis-a-vis hearing of Family Law cases.
- Children's' last name acquisition to ensure gender equality.
- Issues of parental responsibility in divorce cases.
- Amendments in the cohabitation agreement.

## 2. Law on combating violence against women

Violence is a harsh expression of social inequality. Violence against women is gender-based violence, since it is inextricably linked to the victim's and offender's gender. New legislative provisions on combating violence against women shall place emphasis on awareness and protection measures for victims. They shall refer to all forms of violence committed against women, physically, psychologically, verbally and morally. In parallel, legislation shall focus on safeguarding victims' rights, such as their right to be informed and to free legal assistance, their right to employment and social insurance, their economic rights, etc.

The preparation of a **Unified Bill on violence against women** reflects the cross-sectional character of gender violence and is an internationally accepted method for legislative addressing of the multiple and complex aspects of such criminal activities that penetrate all aspects of everyday life. More specifically:

**Domestic violence:** improvement of Law 3500/2006 on domestic violence and enhancement of the framework addressing domestic violence by creating support centres for victims and offering them temporary refuge.

**Employment-related violence:** improvement and enhancement of Law 3488/2006 in relation to the implementation of the principle of equal treatment of men and women in labour market access, with a special chapter on sexual harassment and violence in the workplace.

**Social violence:** improvement and enhancement of legislation addressing crimes such as rape (Law 1419/1984) and human trafficking (Law 3064/2002 and P.D. 233/2003). Ratification of the **Council of Europe Convention on Action against Trafficking in Human Beings**. (Warsaw,

2005) and of the European Council Convention on Violence against Women, which is currently being elaborated, shall be included in the Bill.

In addition, some **cross-cutting issues** shall be also addressed:

- Enhancement of the GSGE institutional role (**Consultation Centres**) in the confrontation of violence against women in all of its forms and protection of the victims,
- Expansion of provisions on **legal assistance** to victims in cooperation with Bar Associations,
- Establishment of a **National Observatory on combating violence against women**.

### 3. Law on the promotion of substantive legal equality

The proposed bill is grounded in the cross-cutting dimension of gender equality, which constitutes the most common approach of anti-discrimination modern law. The innovations of the proposed bill include the establishment of **active policies for the effectuation of the principle of gender equality** (gender mainstreaming, gender budgeting, gender proofing), the promotion of the equality principle at all levels of economic, social and cultural activity, and - most importantly - the creation of **policy making and results assessment mechanisms**. The provisions shall indicatively include:

- More effective protection against discrimination and enhancement of equal treatment in employment and in access to goods and services;
- Promotion of equal treatment and equal opportunities, as well as removal of gender stereotypes in the field of education;
- Improvement of mass media legislation vis-a-vis women's dignity in TV shows and commercials;
- Effective implementation of the principle of gender equality in public policies and active intervention of Ministries in the implementation and monitoring of gender policy impacts;
- Ensuring of balanced participation of men and women in decision-making, with the aim of improved representation and, therefore, improved democracy;
- Provision of motivation for promoting enterprises' social responsibility re: gender equitable promotion;

- Reformation of the institutional framework that governs: a) the National Committee on equality between men and women and b) the Inter-ministerial Committee on gender mainstreaming.





## **SECOND PILLAR**

### **SPECIALISED POLICIES FOR GENDER EQUALITY**

According to the most recent statistics (May 2010), only 48.9% of women aged between 15 and 64 are employed, while the unemployment rate for women is 15.9% as compared to 8.5% for men (March 2010). Women are paid 78% of men's salaries, due mostly to occupational segregation. The majority of poor people are women, mainly single parents. Only 17.3% of Greek Parliamentarians are women. Domestic violence is overwhelmingly exercised by men against women. There have been forty victims of domestic violence murdered over the last three years (see TABLE "Statistics on women's status").

The aforementioned indicated statistics demonstrate the immediate need to develop specialised gender equality policies. This National Programme includes interventions that aim at:

- A.** combating gender inequality in specific **public policy fields**, and
- B.** the creation or enhancement of policy making **institutions, structures and bodies**.

Interventions are supported by specific **PROJECTS**, designed and supervised by volunteer **Scientific Committees**, with the participation of university members, experts and representatives of competent agencies (see ANNEX C "Scientific Committees").

Projects are funded by the National Strategic Reference Framework (NSRF) ("Administrative Reform" OP, "Human Resource Development" OP, "Digital Convergence" OP) and are currently at different phases of implementation. Work Programmes have already been prepared for most of them.

#### **A. Public policy fields**

##### **A1. Violence against women**

**Violence against women** in all its forms, such as maltreatment by husbands/partners (sexual, physical, psychological, economic, verbal), illegal trafficking in women for sexual/financial exploitation, rape and sexual harassment in the workplace comprise conspicuous violations of

women's fundamental rights. Gender violence continues in every country and civilisation, leading to deaths of women as well as serious physical and psychological losses in the lives of women, their families and society in general. Although most societies forbid violence, in reality violence is often covered up or tolerated.

Prevention and combating of violence against women in our country is the subject of the **National Programme for prevention and combating of violence against women 2009-2013**, as announced in November 2009. This Programme includes actions, such as the creation of Counselling Centres and Shelters in the capital city of each Region, the operation of a National Emergency SOS Telephone Line, the running of awareness-raising campaigns to prevent violence, etc (**PROJECT 3, PROJECT 4, PROJECT 5, PROJECT 6**).

The development of GSGE **cooperation relations** and **networks** with civil society (NGOs, women's organisations, regional initiatives, local and regional government, mass media, professional unions and associations, etc) enhances the effectiveness of actions for combating violence, facilitating abused women to "break the silence" and access GSGE Counselling Centres for assistance.

#### A2. Multiple Discrimination

Women's fundamental rights are seriously threatened when gender discrimination is aggravated by other kinds of discrimination such as that based on nationality, physical ability, social isolation, etc.

During the last twenty years, immigrant **women** have actively contributed to the economic and social life of our country. They work primarily as dependent care workers, and they have taken over a significant part of domestic duties, facilitating Greek women's employment. Most women immigrants, especially those employed in cleaning and catering companies, face problematic working conditions, little social insurance coverage and low salaries. GSGE offers immigrant women consultation and information services in order to confront violence and improve their professional skills. Their access to Counselling Centres shall be facilitated by information material translated into languages from their countries of origin.

**Single-parent** families face greater pressure within family, working and social environments. Women are the overwhelming majority of single parents in Europe, and in Greece (91%). GSGE actions related to single-parent families are focused on the effort to improve the institutional framework and broaden facilities within working environments, health services and social policy. Through its Counselling Centres, GSGE offers consistent and reliable information and publishes related information brochures.

Improvement of the quality of life of **handicapped** women, who are more likely to become victims of violence, as well as for mothers of handicapped children, has been set as a Programme goal. GSGE cooperates with the newly-established Committee on Gender Equality Issues of the Handicapped Persons National Confederation, aiming to execute an Incorporation Plan to ensure for access to all GSGE services.

In cooperation with international NGOs and other organizations such the Office of the United Nations High Commissioner for Refugees and the Greek Council for Refugees, GSGE develops actions for women and girls **immigrants and asylum seekers, who** are more vulnerable and are in jeopardy of experiencing domestic violence, trafficking, etc.

GSGE cooperates with “EPANODOS” (a private entity) run by the Ministry of Justice, Transparency and Human Rights to create training programmes for **women detainees and former detainees. These** provide an opportunity for them to generate income and improve the conditions for their integration into their family, society and the labour market after their release.

The establishment of GSGE Counselling Centres in all Regions shall provide the opportunity to support other groups of women that face multiple discrimination as well, such as drug addicted women, homeless women, Roma women, etc.

### A3. Reproductive and sexual health

In collaboration with the General Secretariat for Youth and the General Secretariat for Public Administration, a campaign is about to be launched to inform youth (men and women) about sexual health. It will focus especially on contraception, aiming to diminish the recourse to abortions, as their percentage remains at high levels in our country.

In cooperation with the competent services of the Ministry of Health and Social Solidarity, GSGE Counselling Centres shall offer information on women's health issues, conception and contraception, artificial insemination, sexually transmitted diseases and AIDS. At the same time, GSGE shall establish collaborative relations with NGOs working to combat some types of cancer (cervical and breast cancer) affecting women by informing them about the necessity of preventive medical examinations.

#### A4. Employment

A key goal of the development of European and national policy is the full and equal integration of women into the labour market. Increased and long-term unemployment of women in Greece requires a combination of multiple-pronged and holistic approaches, due to its multiple economic, social and psychological impacts.

Employment counsellors of GSGE Counselling Centres shall support employed women, self-employed women and owners of small enterprises with the aim of **upgrading their knowledge and skills** in order to improve their labour market status (**PROJECT 8**). Women who conclude the specialised gender consultation process in GSGE Counselling Centres shall be entitled, within the framework of an integrated action for the support of **unemployed women**, to continue their training with guaranteed employment (**PROJECT 9**). GSGE work in the field of women's employment and the promotion of gender equality in the labour market also includes its assistance to the Action Plan for gender mainstreaming of the Hellenic Manpower Employment Organisation.

As far as harmonising **professional and family life**, women continue to shoulder the responsibility of dependants (children, elderly, patients, disabled persons, etc) and domestic duties. As a result, they participate in the labour market under inferior terms than men, and for shorter periods of time. The equalisation of retirement ages recently imposed for both women and men presumes the taking of accompanying measures to support parents of minor children and the changing of traditional attitudes and roles in relation to care and domestic duties. This includes presupposing that men take on a double role in the labour market and their families, so as to decrease the unpaid work burdens that are mostly carried out by women. Measures such as the enhancement of all-day schools, increase of nominal insurance term due to pregnancy and extension of paid parental leaves shall be accompanied by an organised public

awareness-raising campaign run by GSGE aiming at the equal distribution of paid and non-paid work in the family/private life and the labour market (**PROJECT 9**).

According to the current Memorandum of Understanding entered into between GSGE and the **Greek Network for Corporate Social Responsibility**, GSGE shall encourage enterprises to develop not only favourable activities for women, in order for women to become active participants in decision-making, but also policies that may help the balancing of professional and family duties of employed men and women. Under the Memorandum, an Equality Prize has been established for enterprises, as well as rewards for network members that implement gender equality policies.

Women's **financial independence** has been promoted by the provision of the recent Taxation Law (Law 3842/2010) according to which, from 2011 on, spouses shall make separate tax statements and shall be separately refunded according to their personal incomes. As a result, taxation shall be carried out for each spouse independently.

#### A5. Fostering Women's Participation in Decision-making and Civil Society

The increase of women's participation in politics is a prerequisite for democracy, credibility of the political system, and utilisation of the entire spectrum of social experience. The group of measures programmed by GSGE in this connection include actions to underscore the necessity of women's representation, binding measures for their inclusion in voting papers (quotas), support actions for **candidates and elected women politicians** (experiential seminars, etc) as well campaigns for to support election of women (**PROJECT 10**).

In 2010, emphasis shall be placed on visibility of women in the **Regional and Municipal elections**, and on gender mainstreaming in local governance within the context of the new framework of "Kallikratis" Programme. The organization of a conference entitled "City of Equality" at the beginning of 2011 - in cooperation with the Equality Committee of the Central Union of Municipalities and Communities of Greece (KEDKE) - shall be the landmark in this connection. Respectively, in 2013, emphasis shall be given to **national and European elections**, preceded by a related European Conference on "Women in Leadership" (20 years after Athens Declaration).

At the same time, support shall be provided for the establishment of women or gender equality offices or committees as well as for the fostering of women networking within secondary and tertiary organisations of **social partners** (General Confederation of Greek Workers (GSEE), Supreme Administration of Greek Civil Servants (ADEDY), Hellenic Federation of Enterprises (SEV), General Confederation of Greek Agrarian Associations (GESASE), Greek Small Businesses and Trades Association (GSEVE), National Confederation of Greek Trade (ESSE). These will aim to enhance women's status in the negotiation mechanisms of social dialogue, so as to highlight and promote their demands (**PROJECT 11**).

In modern European societies, the level of civil society development is a barometer for democracy. This Programme includes the reinforcement of actions by **women's, feminist and non-governmental organisations** promoting gender equality. The goal is to utilise the range of knowledge and experience gained by women's and mass movements, to boost their administrative organization by enhancing their human capital, and to upgrade their negotiating capacity and power (**PROJECT 12**). At the same time, there is a dedicated space available on the GSGE website for women's organisations to make their proposals, therefore giving them broad exposure and facilitating consultation with them..

GSGE shall monitor the implementation of the law stipulating the minimum participation of at least 1/3 of each sex in the Administrative Boards of Organisations that are supervised by the Greek State, as well as in the Service Councils of the Greek State (Law 2839/2000, article 6).

#### A6. Mass Media

The role of mass media (press, radio, TV and internet) in the reproduction of gender stereotypes is pivotal, as the information that they communicate formulates social conscience, educates, informs and sensitises citizens, including men and women of all ages. Images depict women in a way that systematically degrades them or reinforces traditional patterns, influencing the public and reproducing gender patterns, sexist behaviours and beliefs.

