

NATIONAL ACTION PLAN
FOR GENDER EQUALITY
2016 - 2020

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2016-2020

MINISTRY OF INTERIOR

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Publishing design: National Printing House

Printing: National Printing House



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Introductory note by the Secretary- General for Gender Equality

The General Secretariat for Gender Equality does not address gender equality as a «female issue» but as a universal principle, as it is formulated by the UN Millennium Development Goals, as well as in the declarations and documents of the European Union and other International Organizations, as a result of the conquests brought by the struggles, claims and ideas of women and the feminist movement in Europe and the world.

Power relations between genders, all kinds of prejudices, deeply rooted perceptions, and, finally, the manifold gender-based discrimination that governs all the manifestations of the private and public sphere of life constitute a significant democratic deficit. Its overcoming cannot be marginalized or devalued.

Towards this goal, the contribution of the experience of feminist movements and their struggles, as well as feminist thinking and science, is decisive.

We recognize the historical contribution of feminism and its relevance, as today, despite the wide international dialogue on women's rights and the significant steps towards women's emancipation, at least in the western societies, we are facing a historical regression, due to the neo-liberal sovereignty and its values.

According to the Gender Equality Report of the European Social Committee, women in the 21st century continue to be the majority of the economically inactive people, to be more vulnerable to poverty, social exclusion and violence, and to face even more significant financial difficulties.

Today, the inequalities in the living and working conditions between men and women are exacerbated by the consequences of the severe economic crisis at global, European and national levels. In Greece, the multi-faceted attack of the crisis on the acquired rights of women has multiplied the obstacles to their equal integration into the labor market, thus leading a huge number of young women to unemployment. It imposed their massive return home, it substituted the deficient welfare state with women's unpaid care services, depriving them of personal time and the opportunity to engage in public affairs and politics. The crisis has demonstrated the multiple forms of violence that exist and to



which women are unable to react, it has narrowed down their life choices and it has posed significant barriers to their emancipation.

However, I believe that, in times of crisis, the principle of gender equality is not a luxury, but a key component of the developmental, social and economic policies. It is my deep conviction that fair economic and social development needs the full exploitation of human potential, free of gender inequalities.

At the General Secretariat for Gender Equality we are called upon to address gender discrimination and stereotypes directly in the fields of work, poverty and social exclusion, refugee crisis, violence, education, decision-making centers, family, as well as in every other aspect of private and public life.

In our National Plan for Gender Equality 2016 - 2020, our pursuit of gender equality involves gender mainstreaming in all policies and the implementation of specific measures or positive actions for the prevention, eradication and treatment of gender inequality.

In the framework of government policies and priorities for the implementation of effective gender equality, we strive for every female conquest to be a small step towards equality and democracy.

We take power from the past, we continue in the present and dream of the future for a society free of gender stereotypes and discrimination that hurts and undermines our democracy.

Foteini KOUVELA
Secretary-General for Gender Equality

Main Principles- Objectives

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

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

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

The Plan includes a series of horizontal interventions across the range of public policy, as well as vertical specialized policies aimed at women and men in areas where inequalities are identified. The combination of the interventions follows the strategy established in 1995 at the UN Beijing Platform, as well as the Communication of the High Level Group on gender mainstreaming (European Commission).

The Priority Axes of the NAPGE follow the guidelines of the European Commission to the Member States, adapting to the particular circumstances in Greece and covering the following policy areas:

- Social inclusion and equal treatment of women who suffer multiple discrimination
 - Gender-based violence
 - Labour market, family and work life balance
 - Education, training, culture, sports and the media



- Health
- Decision making centers

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

A task force on updating the NAPGE was set up. Based on the above thematic Priority Axes, 6 corresponding Working Groups were formed, which provided the General Secretariat with Reference Documents and Tables of Proposed Actions, Implementing Bodies and Timetables to the GSGE.

The GSGE also organized an innovative workshop on the Priority Axes of the NAPGE 2016-2020, which took place on December 2016 and was attended by experts and representatives of 70 bodies, competent in gender issues. The purpose of the workshop was to examine the proposed objectives and actions for the period 2016-2020, to gather comments on working texts and consult on improving actions and taking new initiatives.

For the drafting of the NAPGE 2016-2020, the following were used:

- The Reference Documents and the Tables of proposed actions of the 6 thematic working groups.
- The findings of focused studies in specific policy areas elaborated with GSGE funding under the NAPGE 2010-2013.
- The proposals and comments of the experts and representatives of the bodies that were made in the framework of the consultation through the innovative workshop on the Priority Axes of the NAPGE 2016-2020.

Below are the specific objectives set by the GSGE on each Priority Axis, based on the current situation and the new needs identified in the field of gender equality, as well as the actions it intends to implement.

SOCIAL INCLUSION AND EQUAL TREATMENT OF WOMEN WHO SUFFER MULTIPLE DISCRIMINATION

The introduction of gender perspective is crucial for the analysis of social and economic reality and the deepening of modern democratic functions. It is a factor of social cohesion in the Member States, but also a declared E.U. goal for the development of European societies. From the point of view of human rights and citizenship theory, the gender differentiation meant to demonstrate in the most emphatic way the embedded patriarchal perceptions and stereotypical attitudes towards women who are still discriminated against and, therefore, left behind or even excluded from the exercise of social citizenship and/or civic citizenship. In other words, there is still discrimination against women in areas of social and political life or in the labour market, hampering their active and equal participation.

While the universality of citizenship is subject to conditionality, when there is still discrimination hampering the equal relationship between men and women, the single category of women ultimately ends up generalizing and ultimately conceals other non-sex-based discrimination areas. Factors such as class, racial origin, religion, and language or minority group should not be ignored. In other words, women are not a homogenized whole, as various institutional, structural, socio-economic and cultural factors influence and shape individual identities. Women may face different forms of discrimination at the same time, which often lead to social exclusion.

Social exclusion is the result of depriving a person or a group (racial, religious, cultural, national, political) of their access to knowledge, health, culture and/or exercise of power. It means reduced social participation. The main factors of social exclusion may be related to (KETHI 2013):

- gender discrimination, due to traditional perceptions and stereotypes
- physical disabilities or mental illnesses
- ethnicity and/or cultural differences
- economic factors (eg income criteria)
- geographic conditions and population characteristics.

Combating social exclusion is one of the greatest challenges of the European Union and the term is often encountered in the EU literature since the beginning of the 1990s. For this reason, the European Union is adopt-



ing measures and developing actions to combat discrimination and promote equal treatment and social inclusion of people belonging to socially vulnerable groups. The E.U. has since 2005 set up a Center for the analysis of the social situation and the promotion of social inclusion of groups in risk of social exclusion.

In this priority axis, the GSGE focuses on the category of women who suffer multiple discrimination not only on the basis of gender but also on the basis of vulnerability (disabled, imprisoned, released, drug addicted, etc.) and on the basis of risk due to specific situations (long-term unemployed, Roma, refugee women, single-parent families, etc.). Yet, the attempt to categorize and delimit discrimination and vulnerable social groups is not enough to reflect the complexity of the individual identities and diversities, in which a woman can potentially experience at some point in her life. So, these limits are fluid and this is something that should be taken into account in the formulation of specific policies or positive actions.

«Multiple Discrimination» means any discrimination, exclusion or limitation, to a person, based on more than one reason (e.g. race, color, national or ethnic origin, birth, religion or other belief, disability or chronic illness, age, family or social status, sexual orientation, identity, or gender).

In Greek legislation, the term «vulnerable social groups» (KETHI 2013) describes population categories that have unequal opportunities in education, finding work and generally living in dignity and are at greater risk of experiencing poverty and social exclusion. Indicatively, features considered to be linked with such unequal opportunities are psychomotor problems, chronic health problems, geographical exclusion, lack of access to information, lack of substantial educational qualifications and skills, etc.

The recent Law on the social and solidarity economy (Law no. 4430/2016), defines «vulnerable groups» as those groups of the population whose inclusion in social and economic life is impeded by physical and psychological causes or by delinquent behavior. These include:

- a) persons with disabilities of any kind (physical, mental, mental, sensory),
- b) people with substance abuse or dependents,
- c) juvenile offenders, prisoners and prisoners.

The Law defines «special groups» as those groups of the population who are at a disadvantage in terms of their smooth integration into the labor market, economic, social and cultural causes. These include:

- a) victims of domestic violence,
- b) victims of trafficking,
- c) homeless people,
- d) people living in poverty,

- e) economic migrants,
- f) refugees and asylum seekers,
- g) the heads of single parent families,
- h) people with cultural specificities,
- i) long-term unemployed up to the age of twenty-five and over fifty.

The law on the granting of asylum and international protection lists in the category of «vulnerable groups»: a) unaccompanied minors, b) persons with disabilities or suffering from incurable or serious illness, c) the elderly, d) pregnant or women in briefs, e) single parent families with minors, F) victims of torture, rape or other serious forms of psychological, physical or sexual violence or exploitation, persons with post-traumatic stress syndrome, in particular survivors and relatives of victims of shipwrecks, and g) victims of trafficking.

The European Union adopts measures and develops actions for equal treatment, anti-discrimination and the social integration of persons belonging to socially vulnerable groups and threatened by social exclusion. However, it is clear that in order to formulate and take appropriate measures and actions to combat the social exclusion of vulnerable population groups it is necessary to have a clear picture of the nature and extent of the problems in the various forms encountered. Above all, the problems caused by social exclusion cannot be addressed without the full involvement of the vulnerable social groups concerned in the processes of socio-economic integration.

Moreover, the economic crisis affecting some EU countries, with particular emphasis on Greece, as well as the policies of austerity and fiscal adjustment applied in several European countries, exacerbate the risk of multiple discriminations against women, while more and more women become poor especially in younger ages. At the same time, the refugee crisis and the increase in refugee flows, as a result of the war in Syria, form a new landscape for women refugees and their children (European Parliament 2016), which make up 60% of the refugee population. Unaccompanied minors, pregnant women, disabled, women alone without a supportive framework, women victims of violence or trafficking are the face of the contemporary refugee phenomenon. According to the Report of the European Parliament on the reception of refugee women and asylum seekers in the European Union, concrete actions are proposed to include gender discrimination in refugee crisis, such as staff training in first reception centers.

Similarly, the assumptions made by another European Parliament report on the EU's strategy for equality between women and men after 2015 (European Parliament, 2015) raise the main issue that poverty in Europe is disproportionately female and that this phenomenon affects mainly single moth-



ers, women with disabilities, young women, elderly women, migrant women and women belonging to ethnic minorities. This situation is exacerbated by the economic crisis and special austerity measures, as well as precarious jobs, part-time jobs, low wages, low pensions, and difficulty in accessing basic social and health services. Additionally the fact that the majority of the jobs abolished are in the public sector and care services, makes the gender dimension even more important. The report also recognizes that women living in rural areas are more likely to be victims of multiple discrimination and gender stereotypes than women living in urban areas and that the employment rate of women in rural areas is much lower than the corresponding percentage of women living in urban areas.

Moreover, the EU Strategy for Equality between Men and Women 2010-2015 based on the Beijing Platform for Action opts for the inclusion of the different needs experienced by women who face multiple discrimination and the corresponding orientation of policies and institutional interventions on the part of the Member States.

In Greece, the gender impact of the economic crisis is closely linked to cuts in the public sector, reconciliation difficulties, rising precarious labor, and deregulation of labor relations. The multi-factorial nature of women's poverty imposes the management and resolution of wider economic and social life parameters and not only those directly related to the labor market: family, social protection systems, political life, democratic institutions, etc. It is therefore necessary and crucial to promote the implementation of gender equality in a more concrete and direct manner in all the government's political and economic plans in order to overturn this form of «unclear crisis» but also to open up new development prospects for the whole of society while reducing poverty. Particular care should also be given to working poor, according to EU figures. For Greece, there is an increase of over 4% of the working poor between 2008 and 2013 (source: Eurostat, 2015).