In order to limit the reproduction of sexist patterns (violence, traditional roles of men and women, etc), GSGE has been systematically cooperating with the **Hellenic Broadcasting Corporation (ERT)**. It shall contribute to: a) the support of gender equality policies by acting as a communication consultant and b) the promotion of public dialogue and the establishment of

programmes on gender equality issues. At the same time, within the framework of corporate responsibility, ERT - in cooperation with GSGE - shall develop actions, including the co-production of documentaries and the development of programmes that aim at the limitation of gender stereotypes and images of violence against women.

GSGE cooperates with **monitoring bodies** of programmes and advertisement spots (Greek National Council for Radio and Television and Communication Monitoring Council), in order to enhance the respective ethics codes with criteria that limit sexist behaviours and provide initiatives for the production of programmes and advertisements which promote equality. Upon the adoption of the **European Directive 2007/65/EC** concerning the pursuit of television broadcasting activities, GSGE shall take over the responsibility to inform and sensitise the competent bodies re: new legislation regulations in the field of women's dignity protection.

**The awarding of prizes** shall continue: a) "Eleni Alitzoglou" gender equality prize by the 'Botsis' Institute for the Promotion of Journalism and b) to a movie that promotes gender equality in cooperation with Thessaloniki International Film Festival. A new prize shall be established in cooperation with the Hellenic Advertisers Association, which shall be awarded to the television spot that promotes alternative gender life and labour patterns (i.e. participation of genders in all activities of private/family, social and professional life) (**PROJECT 13**).

#### A7. Arts and Culture

Stereotypes about men and women are also reproduced in the field of art and culture, as cultural creativity in general may become a transmission mechanism for social beliefs, attitudes and gender patterns of their creators. GSGE sets as a priority the enhancement of **cultural creation** on the thematic axis: "Gender equality – Women's fundamental rights". More specifically, men and women artists shall be supported to create paintings, sculptures, videos, installations, performances, photos, netart, documentaries, dance, theatre and literature. Such actions shall be enacted in cooperation with the Ministry of Culture and Tourism, the Hellenic Museum of Contemporary Art, the Greek Film Archive, the National Book Centre, the Hellenic School of Orchestral Art, the National Theatre of Northern Greece, as well as with other related bodies (**PROJECT 14**).

Cooperation with educational departments of embassies shall also be developed to support interculturalism in cultural creation on gender equality issues by organising exhibitions, events and other joint activities. A two-week art event is planned for March 2012.

## **B. Policy making institutions, bodies and structures**

The cross-cutting and multilateral character of gender equality policies creates the necessity to improve and empower policy making institutions, bodies and structures aiming to expand public and civil society agencies' involvement, and to more effectively coordinate efforts made by the agencies working in the field of gender equality.

### **B1. Counselling Centres of the General Secretariat for Gender Equality (GSGE)**

Part of the mandate of the GSGE, as the sole specialised public service with the goal to promote substantive gender equality, includes the operation of Counselling Centres for women all over the country (in 13 capitals of the Regions). The creation of such Centres helps meet the policy, and overarching goal, of the government to serve men and women citizens.

Grounded in the experiences of its core two (2) Counselling Centres for the acceptance of mistreated women (in Athens and Piraeus), and its five (5) Counselling Centres for Employment and Entrepreneurship which operated in the Research Centre for Gender Equality (KETHI), GSGE has designed Consultation Centres which shall serve women victims of violence, unemployed and employed women. The philosophy for women's consultation includes methods of holistic approach to women's problems, given that they are closely interrelated and they cannot be dealt with in a segmental manner. Counselling Centres shall provide specialised consultation. More specifically, they shall provide legal consultation, legal assistance in cooperation with bar associations, psychological-social support, employment and entrepreneurship consultation as well as information on health issues and on topics that are related to gender studies and documentation of gender inequalities.

### **B2. Library on Gender and Equality (LGE)**

The promotion of gender equality requires policies based on **scientific knowledge, documentation, research and information**. The GSGE Library on Gender and Equality has



been operating since 1981 as a collection area for specialised books and publications on gender and women's movement issues. It also organises related events.

New documentation technologies require the digitising and filing of documents (written and oral) and research projects, in order for them to be accessible to experts and the public alike. GSGE fosters the upgrading of the Library services by intervening in two separate documentation sectors: a) development and pilot operation of a digital thematic depository and b) expansion and digitising of the Library's historical archive. These activities will be preceded by mappings of the Library's holdings in its two main areas (**PROJECT15**).

### B3. Public Policy Monitoring Structure

The multidimensional character of gender relations is reflected in all activities of human life, public and private alike. The factors that create and reproduce inequalities in selected areas of public life may be identified by a series of specialised studies and researches. The gender gap in employment, social, political and cultural fields may be measured using the tools of social sciences and may be assessed on a gender basis. The UN and the EU have established a system of gender indicators in all fields, which indicate the existing conditions in each member-state and by which quantified targets are set for national gender equality programmes. Based on a specialised gender indicator system, it is possible to monitor the progress in every field of policy and to identify measures that facilitate acceleration of substantive equality.

GSGE shall develop a specialised **structure for the monitoring of gender mainstreaming** and shall make a gender impact assessment in relation to public policies (**PROJECT 16**). This structure shall support, coordinate and cooperate with gender experts throughout public administration and with independent authorities such as the new Statistical Service of Greece, the Ombudsman, and the Consumer's Counsellor. In parallel, it shall cooperate with Regional Committees on Gender Equality (PEPIS) and shall support the Interministerial Committee on Gender Equality, the National Committee on Equality between Women and Men and the National Observatory for Prevention of and Combating Violence against Women.

B4. Internet portal

Constant, direct and valid information and communication on issues of gender equality is both a priority and a factor that empowers women's social status (**PROJECT 17**).

Through the operation of its **interactive portal**, GSGE shall:

- a. develop interactive services providing information on salient topics to women and citizens in general,
- b. provide support and consultation to women's groups via the use of the internet, in cooperation with the 24hr/day SOS emergency telephone line for victims of violence,
- c. produce training tools for major digital skills and e-services,
- d. Utilise national expertise on gender equality via the open interaction process of creating a Registry for gender experts.

B5. Participation in international and European organisations

The General Secretariat for Gender Equality actively participates in the following Committees and Working Groups of the European Union and International Organisations:

*EUROPEAN UNION*

- a) Advisory Committee for Equal Opportunities between Women and Men
- b) High Level Group for gender mainstreaming in all Policies and Actions
- c) High Level Group for gender mainstreaming in the Structural Funds
- d) Working Group for strengthening Women's Entrepreneurship - WES
- e) Working Group for Euro-Mediterranean Cooperation on Gender Equality Issues
- f) Regional Meetings of the Stability Pact for South Eastern Europe Group on Gender Equality
- g) Ad hoc Meeting between EU Equality Ministers
- h) Experts Forum by the European Institute for Gender Equality (EIGE)

*COUNCIL OF EUROPE*

- a) Directory Committee for Gender Equality (GSGE representative has been elected as the Chairwoman of the said committee)

- b) Committee for the implementation of the European Convention on elimination of any kind of violence against women, including domestic violence.

*ORGANISATION FOR ECONOMIC COOPERATION AND DEVELOPMENT (OECD)*

Gender equality net – GENDER NET

*UNITED NATIONS ORGANISATION (UN)*

GSGE participates, via a National Delegation, in the Annual Sessions of the UN Committee on Women's Status and UNESCO and ILO (International Labor Organisation) Annual Sessions.

The General Secretariat for Gender Equality submits regularly, within the framework of its international obligations, the following Reports:

1. Regular Report on the elimination of any kind of discrimination against women (CEDAW Convention). The Report is submitted to the UN every four years. In 2010, the 7<sup>th</sup> Regular Report shall be produced for the period 2005-2008.
2. Regular Report on the implementation of the Action Plan of the 4<sup>th</sup> World Conference on Women (Beijing, September 1995). This Report is submitted to the UN. In 2009, «Beijing +15» Report has been submitted.
3. Regular Report on implementation of the Recommendation (2002) 5 on Protection of Women against Violence. The Report is submitted to the Council of Europe (Directory Committee for Gender Equality) every two years. The last report was submitted in 2010.
4. Euro-Mediterranean Cooperation on Gender Equality issues. The Report is submitted annually to the European Union. The last one was submitted in 2009 for the Ministerial Conference in Morocco.

In addition, GSGE sends, upon request, any available information and reports to other Organisations, such as the International Labor Organisation (ILO), the Organisation for Security and Cooperation in Europe (OSCE), the Organisation for Economic Cooperation and Development (OECD) and UNESCO. Finally, GSGE has developed a cooperation network with foreign Embassies in Greece and is active - within the framework of bilateral and multilateral exchanges - in the field of gender equality promotion.

B6. Gender Equality Policy Making Institutions and Bodies

The following policy making bodies are about to upgrade their operation and redefine their role:

- As proclaimed in 2003, The **National Observatory on Combating Violence against Women** will be established by the General Secretariat for Equality with the participation of a network of related women organisations.
- Activation and upgrading of the **Interministerial Committee for Gender Equality, the aim of which is to** promote cross-cutting policies on gender equality and monitor NSRF gender related actions.
- Reformation of the **National Committee for Equality between Men and Women** (Law 3491/2-10-2006), emphasising the development of consultation and cooperation with women and feminist organisations.

B7. Research Centre for Gender Equality (KETHI)

KETHI is a powerful and flexible mechanism that supports the work of GSGE. Its notable research activities, and gamut of action plans implemented between 1994 and today, have rendered the Centre a key player for gender equality promotion in Greece. Currently, GSGE is utilising the wide experience and substantial know-how acquired via KETHI projects (documentation, women's consultation, awareness campaigns, studies / research and publications) to execute the National Programme. More specifically, KETHI shall take on:

- a) the role of technical counsellor to NGOs, within the framework of support of women's organisations and NGOs active in the field of gender equality (**PROJECT 12**),
- b) along with women's organisations active in the promotion of women in decision-making centres, the main target of this Project (**PROJECT 10**),
- c) The role of scientific coordination in the consultation of women on employment in projects related to enhancing women's experiences in the labor market (**PROJECT 8 & PROJECT 9**).

In parallel, KETHI shall continue to implement important Programmes funded by:

- the European Economic Area (EEA) for the support of socially vulnerable population groups and their integration into society (**PROJECT 18**),

- INTERREG European Territorial Cooperation Programme on information and awareness-raising on gender issues vis-a-vis economic policies at local level **(PROJECT 19)**.



## THIRD PILLAR

### GENDER MAINSTREAMING

The specialised gender equality policies developed by the General Secretariat for Gender Equality shall become more effective when the goal of equality is integrated simultaneously in all public policies that constitute the entirety of governmental work. The European strategy for gender mainstreaming denotes ways in which all public policies can include equality in their development and implementation.

Drawing on the 3<sup>rd</sup> CSF (2000-2006), a gender mainstreaming strategy has begun to be implemented in Greece as of 2000. However, it has not achieved the desirable effects. During the 4<sup>th</sup> Programming Period of the European Structural Funds (2007-2013), the “indication of the financial, social and development character of gender equality issues” is noted as one of the NSRF general goals. And, gender mainstreaming is referred to as an improvement factor for the quality of public policies. GSGE is responsible for the development, coordination and monitoring of gender equality policies in the NSRF. A tool in this connection is the **gender mainstreaming Guide** in NSRF Operational Programmes, which will facilitate the development of projects that promote gender equality (**PROJECT 20**).

As far as all national public policies are concerned, GSGE has ensured the required cooperation of the competent General Secretaries, who shall promote the strategic goal of gender mainstreaming in central and regional policies of the country, so as to decrease the gender gap in the target-group that the respective policies address. Therefore, GSGE has developed and shall support the preparation and pilot implementation of **Action Plans on gender mainstreaming in Ministerial and Regional policies (PROJECT 2)**.

Civil servants and public administration officials are key players in the viability and effectiveness of Action Plans and the enrichment of public life with gender equality principles. Therefore, GSGE has developed training and awareness-raising projects in cooperation with the **National Centre for Public Administration and Local Government (NCPALG)** and the **National School for Diplomats (PROJECT 7)**. The Projects are tailored to:

- Public administration officials who receive mistreated victims (**police officers, hospital personnel of outpatients clinics, etc**) in order to deal more efficiently and more sensitively with women victims of violence,

- **Correctional** officers in women's detention facilities,
- Employees in **municipal and regional immigration services**, to deal more appropriately with women immigrants and family reunification issues,
- Employees in new offices established under the national administration reformation in **municipalities**, to deal with social policy and gender equality,
- **Social Inspectors**, men and women of the Corps of Labor Inspectors (CLI) to promote the principle of equal treatment between men and women in the field of employment, and reinforce monitoring in relation to the implementation of the respective employment legislation,
- **Diplomats**, on issues related to the role of International Organisations in the field of gender equality, as well as related EU policy.