Based on the above framework, the General Secretariat for Gender Equality focuses its policy of intervention on women belonging to vulnerable social groups or multiple discriminations, including, but not limited to:

- Women at the poverty line
- Women heads of single parent families
- Homeless women
- Roma women
- Immigrant women
- Women refugees or asylum seekers
- Women victims of violence, torture or trafficking
- Women with disabilities / chronic diseases

- Toxic addicted women
- Women imprisoned or released from prison
- Older women
- Long-term Unemployed women

With particular regard to the social groups that are the target groups of this NAPGE:

In Greece, single-parent families are a matter that remains on the brink of public debate, while the relevant social policy appears to be attached to an outdated low-level benefit support. This kind of policy appears unable to understand the multidimensional needs stemming from single parenthood, failing to adopt innovative actions to remove the barriers that keep the single parents away from employment and, thus, leading them to poverty and social exclusion. Single-parent families appear to be particularly affected by the socio-economic changes that have occurred since 2009 and also do not have access to the informal social assistance networks that could support them.

As far as homeless women are concerned, according to the 2012 Report of the Observatory on the Homeless (FEANTSA), ten out of twenty-one countries have recorded an increase in rates of women's housing exclusion and insecurity. This increase in the percentage of housing insecurity, concerns mainly young women aged under 25. A factor that seems to increase rates of female housing insecurity is domestic violence due to the very willingness of women victims of violence to seek assistance in related services or even to depart from the abusive relationship, temporarily staying in hostels or shelters.

Finally, a significant number of women are also included in the category of so-called neo-homeless, i.e. persons mainly from the middle classes with a high level of education and professional qualifications who due to the crisis, have been found in the spiral of housing insecurity. Furthermore, the problem of women with disabilities is part of the issue of multiple discrimination, which has not yet been thoroughly explored. In Greece, in particular, the existing institutional framework refers globally to people with disabilities and does not attempt to engage in gender discrimination. At the same time, the objective is to strengthen and support women with disabilities.

Toxic addicted women are a vulnerable population that, by definition, is involved in power relations of dependence, weakness and oppression. Female addiction is a complex and multidimensional phenomenon that has been an autonomous field of research for researchers in the last three decades, and is mainly addressed through the recording of gender differences, concerning all aspects of drug addiction. Gender differences are related to the causes of dependence, usage patterns, epidemiology, socio-demographic characteristics of users, treatment search, and therapeutic approach.



Immigrants are particularly affected by unemployment this time, having largely lost jobs in the fields of elderly and children care. Issues of legalization are urgent (for example, the implementation of the second-generation child-care legislation has not progressed at the desired pace). Immigrant women are a large part of the migrant population and, at the same time, a group that has no predominant reason, suffering more cumulative gender exclusions, reinforced by lack of education and different national identity. Scientific papers show that the Greek state is hardly allowing these women and their families to live and work with dignity. They are a kind of «sub-proletariat» to exploit, whose exclusion and marginalization are rooted on a daily basis in complex ways and in various fields such as public participation.

In every refugee group, a great part of the people are women and children. Deprived of the security of their home, without the protection of their country and often of their own people, refugee women constitute a particularly sensitive social group. Often, they have to deal with harassment, indifference or abuse, even after they reach a seemingly safe place. In recent years, Greece has been faced with a large influx of migrants and refugees and the identification of special needs and support for women and girls in need of international protection is required. Refugee women and girls face particular challenges related to gender, and their place in society. For cultural and social reasons they may often have limited knowledge of their rights or the existence of mechanisms to safeguard these rights. Possibly, in their country of origin, they were subjected to traditional practices harmful to themselves, were not allowed to participate in community structures, were victims of sexual violence or were poor. After being displaced, they are even more marginalized and vulnerable because of the collapse of the values and support structures provided by their family or community. At the same time, the process of irregular movement itself exposes them to various dangers and forms of exploitation, such as separation of their families and trafficking.

An important example of the decline of modern societies is the social exclusion of groups from goods, such as health, education, the labor market, culture, putting these groups on the sidelines. Roma are a typical example of people living on the margins, very often below the poverty line, in bad conditions and are often victims of discrimination and racist violence. Romani women are a dynamic population group, which, however, is not sufficiently approached at the level of targeted actions or strategies, especially in the fields of education and health. They are one of the most typical cases of social groups facing multiple discrimination and exclusion, recording large rates of school dropout and marriages at an early age. At the same time, their par-

ticular culture, which maintains a strict hierarchy and a closed and delineated system, keeps Romani women at a disadvantage.

Given the unfortunate conditions of detention, the overcrowding and the lack of medical care in Greek prisons, as well as the inappropriate in many cases Correctional Code, in conjunction with the economic crisis and the reduction of the welfare state, the General Secretariat for Gender Equality aims to improve the quality of the detention conditions of women prisoners. In addition, taking into account the multiple discriminations and forms of social inequality faced by women that have been released, which make them more vulnerable to the consequences of the economic crisis and stigmatizing stereotypes, appropriate actions must be taken to reintegrate them into society.

Against this background, the National Action Plan on Gender Equality 2016-2020 sets out 3 key objectives in relation to this Axis and a number of proposed actions, some of which are already being implemented. These objectives are the result of the analysis of the field, as detailed above, but also of the strategic objectives set by the Beijing Platform for Action at the 4th World Conference on Women. The final remarks on the seventh periodic report of Greece, adopted by the Commission at its 50th session (11 February - 1 March 2013), are also taken into account.

Objective 1: Gender mainstreaming in legislation and public policies on vulnerable social groups

The General Secretariat for Gender Equality will promote actions to make visible the gender dimension of the policies applied by other relevant institutions (Ministries, Local and Regional Authorities) and focus on vulnerable social groups. This includes proposals for legislative intervention, where appropriate, as well as training and awareness-raising for officials, professionals and volunteers, who work in this field.

More specifically, actions are planned, such as:



OBJECTIVE 1: INTEGRATING GENDER DIMENSION IN LEGISLATION AND PUBLIC POLICIES FOR VULNERABLE SOCIAL GROUPS

	ACTIONS	IMPLEMENTATION BODY	TIMETABLE
1	Inclusion of the thematic field in the bachelors of sociology and social policy curricula	GSGE, Universities, Research Centers	2017-2020
2	Inclusion of gender mainstreaming in the competencies of co-competent Ministries, first and second degree local government	GSGE, Ministry of Interior, Ministry of Labor, Social Security and Social Solidarity, Ministry of Immigration, Ministry of Health	2017-2020
3	Coding legislation, circulars etc. for women belonging to vulnerable social groups and suffer multiple discrimination and developing proposals for better law and administrative practices	GSGE, KETHI	2017-2020
4	Investigating, recording and processing the needs of older women through a gender-based assessment of “Home Assistance” and “Day Care Centers for the Elderly” Programs in collaboration with local government	GSGE, Local Government, Universities / Research Centers	2018-2020
5	Investigating, recording and processing of ROMA women’s needs through a gender-based assessment study of the Roma and Vulnerable Social Groups Support Centers Program in collaboration with local government	GSGE, Local Government, Universities / Research Centers	2018-2020

6	Investigating, recording and processing of the needs of addicted women through a gender- based assessment of the Center for the Prevention of Addictions and the Promotion of Psychosocial Health Program in collaboration with local government	GSGE, Local Government, Universities / Research Centers	2018-2020
7	Participation in conducting a research on the needs of the population of female prisoners and detainees and dissemination of its results	GSGE, KETHI, NGOs, Women's detention centers	2017-2019
8	Training and training of professionals in the field of drug addiction	GSGE, Ministry of Health, NGOs, OKANA, KETHEA, National Center for Documentation and Information on Drugs	2017-2020
9	Training of the Asylum and First Reception Service staff and the Hospitality Centers for refugee's interpreters and administrators on existing cultural differences, childhood, gender issues and sexuality. Specific reference to cases of women who are victims of violence (domestic violence, rape, trafficking, persecution, etc.) and unaccompanied or unrelated girls.	GSGE, Asylum Service, First Reception Service, Greek Police, Civil Society, In cooperation with GSGE and EKDDA	2017-2020
10	Training nursing, medical staff and hospital social services staff to identify victims of violence, trafficking etc., as well as Romani women	Ministry of Health, Hospitals, HCDCP, EKDDA, in cooperation with GSGE	2017-2020



11	Training of the Hellenic Police Force personnel and the prison officers on gender equality issues and the special needs of women prisoners	Ministry of Justice, Transparency and Human Rights, Detention Centers in collaboration with GSGE, KETHI and EKDDA	2018-2020
12	Legislative interventions to strengthen the participation of migrant/refugee women in social and political life at local and regional level (immigrant-refugee integration councils, municipal and regional equality committees)	GSGE, Ministry of the Interior	2017
13	Emphasizing the characteristics of female immigration in the programs and interventions of secondary and tertiary trade unions	GSGE, Trade Unions	2018-2019
14	Legislative interventions to improve legislation on the treatment of pregnant/ mothers drug users	GSGE, Ministry of Justice, Transparency and Human Rights	2017-2018

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

Beyond the diffusion of a gender perspective in policies of other central, regional and local government bodies, the GSGE, aims at making specific policies for women who suffer multiple discrimination conducting research and studies and developing tools and indicators for these groups. At the same time, the GSGE pursues the strengthening of its administrative efficiency, so that all the officers familiarize themselves with the subject and provide useful services to particular categories of the population, but also to all citizens, researchers, bodies, etc.

In particular, the actions envisaged are:

OBJECTIVE 2: STRENGTHENING THE GSGE IN ESTABLISHING TARGETED POLICIES FOR MULTIPLE DISADVANTAGES AND DRAWING AND DISSEMINATING GENDER-CLASSIFIED DATA

	ACTIONS	IMPLEMENTATION BODY	TIMETABLE
1	Establishing an organic unit in the GSGE for women who suffer multiple discrimination through the revision of the Organization Chart of the Office	GSGE, Ministry of Interior, Ministry of Administrative Reform	2017
2	Development of a survey for women who face multiple discrimination and creation of a policy tool	Universities, EKKE, KETHI	2018-2020
3	Monitor the implementation of specific provisions for vulnerable social groups with a gender perspective	GSGE (Observatory)	2017-2020
4	Awareness-raising campaign for the provision of services to women who face multiple discrimination and their rights	GSGE	2018-2020
5	Training of GSGE personnel on issues related to discrimination, equal treatment and vulnerable social groups	GSGE and EKDDA	2018
6	Training GSGE officers, Shelters, counseling centers and 15900 line personnel in cultural diversification, asylum and international protection issues, in the process of referrals for refugee women victims of gender violence, in dealing with a victim of gender violence in a humanitarian crisis, according to International Practice (GBV Case Management) and others.	GSGE, civil society, international organizations, competent government agencies	2016-2020



7	Organization of conferences where the staff of Counseling Centers and Shelters, along with Civil Society executives and professionals from other institutions will exchange experiences and good practices	GSGE, UNFPA, civil society	2017-2020
8	Creation of a Project Management Team for the co-ordination of co-competent bodies in the process of locating, referral, hosting and providing support services to refugee women	GSGE, Ministry of Immigration Policy, Ministry of Health, Ministry of Defense, General Secretariat for Public Health, EKKA, KETHI, EETAA, KEDE, ENPE	2016-2020
9	Provision of material to the staff of Counseling Centers and Shelter asylum procedures, religious and cultural differences, victims of trafficking etc	GSGE, Reception and Identification Service and Asylum Service	2016-2020
10	Reform of the EETAA database to include women refugees	GSGE, EETAA	2016-2020

Objective 3: Ensuring equality and eliminating discrimination for women who face multiple discrimination

The General Secretariat for Gender Equality aims to ensure equality and equal opportunities for women who are subjects to multiple discrimination. This objective can be achieved through the development of targeted measures and a multi-factorial approach. The actions involve empowering of skills, social and psychological support, legal counseling, etc.

The actions envisaged are:

OBJECTIVE 3: ENSURING EQUALITY AND ELIMINATING DISCRIMINATION FOR WOMEN WHO SUFFER MULTIPLE DISCRIMINATION

	ACTIONS	IMPLEMENTATION BODY	TIMETABLE
1	Granting vouchers for hosting Roma children, homeless or refugee women in nurseries	GSGE, Ministry of the Interior, Ministry of Labor, Social Security and Social Solidarity, EETAAA	2018-2020

2	Training - Vocational Training Programs, Empowering - Enhancing Female Entrepreneurship by Establishing businesses, KOINSEP etc., staffed by released women, women refugees, women victims of violence, women heads of single parent families etc	GSGE, Ministry of Labor, Social Security and Social Solidarity, other partners	2017-2020
3	Programs to strengthen the social skills of Roma pupils with a view to smooth school integration	Ministry of Education, Research and Religious Affairs, EKKA, Civil Society in collaboration with GSGE and KETHI	2017-2020
4	Seminars of Health promotion, Sexual Education and Prevention of child/Teenage Gestures with an Emphasis on Family planning in Roma women and girls	Ministry of Education, Research and Religious Affairs, Ministry of Health, Hospitals, Special Secretariat for Roma, HCDCP in collaboration with GSGE	2018-2020
5	Programs to strengthen the Roma family - school relationship	Ministry of Education, Research and Religious Affairs, Special Secretariat for Roma, Civil Society in collaboration with GSGE	2018-2020
6	Raising awareness of Roma women on domestic violence and medical care in cases of abuse	Ministry of Health, Special Secretariat for Roma, GSGE	2018-2020
7	Hosting and providing support services to female refugee victims or potential victims of violence or heads of single parent families within the framework of the Pan-Hellenic Network of structures for preventing and combating violence against women of the GSGE	GSGE, Ministry of Immigration Policy, Ministry of Health, EKKA, KETHI, EETAA, KEDE, ENPE	2016-2020



8	Issuing of a leaflet for female refugees describing the services that can be provided to them (translated into English, Arabic, Persian [farsi])	GSGE, High Commissioner for Refugees	2017
9	Issuing of a poster version (translated into English, Arabic, Persian [far-right])	GSGE, High Commissioner for Refugees	2017
10	Translation of Shelters' leaflets (Arabic, Persian, French, Urdu, Sorani, Kurmanji)	GSGE, High Commissioner for Refugees	2016
11	Update of the Guide «Guidelines for the protection of women and girls during the first reception in Greece and the asylum procedure» (2011 edition, in Greek-English) for the information of the officers of the reception services and the NGOs in the field	GSGE, High Commissioner for Refugees	2017
12	Informational meetings with women refugees in Reception or Shelters about their rights and available assistance	Asylum Service, Reception and Identification Service, GSGE, Civil society	2017-2018
13	Organization of creative employment courses and visits to archaeological sites	GSGE, Regions, Civil society, KETHI	2016-2020
14	Creation of Shelters for refugee women belonging to vulnerable groups	GSGE, Ministry of Immigration Policy, Regions	2017-2020
15	Training in ICT and foreign languages or Greek language for foreign women with a parallel program of creative employment for children	GSGE, Ministry of Education, Research and Religious Affairs, Ministry of Labor, Social Security and Social Solidarity, Regions, Civil Society	2017-2020
16	Creation of a Support Center for women released from prison	Ministry of Justice, Transparency and Human Rights, NGO EPANODOS in collaboration with GSGE, Regions	2018-2020

17	Creation of sheltered apartments or granting of rent subsidy for women released from prison	Ministry of Justice, NGO EPANODOS in collaboration with GSGE	2017-2020
18	Health programs and free medical examinations (mental and physical health, dental care, etc.) for women released from prison	Ministry of Health, Hospitals, Psychotherapeutic Units, HCDCP in collaboration with GSGE	2017-2020
19	Health education programs (information and medical examinations) - Special programs for prisoners with mental disorders and addicts	Ministry of Justice, Detention Centers, Ministry of Health, Hospitals, Psychotherapeutic Units, OKANA, KETHEA and 18 ANO, HCDCP, Civil society, in collaboration with GSGE	2017-2020
20	Awareness raising programs for mothers in prison on maternity and children's health (vaccination, dental check, etc.).	Ministry of Justice, Detention Centers, Ministry of Health, Hospitals, in collaboration with GSGE	2018-2020
21	Programs to help cultivate, develop or relapse the bond of prisoners with their families - Actions to facilitate visits such as transfer of relatives etc. - Organization of «Family Day»	Ministry of Justice, Detention Centers in collaboration with GSGE and professionals in the field	2017-2020
22	Participation in vocational training workshops and prison work, providing know-how in terms of social economy	Ministry of Justice, Detention Centers, Ministry of Labor, Social Security and Social Solidarity in cooperation with GSGE	2018-2020
23	Sport and cultural programs aimed at empowering women prisoners	Ministry of Justice, Detention Centers, Civil society in cooperation with GSGE and the General Secretariat for Sport	2017-2020
24	Information actions on reintegration and support structures after release	Ministry of Justice, Detention Centers, EPANODOS, in cooperation with GSGE	2017-2020



25	Creation of hosting structures and support services for abused toxic addicted women	GSGE, Region, Municipality of Athens, 18 ANO, OKANA, KETHEA, National Center for Documentation and Information on Drugs	2017-2020
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GENDER-BASED VIOLENCE

The General Secretariat for Gender Equality (GSGE) is to develop, in its new programming period (2016-2020), a series of actions and initiatives on preventing and combating violence against women, thus continuing its effective intervention of the previous period.

According to the CEDAW final remarks and proposals based on the 7th Greek Report 2005-2008 (CEDAW 2013), the Commission welcomes the adoption of the «National Program for the Prevention and Fight against Violence Against Women (2009) -2013) and the «National Program on Gender Equality (2010-2013)». However, it urges Greece to give priority to the fight against violence against women and girls and to adopt comprehensive measures to combat such violence in line with its no 19(1992) General recommendation. The following measures must be included:

- Ensuring that national legislation on violence against women is strictly enforced and that women and girls who are victims of violence have direct access to rehabilitation and protection, as well as ensuring that perpetrators are prosecuted and punished.
- Raising public awareness through the media and educational programs and providing compulsory training to judges, prosecutors, police, journalists and educational staff to ensure that they are aware of all forms of violence against women and girls and that they can provide adequate support to the victims, having regard to the sex factor.
- Encouraging women to report cases of domestic and sexual violence through the de-stigmatization of the victims and awareness of the criminal nature of such acts.
- Providing adequate assistance and protection to women victims of violence through the creation of shelters, especially in rural areas, and strengthening cooperation with non-governmental organizations providing shelter and rehabilitation for victims.
- Collecting statistical data on all forms of violence against women, including domestic violence by gender, age, ethnic/minority identity and the relationship between the victim and the perpetrator and developing studies and/or researches into the extent of violence against women and the causes of it.

In addition, the Commission invites Greece to fully implement Article 6 of the Convention and:



- Ensure the effective implementation of national anti-trafficking legislation.
- Conduct studies and researches that include the proliferation of prostitution, to provide evidence for the pursuit of the above objective
- Ensure the reintegration and social inclusion of victims by providing them with, inter alia, shelter and assistance.

According to the UN (UNIFEM 2013), the key strategies for eliminating violence against women and girls are as follows:

- (A) Investing in gender equality and empowering women,
- (B) Introducing or revising legislation,
- (C) Developing holistic, multidisciplinary policies and national action plans,
- (D) Ensuring resources and integrating gender budgeting,
- (E) Promoting primary prevention,
- (F) Reinforcing key areas for promoting change,
- (G) Developing a coordinated response at local level,
- (H) Participation of key groups,
- (I) Building competence and skills
- (J) Conducting surveys, collecting and analyzing data; and
- (K) Monitoring and accountability.

In order to reduce and prevent violence against women, there is a need for an integrated, strategic, rather than a fragmentary, approach that will invest dynamically in all areas of prevention (primary, secondary and tertiary), that will fully cover the field of coping all forms of violence and that will be implemented at national level.

In other words, the effective and systematic prevention and tackling of violence against women requires the involvement of many different agencies of the state (e.g. police and prosecuting authorities, medical services, employment services, etc.), of the local government (e.g. Welfare services, etc.) and of volunteers. In particular, it requires the interconnection of the different services involved in the multiple support and protection of victims, in their referral to the competent services, in the prosecution of offenders, etc. For this reason, it is necessary to ensure the interconnection of services as well as the multi-agency approach at national and regional or local level (Vougiouka 2011).

By taking all the above into account and understanding the importance of the issue for democracy, development and social cohesion, in genuinely adverse conditions, the GSGE sets as a central objective to prevent and combat all forms of violence against women through effective, coordinated government policies and practices, and the free - from all forms of violence -

development of the personality of women and men based on equality, acceptance of diversity and mutual respect.

Its main priorities are:

- *Measures to prevent and combat violence against women*
- *The evaluation of the network for combating violence against women*

Within the framework of these priorities, the GSGE has created an unpaid Project Management Team for the immediate ratification and approval by the Greek Parliament of the Council of Europe Convention on Prevention and Combating Violence Against women and domestic violence (the Istanbul Convention). The Team was made up of gender experts, social scientists, specialist lawyers, etc. and its missions were to examine the implementation framework of the Convention and to take the necessary measures. The implementation of the Convention will be launched through the adoption of the Unified Law on Combating Violence against Women in all areas of the private and public sphere. The work of the Project Management Team for the ratification of the Istanbul Convention was completed and its outcome has already been delivered to the Ministry of Justice.

Moreover, the GSGE has integrated the existing support structures for the Network against Violence in the new financial period 2014-2020 and is already implementing relevant actions. The services of the structures continue to be provided, free of charge, to women who have suffered or are subject to violence and/or multiple discrimination, by specialized staff in individual or group meetings with counseling aimed at empowering them. In addition, the GSGE recognizing the need for social services, especially during the economic crisis, has extended the services provided to the field of employment counseling for women victims of violence and/or multiple discrimination. Enriching the services provided with employment counseling is an innovative element, particularly important, as it will help women meet their multiple needs more effectively.

The actions are provided in the context of the operation of the Counseling Centers, are indicated by the need to ensure the integrity of the interventions. In particular, support and assistance actions concern the following:

- **Psychosocial and legal support actions**
 - Information and awareness services on gender-based violence issues.
 - Psychological and social counseling services with a gender perspective (specialized counseling of women victims of violence)
 - Legal counseling and information services on the rights of women victims of violence, the relevant legislation, the procedures for complaint, prosecution, etc.



- Referral and / or escort services (when required) of women victims of violence to shelters hosting abused women and their children, police and prosecutors, court, etc.
- Referral and / or escort services (when required) to women to hospitals or health centers, social policy agencies, employment agencies, child care and support agencies, etc.
- Referral services to a Legal Aid Program
- Networking with the relevant bodies to promote employment, education and training, in order to improve the employment situation of women who are victims of violence and/or suffer multiple discrimination and experience increasing unemployment rates (OAED, University Interconnection Offices, Chambers, Commercial Professional Associations, Employment Promotion Agencies of Regions and Municipalities, Lifelong Learning Centers 1 & 2, Second chance schools, Community Centers of Municipalities and specialized support centers for Roma/Immigrants, etc.)
- Employment counseling and information services.
- **Networking actions**
 - Networking of the Counseling Centers with each other, as well as with the Shelters and other stakeholders (e.g. SOS 15900 help-line, police, hospitals, social services, Civil Society, etc.).
 - Networking with the Community centers of municipalities and their annexes.
- **Information and awareness-raising actions** to prevent and combat violence against women in synergy with the horizontal publicity and awareness-raising project implemented by GSGE.

Shelters for women victims of violence continue to operate as structures that can temporarily host 20 women with their children (women victims of violence and/or multiple discrimination) with the support of appropriate scientific staff. Shelters are safe places of residence for women victims of violence and their children.

In addition, the GSGE, as beneficiary, implements the Act entitled «Horizontal Interventions of National Scope» (OP «Public Sector Reform 2014-2020»). Under this Act:

- The SOS 15900 help line continues to operate on a 24-hour basis (365 days a year), with a mission to:
 - a) provide immediate assistance to emergency and urgent cases of violence;

- b) provide information and refer women victims of violence to Counseling Centers and related services;
- c) provide telephone support. The SOS 15900 Line also provides information and psychosocial support to women living in remote areas or in areas without other support structures.
- The Network Operation Model and methodology for approaching counseling through related tools (Counseling Services and Support Structure Guide, Sexual Harassment Manual, Network Operation Regulations, Codes of Ethics, etc.) are strengthened.
- These tools are going to be updated (Network Operation Regulations, Codes of Ethics etc.) and/or developed (eg Guide for Counseling on employment issues etc.), in line with the new needs of the Act, in order to ensure a Unified Service Quality System in the Network.
- Publicity actions are being developed centrally, using various communication tools and media (tv / radio spot, workshops, brochures, etc.), aiming primarily at providing targeted information and raising awareness on gender issues (domestic violence, sexual harassment, rape, prostitution and trafficking, etc.), as well as the preventing such phenomena. The GSGE will continuously enrich the content of www.womensos.gr and its Facebook page with texts, studies/researches, legislation, etc., so that all citizens have access to the current trends on the issue of violence against women.