The aforementioned actions undertaken by GSGE for the implementation of gender mainstreaming are supplemented by a set of measures that political leaders of separate political arenas have already undertaken to implement. Such measures shall be the model for Action Plans to be undertaken by the Ministry of Justice, Transparency and Human Rights; the Ministry of Interior, Decentralisation and e-Government, the Ministry of Foreign Affairs; the Ministry of Defence, the Ministry of Economy, Competitiveness and Shipping; the Ministry of Environment, Energy and Climate Change; the Ministry of Education, Lifelong Learning and Religious Affairs; the Ministry of Labor and Social Security, the Ministry of Health and Social Solidarity, the Ministry of Rural Development and Food, the Ministry of Citizen Protection, the Ministry of Culture and Tourism. Indicatively, the measures to be undertaken by each Ministry are as follows:

1. Ministry of Interior, Decentralisation and e-Government

Within the framework of reformation and modernisation of Public Administration, the Ministry shall introduce the goal of gender equality not only into the **Strategic Planning of all Ministries** (competent Directorate), but also into the personnel policy (Directorate of Administration) through the **new standard Bylaws** that are being drafted. The respective provision shall continue to be implemented vis-a-vis the quota related to: a) the composition of Service Councils and b) the administration of Organisations supervised by the State. In addition, the respective provision shall be improved through its monitoring by the **Public**



**Organisations Registry**, which shall register the gender of BoD members. At the same time, the **Public Documents Code** is due to change, in terms of its wording, to reflect both genders. Finally, a wider range of information shall be provided by the **Citizen Service Centres (CSC)** on issues related to programmes for women and gender equality.

After the reformation of local and regional government (**“Kallikratis” Programme**) all competencies in the fields of care, social services and welfare have become the sole responsibility of the **New Municipalities** (1<sup>st</sup> Level of Local Government). This framework empowers the operation of public entities active in support of vulnerable groups. Therefore, it has a positive effect on the quality of services provided to citizens, especially to women, who mostly receive such services. In the Regions (2<sup>nd</sup> Level of Local Government), new **Regional Committees on Gender Equality (PEPIS)** have been created, aiming at gender mainstreaming in the development programming of each Region and the implementation of specialised programmes focused on to women. A GSGE representative shall participate in each Regional Committee on Gender Equality, with the former supporting the latter’s operation via NSRF funding. In parallel, **gender equality policies** are an explicit responsibility of the new Municipalities via the creation of service units working on Social Policy and Gender Equality Policy.

The new **supervision mechanisms** created to monitor legality and safeguard citizens’ - men and women’s - rights, are active, among other things, in the implementation and monitoring of legislative regulations in relation to gender equality. As far as **municipal and regional elections** are concerned, the quota of one third (1/3) for each gender per voting paper remains. Election legislation also now includes a monitoring system for **nominations and outcomes per gender**.

In the sector of immigration policy, the General Secretariat of Population and Social Cohesion commenced gender mainstreaming in the recently proclaimed Law 3838/2010 entitled: “Contemporary provisions on Greek citizenship, civil participation for expatriates and legal immigrants, other regulations». This law stipulates that children of **single-parent families** may acquire Greek citizenship (article 1A, par. 4). In this case, the application for the child’s citizenship may be submitted by any surviving parent or by the person who is responsible for the child’s parental custody. This is a provision that is favourable for women, given that the majority of single-parent families are headed by women. The Ministry, in cooperation with

GSGE, shall deal, at institutional level, with women immigrants who are employed as **domestic workers**, the majority of who work informally and are in danger of being expelled. Finally, apart from the upcoming cooperation in legislative initiatives, as mentioned above, the Ministry shall cooperate with GSGE to design programmes funded by the **European Fund for the Integration of Third Country Nationals** for gender mainstreaming (e.g., e proclamation of a study on women's immigration).

More broadly, via the entire range of its actions to "*strengthen and adapt staff skills and know-how in public administration for structural and institutional changes*", the **National Centre for Public Administration and Local Government** (NCPALG) works in a gender mainstreamed fashion. More specifically, it shall include modules on gender equality in the Educational Programme for public administration officers (NCPALG), and shall develop special Training Programmes (Training Institute) on public gender equality policies for personnel promoted to heads of General Directorates, Directorates and Departments.

## 2. Ministry of Finance

The recent tax law (law 3842/2010) advanced women's economic independence. As of 2011, separate tax reports and reimbursements will be required. These will demonstrate the income of both spouses separately, thereby treating each spouse as an individual in respect to tax matters. Furthermore, the public social security system has recently been revised (law 3865/2010 (Official State Gazette article 120A/21-7-2010). Included in the changes are raising of retirement ages, which will be implemented stepwise through the end of December, 2013. Finally, in relation to the reform of the public accounting system, the General Secretariat for Fiscal Policy will arrange that gender equity issues be integrated into public finances (gender budgeting).

## 3. Ministry of Foreign Affairs

The Ministry of Foreign Affairs supports and promotes the implementation of the Greek State gender mainstreaming strategic goal via the following actions: a) equal representation of men and women Ministry employees in responsible posts in the Central Services, services abroad and Service Councils, b) promotion of women to candidature for international posts in European and International Organisations, c) equal representation of men and women in

training programmes, d) development of actions, within the framework of bilateral development cooperation, in the field of gender equality and empowering of women's status in developing countries as well gender mainstreaming as a factor and cross-cutting parameter that governs the entire Greek development programme and e) combating of trafficking in women through actions for victim protection, prevention of further expansion of the phenomenon and effective repression of trafficking organisations within the framework of the National Action Plan, of which the Ministry is the National Coordinator. The development programmes of the National Development Cooperation Hellenic Aid continue being implemented in the victims' origin countries, aiming at their social re-integration after their voluntary repatriation. The actions supported reinforce the existing reception centres, social re-integration programmes, medical care and the development of skills and vocational training.

#### 4. Ministry of Defence

Following the Resolution passed by the UN Security Council No. 1325/31.10.2000 on "Women, Peace and Security", Resolutions No. 1820/2008 and 1888/2009, as well as the Recommendations of the European Committee, the Ministry of Defence shall design a **National Action Plan** to implement Resolution no. 1325, ensuring women's participation in all decision-making before, during and after armed conflicts, in development and humanitarian actions at national, governmental and non-governmental level (national defence system, armed forces), as well as at European and international level (UN, EU, NATO, OSCE). The National Action Plans are also an EU commitment under the Swedish Presidency (2<sup>nd</sup> semester 2009). On these grounds, an Inter-Ministerial Committee shall be established, according to European standards, with the participation of the Ministry of Foreign Affairs, the Ministry of Defence, the Ministry of Citizen Protection and the Ministry of Justice.

By virtue of Presidential Decree 54/2010, physical magnitudes and the Body Mass Index for the preliminary examinations for the admission to the Higher Military Educational Institutions/ Higher Military Schools for Non-Commissioned Officers were modified. Therefore, the minimum height has been diminished from 1.65 m to 1.60 m and the Body Mass Index limits were modified for men from "20-25" to "19-27" and for women from "18-22" to "18-25". A 5-month pregnancy/delivery leave to women military staff and a 9-month parenthood leave are provided to men and women military staff, according to the provisions of the civil servants' code. The parenthood leave is provided to men military staff in case the spouse is a military officer, works

in the private sector or is a civil servant, by making a related declaration as to which parent shall make use of the parenthood leave, either once or accumulatively, but always successively to and after the end of the pregnancy/ delivery leave.

#### 5. Ministry of Economy, Competitiveness and Shipping

The Ministry of Economy, Competitiveness and Shipping facilitates gender mainstreaming by using funding aids to help women (19 to 65 years old) to establish new enterprises in all fields of entrepreneurship within the framework of a programme entitled: “**Support of Women’s Entrepreneurship**”. The Programme is implemented by the Hellenic Organisation of Small and Medium Enterprises and Handicraft (HOSMEH). In addition, within the framework of the Programme entitled “**Support of Youth Entrepreneurship**”, new businesswomen (between the age of 19 and 40) are assisted in establishing new enterprises in all fields of activities, including processing, trade, services, tourism, recycling and limitation of pollution. Moreover, taking into consideration gender mainstreaming, several actions are promoted for the **upgrading of knowledge and skills of women employees**.

The internal structures of the most important institutional bodies that consult on the improvement of our national competitiveness are enriched with more women, who offer their different points of view on different issues, which are actually very important on the renewal of thoughts and practices that affect the competitiveness of Greek economy. In addition, the Ministry shall include more women, from academic and business environments, in the **Expert Committee**, which supports the projects of the National Competitiveness Council.

#### 6. Ministry of Environment, Energy and Climate Change

The Ministry of Environment, Energy and Climate Change facilitates gender mainstreaming in its key programmes developed along three axes: a) energy saving, b) awareness on the dangers for public health caused by pollution, especially in cases of environmental crises and c) improvement of urban quality of life. More specifically, the **campaign on energy saving** shall be oriented to women too, who due to socialisation, hold a more important role, not only in the management of household matters, but also in the education of their children on environmental patterns. The integrated actions aimed combating chronic pollution - which has affected the soil and particularly surface and ground waters, thereby directly affecting **public**

**health** in some areas of “high” risk – shall include the consequences for women’s reproductive health, as well as preventive and precautionary measures. . Finally, the improvement programmes on the quality of urban environment, and especially of citizens’ transportation conditions in big cities, shall take into account that men and women have different transportation needs..

In its attempt to **increase public awareness** on environment issues via special TV shows that promote environmental training, the Ministry shall emphasise women’s pivotal role. Finally, the Ministry’s cooperation with **women’s organisations** will support local environmental protection and awareness-raising civil society organisations. With GSGE participation, the Ministry will also shall establish a **working group** to further foster gender mainstreaming in environmental and green development issues..

#### 7. Ministry of Education, Lifelong Learning and Religious Affairs

Gender equality is a key principle for the operation of the **New School**, programmed by the Ministry of Education, Lifelong Learning and Religious Affairs. It shall be a crucial element for the new – draft - educational programmes and school booklets that will be carried out within the framework of the New School. This school will operate during extended hours (all day), to meet the needs of working parents - and especially mothers, who spend most of the rest of the day on their childcare. Especially in the field of **Secondary Education**, the goal is to make best use in school, and in general, of the wide range of materials produced by the Operational Programme “Education and Initial Vocational Training II” (teacher awareness, training of professional orientation counsellors, auxiliary educational programmes, etc) that aim to gender mainstream the educational process. With regard to **Vocational High Schools**, several actions have already been designed, and shall be funded in order to promote female participation in “male” professions, and male in “female” professions. The overarching goal is to change gender patterns in relation to the professions. Within the framework of lifelong learning promotion, the institution of **Second Chance Schools** shall continue, attended in particular by women who have interrupted their education. **Parents School will also be established**, which shall place gender equality at the top of their agenda’s.

**Research and Technological Development** is one of the crucial areas to be addressed for total integration and more efficient use of Human Resources within a framework of equality and

equal opportunities. The General Secretariat for Research and Technology is going to support actions for the promotion of gender equality and especially for the support of women researchers. Within this framework, special emphasis shall be given to the promotion of research on equality issues, reinforcing related research areas. Gender studies shall be included as one of the priority topics. In parallel, when developing actions, the possibility of using bonuses for the participation of women researchers as well as a quota re: minimum participation for each gender shall be investigated, within the framework of a policy of equality and equal opportunities. Finally, networking of women researchers is being designed to enhance women's status in the field of Research and Technology.

Within the framework of the Programme “**Gates of Youth Entrepreneurship**”, the **General Secretariat for Youth** will give particular consideration to young women who face significant unemployment problems. It will support their entrepreneurship actions, especially in sectors that promote green development and services in cultural and social sectors.. Furthermore, within the framework of the programmes “Youth in Action” and “European Youth Card”, the General Secretariat of Youth shall prepare an information campaign targeted to women's organisations and young women, respectively. In cooperation with GSGE, the General Secretariat for Youth shall run an information campaign for young people (women and men) on issues of sexual health and especially contraception.

#### 8. Ministry of Labour and Social Security

The Ministry of Labor and Social Security, within the framework of the Programme for Human Resource Development, is preparing Projects that aim to **decrease the number of unemployed women** on one hand, and the **strengthening of employed women** on the other. Such Projects include actions for the improvement of women's professional skills and the updating of their knowledge, so as to facilitate their adaptation to the evolving needs of the labor market. In addition, new actions are being planned in relation to the **harmonisation of family and professional life** through the child care provision for children of employed and unemployed women, as well as through actions that aim at the elimination of professional discrimination – which includes the gender salary gap.

The Greek Manpower Organisation (GMO), in cooperation with GSGE, has established a permanent working group on gender equality. The primary goal is to prepare an **Action Plan**

**on Gender Mainstreaming** throughout GMO work (training of Employment Councillors working with Employment Promotion Centers, Apprenticeship Schools, Programmes for New Jobs, Programmes for Young Self-Employed Persons, internal assessment systems, etc). At the same time, GMO shall continue to announce specialised programmes for unemployed women aimed at combating over-representation of women among unemployment groups, and recruiting more women in the labor market.

In the re-establishment of the **Body of Labor Inspectors (BLI)**, the competency of equal treatment between men and women in employment and labor is clear the recording and processing system of statistics on gender equality is being upgraded in order to enable proper assessment of the situation in relation to equality in working environments. At the same time, BLI shall foster gender mainstreaming in its work and actions - more specifically, in the updating and provision of information on labor issues, legal counselling, reconciliation (labour disputes) and hearings processes. Within this framework, an information campaign shall be prepared for employees and enterprises on the equal treatment of men and women. Finally, the Gender Equality Offices, operating under the Departments of Labor Social Inspection, Body of Labor Inspectors, Ministry of Labor and Social Insurance will be strengthened, and new responsibilities added to their remit. .