In addition, the GSGE is to develop publicity actions on the Convention, its Optional Protocol and the CEDAW General Recommendations to raise awareness of women's human rights and to establish a legal culture that supports non-discrimination and equality between women and men.

- Training courses are developed for the staff/counselors of the network of structures on issues related to their specialties and competences and according to the needs arising from the operation of the structures.

In order to more effectively address and monitor violence against women (Vougioukas 2013), evaluations at national, regional and local level will be carried out on the functioning of the structures of the Network to Prevent and Combat Violence Against Women.

Evaluation actions can make a decisive contribution to assessing effectiveness and highlighting areas that need to be improved and/or changed.



Thus, these actions will include: evaluations, annual progress reports, national reports on gender equality, and cooperation with the media to disseminate information on the progress of implemented policies and actions. As targeting needs to be clear in order to be measurable, relevant indicators (qualitative and quantitative) will be used so that monitoring is scientifically reliable and linked to the periodic reports that the country is required to submit to the CEDAW Committee and international organizations on the basis of its conventional obligations.

Public policies to tackle violence against women are relatively recent in Greece, although in recent years the GSGE has developed a wide range of targeted actions and institutional interventions with significant results at a formal and substantive level. However, there are areas related to various types of violence against women (e.g. trafficking, violence against elderly women and women with disabilities, etc.), which need further investigation, analysis and reinforcement through measures and the development of actions. Women and young girls are often exposed to serious incidents and acts of violence such as rape, coercion to marriage, female genital mutilation, which constitute serious violations of their human rights and a major barrier to genuinely achieving gender equality.

Besides developing strategies, it is necessary to fully understand the way gender-based inequalities and discrimination are interconnected for specific groups of women with different characteristics/identity variables (e.g. age, ethnicity, religion, work situation, sexual orientation, etc.) in order to recognize the obstacles of these groups in accessing services and rights and to provide them with appropriate services tailored to their particular needs, on the basis of respect for diversity.

Objective 1: Implementation and revision of legislation

	ACTIONS	IMPLEMENTATION BODY	TIMETABLE
1	Co-operation with the relevant bodies for the reform of the Penal Code - proposals and consultation of the relevant draft law	Ministry of Justice, Transparency and Human Rights, GSGE, women's organizations, civil society	2017-2020

2	Voting of a Single Law on Violence Against Women, in line with CEDAW recommendations to tackle violence at work and in society (including prostitution, trafficking, cyber-bullying, genital mutilation and other forms of gender based violence)	Ministry of Justice, Transparency and Human Rights, preparatory working groups of GSGE	2017-2020
3	Setting up a Special Committee to draft a legislative proposal to protect women from violence and the exploitation of prostitution.	GSGE, Greek National Rapporteur on Trafficking in Human Beings, other bodies	2017-2018
4	Informing and activating the Parliamentary Committee Against Trafficking in Human Beings	Greek Parliament, GSGE, Greek National Rapporteur on Trafficking in Human Beings, other bodies	2016-2020

Domestic violence against women

	ACTIONS	IMPLEMENTATION BODY	TIMETABLE
1	Ratification of the Council of Europe Convention on Prevention and Combating Violence Against Women and Domestic Violence (Istanbul Convention) - Adaptation of civil, criminal and procedural law. The GSGE has created an unpaid Project Committee for the immediate ratification by the Greek Parliament Convention	GSGE, Ministry of Justice, Transparency and Human Rights, other bodies	2016
2	Establishment of a Preliminary Drafting Committee to elaborate on the conclusion reached by the GSGE Preparatory Committee on the ratification of the Istanbul Convention in order to take the form of a Bill and be voted by the Parliament	Ministry of Justice, Transparency and Human Rights, GSGE, other bodies	2017



3	<p>Additions and improvements to Law on Domestic Violence (Law nr. 3500/2006), concerning also all the articles of the Penal Code that are specified by the Law</p> <p>a) Review of Articles on Criminal Mediation</p> <p>b) Taking into account the Cohabitation Agreement to see if the concept of «family» is redefined</p> <p>c) Inclusion of economic violence in the concept of domestic violence</p> <p>d) Extending women’s protection provisions to stable non-marital partners and to former (non-spouse) partners who have acquired a child regardless of habitual residence (criminal law)</p>	<p>Ministry of Justice, Transparency and Human Rights, preparatory working groups of GSGE</p>	<p>2017-2020</p>
4	<p>Proposal for Amendment of Law 3811/2009 on Compensation to Victims, in accordance with the Project Committee Conclusion on the ratification of the Istanbul Convention</p>	<p>Ministry of Justice, Transparency and Human Rights, preparatory working groups of GSGE</p>	<p>2017-2020</p>
5	<p>State Mediation to Provide Maintenance (Form of Economic Violence) and by Self-Employed and Private Employees (in the form of third-party attachment)</p>	<p>Ministry of Justice, Transparency and Human Rights, preparatory working groups of GSGE</p>	<p>2017-2020</p>
6	<p>Proposal for the creation of a Victim Support Fund, to be funded from funds deriving from part of financial penalties</p>	<p>Ministry of Justice, Transparency and Human Rights, preparatory working groups of GSGE</p>	<p>2017-2020</p>
7	<p>Compensation of chronic psychological violence and criminalization of the psychological harm to children in order to harm the former partner (criminal law)</p>	<p>Ministry of Justice, Transparency and Human Rights, preparatory working groups of GSGE</p>	<p>2017-2020</p>

8	Coverage by order of a public prosecutor, of mental health professionals for examination-support of minors without the necessary consent of a parent when the concerned parent has custody by court order (criminal law)	Ministry of Justice, Transparency and Human Rights, preparatory working groups of GSGE	2017-2020
9	Caring for the professional rehabilitation of women victims of gender violence and taking measures to facilitate their work, in line with the Spanish Law/Action Plan	Ministry of Labor, OAED, GSGE	2017-2020

Sexual harassment against women

	ACTIONS	IMPLEMENTATION BODY	TIMETABLE
1	Proposal for Amendment of the Article 337 of the Penal Code, in accordance with the Project Committee's Conclusion on the Ratification of the Istanbul Convention	Ministry of Justice, Transparency and Human Rights, preparatory working groups of GSGE	2017-2019

Bullying against women

	ACTIONS	IMPLEMENTATION BODY	TIMETABLE
1	Article 312 of the Penal Code - Damage caused by continuous tough behavior As amended by Law 4322/2015 (Article 8) to cover cases of bullying. Extension to adults and explicit reference to «family» members and those who have a relationship and live in the same house (see family definition in L.3500 / 2006)	Ministry of Justice, Transparency and Human Rights, preparatory working groups of GSGE	2017-2019



Genital mutilation

	ACTIONS	IMPLEMENTATION BODY	TIMETABLE
1	Proposal for amendment of Article 310 of the Penal Code, in line with the Commission's Conclusion on the Ratification of the Istanbul Convention	Ministry of Justice, Transparency and Human Rights, preparatory working groups of GSGE	2017-2019

Forced marriages

	ACTIONS	IMPLEMENTATION BODY	TIMETABLE
1	Proposal to add/amend paragraph 1 of the existing article 323A of the Penal Code, in accordance with the Project Committee's Conclusion on the Ratification of the Istanbul Convention	Ministry of Justice, Transparency and Human Rights, preparatory working groups of GSGE	2017-2019

Furthermore, significant changes and improvements need to be made in Greek legislation, with parallel coordinated and non-fragmentary preventive actions to tackle barriers to every stage of public policy implementation, as well as to the effective promotion of equality.

Based on the above, the two main priorities of GSGE are further analyzed in the following objectives:

Objective 2: Holistic and multi-sectoral support for women victims of violence and / or multiple discrimination (e.g. migrant women, refugees, Roma, etc.)

VIOLENCE AGAINST WOMEN (ALL FORMS)

	ACTIONS	IMPLEMENTATION BODY	TIMETABLE
1	Continuing and strengthening the structures of the Network against violence	GGEF, KETHI	2016-2020

2	Integration of Counseling on employment issues into the services of the Network against violence	GSIF, KETHI, EKDDA	2016-2020
3	Strengthening the operational mode of the Network and the methodology of approaching counseling through relevant tools (Guide of Provision of Counseling Services and Operation of Supporting Structures, Manual of Sexual Harassment, Operation Rules of the Structures, Codes of Ethics, etc.) and updating them	GGEF, KETHI	2016-2020
4	Development of training courses for the members of the Network on issues related to their specialties and competencies	GSGE, KETHI, EHIC, civil society, other bodies	2016-2020
5	Psychological supervision of the staff of the structures for their support and empowerment, aiming at creating a safe framework and limits in the performance of the tasks of the staff, to provide optimal support services for women	GGEF, KETHI	2016-2020
6	Provision of free legal assistance services to women victims of violence, in cooperation with Bar Associations,	GSGE, KETHI, Bar Associations	2016-2020
7	Creation of a unified institutional framework for providing free legal assistance-representation to victims of violence	Bar Associations, civil society, (e.g. DIOTIMA, European Network Against Violence, Family and Child Care Center, etc.)	2016-2020



VIOLENCE AGAINST ELDERLY WOMEN

	ACTIONS	IMPLEMENTATION BODY	TIMETABLE
1	Design of interventions for older women carers to raise awareness and inform on gender violence issues	GSGE, local government, Civil Society, elderly support institutions, KHFH, "Help at Home" program etc.	2017-2020
2	Information and awareness raising for older women on Structures to prevent and combat violence against women and support for victims of violence	GSGE, KETHI, local government, media	2017-2020

VIOLENCE AGAINST WOMEN WITH DISABILITIES

	ACTIONS	IMPLEMENTATION BODY	TIMETABLE
1	Training for girls and women with disabilities, their families and caregivers on how to prevent, recognize and report violence and abuse, and on existing support services and the institutional framework	GSGE, KETHI, EKDDA, Ministry of Education, Research and Religious Affairs	2017-2020
2	Strengthening the services provided to women with disabilities victims of gender-based violence, taking into account their particular needs	GSGE, KETHI, local government, Ministry of Citizen Protection, Ministry of Justice	2017-2020

FEMALE GENITAL MUTILATION

	ACTIONS	IMPLEMENTATION BODY	TIMETABLE
1	Multiple support for women victims (health care, psychosocial support, etc.)	GSGE, KETHI, OTA, Ministry of Health, Migration Organizations	2016-2020

VIOLENCE AGAINST ROMA WOMEN IN GREECE

	ACTIONS	IMPLEMENTATION BODY	TIMETABLE
1	Encouraging Roma women who are victims of gender-based violence to report incidents and perpetrators through information and awareness-raising actions on institutional and policies implemented by the state	GSGE, Ministry of the Interior, Ministry of Education, Research and Religious Affairs, Civil Society	2017-2020

Objective 3: Raising awareness of the wider population, training professionals and developing networking

VIOLENCE AGAINST WOMEN (ALL FORMS)

	ACTIONS	IMPLEMENTATION BODY	TIMETABLE
1	Publicity Actions for the CEDAW Convention and its Recommendations on Violence Issues	GSGE, Government, Ministries, Parliament, Judiciary, Local Authorities	2017-2020
2	Enriching the content of the website www.womensos.gr and the GSGE Facebook page	GSGE	2016-2020
3	Collaboration and training of health units staff (doctors, nurses, social workers, etc.)	Ministry of Health-Health System (Hospitals), GSGE, EKDDA	2016-2020

DOMESTIC VIOLENCE AGAINST WOMEN

	ACTIONS	IMPLEMENTATION BODY	TIMETABLE
1	Education - training seminars and awareness raising for judges	GSGE, KETHI, EKDDA	2016-2020



2	Reforming curricula of the National School of Judges by including relevant lessons on domestic violence	Ministry of Justice, GSGE, EKDDA, Bar Associations	2016-2020
3	Implementation of training cycles for police officers, civil servants, teachers	Ministry of Citizen Protection, Ministry of Education Research and Religious Affairs, GSGE, KETHI, EKDDA	2016-2020
4	Sending again to all Police Departments the relevant legislation and the Order on Domestic Violence	Ministry of Citizen Protection, GSGE, Prosecutor's Office on Domestic Violence	2016
5	Strengthening the theme of violence against women in the training of police schools	Ministry of Citizen Protection, Ministry of Education, Research and Religious Affairs, EKDDA, Legal Schools	2016-2020
6	Introducing courses on gender violence at all levels of education, particularly in tertiary education programs	Ministry of Education, Research and Religious Affairs, University Departments of Law, Psychology, Medicine, Psychiatry etc GSGE, KETHI, EKDDA	2016-2020
7	Training of mental health professionals working in municipalities, hospitals, mental health centers in: (a) recognition of, (b) risk assessment and (c) ways of advising victims of domestic violence	GSGE, Ministry of Health, EKDDA	2016-2020