#### 9. Ministry of Health and Social Solidarity

The Ministry of Health and Social Solidarity shall cooperate with the GSGE at three levels:

A. Conclusion of a Memorandum of Understanding between GSGE and the National Centre for Social Solidarity (NCSS) for the coordination of the organisation and operation of **shelters for women victims** to implement joint training programmes for shelter personnel in specialised methods of approach vis-a-vis women who have experienced violence. In addition, in synch with GSGE policy on combating violence against women, the General Secretariat for Public Health shall develop actions aimed at preventing and assisting victims of trafficking.

B. Information and awareness raising on health and medical issues, with priority those that mostly affect women, but also issues of sexual and reproduction health more broadly. Within the framework of the **National Plan for Health**, promoted by the Ministry of Health and Social Solidarity (MHSS), women's knowledge and prevention is a priority. According to

statistics, Greek women are not fully informed about the importance of preventative check-ups to maintain their health. As a result, some types of cancer - such as breast cancer and cancer of the reproductive system - are included in the most common cancer types in our country. Cooperation with GSGE is integrated within the framework of the MHSS campaign on primary prevention. Ministry personnel (nurses, social workers) shall offer information and consulting – free of charge – on health and prevention issues in 14 GSGE Counselling Centres. Therefore, it is obvious that gender mainstreaming has been integrated in approaches to health issues - and that such mainstreaming is going to expand. GSGE contribution shall play a key role in MHSS efforts to increase presymptomatic examination centres within the framework of new **Prevention and Health Education Centres**. Communication policy and women's awareness vis-a-vis annual check-ups shall be mutually structured through the information materials that are about to be produced.

C. MHSS shall continue its current awareness campaign on smoking effects. Information actions shall be developed targeted to women, as according to the World Health Organisation, Greek women hold one of the highest percentages globally (39%).

#### 10. Ministry of Rural Development and Food

The Ministry of Rural Development and Food shall foster gender mainstreaming via the **encouragement of the development of entrepreneurship initiatives by women** (increased credits award for women). It shall do so via the following measures: modernisation of rural holdings, support also of non-rural activities, of the establishment and development of very small enterprises and of tourism activities. In addition, by virtue of such measures, some sectors shall be promoted: the textile industry, production of sweets and traditional products, production of cleaning products, production of essential oils, manufacture of pottery, creation of jewellery, hairdressing activities, etc. Women or women cooperatives are mostly interested in such kind of activities, either because they are already activate in them, or because they are given the opportunity to be activate in them via the Programme for Rural Development 2007 – 2013.

Within the framework of provision and improvement of services to rural and local populations - and directly related to the quality of life and strengthening of local economies - financial assistance shall be provided for the creation of **childcare services**. Within the framework of



training and education actions addressed to rural workers (on issues of good agricultural practices), special care shall be taken that women participate.

Support actions for enhancement of local economies also include **networking actions**, as well support of **enterprises and cooperatives** (promotion, connection to national and international promotion units for their products, exhibitions, etc), in which women's cooperatives may participate as well. Participation of bodies that represent women's rights has been assessed and awarded with extra credits during the selection of Local Action Groups, especially in the field of decision-making for the implementation of local development strategy (Axis 4 – Leader Approach).

The promotion of the Programme for Rural Development and the operation of the National Rural Network include the organisation of events promoting women's role in rural areas, awareness-raising events on gender equality issues and information events on the potential of financing by the Programme, with great emphasis being put on the participation of women and women's cooperatives. Finally, the Association of **Women Rural-Tourist Cooperatives** participates actively in the National Rural Network.

#### 11. Ministry of Justice, Transparency and Human Rights

Within the framework of its administrative reform, the Ministry shall **improve collection and publication of justice statistics**, and statistical classification of offences at double-digit and triple-digit analysis. This will indicate the sex of offenders and victims alike. These enhanced statistics will assist in the design and development of policies in this area.

Within the framework of the educational programme for the **National School of Judges**, special educational programmes shall be developed on gender equality, Family Law and other laws related to gender issues and women's fundamental rights. Such themes shall be also included in the educational programmes of the School.

In cooperation with the General Secretariat for Gender Equality, measures shall be undertaken to upgrade living and education conditions in detention facilities (programmes for the reconciliation of family life and detention, such as parental custody, visits, nurseries, etc). Furthermore, measures are being undertaken to better prepare the process of re-integration of

**women who have been released from prison** in cooperation with the Public Law Legal Entity “EPANODOS”. Indicatively, the following actions shall be implemented: a) preparation of women detainees for their release (6-8 months before their release) by providing information on their potential for social and employment integration after having served their sentence, b) consultation to women that are about to or have already been discharged (social – psychological – legal – employment consultation), c) special consultation programmes for minor detainees and discharged women, d) special programmes in cooperation with competent rehabilitation bodies for addicted detainees and discharged women, e) special programmes for discharged mothers, and f) special intervention programmes in cooperation with competent bodies for the children of women who have been released from prison.

#### 12. Ministry of Citizen Protection

Within the framework of actions that are related to gender equality policy, such as human trafficking, the Ministry of Citizen Protection is preparing the strengthening and expansion of its anti-trafficking Department by increasing specialised personnel and by training police officers recruited into the . The Ministry shall participate in the National Coordinating Mechanism for Combating Trafficking in Human Beings, so as to promote legislative and other kinds of actions.

In addition, as far as domestic violence is concerned, a **Rape/ domestic violence Department will be created. It will have** specialised personnel whose aim it is to improve how these issues are dealt with, and to provide psychological support and other services, such as escort to the medical examiner. In this context, training of police officers for the treatment of victims of rape/ domestic violence is also considered.

#### 13. Ministry of Culture and Tourism

The institutions of “**Modern Culture**” (books, dance, the other arts, etc) shall be merited special actions to promote female creativity (i.e. special book exhibitions for women writers, group exhibitions of women’s creation and expression). The Ministry shall support the cultural exhibitions organised by GSGE by providing the use of **Olympic Games facilities**, in order to effectively promote art creations in the field of gender and equality. In 2011 and 2012, the Ministry of Culture, within the framework of the institution “European Heritage Days”, shall

organise educational actions in Museums and cultural areas focusing on the active participation of women in social activities of all types, as well as their contribution to history and art.

At minimum, a sex-based quota shall be implemented in NSRF funded programmes for the **employment of unemployed persons**. With regard to recruitment of personnel in archaeological sites, which shall be implemented under our own supervision, there shall be systematic recording of the created employment per gender, age and educational level. By the end of 2011, such information shall be assessed and, if necessary, active policies shall be adopted to strengthen women's employment.

In the field of **Tourism** and within the framework of networking actions, the institution of women's cooperatives shall be supported, especially on the islands and in mountainous areas of the country, implementing a different policy due to the special conditions prevailing in such areas. The fields of culture (organisation of cultural events, promotion of Mediterranean diet, art workshops, etc), environment (recycling, renewable energy sources, etc), provision of tourism services (accommodation, restaurants, etc), social services (care of addicts, elderly, youth volunteer groups, etc) shall receive special support. Great emphasis shall also be given to Local Quality Agreements. In parallel, within the framework of reformation of the **Organisation of Tourism Education and Training**, several programmes on the balance between men and women in tourism professions (cooks, etc) and the dissemination of travelling culture shall be implemented.



**TABLE**

**STATISTICS ON WOMEN'S STATUS  
IN GREECE AND THE EUROPEAN UNION**



**TABLE – Statistics on women’s status in Greece and in the European Union**

Reference	Greece		European Union		Source
	Women	Men	Women	Men	
Employment rates (women and men aged 15-65), in May 2010	48.9%	73.5%	58.6%	70.7%	Eurostat, Labor Force Survey
Employment rates (women and men aged 15-24), in May 2010	18.1%	27.7%	33.1%	37.2%	
Employment rates (women and men aged 25-54), in May 2010	62.2%	88.4%	71.7%	84.6%	
Employment rates (women and men aged 55 -64), in May 2010	32.0%	64.3%	44.6%	61.95%	
Unemployment rates (women and men aged 15-74), in June 2010	15.7%	9.7%	10.2%	9.9%	
Unemployment rates (women and men aged 15-24), in June 2010	40.4%	25.5%	19.5%	20.7%	
Unemployment rates (women and men aged 25-74), in June 2010	13.8%	8.6%	9.2%	8.7%	
Share of long-term unemployed (women and men 15 and over), in 2009	6.0%	2.4%	3.1%	2.9%	
Pay gap in EU Member States, in 2008	22.0%		17.5%		
Percentages of inactive and partially active women due to the lack of care services for children and the elderly (July 2009)	68.5%	–	26.7%	25.9%	
Care of children at the age of 0-3 (Barcelona target is 33%) (2005)	7.0%		24.0%		European Commission (2005) Reconciliation of work and private life. comparative review of thirty European Countries
Care of children from 3 years old up to the age of compulsory education (Barcelona target is 90%) (2005)	60.0%		82.4%		
Women and men with High Education level, in 2009	59.0%	41.0%	59.0%	41.0%	Education Statistics
Unemployment rates by sex and educational attainment level (PhD or Master degree holders), in 2009	9.7%	5.8%	4.8%	3.7%	
Participation rates (women and men) in National Parliaments	17.3%	82.7%	26.0%	74.0%	European Commission, Database on women

Participation rates (women and men) in senior posts in enterprises, in 2008	29.0%	71.0%	32.5%	67.5%	
Participation rates (women and men) in Boards of Directors of the biggest listed companies, in 2009	5.0%	95.0%	11.0%	89.0%	and men in decision-making <a href="http://ec.europa.eu/social/publications">http://ec.europa.eu/social/publications</a>
Population percentage 18 years old at the risk of poverty, in 2008	20.7%	19.6%	17.5%	15.6%	EU-SILC
Employees at the risk of poverty, in 2008	12.1%	15.9%	7.9%	9%	
Non employed persons at the risk of poverty, in 2007	26%	23%	25%	23%	
Unemployed persons at the risk of poverty, in 2007	31%	41%	39%	47%	
Pensioners at the risk of poverty, in 2008	23.6%	20.8%	21.2%	15%	
Other inactive persons at the risk of poverty, 2007	25%	27%	28%	26%	
Deaths of women – victims of domestic violence (homicides 2007)	10 women victims				
Deaths of women – victims of domestic violence (homicides 2008)	17 women victims				
Deaths of women – victims of domestic violence (homicides 2009)	13 women victims				



## **ANNEX A**

### **GENERAL SECRETARIAT FOR GENDER EQUALITY PROJECTS**

<b>PROJECT 1</b>	<b>CODIFICATION OF GENDER EQUALITY LEGISLATION</b>
<b>PROJECT 2</b>	<b>GENDER MAINSTREAMING PUBLIC POLICIES</b>
<b>PROJECT 3</b>	<b>PREVENTION AND COMBATING OF VIOLENCE AGAINST WOMEN: GSGE COUNSELLING CENTRES</b>
<b>PROJECT 4</b>	<b>PREVENTION AND COMBATING OF VIOLENCE AGAINST WOMEN: SOS TELEPHONE HOTLINE</b>
<b>PROJECT 5</b>	<b>PREVENTION AND COMBATING OF VIOLENCE AGAINST WOMEN: LOCAL LEVEL COUNSELLING CENTRES AND SHELTERS FOR WOMEN VICTIMS OF VIOLENCE</b>
<b>PROJECT 6</b>	<b>PREVENTION AND COMBATING OF VIOLENCE AGAINST WOMEN: PUBLIC AWARENESS CAMPAIGNS</b>
<b>PROJECT 7</b>	<b>CIVIL SERVANT GENDER EQUALITY TRAINING AND AWARENESS RAISING</b>
<b>PROJECT 8</b>	<b>ENHANCING EMPLOYED WOMEN'S PROFESSIONAL POSITION (MENTORING)</b>
<b>PROJECT 9</b>	<b>REDUCTION OF GENDER-BASED JOB SEGREGATION</b>
<b>PROJECT 10</b>	<b>FOSTERING WOMEN'S PARTICIPATION IN DECISION-MAKING: ELECTED REPRESENTATIVES</b>
<b>PROJECT 11</b>	<b>FOSTERING WOMEN'S PARTICIPATION IN DECISION-MAKING: TRADE UNIONISTS</b>
<b>PROJECT 12</b>	<b>SUPPORT TO WOMEN'S ORGANISATIONS AND NON-GOVERNMENTAL ORGANISATIONS (NGOS)</b>
<b>PROJECT 13</b>	<b>TACKLING MASS MEDIA STEREOTYPES</b>
<b>PROJECT 14</b>	<b>ENHANCEMENT OF CULTURAL PRODUCTION PROMOTING GENDER EQUALITY</b>
<b>PROJECT 15</b>	<b>UPGRADE AND EXPANSION OF GSGE LIBRARY ON GENDER AND EQUALITY SERVICES</b>
<b>PROJECT 16</b>	<b>GENDER MAINSTREAMING IN PUBLIC POLICIES MONITORING STRUCTURE</b>
<b>PROJECT 17</b>	<b>CREATION OF AN INTERNET PORTAL FOR GSGE E-SERVICES</b>
<b>PROJECT 18</b>	<b>GREECE: AN INTERNATIONAL CULTURE AND COMMUNICATION SCHOOL</b>
<b>PROJECT 19</b>	<b>GENDER4GROWTH</b>
<b>PROJECT 20</b>	<b>GENDER EQUALITY POLICY IMPLEMENTATION GUIDE</b>

## PROJECT 1

### CODIFICATION OF GENDER EQUALITY LEGISLATION

**Funding:** NSRF 2007–2013, OP “Public Administration Reform”, Axis 3

**Beneficiary groups:** Entire population

#### OBJECTIVE/GOALS:

Codification and simplification of the legislation in the field of gender equality, in order to: a) create a unified body of documents containing all provisions and regulations on equality between men and women, b) provide the essence of all respective provisions in the simplest possible way, and c) facilitate - through this structure and form of codification – involvement of all interested parties, accountability, transparency and quality assessment of equality achievements in each policy sector of policy and area of social life. .

#### ACTIONS:

- Development of methodology vis-a-vis collection, recording, codification and simplification of legislative regulations on gender equality in Greece and Europe, including the respective regulations established by International Organisations.
- Collection-codification of gender equality legislation, which will include all related information on citizens' rights and all the legislative provisions that safeguard them. At the same time, it shall assist professionals and bodies urged to implement, promote and publicise the protection of such rights.
- Collection of case law from Greek Courts (from 1983 onwards) and the European Court of Justice (from 1975 onwards) related to the implementation of gender equality legislation.
- Proposals for the simplification of the application of legislative and regulatory provisions.
- Organisation of events for information and awareness raising for the Project:
  - Information of Public Administration, organizations, social groups and citizens – men and women - re: the potential offered by the Project for effective exercise of their rights,
  - Awareness of organizations and social groups, as well as involvement of women's groups, social partners and NGOs.
- Design, development, and reproduction of printed and electronic materials related to the Project, which shall be accessible to persons with vision problems, by the use of Braille system.
- Creation of information structure for recording, classification, processing and search of legislative and regulative reforms of gender equality law at national and EC levels.

## PROJECT 2

### GENDER MAINSTREAMING PUBLIC POLICIES

**Implementation Body:** General Secretariat for Gender Equality (GSGE)

**Funding:** NSRF 2007–2013, OP “Public Administration Reform”, Axis 3

**Beneficiary groups:** Entire population

#### OBJECTIVE/GOALS:

The promotion of gender mainstreaming in all sectoral, regional and local policies is a key objective and an integral strategy for the equality between men and women. Such processes aim to design, implement and assess equality policies so that both men and women benefit equally from all policies and actions, in all aspects of our economical, social and political life.

#### ACTIONS:

- Design and standardization of a Gender Mainstreaming System in public policies (central, regional, local).
- Creation of three (3) implementation Guides of the Gender Mainstreaming System: a) for the General Secretariats of Ministries (central administration), b) for the newly elected Regions and c) for the Municipalities.
- Development of Sectoral Programmes for Gender Equality in public policy bodies (General Secretariats of Ministries), as well as development of Regional and Local Programmes.
- Special programmes on training and education of civil servants on: a) gender equality and b) gender mainstreaming. This action shall address several officials of bodies (General Secretariats, Regions, and Municipalities) that may be/are involved in the design, coordination, implementation and assessment of equality policies.
- Transnational experience-exchange meetings to transfer know-how of y similar policies of other European countries.
- Conducting a Regular Achievement Report to assess the level and the range of gender mainstreaming penetration per sector and policy area.
- Conduct a study and pilot implementation of the process framework for the creation of gender budgeting policy.
- Awareness raising of public administration officials on the implementation of the principle of co-estimation of gender issues in preparation of the national state budget.
- Actions to enhance the Ombudsman’s Equality Circle (seminars, conferences, etc).
- Actions to enhance gender mainstreaming in surveys currently being undertaken by the National Statistical Service of Greece (NSSG).

**PROJECT 3**  
**PREVENTION AND COMBATING OF VIOLENCE AGAINST WOMEN:**  
**GSGE COUNSELLING CENTRES**

**Implementation Body:** General Secretariat for Gender Equality (GSGE)

**Funding:** NSRF 2007–2013, OP “Public Administration Reform”, Axis 3

**Beneficiary groups:** Women

**OBJECTIVE/GOALS:**

Confrontation and combating of violence against women and multifaceted support to the victims through the creation and/or upgrading of Counselling Centres of the GSGE across the country.

**ACTIONS:**

- Creation of twelve (12) new Counselling Centres of the GSGE to support female victims of violence [one (1) in each Region of the country, except for Attica] and upgrading of the two (2) existing Counselling Centres of the GSGE (Athens, Piraeus).
- Staffing of Counselling Centres: employment of at least four (4) employees per Centre (six (6) for Athens, Piraeus, Thessaloniki), with appropriate specializations to ensure the proper operation of the Centres.
- Training of the staff working at the Counselling Centres, as well as of lawyers (of the National Bar Associations) that shall be involved in the Project.
- Information, specialised briefing and provision of counselling services (psycho-social support and legal counselling) to confront and combat gender violence and the support of victims.
- Cooperation with local Bar Associations to provide legal aid to women victims of violence.
- Networking of Counselling Centres with state agencies (i.e. Hellenic Manpower Employment Organisation, Centres of Promotion of Employment, municipal social services etc).
- Actions to eliminate gender violence against women, and awareness-raising of local society more generally.

**PROJECT 4**  
**PREVENTION AND COMBATING OF VIOLENCE AGAINST WOMEN:**  
**SOS TELEPHONE HOT-LINE**

**Implementation Body:** General Secretariat for Gender Equality (GSGE)

**Funding:** NSRF 2007–2013, OP “Public Administration Reform”, Axis 3

**Beneficiary groups:** Women

**OBJECTIVE/GOALS:**

The SOS telephone help-line is a specialized service with the specific mission to provide direct assistance in emergency violence cases, the provision of information (how and where a woman can turn during crisis) or/and direct 24-hour phone support, 365 days per year.

The operation of the SOS help-line provides information services, direct assistance and counselling. It is essential that the SOS help-line be linked with Counselling Centres and Shelters, in order to help women victims of violence to address access these services.

**ACTIONS:**

- Operation of the SOS 24-hour help-line for direct counselling and support to women victims of violence, 365 days per year.
- Operation of the SOS 24-hour help-line in other languages, apart from the Greek language, in order to meet female immigrants' needs.
- Direct link with and ability to refer violence victims to Counselling Centres and Shelters.
- Training of SOS help-line staff.

## PROJECT 5

### PREVENTION AND COMBATING OF VIOLENCE AGAINST WOMEN:

#### LOCAL LEVEL COUNSELLING CENTRES AND SHELTERS FOR WOMEN VICTIMS OF VIOLENCE

**Implementation Body:** General Secretariat for Gender Equality (GSGE)

**Funding:** NSRF 2007–2013, OP “Public Administration Reform”, Axis 3

**Beneficiary groups:** Women victims of violence and their children

#### OBJECTIVE/GOALS:

The establishment of an integrated network of local structures (Counselling Centres and Shelters for women victims of violence and their children) and services to assist victims of violence, as well as to prevent violence and provide raise public awareness. The development of such a network shall be realised through the creation of new structures and/ or the improvement of those already existing, through the implementation of Local Action Plans, in cooperation with the National Centre for Social Solidarity, Organisations of Local Government and NGOs.

#### ACTIONS:

- Creation of Shelters for women victims of violence and their children in the capitals of the Regions.
- Improvement and enhancement of existing Structures (Counselling Centres and Shelters) and services.
- Training of the staff of the Counselling Centres and Shelters.
- Multifaceted support and provision of direct support and/or hospitality to women victims of violence and their children.
- Development of cooperation with other state agencies (i.e. Hellenic Manpower Employment Organisation, Centres of Promotion of Employment, etc).
- Cooperation with Local Government to implement actions to prevent and combat violence against women.

**PROJECT 6**  
**PREVENTION AND COMBATING OF VIOLENCE AGAINST WOMEN:**  
**PUBLIC AWARENESS CAMPAIGNS**

**Implementation Body:** General Secretariat for Gender Equality (GSGE)

**Funding:** NSRF 2007–2013, OP “Public Administration Reform”, Axis 3

**Beneficiary groups:** Entire population, with emphasis on women victims of violence

**OBJECTIVE/GOALS:**

Information and awareness-raising of citizens on: a) the current legislative framework re: gender violence against women (domestic violence, rape, prostitution, trafficking), b) the clarification of roles of the competent state mechanism (GSGE) to support and assist women and children that have experienced violence and c) the prevention of such phenomena.

**ACTIONS:**

- Information and awareness-raising of citizens on gender violence issues (domestic violence, rape, prostitution, sexual harassment and trafficking), as well as the prevention of such phenomena.
- Awareness-raising campaign at national level to provide information for the current legislative framework related to violence against women, as well as the clarification of the role of GSGE – as the competent state mechanism - for the support and the assistance of maltreated women.
- Utilisation of different communication media and actions (seminars, printed material, brochures, etc) as well as of mass media sponsors.
- Production and distribution of printed, electronic and audiovisual material (newspapers, magazines, posters, brochures, stickers, diaries, radio-TV spots, TV campaign, videos, photos, announcements, press releases, etc). Some of those materials shall be produced in the most prevalent languages of women immigrants.
- Targeted campaign addressed to young women to enhance their ability to combat primary expressions of violence by men (psychological etc).
- Organisation of a conference on the topic, as well as awareness-raising seminars at regional level.



## PROJECT 7

### CIVIL SERVANT GENDER EQUALITY TRAINING AND AWARENESS-RAISING

**Implementation Body:** General Secretariat for Gender Equality (GSGE)

**Funding:** NSRF 2007–2013, OP “Public Administration Reform”, Axis 3

**Beneficiary groups:** Women in public and social sectors, staff of public administration

#### OBJECTIVE/GOALS:

This Project aims to implement integrated action plans for training and awareness-raising of Public Administration and Local Government employees, on equality between men and women, with emphasis on gender mainstreaming in the policies of the Ministries, the Regions and Local Government Organisations.

GSGE shall address officials of Ministries, Regions and Local Government Organisations that are involved in the design and implementation of equality policies, but also public administration officials in general. The goals are: a) adoption of cross-cutting gender mainstreaming in policy design and b) implementation of affirmative action for women to promote of gender equality.

Special actions shall be carried out re: court members, diplomats, labor inspectors, penitentiary employees in women's detention facilities, as well as employees in immigration, citizenship/naturalisation services.

#### ACTIONS:

- Communication/publicity and awareness-raising actions for public administration and local government officials.
- Design and realization of special training programmes for public administration employees that will be recruited in the implementation, coordination and monitoring mechanisms for equality policies. The trainings shall be tailored to the specific aspects of equality policies and public administration competencies and operations applicable to each group.
- Training of gender experts.
- Training of court members.
- Training of diplomats.
- Training of labor inspectors.
- Training of penitentiary employees in women's detention facilities.
- Training of employees in municipal and regional services for immigration (Foreigners and citizenship Directorates in the Municipality of Athens and Thessalonica and the Regions of Attica and Central Macedonia), as well as of the General Secretariat of Population and National Cohesion (General Directorate of Immigration Policy and Social Integration and Citizenship Immigration).
- Training of police officers.
- Training of social services employees in local government organisations.

## PROJECT 8

### ENHANCING EMPLOYED WOMEN'S PROFESSIONAL POSITION (MENTORING)

**Implementation Body:** General Secretariat for Gender Equality (GSGE)

**Funding:** NSRF 2007–2013, OP “Human Resources Development”, Axis 3

**Beneficiary groups:** employed women, self-employed women (with or without personnel) and women owners of small enterprises

#### OBJECTIVE/GOALS:

In view of improving employed women's professional status, GSGE aims to support the improvement of working conditions and operational organisation of women's employment. This Project aims to promote adaptability and professional advancement of employed and self-employed women (with or without personnel), through the provision of consultation services by employment counselling experts in the 14 GSGE Counselling Centres (in the capitals of the Regions). This Project also aims to increase productivity potentials of small enterprises owned by women and to support gender equality policies in enterprises through the establishment of a quality mark.

#### ACTIONS:

- Actions of specialised information, support and counselling – mentoring of employed women in order to improve their knowledge and skills.
- Actions of specialised information, support and counselling – mentoring of self-employed women (with or without personnel).
- Actions for the networking of self-employed women (with or without personnel).
- Preparation of a study to define equality indexes and good practices for enterprises at European level, and prepare a process framework for the establishment and award of a quality mark to enterprises that have fostered gender mainstreaming within their working environment.
- Awareness-raising actions for enterprises to adopt gender equality policies.
- Establishment of a Quality Mark for the enterprises which have included equality practices in their working environment and comply with equality indexes.
- Preparation of manuals and good practices guide books in relation to gender mainstreaming vis-a-vis human resource development, to facilitate companies and their employees' adaption of gender equality plans.

## PROJECT 9

### REDUCTION OF GENDER-BASED JOB SEGREGATION

**Implementation Body:** General Secretariat for Gender Equality (GSGE)

**Funding:** NSRF 2007–2013, OP “Human Resource Development” (in cooperation with the Special Application Service of the Ministry of Labor and Social Security)

**Beneficiary groups:** unemployed women, fired women

#### OBJECTIVE/GOALS:

Within the framework of the elimination of professional gender discrimination, this Project aims to: a) increase women’s participation in professions where men outnumber them, and b) promote women and men to take up employment in “male” and “female” professions, respectively (double direction) by using awareness-raising actions to eliminate stereotypes on the role of the two genders in family and labor, as well as to foster gender mainstreaming in the workplace. . Information and awareness-raising of unemployed and fired women shall be implemented in the fourteen (14) GSGE Counselling Centres.