SEXUAL HARASSMENT AGAINST WOMEN

	ACTIONS	IMPLEMENTATION BODY	TIMETABLE
1	Information and awareness raising on forms of sexual harassment in workplaces, educational institutions, mental health institutions, the Internet	GSGE, KETHI, Ministry of Education, Ministry of Health, Ministry of Citizen Protection, Trade Unions, Labor Inspectorate, Local Authorities, Civil Society, Media	2016-2020

ILLEGAL TRAFFICKING AND EXPLOITATION OF WOMEN

	ACTIONS	IMPLEMENTATION BODY	TIMETABLE
1	Information and awareness-raising actions for pupils and young people by setting up an awareness campaign	GSGE, Office of the National Rapporteur for Combating Trafficking in Human Beings, Ministry of Education, Research and Religious Affairs	2016-2020
2	Training of professionals (port guards, nursing and medical staff, police officers and employees of Reservation Centers) in identifying potential victims of trafficking and taking concrete steps in co-operation with institutions to protect them	GSGE, competent Ministries, EKDDA	2016-2020



BULLYING AGAINST WOMEN

	ACTIONS	IMPLEMENTATION BODY	TIMETABLE
1	Information and awareness-raising on bullying in workplaces, educational institutions, mental health institutions, the Internet	GSGE, KETHI, Ministry of Education, Research and Religious Affairs, Ministry of Health, Ministry of Citizen Protection, Trade Unions, Labor Inspectorate, Local Authorities, Civil Society, Media	2017-2020

VIOLENCE AGAINST WOMEN WITH DISABILITIES

	ACTIONS	IMPLEMENTATION BODY	TIMETABLE
1	Mentioning of people with disabilities in awareness and information campaigns on gender based violence and mainstreaming of disability in all public policies against gender based violence	GSGE, KETHI, Local authorities, Media, competent authorities	2017-2020
2	Training programs for professionals working with women with disabilities in gender based violence issues. Production of related material	GSGE, KETHI, EKDDA	2017-2020
3	Producing accessible awareness material for people with disabilities (different FORMS and «languages»)	GSGE, KETHI, Local authorities, competent authorities	2017-2020
4	Establishing protocols and codes of conduct for professionals who take care of and support women with disabilities to prevent gender based violence and abuse and to effectively protect women with disabilities	GSGE, KETHI, Ministry of Health	2017-2020

VIOLENCE IN YOUNG COUPLES

	ACTIONS	IMPLEMENTATION BODY	TIMETABLE
1	Awareness raising seminars for teachers on the recognition, management and referral of girls victims of violence to competent bodies	GSGE, KETHI, EKDDA	2016-2020
2	Awareness raising seminars for adolescent for developing skills for equal and healthy love relationships	GSGE, Secondary Directorates of Education	2016-2020
3	Conclusion of cooperation protocols with local education directorates and awareness-raising meetings in schools	GSGE, Secondary Directorates of Education	2016-2020

FEMALE GENITAL MUTILATION

	ACTIONS	IMPLEMENTATION BODY	TIMETABLE
1	A campaign to raise awareness of the public on the value of this custom	GSGE, civil society, Immigration Organizations, Local Authorities	2017-2020
2	Seminars to raise awareness among younger generations, especially those growing up in schools with such populations, of the risks and consequences of this practice	GSGE, Primary and Secondary Education Directorates	2017-2020
3	Working with migrant communities, organizing discussions and setting up information networks and reception centers where mothers or potential minor victims can take refuge and provide them with detailed and responsible information on the dangers of the child	GSGE, Civil Society, Migration Organizations, Local Authorities, Hospitals, Ministry of Health	2017-2020



EARLY AND FORCED MARRIAGES

	ACTIONS	IMPLEMENTATION BODY	TIMETABLE
1	Educational campaigns in Roma and in immigrant and refugee communities on the effects of early/forced marriages on girls and boys	Ministry of Interior, GSGE, Ministry of Immigration Policy, Local Authorities, Civil Society	2016-2020
2	Strengthen awareness-raising activities in education to encourage girls and boys to resist early/forced marriages	Ministry of Education, Research and Religious Affairs, GSGE	2016-2020
3	Training of intercultural mediators to inform parents about the prohibition of early/forced marriages based on current legislation	Ministry of Interior, GSGE, Local Authorities, Civil Society	2016-2020

Objective 4: Monitoring violence against women and evaluating the Network

	ACTIONS	IMPLEMENTATION BODY	TIMETABLE
1	Creation of a Task Force aiming to monitor the operation of the Network of structures to Prevent and Combat Gender-based Violence, exchange views and know-how, promote mutual information on the implementation of all actions and submit relevant proposals	GSGE, KETHI, Executive Structure NSRF/ Ministry of Interior	2016-2020
2	Supervising, monitoring and coordinating the Structures of the Network, aiming at the effective implementation of both the Common framework for the operation of the Structures and the Methodology of approaching the consultative process and development of counseling services	GSGE, KETHI	2016-2020

3	Continuing, enriching and developing the operation of the single electronic database of beneficiaries and expanding it with new records, data and fields to make it possible to review the work of both the consultants/executives and the network structures	GSGE, KETHI, Hellenic Agency for Local Development and Local Government (EETAA S.A.)	2016-2020
4	Assessment of the operation of structures aiming at the improvement of the project	GSGE, KETHI, ESF Actions Coordination and Monitoring Authority(EYSEKT), Executive Structure NSRF/Ministry of Interior	2017-2020
5	Carrying out surveys - Essential, easy to use and accessible statistics that will help design policies to tackle gender violence	Hellenic Police, Prosecutors, ELSTAT, EKKE, GSGE, KETHI, local authorities, EKKA, civil society	2016-2020
6	Research and studies on violence and abuse against older people in formal and informal care providers for the purpose of recording the different forms of violence experienced by women and the specific forms of support and assistance that should be designed to prevent and tackle violence against older women	GSGE, EKKE, Universities (gender studies), local authorities	2017-2020
7	Research to record data on violence against women and girls with disabilities	GSGE, EKKE, Universities (gender studies), local authorities	2017-2020
8	Performing research to collect quantitative and qualitative data on marriages of minors	GSGE, EKKE, Universities (gender studies)	2016-2020
9	Collection and dissemination of quantitative and qualitative data (by gender and ethnicity) on violence against Roma women	ELSTAT, Observatory, Civil Society, Ministry of Justice, Ministry of Citizen Protection	2017-2020

LABOR MARKET, RECONCILIATION OF FAMILY AND PROFESSIONAL LIFE

The economic crisis experienced by Greece and the prolonged austerity policies implemented over the past six years have resulted in a dramatic drop in employment for both women and men. The policies implemented in the public sector (reduction of recruitments), legislation on the reduction of labor rights in the private sector (limiting the protection of employees from collective redundancies, reduction of overtime compensation, flexible working hours), but also the operation and the taxation of small and medium-sized enterprises and self-employed workers have had a significant impact on employment in the public sector (reduced entry and exit waves) but also in the private sector for the employees, the self-employed and the entrepreneurs.

These measures also have gender consequences as they have disproportionately affected women, young people and migrants, who are more concentrated than men in the lower part of the wage scale and in the secondary sector of work (Karamessini2015: 261- 2). At the same time, issues such as the gender pay gap and pension gap, the glass ceiling, the under-representation of women in specific sectors of the economy, persist as gender inequalities, which interact with the new social and economic conditions that emerged in the last six years.

In particular, the shrinkage of male employment, which can be seen as a reduction of gender inequalities in employment, does not mean improving of the position of women in the workplace nor compensates for the accumulated inequality and discrimination against women over the years. In particular, for the period of the economic crisis, as stated by Karamessini (2015), the female employment rate has fallen to such an extent that it has reached the corresponding rate of 1997, while the female unemployment rate has risen to similar heights. It should be noted that the employment crisis affected mainly middle and high-education women, who mainly worked in the public sector.

Indicatively, according to the statistics of the Greek Labor Force Employment Organization (OAED), the male unemployment rate climbed from 5.4% to 23.5% (18.1% increase) and the female from 11.8% to 30.4% (18.6% increase) between the second quarter of 2008 and the second quarter of 2014 (Karamessini, 2015: 252). For November 2016, there are once again high unemployment rates for women (62.35%), compared with 37.65% for men.

These figures are complemented by quantitative and qualitative data from a survey conducted in 2015 on behalf of the GSGE entitled «Unemployment, Precarity and Gender Inequalities: Impact of the Crisis on Women and Households in Greece», according to which in the period 2008-2014, unemployment is particularly affecting women irrespective of their age, showing higher rates in the 18-30 and 45-65 age groups. Unemployment rates are much higher in secondary education women, from those with primary or higher education. Female unemployment is long-term, while most women have been employed under fixed-term contracts by government agencies and local government organizations or have joined in businesses as trainees. In addition, the majority of employees employed by a public sector body through the five-month OAED Public Benefit Programs were women.

On the other hand, the policy of intense and prolonged austerity has led to radical institutional changes that have completely reversed the wage formation system in the public and private sectors of the economy and the pattern of employment and working time regulation. As the annual Report for the Greek economy and employment in 2015 of the Institute of Labor of GSEE showed, during the economic crisis there is a reduction in wage labor with a typical employment relationship of 21.3%, while almost two-thirds of this reduction is for men. Temporary employment, respectively, decreased by 1/4 and by 82.2 thousand employees, 88% of whom were full-time employees (71.8 thousand) mainly women. The figures show a consolidated situation where 50% of recruitment is part-time, including rotational employment, while 50% of permanent work includes a range of flexible forms of work.

With regard to undeclared work for women, this concerns mainly employment in jobs related to domestic work, home and professional space cleaning, social care for the elderly and children, private home schooling for pupils, commercial travelling and employment in the restaurant sector (GSGE 2015).

Employed women have low paid and precarious jobs, often with little room for promotion, unable to develop professionally and educationally, socially stagnant and often unable to join collectives and organized activities, while they undertake large loads of family work and often are victims of domestic violence (GSGE2015).

As a result of these findings, a large proportion of the female population experiencing gender discrimination is isolated, while high unemployment rates trap women into poverty, forcing them either to fall into a state of 'permanent poverty' or to be maintained by their friends or families without any professional way out and social perspective (GSIE 2015).

Regarding entrepreneurship, on the basis of global, European and national studies (GEM, Ioannidis 2007), female participation in entrepreneurial



activity is steadily lower than that of men. Indicatively, we mention that in 2012 only 31% of all self-employed citizens in EU-28 were women (European Commission 2014).

Along with the quantitative, there is also a qualitative difference, as women are mainly employed in sectors such as health services, social work or education, while men are more involved in construction, transport and information and communication technologies. Women entrepreneurs seem to focus primarily on consumer services, while only 19% of female entrepreneurship provides business services, with 14% focusing on manufacturing and around 5% working in the primary sector. Nevertheless, women entrepreneurs tend to have a slightly higher tendency than men to follow a strategy of extroversion, while in the period of crisis, businesses run by a female employer showed a higher resilience (Karamessini2015).

With regard to the social and solidarity economy, which is defined as the space between the private and public sectors of the economy and which carries out economic activities with social aims and goals, Greece generally has the lowest rates of relevant experience among the 15 Member States of the EU. The 2009 Global Entrepreneurship Monitor (GEM) research shows that although men are more likely to start a social enterprise, women have a more active role as entrepreneurs. In 2016, the Law on Social Solidarity and Solidarity Economy (Law no. 4430) was adopted, where, besides the Social Cooperative Society (KIN.SEP), the workers' cooperatives were also adopted.

Given the difficulty of women entering the labor market due to the widespread austerity policies implemented and still being implemented in Greece, the establishment of women's social and solidarity-based enterprises would be a way of tackling and reducing the unemployment rate for women –especially those with a high level of education - and promoting gender equality in entrepreneurship.