#### ACTIONS:

- An integrated set of actions to support unemployed women’s orientation toward technical professions or professions where men outnumber women, and for which there is an increased demand in the labor market. This action shall include:
  - Provision of specialised consultation and professional orientation for unemployed women in the GSGE Counselling Centres.
  - Training programmes and guaranteed employment programmes for unemployed or fired women in “male” professions.
- Actions on public awareness, including the production of informative spots, organisation of seminars, wide campaign for public information (press, radio, television). In detail:
  - Information-awareness on professional discrimination aiming to eliminate stereotypes in relation to genders’ role in the labor market, decrease horizontal and vertical discrimination in professions, and decrease the gender pay gap.
  - Information-awareness to decrease gender inequality in domestic-family environments through awareness-raising about equal treatment of men and women in care and domestic duties that affect the participation of people in the economically active population.
  - Information-awareness to promote women’s orientation towards technical professions or professions with high technical content.

## PROJECT 10

### FOSTERING WOMEN'S PARTICIPATION IN DECISION-MAKING: ELECTED REPRESENTATIVES

**Implementation Body:** General Secretariat for Gender Equality (GSGE)

**Funding:** NSRF 2007–2013, OP “Public Administration Reform”, Axis 3

**Beneficiary groups:** Entire population, more specifically: women members of the National and/or European Parliament and/or local government, women candidates in election procedures who have yet to be elected

#### OBJECTIVE/GOALS:

The object of this Project is to support elected women representatives and candidate women in order to expand: a) their participation in posts of political responsibility and b) their representation in political institutions at European, national, regional and local level.

#### ACTIONS:

- Holding of information/ awareness campaigns before the elections for the local and regional government (2010) and the National Parliament (2013). Such campaigns include brochures, posters and information printouts, radio-TV spots, editorials in newspapers, magazines and e-Media (portals).
- Networking actions for women who belong to bodies and political institutions at national, regional and local level. Within the framework of agencies - such as the Greek Parliament, the Central Union of Municipalities and Communities of Greece, the Regions Association etc, - offices for women's networking shall be established and staffed to foster use and exchange of experiences, their enhancement and support in actions for the strengthening of their participation in posts of political responsibility.
- A series of open events for awareness-raising and dissemination of experiences, such as: a) the European Conference on Women in Politics (2012), b) training meetings and working groups with members of parties' mechanisms that prepare voting papers for the promotion of inter-party gender democracy and c) conducting public/ local conferences with the participation of non-elected women, in order for them to be encouraged and actively participate in the elections.
- Creation of a database – record of elected women and candidate women per party, election round, region and others.
- Training and empowerment – through experiential seminars – of elected women representatives and women candidates for their personal improvement and empowerment in the fields of communication, self-presentation, leadership, etc. Their training shall include issues of local government, gender equality policies, respective legislation, etc.

The Research Centre for Gender Equality (KETHI) has been appointed as the technical consultant for the implementation of the above actions and it shall cooperate with women's political associations.

## PROJECT 11

### FOSTERING WOMEN'S PARTICIPATION IN DECISION-MAKING: TRADE UNIONISTS

**Implementation Body:** General Secretariat for Gender Equality (GSGE)

**Funding:** NSRF 2007–2013, OP "Public Administration Reform", Axis 3

**Beneficiary groups:** Women public and private sector trade unionists, women candidates in elections at all levels of trade unions, all interested employed women

#### OBJECTIVE/GOALS:

The key objective of this Project is to increase the participation of women to responsible posts in Social Partners' organisations (2<sup>nd</sup> and 3<sup>rd</sup> degree) at national level. In addition, the actions aim to enhance women's profile and potential by improving their skills and knowledge, as well as at their support, in order to expand their participation in trade unions.

#### ACTIONS:

##### 1. GREEK GENERAL CONFEDERATION OF LABOR (GGCL) / LABOR INSTITUTE OF THE GREEK GENERAL CONFEDERATION OF LABOR)

The goal of such actions is to support women private employees' participation in responsible posts in trade union bodies of all levels.

- Preparation of a study to map trade unionists' profile and needs, as well as the factors that prohibit active participation of women in trade union actions.
- Training of female employees on trade union issues and gender equality.
- Creation of a permanent structure/ mechanism on gender equality in GGCL headquarters to support the Women's Secretariat and operation of a help line for support/ information of women.
- Networking actions and transnational cooperation.

##### 2. ACTION PLANS OF SECOND DEGREE TRADE UNIONS (FEDERATIONS)

- Creation of a permanent structure/mechanism on gender equality (2year Action Plans)
- Networking actions and transnational cooperation

##### 3. SUPREME ADMINISTRATION OF GREEK CIVIL SERVANTS TRADE UNIONS (SAGCSTU)

- Creation of a permanent structure/ mechanism on gender equality in SAGCSTU headquarters to support the Women's Secretariat and operation of a help line to support/ inform women.
- Training of women trade unionists and potential women trade unionists on issues of trade unions, assertiveness, practices, collective negotiations and gender equality.
- Awareness seminars for BoD elective members (men and women) for Federations and first degree bodies on gender issues.
- Networking actions and transnational cooperation

##### 4. EMPLOYER 3<sup>RD</sup> DEGREE ORGANISATIONS

- Creation of a permanent structure/ mechanism on gender equality in the headquarters of employer 3<sup>rd</sup> degree organisations (Hellenic Federation of Enterprises, Hellenic Confederation of Professionals, Craftsmen & Merchants, National Confederation of Hellenic Commerce, General Confederation of Greek Agrarian Association) to support the

Women's Secretariat (2year Action Plans) and operation of a help line to support/ inform women.

- Networking Actions and transnational cooperation

## PROJECT 12

### SUPPORT TO WOMEN'S ORGANISATIONS AND NON-GOVERNMENTAL ORGANISATIONS (NGOS)

**Implementation Body:** General Secretariat for Gender Equality (GSGE)

**Funding:** NSRF 2007–2013, OP "Public Administration Reform", Axis 3

**Beneficiary groups:** Women's organisations and NGOs

#### OBJECTIVE/GOALS:

Support of the capacity of women's organisations' and NGOs' active in the field of gender equality and protection of human rights to elaborate and implement action plans to promote gender equality via their substantive involvement in the development of equality public policies.

#### ACTIONS:

Implementation of this Project shall be completed in two (2) cycles, and shall include:

- Implementation of Actions Plans by the NGOs to promote gender equality, to be carried out within two years and which indicatively may involve:
  - Actions that contribute to the prevention and combating of any kind of gender violence against women and the provision of support to victims of violence,
  - Actions supporting vulnerable social groups of women (immigrants, refugees, detainees, former detainees, Roma, women with disabilities, etc),
  - Actions to combat gender stereotypes and gender social roles, as expressed in the mass media.
  - Innovative actions in new sectors of gender mainstreaming (i.e. environment, knowledge society, etc).

Implementation of this Action Plan stipulates the coverage of all costs for full-time employment of an employee to provide technical and organisational support and coordination of the Action Plan.

The Research Centre for Gender Equality (KETHI) has been appointed as the technical consultant for the implementation of such Action Plans.

**PROJECT 13**  
**TACKLING MASS MEDIA STEREOTYPES**

**Implementation Body:** General Secretariat for Gender Equality (GSGE)

**Funding:** regular budget of GSGE

**Beneficiary groups:** Entire population

**OBJECTIVE/GOALS:**

The objective of this Project is to encourage initiatives and support collaborations that aim to existing social and cultural beliefs containing stereotypes of men and women. The goal of this Project is to present women's issues and issues that are related to the equality between men and women in the mass media in such a way that does not reproduce or create gender discrimination and inequalities, but, on the contrary, contributes to the attainment of substantive equality. Such collaborations aim to create a positive culture for presentation of equality issues and at undertake all necessary measures and pass all necessary regulations in the partners' competency fields to contribute to the effort for substantive gender equality.

**ACTIONS:**

• **AWARDS:**

- Gender Equality Award "Eleni Alitzoglou" by the Botsis Institution of Promotion of Journalism to a journalist who promotes gender equality issues.
- Cinema award for a movie that promotes equality between men and women.
- Establishment of an Advertisement Award/ Prize, in cooperation with the Hellenic Advertisers Association, for an advertisement that promotes equality between men and women.

• **DEVELOPMENT OF COLLABORATIONS**

- Collaboration with the National Council for Radio and Television (NCRTV)
- Collaboration with the Advertising Self-Regulation Council on the review of the Greek Advertisement and Communication Code (2007) and the inclusion of a new annex which shall focus on gender aspects of advertisement.
- Collaboration with the Hellenic Advertisers Association to develop common actions (advertisement award, awareness-information of its members) to promote gender equality.
- Collaboration with the State Radio-Television and the Union of Private Stations with National Range.
- Collaboration with the General Secretariat of Press to harmonise with EU Directive 2007/65/EC re: TV activities focusing on including the special provision on gender equality.
- Collaborations with public and private bodies that intervene regarding the means that gender equality issues are presented and promoted by the mass media.

## PROJECT 14

### ENHANCEMENT OF CULTURAL PRODUCTION PROMOTING GENDER EQUALITY

**Implementation Body:** General Secretariat for Gender Equality (GSGE)

**Funding:** NSRF 2007–2013, OP “Public Administration Reform”, Axis 3

**Beneficiary groups:** Entire population

#### OBJECTIVE/GOALS:

This Project aims to enhance and expand the role of civil society and cultural citizenship, especially of women, via the production and intake of art (cinema, documentaries, theatre, literature, music, dance, photography, arts, digital arts, etc) at local and regional level, through:

- Identification of the obstacles that limit women from developing and promoting their artistic skills and creations in all sectors of art.
- Encouragement of women to tackle such obstacles in all sectors of art.
- Enhancement of cultural creation by men and women on issues related to gender equality and women’s fundamental rights (subsidies of artistic productions, etc).
- Support of vulnerable social groups of women (immigrants, former detainees, women with special needs, etc) not only for the intake of art but also for their artistic expression.
- Organisation of a 15-day art festival.
- Preparation of studies on gender factors in art professions (discrimination between “male” and “female”, terms and obstacles to their career, definition of profession, etc), as well as on issues related to the participation of women in chambers, associations and state art institutions.
- Networking of new artists – men and women - for the promotion of their work and for public awareness on gender equality.

For the above mentioned actions, GSGE shall cooperate with the Ministry of Culture and Tourism, the National Museum of Modern Art, the Greek Film Archive, the National Book Centre of Greece, the Hellenic School of Orchestral Art, the National Theatre of Northern Greece, as well as with other relevant bodies.



## PROJECT 15

### UPGRADE AND EXPANSION OF GSGE LIBRARY ON GENDER AND EQUALITY SERVICES

**Implementation Body:** General Secretariat for Gender Equality (GSGE)

**Funding:** NSRF 2007–2013, OP “Public Administration Reform”, Axis 3

**Beneficiary groups:** Entire population

#### OBJECTIVE/GOALS:

The GSGE Library on Gender and Equality is the only library in Greece that is specialised on gender equality issues and the history of the women’s movement. This intervention aims to improve its services via new information services for research, information and design of actions within the framework of the national strategy on equality in all sectors of public policy.

#### ACTIONS:

- Development of new Library services via the establishment and operation of a Scientific Committee, as well as organisation and operation of Working Groups with experts on the relevant subjects.
- Development and pilot operation of a Digital Thematic Depository.
- A study which shall establish the principles, procedures and operation framework for the GSGE digital depository, and define the required specifications for gender issues to be studied through a modern tool that is accessible and open to everyone.
- Enrichment of the database with documentation in digital form, and hardcopies from public services action plans, NGOs, conferences, etc (“grey” literature). Digitalisation also of older “grey” literature documents.
- Charting and recording of Women Archives of the entire country to enrich the GSGE historical archive with new material.
- Digitalisation and storage of selected publications, written and oral exhibits, as well as declarations that come from the GSGE historical archive or/ and other archives by public and private bodies, in order to safeguard material related to gender issues and women’s history.
- Publicity actions to inform the educational community, men and women researchers and the public on the upgraded services of the Library.
- Layout of spaces, upgrading of equipment and provisions for the service of persons with disabilities.

## PROJECT 16

### GENDER MAINSTREAMING IN PUBLIC POLICIES MONITORING STRUCTURE

**Implementation Body:** General Secretariat for Gender Equality (GSGE)

**Funding:** NSRF 2007–2013, OP “Public Administration Reform”, Axis 3

**Beneficiary groups:** Entire population

#### OBJECTIVE/GOALS:

The establishment and pilot operation of the gender mainstreaming in public policies monitoring structure, within the framework of the General Secretariat for Gender Equality (GSGE), aims to monitor gender mainstreaming, as well as the implementation of equality policies throughout public activities. Its goal is to support governmental organisations to strengthen policies and actions on gender equality, as well as to establish successful monitoring systems and their assessment. The ultimate goal of this Project is to create a GSGE Monitoring Directorate on Gender Mainstreaming.

#### ACTIONS:

- Preparation and development of the basic infrastructure of the Gender Equality Monitoring Structure.
- Development and operation of the necessary information infrastructures and systems.
- Establishment and operation of a Scientific Committee for the supervision of the Project.
- Establishment and operation of specialised Working Groups to support implementation of gender equality policies throughout public activities.
- Networking and development of collaborations with specialised centres and bodies at international, European and national (central and regional) level.
- Collection, management, analysis and dissemination of quantitative and qualitative data and indexes that define the conditions and progress of gender equality per sector of policy.
- Conducting specialised researches, studies in selected fields of policy (i.e. employment, education, public administration, human rights, gender violence, health, and others).
- Preparation of annual reports on the realization of gender equality actions, as well as National Reports for the EU and the UN.
- Publicity actions (i.e. brochures, workshop) to inform and raise awareness of a target group on the operation of the Structure and in general, on the thematic object of gender equality.
- Assessment of the effectiveness of this project's interventions.

## PROJECT 17

### CREATION OF AN INTERNET PORTAL FOR GSGE E-SERVICES

**Implementation Body:** General Secretariat for Gender Equality (GSGE)

**Funding:** NSRF 2007–2013, OP “Digital Convergence” – European Regional Development Fund (under approval)

**Beneficiary groups:** Entire population, specialised women’s groups (violence victims, unemployed women, women that offer undeclared care to addicted people, etc), specialised personnel on gender equality issues

#### OBJECTIVE/GOALS:

The GSGE e-services portal shall support all e-services of the General Secretariat for Gender Equality on:

- Maximisation of benefits deriving from the use of new implementation possibilities of ICTs and the creation of on-line e-services.
- Development of interactive services to inform women and citizens.
- Use of ICTs for the provision of support and consultation services to specific groups of women.
- Use of the national specialised human resources on gender equality via an open, interactive, process of establishing a gender experts’ Registry.

The creation of the GSGE Internet web 2.0 infrastructure shall utilise the new technological potentials to provide information, interactive communication and provision of e-services to women, women’s organisations, NGOs and to the entire population more generally.

In addition, internet support shall be provided to groups of women that shall be served on-line, 24 hours a day, by the emergency SOS line employees, on issues of their interest.

This Project shall support all mature GSGE e-services with the ability for development/ support of new services.

#### ACTIONS:

- Creation of an internet portal for the GSGE e-services.
- Creation of a system for the development-management of the gender experts Registry.
- Creation of a system for the management of citizens’ requests.
- Creation of a system for digital interactive consultation services and internet on line – 24 hours a day – for women who have experienced gender violence, by the SOS hotline counsellors.
- Creation of an interactive support service for information on gender equality issues through issue-specific content.

## PROJECT 18

### GREECE: AN INTERNATIONAL CULTURE AND COMMUNICATION SCHOOL

**Implementation Body:** General Secretariat for Gender Equality (GSGE)

**Funding:** European Economic Area 45.6% and Public Investments Programme 54.4%

**Project term:** June 2009 – April 2011

**Effectuation area:** Central Macedonia, Epirus, Thessaly, Attica, Peloponnesus and Crete

**Partners:** Panhellenic Organisation “Elliniki Estia”, Thrace Fund, Democritus University of Thrace/Special Account, International Organisation for Migration (IOM) – Greek Delegation, International Organisation for Migration – Oslo Delegation, Region of Central Macedonia, Museum of the City of Athens (Vouros – Eutaxias Foundation)

**Beneficiary groups:** minorities and socially excluded groups in Greece: including Muslims, Roma, immigrants, foreigners, etc

#### OBJECTIVE/GOALS:

This Project aims to provide multifaceted support to socially vulnerable groups (Muslims, Roma, immigrants, foreigners, and others) as well as at their integration – mostly of women – into the society, and therefore into the labor market.

#### ACTIONS:

- Creation of a standard holistic and experiential method of linguistic and cultural support to socially vulnerable groups.
- Creation of workshops for intercultural literacy.
- Creation of a network of international experiential centres for Greek language and the Greek culture; support to socially vulnerable groups.
- Transfer of know-how vis-a-vis receiving immigrants.
- Design, digital-audiovisual and printed charting of the method.
- Creation of awareness tools for employees in public and private employment structures.
- Recruitment of volunteers.
- Preparation of tele-education support material.
- Creation of a network of tele-education centres.
- Creation of a consultation forum.
- Study on the intercultural and linguistic convergence within Greek territory.
- Study on the utilisation of the holistic and experiential method.
- Field study: recording of needs and identification of problems related to issues of linguistic and intercultural convergence of women that belong to socially vulnerable groups.
- Programme website, as well as other promotion actions, such as seminars, conferences and events.

**PROJECT 19**  
**GENDER4GROWTH**

**Implementation Body:** Research Centre for Gender Equality (KETHI)

**Funding:** European Interregional Cooperation Programme Interreg IVC., ERDF 85% and Public Investments Programme 15% (leader: Region Ile-de-France)

**Project term:** November 2008 – October 2011

Implementation area: France (Paris Region), Greece (Attica Region), Spain (Balearic Islands Region and Catalonia Region), Italy (Venice Region), Hungary (Municipality of Budapest), Romania (Timis County) and Sweden (Municipality of Lidköping)

**Beneficiary groups:** employed women and businesswomen, women who face problems in their employment, immigrant employed women and women belonging to minorities, women as citizens, family members, consumers, elected in local decision-making centres, men, companies, governmental authorities and other public authorities, chambers, financial organisations, European institutes, experts on gender and employment issues

**OBJECTIVE/GOALS:**

Information and awareness-raising on gender issues in relation to economic policies at local level. More specific goals: a) identification of economic policies and good practices that contribute to gender equality, b) involvement of politicians, competent bodies and social and financial partners from the local to the European level and c) information of competent agencies in relation to the benefits from gender equality on local and economic development.

**ACTIONS:**

- Actions for information and awareness-raising on gender and employment issues, for networking with agencies related to the Project and promotion of its effects through the website ([www.gender4growth.eu](http://www.gender4growth.eu)) and conducting of local events.
- Recording of good practices on issues of women's employment and reconciliation between family/private and professional life.
- Preparation of studies on several issues such as: female entrepreneurship, women and science, and salaries gap.
- Conducting workshops on gender and economy issues.
- Training visits and participation in conferences.

## PROJECT 20

### GENDER EQUALITY POLICY IMPLEMENTATION GUIDE

**Implementation Body:** General Secretariat for Gender Equality (GSGE)

**Funding:** NSRF 2007–2013, OP “Public Administration Reform”, Axis 3 “Technical Assistance

**Beneficiary groups:** Entire population, especially officials and users of NSRF Operational Programmes, National Strategic Plan for Rural Development, National Strategic Plan for Fisheries, also personnel of project beneficiaries and contractors.

#### OBJECTIVE/GOALS:

The Gender Equality Policy Implementation Guide shall be a tool/ guide that offers its users the methodology and specific directions to foster gender mainstreaming and ensure the implementation of gender equality in all policies that have been already drawn and are included in each NSRF Operational Programme, the National Strategic Plan for Rural Development and the National Strategic Plan for Fisheries. The Guide shall offer specialised know-how and directions for gender mainstreaming in all aspects of co-funded Programmes (specialisation, implementation, monitoring, auditing and assessment).

#### ACTIONS:

- Preparation of a study, which shall include the following:
  - Recording of European and national policies on gender equality
  - Assessment of the current conditions and monitoring of the course of the actions taken for the equality between men and women.
  - Proposals for gender mainstreaming into Operational Programmes
  - Proposals on the monitoring of action implementation for gender mainstreaming in co-funded Projects (i.e. indexes according to respective directions of the ESF Regulation, etc).
  - Proposals for the assessment of OP actions on gender equality.
  - Preparation of a study in written and digital form.
  - Conducting of a seminar on the training of personnel employed with management authorities, beneficiaries, etc. in relation to the comprehension and use of the Implementation Guide for Equality Policies in the NSRF, the National Strategic Plan for Rural Development and the National Strategic Plan for Fisheries.

## **ANNEX B**

### **SPECIALISED LEGISLATIVE COMMITTEES<sup>1</sup>**

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<sup>1</sup>Committees of Independent Experts that draft proposals for new legislation or the amendment of existing legislation.





## 1. LEGISLATIVE COMMITTEE ON THE AMENDMENT OF FAMILY LAW PROVISIONS

1. **KOUNOUGERI-MANOLEDAKI Eftychia**, Professor, Aristotle University of Thessaloniki, Chairwoman
2. **AMPAZIS Ioannis**, Lawyer
3. **CHASIRTZOGLU Maria**, Justice of Appeal
4. **FOUNTEDAKI Katerina**, Associate Professor, Aristotle University of Thessalonica
5. **GOULIAROU Athina**, Lawyer
6. **KOTZAMPASI Athina**, Associate Professor, Aristotle University of Thessaloniki
7. **PAPADOPOULOU Dimitra**, Associate Law Professor, National and Kapodistrian University of Athens
8. **PAPAZISI Theano**, Law Professor, Aristotle University of Thessaloniki
9. **SAMARTZOPOULOU-CHRISTODOULOU Athina – Maria**, Lawyer

Secretary: **KOUMPOURAS Georgios**, Lawyer, GSGE

## 2. LEGISLATIVE COMMITTEE ON THE DRAFTING OF A BILL FOR COMBATING VIOLENCE AGAINST WOMEN

1. **FARSEDAKIS Iakovos**, Emeritus Professor, Panteion University of Social and Political Sciences, Chairman
2. **APOSTOLIDOU Anna**, Lecturer of Law School, Democritus University of Thrace
3. **KATSIVARDAKOU Theodora**, Lawyer, Head of Directorate, GSGE.
4. **KONTOTHANASI Anna**, Lawyer
5. **LAMPSA Magdalini**, Sociologist
6. **MILIONI Foteini**, Lawyer, Director of Private Law Legal Entity "EPANODOS"
7. **PAPARRIGA – KOSTAVARA Aikaterini**, Lawyer
8. **PARASKEVOPOULOS Nikolaos**, Penal Law Professor, Aristotle University of Thessaloniki.
9. **SARELI Aggeliki**, Lecturer at Law School, Democritus University of Thrace.
10. **TSIOURDAS Vasileios**, Justice of Appeal, Thessalonica

Secretary: **ARGYROPOULOU Loukia**, Lawyer, Head of Department, GSGE

### 3. LEGISLATIVE COMMITTEE ON THE DRAFTING OF A BILL FOR SUBSTANTIVE GENDER EQUALITY

1. **KAMTSIDOU Ifigeneia**, Law Professor, Aristotle University of Thessaloniki, Chairwoman
2. **KALTSOGIA-TOURNAVITI Niki**, Emeritus Professor of Constitutional Law, Panteion University of Social and Political Sciences.
3. **KOUTSILAIYOU Maria-Niki**, Lawyer, former General Secretary for Gender Equality
4. **PANARETOU Soula**, Chairwoman of the Greek League for Women's Rights
5. **SARRI Stamatina-Amalia**, Lawyer, Head of Department, GSGE
6. **STAVRINAKI Stamatia**, AdvocateLawyer
7. **VARCHALAMA Elli**, AdvocateLawyer
8. **YANNAKOUROU Stamatina**, Lawyer, Deputy Ombudsman in charge of Gender Equality Issues

Secretary: **AGORITSA Christina**, Head of Department, GSGE



## **ANNEX C**

### **SCIENTIFIC COMMITTEES**



## 1. SCIENTIFIC COMMITTEE ON COMBATING VIOLENCE AGAINST WOMEN

1. **ATHANASIADOU Christina**, Psychologist, Lecturer, Aristotle University of Thessaloniki
2. **ARCEL TATA Libby Eleftheria**, Psychologist, Emeritus Professor, University of Copenhagen
3. **ILIADOU-TACHOU Sophia**, Historian, Assistant Professor, University of Western Macedonia
4. **KANDYLAKI Agapi**, Social Worker, Assistant Professor, Democritus University of Thrace
5. **KATSIVARDAKOU Theodora**, Lawyer, Head of Directorate, GSGE.
6. **LEONTARI Aggeliki**, Psychologist, Professor, University of Thessaly
7. **MARAGOUDAKI-MAVROGIORGOU Eleni**, Sociologist of Education, Assistant Professor, University of Ioannina
8. **NTAILIANI Konstantinia**, Physicist, Head of Unit, Special Application Service/GSGE
9. **PATTAKOU-PARASYRI Vasiliki**, Social Worker, Assistant Professor, Technological Educational Institute of Crete
10. **RAVANIS Konstantinos**, Educator – Physicist, Professor, University of Patras
11. **RENTZI Theano**, Homoeopath
12. **TATSI Eleni**, Sociologist, Head of Department, GSGE
13. **TRONTZA Dionysia**, Educator
14. **CHARITOU-FATOUROU Mika-Maria**, Psychologist, Emeritus Professor, Aristotle University of Thessaloniki
15. **CHLIOVA Aggeliki**, Psychologist