On the other hand, the collective purpose of cooperative societies is consistent with women's incentives for entrepreneurial action, which are related to the provision of services of social benefit and not just profit-making. The establishment and staffing of cooperative enterprises by women would contribute to the destabilization of the existing gendered hierarchies and exclusions and would help change stereotyped perceptions regarding the role of women in the business world. It is therefore estimated that women's engagement with social entrepreneurship could strengthen their position in Greek society and reduce the gender imbalances brought about by the austerity measures.

In relation to women's employment in the agricultural sector, the evidence we have is incomplete. This is directly related to the fact that women working in the agricultural sector do not appear on the official labor market and therefore do not enjoy rights such as those provided by current labor law (pay, insurance, etc.). They are usually employed on family farms through their role as spouses or daughters, without being paid or insured for their work.

Moreover, only a small number of women appear to have property rights in the agricultural and livestock exploitation. Thus, although women are employed in rural activities and play a decisive role in the economic development of rural areas, their work is usually not recognized either in legal or social terms, as it is absent through the promotion and social recognition of work of the Greek male farmer. As Nazou (Nazou 2006, p. 15) states, male farmers are professionalized, while female farmers are domesticated.

The creation of businesses by women alongside or independently of the family - mainly agricultural - business marks the transition from the role of the assisting, silent and unpaid member of the family farm to the new economic and social role of the entrepreneur (Gidakou 2005). Nevertheless, it remains a question whether such a role promotes a stereotypical perception of the identity of the woman as guardian of tradition by consolidating the connection of the female identity with nature.

In view of the above, the GSGE, through its actions, aims to recognize the work of the female farmer and its legal safeguarding, while detracting from the stereotypical perception that rural labor has a male sign. In this case, the goal is the economic self-reliance of women through rural employment, as well as the strengthening of their social position within the local communities.

As far as the ICT sector is concerned, according to the literature, the introduction of information and communication technologies into the labor market benefited men in the first place, as it actually divided the work into male and female work (Stratigaki 1986). Women have occupied numerous data entry positions with little prospect of development, while men have occupied the scarcer professional positions of developers and analysts with increased demands and high earnings (Stratigaki 1989). Finally, the percentage of women choosing computer studies remains low due to poor information, lack of self-confidence and dependence on traditional standards (Marmatakis - Molek 1989).

As far as women's skills are concerned, considering the frequency of PC use, according to ELSTAT ICT Surveys for ICT use, for the year 2014, there are no differences between men and women of the same educational level. It



also appears that women have digital competences which do not channel accordingly during job search, and when they enter the ICT labor market, they occupy less creative positions with fewer opportunities for development, which reproduces and strengthens inequalities between men and women in this area.

In this difficult environment, the demand for digital skills in Europe is steadily rising, while in Greece, in the midst of the economic crisis, 20% of job opportunities offered by companies in new technology sectors could not be covered due to a lack of appropriate skills. At the same time, in this critical area for development, women only participate by 30%. Under-representation of women in the critical ICT sector highlights the need for coordinated measures and actions in education and employment that will open new paths for women. New technologies and digital skills can be used in a way that favors women's employment and the elimination of inequalities in the labor market. The challenge is to drive women into higher and more creative positions, which to date are occupied by men in most cases, and not just flexible jobs, which will in turn promote professional segregation.

With regard to the pay gap between men and women, it reflects all gender inequalities in the labor market. The gender pay gap is defined as the difference between male and female earnings, based on the average difference between the gross hourly earnings of all employees. In Greece, the wage gap was 15% (compared to 16.3% in the EU27) (European Commission 2014) according to the latest published figures for 2010 (ELSTAT). Unfortunately, there are no new official figures for Greece about its evolution. However, taking into account the lowering of minimum wages and the weakening of collective bargaining and arbitration that set basic salaries, Karamessini almost certainly thinks that women are more affected as they are concentrated at the bottom of the salary scale. She states, of course, that the recession affects the evolution of the gender pay gap in a complex way, and that the change in the composition of male and female employment (Karamessini2015) should also be studied.

The pay gap between the two sexes exists despite the fact that women perform better at school and at university than men. The gender pay gap is a complex and multi-factorial issue, wider than the legal issue of «equal pay for equal work». Often, while equal pay for equal work is legally established, it is in practice not applicable (EU 2014: 8). Main reasons include under-representation in positions of responsibility, gender segregation in the workplace, workplace discrimination that may arise from workplace practices and payroll systems. In particular, the working female population often encounters

difficulties in accessing the economic and political decision-making centers. The glass roof prevents most of the population from occupying high and therefore better paid positions. In addition, work-family life balance issues often force women to work part-time, in low-paid jobs and being excluded from managerial positions.

The issue of the gender pension gap is an issue related to the gender pay gap. Based on the study by Tinios P., Bettio F. and Betti G (2015), which draws data from EU-SILC 2012 on the incomes of 2011, the average gender gap in pensions of all EU Member States is 40%. Greece ranks eleventh among the EU Member States, with a pension gap of 23% at the age of 65-79.

In Greece, women aged over 65 who have access to a pension are less than men of the same age by 12 percentage points, a gap which is actually greater if widows' pensions are deducted, as this percentage also includes widows' pensions, which the case of women is more. In Greece, the gender gap in pensions is larger in the case of married women (28.4%) than women of a different family status (free, divorced, widows, 17.6%). This is directly related to the traditional gender roles within the household and the highest priority given by women to domestic work than a career. In terms of income, the gender gap is greater in middle-income households than in poor households.

In this context, we believe that measures to tackle gender gaps in the pension system are directly related to measures to tackle gender inequalities in the workplace. The introduction of a minimum guaranteed income is an especially beneficial measure for women, many of whom have no (or few) contributions to establish a pension entitlement. Even when they have enough contributions to establish a pension, it is often too low.

With regard to the reconciliation of family and work life, according to studies, the «natural» obligation of women to take over the responsibilities of the household and the bringing up of children determines their participation in the labor market, the type of wage labor, their working conditions and working hours (Avdelas, 1986, Vaiou and Stratigaki 1989). Female employment was viewed as complementary to male employment, according to the dominant social perception. Women were viewed as «borrowed to the labor market (Scorra 1993). The distribution of roles in the Greek family based mainly on the model of the «male breadwinner», begun to be replaced in recent years by the model of dual-career families, where both spouses are working. This model is now further eroded by the increase of households without any parent working or with only the mother working.

Unfortunately, there are no researches on the formation of gender relations, roles and identities during the economic crisis, yet. It could, how-



ever, be argued that the challenge of reconciling family and professional life is increasingly relevant to both sexes. However the reducing of social welfare spending and services, the deteriorating of the quality of care services in municipal childcare facilities, coupled with an increase in early retirement for women, have brought back the responsibility of the care of elderly relatives and children to women. Thus, working women work fewer hours and often part-time to combine their family responsibilities with paid work, while women's opportunities for getting promoted in their jobs and getting higher pay, are also affected by their family responsibilities.

An important aspect of the reconciliation of work and family life is the status of maternity and parental leave permits for women and men, as well as respect for the legal protection of parenthood. With regard to the latter, during the crisis and in the context of the deregulation of the labor market, there has been an increase in violations of labor rights related to maternity protection.

According to the Ombudsman's 2010-2011 and 2012 annual reports, it appears that the overwhelming majority of complaints about equal treatment at work relate to issues of maternity protection (dismissal or coercion into resignation, non-granting of maternity protection, adverse change in working conditions, etc.) (Karamessini, 2015). Employment conditions of this kind are dissuasive to women's decision to have children or to enter the labor market in childbearing age.

More specifically, with regard to the public sector legislative framework, problems are identified for those working under a fixed-term private-law contract, a category involving a sufficient number of female employees in the public sector, such as substitute teachers, trainee doctors, the employees recruited through NSRF, the employees of the Private Law Entities and so on. The total maximum absence from work for this category of female employees is approximately 32 weeks. In addition, women working in social welfare programs are a special case. Under the current legal framework, this category is not subject either to labor law provisions or to provisions concerning public employees. In this context, no facilitation is granted in respect of pregnancy, childbirth and child upbringing.

As regards private sector employees, the fact that the granting of part-time work under an equal period of time depends on the consent of the employer often leads to violation of the law. The GSGE has repeatedly received complaints from working mothers about the fact that the employer refuses to grant an equitable leave and at the same time violates the hours of the employees.

Finally, with regard to the status of self-employed persons, issues arise in relation to the amount of maternity allowance granted, as this could be considered to be insufficient in the light of the purpose of the provision (to allow for “temporary interruption of their profession on the grounds of pregnancy or maternity”). Secondly, it is noted that a significant number of typically self-employed women work on a single employer with a service voucher in conditions that are more similar to those of employees.

At the same time, the need to deconstruct the social stereotype, which wants the mother to bear the burden of caring for and bringing up children, should not be overlooked. Thus, measures to protect parenthood should be accompanied by corresponding incentives and awareness campaigns for the use of parental leave by fathers. The destabilization of established gender identities - both women and men - and their dissociation from established roles (female mother and male breadwinner) will contribute to the reconciliation of family and professional life of both sexes and to the reduction of the expression of extreme forms of masculinity as a counterbalance to the depreciation of male identity due to the decline in employment.

The General Secretariat for Gender Equality, during the National Program 2010-2013, commissioned a survey entitled «Unemployment, Precarity and Gender Inequalities: Implications of the Crisis in Women and Households in Greece», drafted under the flag project «Organization of services for the integration, monitoring and evaluation of equality policies throughout the scope of public action (Observatory)».

In addition, under the National Program 2010-2013, a Legislative Preparatory Committee was set up to prepare a draft law on substantial gender equality. Regulations on employment issues are foreseen in the draft text. The Commission’s proposals concern the definition of substantial equality in employment and occupation, issues of reconciling family and professional life, issues of worker protection and measures to promote equality. In particular, it provides for the establishment of Equality Plans by employers, i.e. systems of measures to prevent, avoid and timely and effectively address and eliminate all forms of discrimination in work between men and women. These measures are the subject of a collective labor contract or collective agreement. Equality Plans apply to an enterprise, industry or occupation and cover all of them, subject to the introduction of specific, appropriate, job-specific actions. It also provides for companies to be rewarded for equality issues and for implementing equality actions in the context of Corporate Social Responsibility. In addition, the set up of a National Gender Equality Council is provided, involving, inter alia, the Ministry of Employment. The bill has



been updated in 2016 and forwarded to the competent Minister for further processing and ratification by the Greek Parliament.

At the same time, the GSGE is in contact with the relevant bodies (Employment Directorate, Working Conditions Division, Labor Inspectorate, Labor Force Employment Organization), and participates in the Higher Labor Council - Gender Equality Division. It is also in cooperation with the EU and the Member States on gender pay gap issues, through its active participation in the EU High Level Group, in the EU Advisory Committee on Equal Opportunities for Women and Men, and the Board of Directors and Expert Forum of the European Institute for Gender Equality (EIGE).

Furthermore, the GSGE is networking with the social partners, who have in the past implemented, under the NSRF 2007-2013, five co-financed projects for the promotion of women in decision-making centers of the social partners¹, whereby Equality Offices were set up at the headquarters of all five bodies and help-lines operated.

It also implemented the project «Positive actions for women to promote them in economic decision-making centers», co-funded by the PROGRESS Program 2013-2014 of the European Commission. Partners of this program were: the GSGE, the Hellenic Corporate Governance Council, SEV, and the Institute of Small Enterprises of GSEVEE. The project has completed a study of good practices, tools, methodologies and the institutional framework for creating a tool/model for implementing corporate governance principles in enterprises, local and sectoral workshops for company executives, leadership workshops for women middle and senior business executives, consultation conferences with state bodies and social partners and awareness raising and information campaigns while a Guide to completing the questionnaire for self-evaluation was prepared.

Regarding the participation of women in the rural economy, GSGE has signed a cooperation protocol with the Ministry of Rural Development for the adoption of Joint and Specialized Actions to strengthen the role of women in the process of Production Reconstruction and participates, as a member, in the National Rural Network.