## 2. SCIENTIFIC COMMITTEE ON WOMEN'S EMPLOYMENT AND ENTREPRENEURSHIP

1. **BARDANI Rena**, Lawyer, Coordinator of the Network for Employment Relations and Social Policy, Hellenic Federation of Enterprises (SEV)
2. **DROUGA Katerina**, Psychologist, Research Centre for Gender Equality
3. **IOANNIDIS Stavros**, Professor of Economics, Panteion University of Social and Political Sciences, Foundation for Economic & Industrial Research (IOBE)
4. **KARAGEORGOU Maria**, Lawyer and Educator, Senior Investigator of the Ombudsman, Department of Gender Equality
5. **MARATOU-ALIPRANTI Laura**, Sociologist, Researcher, National Centre for Social Researches (EKKE)
6. **PAPADOPOULOU Fani**, Political Scientist, Research Centre for Gender Equality
7. **PAPALEXANDRI Nancy**, Professor, Department of Marketing and Communication, Athens University of Economics and Business
8. **SANTROUS Maria**, Economist, Head of Department, GSGE
9. **SKOMPA Maria**, Educator, Special Scientist of Social Policy, PhD candidate
10. **VARCHALAMA Eili**, AdvocateLawyer



### 3. SCIENTIFIC COMMITTEE ON GENDER AND CULTURE

1. **CHATZINIKOLAOU Teti**, Historian-Ethnologist, Director of Contemporary Cultural Heritage, Ministry of Culture and Tourism
2. **DIMITRIADI Tania**, Painter, Specialised Counsellor of the General Secretary for Youth
3. **DIMOU Akis**, Theatre writer
4. **HATZAKIS Sotiris**, Art Director of the National Theatre of Northern Greece
5. **KAFETSI Anna**, PhD in Aesthetics – Art History, President and Director of the National Museum of Contemporary Art (EMST).
6. **KATSOUNAKI Maria**, Journalist
7. **KAVVADIA Ioanna**, Economist, Specialised Counsellor of the General Secretary for Gender Equality
8. **KOMNINOS Maria**, Associate Professor, National and Kapodistrian University of Athens (Communication and Mass Media Department), General Secretary of the Administration Board of the Greek Film Archive Foundation
9. **LEONTSINI Mary**, Assistant Professor, National and Kapodistrian University of Athens
10. **LIOKI Ersi**, Communication and Public Relations Office, GSGE
11. **NTOUNIA Christina**, Writer, Associate Professor, University of Ioannina
12. **PARADEISI Maria**, Assistant Professor, Panteion University of Social and Political Sciences (Department of Communication, Media and Culture)
13. **SERETI Natalia**, Sociologist, Special Application Service/GSGE
14. **VELISSARI Catrine**, Director of the National Book Centre of Greece
15. **VEREMI Pavlina**, Director of the State School of Dance
16. **ZOUNI Pemy**, Actress, Member of Parliament, Pan-Hellenic Socialist Movement (PASOK)

#### 4. SCIENTIFIC COMMITTEE ON GSGE LIBRARY AND ARCHIVES

1. **BOUTZOUVI Aleka**, Historian
2. **CHARAKOPOULOU Katerina**, Business Organisation and Management, Special Application Service/GSGE.
3. **HARITATOS Manos**, President of the Committee of the Hellenic Literature and Historical Archive
4. **KAKALI Dina**, Director of the Library of Panteion University of Social and Political Sciences
5. **KALLAS Ioannis**, Associate Professor and President of the Department of Sociology, University of the Aegean
6. **KASIMATI Koula**, Emeritus Professor, Panteion University of Social and Political Sciences
7. **MAVROMITROU Loukia**, Head of Department, GSGE
8. **MINOTOU Marietta**, General Director of the State General Archives
9. **PAMPOUKI Eleni**, Head of the Women's Historical Archive
10. **PAPADIMITRIOU Christina**, Sociologist, GSGE
11. **REPOUSI Maria**, Associate Professor, Department of Primary Education, Aristotle University of Thessaloniki
12. **VAIOU Dina**, Professor, Department of Urban and Regional Planning, National Technical University of Athens.
13. **ZIOGOU-KARASTERGIOU Roula**, Professor of Philosophy and Pedagogy, Aristotle University of Thessaloniki

## 5. SCIENTIFIC COMMITTEE ON GENDER MAINSTREAMING IN PUBLIC POLICIES

1. **HALATSI Efthymia**, Economist, National Bank of Greece
2. **HATZIVARNAVA Evi**, Sociologist, Director of the Research, Planning, Evaluation and Documentation Department, Institute of Social Protection & Solidarity
3. **HUBERT Agnès**, Member of the Bureau of European Policy Advisers (BEPA), European Commission
4. **KANTARTZIS Thanasis**, General Director of the Local Government Institution, former Mayor of Karditsa
5. **KARALI-DIMITRIADI Antigoni**, former General Secretary for Greeks Abroad
6. **SARRI Stamatina-Amalia**, Lawyer, GSGE Head of Department
7. **Dr. SOTIRIADOU Anastasia**, Head of General Directorate, GSGE
8. **THEOLOGITOU Sophia**, Advisor on Hygiene Expert, General Secretary of the North Aegean Region
9. **VASILIADOU Myria**, Sociologist, Secretary General of the European Women's Lobby (EWL)
10. **ZERVOU Maria**, Economist, Head of Department, GSGE



## **ANNEX D**

### **MEETINGS LIST**



**MEETINGS WITH GENERAL SECRETARIES AND SPECIAL SECRETARIES OF MINISTRIES**

(December 2009 – July 2010)

MINISTRY	TITLE	OBJECT	FULL NAME
Ministry of Interior, Decentralisation and e-Government	General Secretary	Interior, Decentralisation and e-Government	Dimitris STEFANOU
	General Secretary	e-Government	Stefanos GKRTZALIS
	General Secretary	Public Administration	Efstathia BERGELE
	General Secretary	National Centre for Public Administration	Nikos GEORGARAKIS
	General Secretary	Migration	Andreas TAKIS
North Aegean Region	General Secretary		Sofia THEOLOGITOU
Region of Epirus	General Secretary		Dimitra GEORGAKOPOULOU
Ministry of Finance	General Secretary	Finance	Elias PLASKOVITIS
	General Secretary	Information Systems	Diomidis SPINELLIS
Ministry of Foreign Affairs	General Secretary	Foreign Affairs	Ioannis Alexios ZEPOS
	Special Secretary	Development of International Programmes	Maria LOGOTHETI
Ministry of Economy, Competitiveness and Shipping	General Secretary	Shipping Policy	Giorgos VLACHOS
	Special Secretary	Competitiveness	Manolis PATERAKIS
	Special Secretary	Digital Design	Antonis MARKOPOULOS
Ministry of Environment, Energy and Climate Change	Special Secretary	Environment and Energy Inspection	Margarita KARAVASILI
Ministry of Education, Lifelong Learning and Religious Affairs	General Secretary I	Research and Technology	Achilleas MITSOS
	General Secretary	Youth	Giannis LIVANOS
	Special Secretary	Management of Community Support Framework Programmes	Ifigeneia ORFANO
Ministry of Labour and Social Insurance	General Secretary	Management of community and other sources	Theodoros TSEKOS
	General Secretary	Labour and Social Insurance	Rovertos SPYROPOULOS
	General Secretary	Social Insurance	Athina DRETTA
	Special Secretary	Labour Inspection Body	Michail HALARIS
Ministry of Health	General	Welfare	Giorgos KATRIVANOS

and Social Solidarity	Secretary		
	General Secretary	Public Health	Antonis DIMOPOULOS
Ministry of Rural Development and Food	Special Secretary	Administrative Sector of Community Resources and Infrastructure	Vaggelis DIVARIS
Ministry of Justice, Transparency and Human Rights	General Secretary	Justice, Transparency and Human Rights	Georgios DIMITRAINAS
	Special Secretary	Detention Facilities Inspection and Quality Control Corps	Marinos SKANDAMIS
Ministry of Culture and Tourism	General Secretary	Culture	Styliani MENDONI
	General Secretary	Olympic Utilisation	Ioannis PYRGIOTIS
	General Secretary	Tourist Development	Giorgos POUSSAIOS



**MEETINGS WITH SENIOR OFFICIALS OF ORGANISATIONS**

<b>BODY/ ORGANISATION</b>	<b>POST</b>	<b>FULL NAME</b>
Network for Corporate Social Responsibility	President Director	Nikolaos ANALYTIS Dimitrios PAPADOPOULOS
National Chamber Network for Women Entrepreneurs	President	Sofia OIKONOMAKOU
National Centre for Social Solidarity	President	Panagiotis ALTANIS
National Museum of Contemporary Art	Director	Anna KAFETSI
Greek National Council for Radio and Television (NCRTV)	President	Ioannis LASKARIDIS
Hellenic Broadcasting Corporation SA	President and Managing Director	Giorgos GAMPRITSOS
Hellenic Statistical Authority (EL.STAT.)	President	Andreas GEORGIOU
Hellenic Organisation of Small and Medium Enterprises and Handicraft	Managing Director	Athina LAZOU
Information Society SA	Managing Director	Giorgos KALAMARAS
Hellenic Manpower Employment Organisation	Administrator	Elias KIKILIAS
Council of Communication Control	Administration Board Member	Vasilis ANTONIOU
Hellenic Advertisers Association	President	Grigoris ANTONIADIS
The Greek Ombudsman	Deputy Ombudsman in charge of Gender Equality Issues	Stamatina YANNAKOUROU
Digital Aid SA	Managing Director	Alexandros MPREGIANNIS



## **ANNEX E**

### **GENERAL SECRETARY FOR GENDER EQUALITY STAFF**



**GENERAL SECRETARY FOR GENDER EQUALITY (GSGE) STAFF  
OCTOBER 2010**

STRATIGAKI Maria, General Secretary for Gender Equality  
KAVVADIA Ioanna, Specialised Counsellor  
CHRISTODOULOU Athina-Maria, Legal Counsellor

**THE SECRETARY GENERAL'S OFFICE**

LAIΟΥ Mary, Administrative Employee  
LEIVADOPOULOS Spiros, Specialised Collaborator  
MOSCHOVAKOU Nafsika, Specialised Scientific Member  
PAPAGIANNPOULOU Matina, Specialised Scientific Member  
PAPAROUNI Roula, Specialised Scientific Member  
PELEKI Aggeliki, Specialised Scientific Member  
SKOMPA Maria, Educator

**DIRECTORATE GENERAL OF COORDINATION**

Dr. SOTIRIADOU Anastasia, Head of General Directorate

**DIRECTORATE OF PLANNING, DEVELOPMENT & EMPLOYMENT**

PAPADOPOULOU Vasiliki, Head of Directorate  
AGORITSA Christina, Head of Department  
KAKOLYRIS Gerasimos  
SANTROUS Maria, Head of Department  
SARRI Amalia, Head of Department  
TSOLAKIDOU Eleni

**DIRECTORATE OF LABOUR RELATIONS & SOCIAL POLICY COUNSELLING CENTER IN  
ATHENS / PIREAS**

KATSIVARDAKOU Theodora, Head of Directorate  
PYLARINOS Spyridon, Head of Department  
SIOZOU Eirini  
TATSI Eleni, Head of Department

**Counselling Centre of Athens**  
VENTI Stavroula, Head of Department  
**Counselling Centre of Piraeus**  
KOSTAKOU Eleni

**DIRECTORATE OF DOCUMENTATION & INFORMATION**

VERGADOU Eleni, Head of Directorate  
ZERVOU Maria, Head of Department  
KARTZI Georgia, Head of Department  
MAVROMITROU Loukia, Head of Department  
PAPADIMITROU Christina  
PAPATHANASI Eleni  
PENTARCHOU Konstantinia  
PLATIS Dimitris  
TZAVARA Eleni

## **DIRECTORATE OF EUROPEAN POLICY & INTERNATIONAL COOPERATION**

IOANNOU Apostolia  
KATSARIDOU Ifigeneia  
MEGALOU Anna, Head of Department  
TREMOS Dimosthenis, Head of Department

## **DIRECTORATE OF ADMINISTRATION, FINANCE & ORGANIZATION**

GIAMA Alexandra, Head of Directorate  
ALOIZI Salvatore  
GOUGOULIS Andreas, Head of Department  
ZIOGA Maria  
LIONTOY Chrysiida  
MAGOULA Zoi, Head of Department  
NIKA Panagiota  
SDRAMPA Maria  
SERGIADOU Magdalini  
TOGIA Eleni, Head of Department  
FRAGAKI Nikolitsa  
FRAGOS Georgios

## **LAW DEPARTMENT**

ARGYROPOULOU Loukia, Head of Department  
KOUMPOURAS Georgios

## **COMMUNICATION & PUBLIC RELATIONS OFFICE**

GERAKI Christina, Head of Department  
LIOKI Erasmia

## **SPECIAL APPLICATION SERVICE OF THE GSGE**

KAFATSAKI Stamatia, Head of Special Application Service/GSGE

## **UNIT A PROGRAMMING AND EVALUATION**

KAMPOURAS Dimitris, Head of Unit  
VATIKIOTIS Dimitris  
SERETI Natalia  
SKLIRI Alik

## **UNIT B MANAGEMENT AND VERIFICATIONS**

TELONI Alkistis, Head of Unit  
VLACHOS Nikolaos  
GAVOGIANNI Parthenita  
MPEI Olga

**UNIT C**  
**IMPLEMENTATION OF CO-FINANCED ACTIONS**

NTAILIANI Konstantinia, Head of Unit  
ZORI Olga  
MADERAKI Eleftheria  
NIKAKI Polyxeni  
CHARAKOPOULOU Aikaterini

**UNIT D**  
**ORGANISATION AND SUPPORT**

PETROVA Anastasia, Head of Unit  
VASILAKOU Eirini  
KOKKINASIDIS Dimitris  
MICHALOPOULOU Maria