In the field of Information and Communication Technologies, the General Secretariat for Gender Equality is leading the Digital Alliance initiative which was founded in 2014 and is part of a wider alliance in Europe aiming at improving the digital skills of women and supporting their role in ICT. It is the

¹ ΑΔΕΔΥ (ADEDY - SUPREME ADMINISTRATION OF UNIONS OF PUBLIC EMPLOYEES), ΕΣΕΕ (ESEE - HELLENIC CONFEDERATION OF COMMERCE AND ENTREPREUNERSHIP), ΓΣΕΒΕΕ (GSEVEE - HELLENIC CONFEDERATION OF PROFESSIONALS CRAFTSMEN & MERCHANTS), ΓΣΕΕ (GSEE - GENERAL CONFEDERATION OF LABOR GREECE), ΣΕΒ (SEV - HELLENIC FEDERATION OF ENTERPRISES),

first and largest alliance of this kind, gathering under the same umbrella 22 organizations from Greece and 4 from Europe.

The GSGE also participates as a partner in the «Innovation and Employability of Women» Act and more specifically in the priority field «Promoting Gender Equality and the Balance of Professional and Personal Life» of the «Diversity, Inequalities and Social Inclusion» Program, funded by the EEA. In the framework of this project, it has proposed that research be carried out on the increasing of the employability of women through ICT, the creation of an electronic platform and the elaboration of a relevant Guide for bodies and women.

Finally, the General Secretariat for Gender Equality includes statistical indicators on the use of Internet and computers by women and men on the “Gender Equality Observatory” portal. The portal includes the thematic of «Women and Poverty» and «Women and Economy» with indicators on gender inequalities in the labor market.

Based on the above, following the previous National Program, the General Secretariat for Gender Equality sets the following objectives and proposals for measures for the new period:

OBJECTIVE 1: ENCOURAGING THE PARTICIPATION OF WOMEN IN THE LABOR MARKET

	ACTIONS	IMPLEMENTATION BODY	TIMETABLE
1	<ul style="list-style-type: none"> - Establishment of cooperation with the Ministry of Labor, Social Security and Social Solidarity and the Labor Force Employment Agency (OAED) on gender mainstreaming in employment policies and training and skills developing programs and special protection of women belonging to vulnerable groups - Provision for increased number of women benefiting from training programs quota - Introducing the gender equality principle in curricula - Training of OAED’s staff on gender issues and employment counseling 	GSGE, Ministry of Labor, Social Security & Social Solidarity, Labor Force Employment Agency (OAED)	2016-2020



2	Establishment of a Standing Committee in GSGE with representatives of the Ministry of Labor, Labor Inspectorate and the Ombudsman and, where appropriate, selected civil society actors to regularly network on specific issues related to gender gaps in the labor market and how to deal with them.	GSGE, Labor Inspectorate, Ministry of Labor, Ombudsman	2016-2020
3	Provision of Counseling services on employment issues to population groups such as women victims of violence and women suffering multiple discrimination -Producing a gender perspective work counseling Guide. -Education of the staff of Counseling Centers for Violence and Social Services in Gender Work Counseling.	GSGE, EKDDA	2017-2020
4	Highlighting the issue of «assisting» members and attempting to regulate the rights of women of this category. Highlighting working women's issues and informal employment and uninsured employees' issues.	GSGE, Labor Inspectorate, Ministry of Labor, Ministry of Health Rural Development and Food, Ombudsman	2016-2020
5	Training of Labor Inspectorate staff on issues of gender equality and equal treatment	GSGE, EKDDA	2017-2020
6	Counseling services on employment issues for specialized population groups, for example integration of gender counseling in the Network against Violence Against Women and more specifically in the Counseling Centers for Violence Against Women.	GSGE, KETHI, Social Services of Municipalities	2017-2020

OBJECTIVE 2: PROMOTING THE PRINCIPLE OF EQUALITY IN BUSINESSES

	ACTIONS	IMPLEMENTATION BODY	TIMETABLE
1	Committing partners to implement the principle of gender equality by signing an agreement and drawing up Equality Plans, establishing Equality Labels and adopting the European Charter on Gender Equality	GSGE, social partners, businesses	2017-2020
2	Networking with businesses and informing them on the benefits of gender equality and equal pay. Promoting the principle of equal pay to employers		
3	Encouraging businesses to acquire an Equality label, to draw up Equality Plans while simultaneously linking to the European Charter on Gender Equality - Creating a Relevant Business Network		
4	Establishing Quality labels and Equality awards for businesses	GSGE, Ministry of Economy, Development and Tourism	2016-2020
5	Establishment of Equal Pay Day or participation in the European Equal Pay Day	GSGE	2016-2020
6	Training employers on gender issues and workers' rights (e.g. parental leave) in partnership with the social partners and the Labor Inspectorate	GSGE, social partners, Ministry of Labor, Ministry of Economy, Development and Tourism	2017-2020



7	Co-operation with the Ministry of Labor and Social Security to examine the transferability of good practices to tackle the pay gap such as: the gender neutral classification of professions and business training, the annual report on gender pay structure, the design of a “salary and wages calculator”, which provides up-to-date and easily accessible information on the usual wages in an industry/region	GSGE, social partners, Ministry of Labor	2016-2020
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OBJECTIVE 3: ENCOURAGING FEMALE ENTREPRENEURSHIP - SOCIAL AND SOLIDARITY ECONOMY

	ACTIONS	IMPLEMENTATION BODY	TIMETABLE
1	Awareness raising on the purpose and context of social enterprises and workers’ cooperatives in order to increase the participation of women in the whole spectrum of the social and solidarity economy	GSGE, Ministry of Labor, Social Security & Social Solidarity	2016-2020
2	Gender mainstreaming in actions of social and solidarity economy enterprises		
3	Gender mainstreaming in counseling provided to persons interested in establishing a social and solidarity economy enterprise		
4	Promoting actions to raise awareness and promote gender issues in social and solidarity-based enterprises		
5	Networking and joint actions with the Ministry of Economy, Development and Tourism and the relevant social partners to encourage female entrepreneurship		
6	Actions to raise awareness and increase the attractiveness of entrepreneurial action for women. Search for tax and insurance incentives to encourage female entrepreneurship		

OBJECTIVE 4: IMPROVEMENT OF WOMEN'S POSITION IN THE AGRICULTURAL SECTOR

	ACTIONS	IMPLEMENTATION BODY	TIMETABLE
1	The active participation of GSGE as a member of the National Rural Network	GSGE, National Rural Network, Ministry of Rural Development and Food	2016-2020
2	The cooperation of the Department of Equality of the Ministry of Rural Development and Food and the GSGE for the gender dissemination in female work and entrepreneurship in the agricultural sector issues	GSGE, National Rural Network, Ministry of Rural Development and Food	2016-2020
3	Targeted information and awareness raising actions for women on the employment and funding opportunities provided in the new Development Program of the Ministry of Rural Development	GSGE, National Rural Network, Ministry of Rural Development and Food	2016-2020
4	Highlighting and protecting women-assisting members in rural businesses		

OBJECTIVE 5: ENCOURAGING THE USE OF ICT BY WOMEN

	ACTIONS	IMPLEMENTATION BODY	TIMETABLE
1	Activation of the Digital Alliance initiative through the establishment of a Working Group and the specification of actions in each pillar	GSGE, actors of the «Digital Alliance»	2016-2020
2	Collaboration with the «NCSR DEMOKRITOS» for the implementation of the thematic priority «Promoting gender equality and work-life balance»	NCSR DEMOKRITOS	2016



3	Monitoring the use of ICT by women and men in the framework of the «Observatory» of the GSGE and the preparation of an electronic newsletter on an annual basis.	GSGE	2016-2020
4	Specialized actions for the development of digital skills for special population groups and IT and security training	GSGE, Educational Institutions	2016-2020

OBJECTIVE 6: PROFESSIONAL AND FAMILY LIFE BALANCE

	ACTIONS	IMPLEMENTATION BODY	TIMETABLE
1	Proposal to improve legislation on maternity leave in cooperation with the relevant ministries	GSGE, Ministry of Labor, Ministry of Administrative Reconstruction	2016-2020
2	Proposal to improve the protection of parental leave in cooperation with the relevant ministries (Ministries of Labor and Administrative Reconstruction), especially for the fixed-term contract employees, the self-employed and OAED programs beneficiaries		2016-2020
3	In co-operation with OAED, simplification of the procedures for special maternity benefit granting	GSGE, Ministry of Labor, OAED	2016-2020
4	Protection of pregnant women (e.g. eliminating the abuse of dismissal for «significant reason»)	GSGE, Ministry of Labor and Social Insurance, Ombudsman, Labor Inspectorate	2016-2020
5	Protection against discrimination on the grounds of pregnancy or maternity		2016-2020
6	Information Campaign on the right of referral to the Ombudsman, the Labor Inspectorate and the trade unions	GSGE, Ministry of Labor and Social Insurance, Ombudsman, Labor Inspectorate, Social partners	2016-2020

7	Study on the adoption of a uniform framework for the protection of motherhood in the public and private sectors	GSGE, Ministry of Labor and Social Insurance	2016-2020
8	Networking with the competent authorities (Ombudsman and Labor Inspectorate) to monitor complaints concerning dismissals or discrimination against breeding rights of men and women	GSGE, Ombudsman, Labor Inspectorate	2016-2020
9	Campaign for the equal allocation of home responsibilities and elimination of stereotypes on the role of men and women at home and in the family	GSGE	2016-2020
10	Incentives to encourage the use of parental leave by men	GSGE, Ministry of Labor and Social Insurance, Social partners	2016-2020
11	Training employers on family and professional life balance issues (necessity and benefits of time autonomy, alternating hours, avoiding a culture of prolonged working hours) Encouraging businesses and institutions to adopt family-friendly practices	SeeGoal 2	2016-2020

EDUCATION, TRAINING, CULTURE, SPORTS AND MEDIA

For this specific priority axis of the new NAPGE, we adopted the model of the European Commission's Directorate-General for Education and Culture, which includes the Education and Training, Culture and Media, Youth, Sport and Languages policies.

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

The GSGE supports all educational efforts to promote the principle of equality in education, seeks and wishes to broaden the existing co-operation with the Ministry of Education and Research, the Institute of Educational Policy (IEP) and the educational community. Being aware of the structural (productive and reproductive) role of education in promoting gender equality, it has undertaken clear and concrete initiatives - actions. For example:

- Signing a Cooperation Agreement between the Ministry of Education, Research and Religious Affairs, KETHI, ECHR and GSGE to design and implement a project to raise awareness and educate pre-primary and primary school teachers on gender equality and gender discrimination issues.
- Conducting competitions (poster competition, digital creation competition) across the whole spectrum of the educational process (primary, secondary, tertiary education), in cooperation with the Ministry of Education, Research & Religious Affairs and Educational Television on the subjects of: Gender Separation of Games (primary education), Gender and Environment (secondary education) and Gender Violence (tertiary education), as a follow-up to the previous year's competitions and aiming at informing and sensitizing teachers and pupils at the principles of gender equality.
- Signing a cooperation agreement with Health Education Departments for interventions in the educational field on issues of sexual abuse and gender violence.
- Visits of school classes at the GSGE offices to inform teachers and students on different gender issues.

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

On the basis of the above, the themes of this axis are analyzed in four (4) objectives, for which the GSGE will undertake individual actions and initiatives, within the framework of the reformed NAPGE 2016-2020. The Objectives concern formal education, non-formal education (training, public and private sector training, unemployed), Informal Learning in Media, Culture and Sports.

More specifically:

Objective 1: Promoting gender equality in formal education, science & research

The economic, political, social and cultural changes that have taken place over the last decades in Europe and Greece are directly reflected in the field of Education as well.

Some of the main changes in the field of education are the balanced participation of boys and girls at all levels of formal education, the best school performance of girls, their higher participation in higher education, the successful course of girls in tertiary education, the increase of acquisition of postgraduate and doctorate degrees by girls, which allows them to claim job positions of high status and pay and to overcome anachronistic social perceptions about women's education.

However, the interconnection of Gender Equality and Education remains open, as gender gaps and stereotypical choices are produced, reproduced and confirmed in public and private social practices, despite the mitigation of gender inequalities. The existing gender divisional perceptions and the resulting divisions and inequalities are also identified and reflected in the field of education, throughout the educational process, its forms and its levels.

These perceptions relate to areas such as curricula (open and hidden), textbooks, teaching practices, teachers' expectations towards boys and girls, the absence of cognitive objects promoting communication and partnership between the sexes, the use of language that makes the female genre usually 'invisible', professional orientation, the gender distribution of teachers in the professional hierarchy, the trade union and decision-making bodies of the teachers etc.

In particular, though female primary and secondary education teachers are the majority, their representation in educational and trade union decision-making centers is particularly low. An indicative consequence of this is, for example, the gender segregation of studies, which is evident both in uni-



versities and in the field of Initial Vocational Training, which decisively influences the professional choices of women and their subsequent professional careers. In addition, the traditional segregation of studies plays a decisive role in the reproduction of the gender discrimination of the professions in the labor market. Thus, it is no coincidence that the vast majority of the Greek student population of humanities is still women, while in polytechnic schools, for example, the percentage of women remains low.

The above require the development of an educational policy that aims to support and shape a value system that promotes gender equality, removing any dichotomous perceptions and discriminations based on gender, race, religion and class.

In this context, the main goals of the new National Action Plan on Gender Equality in Education are to modernize the fundamental role played by education, to make use of the educational process in combating stereotypical perceptions, to promote balanced participation of the sexes in education, science and research, the reinforcement and exploitation of all human resources, and at the same time the elimination of all forms of discrimination on grounds of gender.

OBJECTIVE 1: PROMOTING GENDER EQUALITY IN FORMAL EDUCATION, SCIENCE & RESEARCH

Note: As regards the education of women who suffer multiple social discrimination, see analytically on the subject “Social inclusion and equal treatment of women who are subject to multiple discrimination”

	ACTIONS	IMPLEMENTING BODY	TIMETABLE
1	Research for the recording and mapping of the gender characteristics of education at all levels and forms	Ministry of Education, Institute of Educational Policy, GSGE, Universities and other institutions of higher education, research centers, women’s organizations/Civil society actors, EKDDA	2017-2020
2	Take action to increase the proportion of female researchers in the academic field while increasing the number of researcher positions and motivating women researchers		2017-2020
3	Testing and Evaluating Curricula and the Interdisciplinary Single Framework Curriculum in the gender perspective and reforming them where necessary with emphasis on language and content		2017-2020
4	Supporting and further enhancing academic action and research on gender issues. Maintaining and enhancing undergraduate and postgraduate programs of gender studies		2016-2020
5	Information/awareness raising of the Academic and Research Community (faculty members of Greek universities, researchers on gender discrimination, violence, harassment, sexism, stereotypes)		2016-2020
6	Employing Secondary Directorates of Education with qualified teachers in Gender Studies		2016-2020



7	Establishment of an office for the monitoring of implementation and the promotion of gender equality within the Ministry of Education and Universities administration and the possibility of submitting complaints in cases of discrimination based on sex	Ministry of Education, Institute of Educational Policy, GSGE, Universities and other institutions of higher education, Civil society actors, EKDDA	2017-2020
8	Introduction of gender seminars (where they do not exist) at Higher Military Educational Institutions, Police Schools and Productive Schools in the country aiming at promoting gender equality, eliminating gender stereotypes, securing equal access and participation in decision-making centers and equal opportunities development in the hierarchy	GSGE, Higher Military Educational Institutions, Police Schools and Productive Schools, EKDDA, Ministry of Defense, Universities and other Higher Education Institutions	2017-2020
9	Production of modern educational material for both primary and secondary educational levels and updating of the already produced educational material, incorporating the gender dimension, in order to promote through education the principles of gender equality and respect for diversity as the basic pillars of democratic societies	Ministry Of Education, Institute of Educational Policy, GSGE, KETHI, Universities and other Higher Education Institutions	2017-2020
10	Networking and collaboration with organizations and experts to promote gender equality in national and transnational fields	GSGE, Universities and other Higher Education Institutions, Civil society actors, EKDDA, research centers	2017-2020

11	Implementation of integrated information/awareness raising programs for primary and secondary school teachers on Gender Equality and Equal Opportunities	Ministry Of Education, Institute of Educational Policy, GSGE, Universities and other Higher Education Institutions,EKDDA	2016-2020	
12	Organization of Conferences and Workshops on Gender Issues of the present political economic and social context	Ministry of Education, Institute of Educational Policy, GSGE,Universities and other institutions of higher education, women’s organizations, Civil society actors, research centers, EKDDA	2016-2020	
13	Research on the attitudes of women teachers, pupils and students towards new technologies (skills, access, use, creation)		2017-2020	
14	Research on the digital gap in the use of ICT as a new field of gender inequality and its interconnection with School Vocational Guidance and the Labor Market		2016-2020	
15	Planning, implementation and monitoring of strategies to promote women - managers in positions of responsibility, and collective bodies in all fields and levels of education		2016-2020	
16	Integration of the course of comprehensive sexual education into primary and secondary schools		Ministry Of Education, Institute of Educational Policy, GSGE	2017-2020



Objective 2: Promoting Gender Equality in Lifelong Learning and Informal Education

Lifelong Learning is the training provided within an organized educational framework outside the formal education system and can lead to the acquisition of nationally recognized certificates. It includes initial vocational training, continuing vocational training and general adult education.

Lifelong Learning is a field with a large participation of women, both as trainees and as workers. Their participation was overwhelmingly bigger by 2009, it declined afterwards (due to the crisis), but their percentage was still high. This is because the unstable and ominous environment of the Greek market can be a major barrier to entrepreneurship, but it is not an obstacle to exploiting opportunities for lifelong learning, given the gender-based relation between education and the labor market. Consequently, it is an area whose substantiated study will lead to important conclusions and proposals on the gender dimension.

Gender mainstreaming in Lifelong Learning policies, priorities, programs and actions is necessary for genuinely addressing gender discrimination and the creation of stereotypes. This will allow different views of Lifelong Learning and enrich the overall policy required in this area. The need for systematic and organized training, as well as sensitization, remains, therefore, great. This training should be addressed to teachers, citizens and employees in the public and private sectors. Particularly for the public sector and local government, training on gender issues should be extended to all human resources and not only to staff/employees that show personal interest.

It is obvious that in the case of informal education, with a view to promoting gender equality, the questioning of patriarchy and stereotypical gender roles in the private and public spheres, family, work, education, culture, politics, and so on, as well as the highlighting of factors that produce and reproduce inequality, gender exclusion, sexism, and all forms of gender violence, are components of the process of emancipation and active citizenship. The GSGE, therefore, includes in the new NAPGE actions to promote gender equality and the fight against gender inequalities in the field of informal education.

OBJECTIVE 2: PROMOTING GENDER EQUALITY IN LIFELONG LEARNING (MAINLY NON-FORMAL EDUCATION) AND INFORMAL EDUCATION

Note: As regards the education of women who suffer multiple social discrimination, see analytically on the subject “Social inclusion and equal treatment of women who are subject to multiple discrimination”

	ACTIONS	IMPLEMENTING BODY	TIMETABLE
1	Gender mainstreaming of the National Program of Lifelong Learning. Collection of data, studies and surveys by non-formal education providers and provision for ongoing updating. Conclusions and proposals from the data collected.	GSGE, General Secretariat for Lifelong Learning, Foundation for Youth and Lifelong Learning, Universities, EKDDA	2017-2020
2	Signing of a Memorandum on the training of MPs and parliamentary staff on the basic principles of gender equality	GSGE, Greek Parliament, EKDDA	2017-2020
3	Training and awareness raising programs for civilian and military personnel of the Ministry of National Defense on gender issues	Ministry of Education, Institute of Educational Policy, GSGE, EKDDA, General Secretariat for Lifelong Learning	2016-2020
4	Raising awareness of Ministries and Regions, Regional and Mayors	EKDDA, GSGE	2016-2020
5	Co-operation on gender mainstreaming in the Lifelong Learning Regional Programs under the Regional Development Program, in the Operational Programs of the Municipalities. Continue Training Actions for A and B grade officials	Ministry of the Interior, GSGE, KETHI, EKDDA, General Secretariat for Lifelong Learning, Institute of Educational Policy, Regions, Municipalities	2017-2020



6	Train personnel of organizations that are crucial to the promotion of gender issues under an EKDDA certified program titled «Empowering and improving the skills of women civil servants in the central public administration, public entities and legal persons under private law, and first and second degree local government in order to take high-ranking positions».	GSGE, EKDDA	2016-2020
7	Training of Ministries and Local Authorities staff managing investment projects to facilitate female entrepreneurs or investment projects with a gender dimension or the creation of relevant Social Cooperative Enterprises.	GSGE, EKDDA	2017-2020
8	Conducting campaigns to raise awareness of women on the individual actions of the Rural Development Program in cooperation with the Ministry of Rural Development and Food	GSGE, Ministry of Rural Development and Food	2016-2020
9	Training of ERT staff for the continuous and systematic promotion of gender issues	GSGE, ERT, Educational Institutions, Women's Organizations	2016-2020
10	Integration of gender issues in the certification procedures and the certification of adult educators and trainers of the National Organization for the Certification of Qualifications and Vocational Guidance	GSGE, National Organization for the Certification of Qualifications and Vocational Guidance	2017-2020

11	<p>Pilot Programs in Co-operation with EKDDA and the Youth and Lifelong Learning Foundation. Gender mainstreaming of basic programs of the Training Institute (INEP) and the Youth and Lifelong Learning Foundation. Examining the creation of a department on the gender dimension of policies in the National School of Public Administration. Continuation and monitoring of the educational and training actions of INEP/EKDDA on the Guide for the use of non-sexist language in administrative documents</p>	<p>GSGE, EKDDA, Youth and Lifelong Learning Foundation</p>	<p>2016-2020</p>
12	<p>Training Gender trainers in new policy fields. Creating an e-portal for networking trainers-trainees</p>	<p>GSGE, INEP, EKDDA, INE/GSEE</p>	<p>2017-2020</p>
13	<p>Production of a modern, comprehensive manual on issues of domestic violence and trafficking</p>	<p>GSGE, EKDDA, KETHI, Ministry of Citizen Protection, Ministry of Health and Welfare</p>	<p>2017-2020</p>
14	<p>Programs for Women and New Technologies - Professional Orientation - Employment - Female Entrepreneurship through modern training methods</p>	<p>EKDDA, Youth and Lifelong Learning Foundation, General Secretariat for Lifelong Learning, INE/ GSEE/ KEK, KEKGSEVEE, Center for the Development of Greek Trade and Entrepreneurship of ESEE, SEV</p>	<p>2017-2020</p>
15	<p>Training in co-operation with social partners on issues of violence, gender mainstreaming, promotion of female entrepreneurship and managing similar investment projects by public administration and social government</p>	<p>GSGE, EKDDA, social partners</p>	<p>2017-2020</p>



IN NON-FORMAL EDUCATION

	ACTIONS	IMPLEMENTING BODY	TIMETABLE
16	<p>Highlighting the dimensions, impacts and ways of addressing gender stereotypes and underlying values, rules, roles and attitudes with actions such as:</p> <ul style="list-style-type: none"> • Implementation of seminars, experiential workshops, artistic-cultural activities, open lectures, educational courses on human rights, feminism, participation, entrepreneurship, etc. which target specific groups of women or aim to diffuse feminist education and empower women. • Utilization of modern teaching methods (e-learning) and digital technology for the development of flexible programs for distance learning at universities, civil society and women's organizations, bodies of the local government. 	<p>GSGE, KETHI, Ministry of Education, Ministry of Culture, civil society, women's organizations, Theater Institutions, Museums, Cinemas, Libraries, Art and Artistic Creation Spaces, Local government Organizations</p>	<p>2017-2020</p>
17	<p>Training Women for skills acquisition to boost employment prospects and entrepreneurship, social inclusion</p>	<p>GSGE, social partners, women's organizations, civil society, National Organization for the Certification of Qualifications and Vocational Guidance</p>	<p>2017-2020</p>

18	<p>Utilization of the Operational Program “Human Resources Development, Education and Lifelong Learning” 2014-2020 framework through gender mainstreaming. For example:</p> <ul style="list-style-type: none"> • Actions foreseen for Adult Education Centers (KEE) and Parents’ Schools and Local Society • through synergy with the Thematic Objective 10 which provides for the promotion of access to informal education opportunities for reintegration of women into education and training • planning and linking all forms of education and learning (mobility of human resources between different levels and types of qualifications) through the National Qualifications Framework 	GSGE, Ministry of Education, General Secretariat for Lifelong Learning, EYDEP «Human Resources Development, Education and Lifelong Learning»	2017-2020
19	<p>Utilization of the Operational Program “Public Sector Reform” 2014-2020 as part of actions and interventions designed to address the specific needs of geographical areas most affected by poverty as well as actions for targeted groups facing a higher risk of discrimination and social exclusion</p>	GSGE, Ministry of Education, General Secretariat for Lifelong Learning, EYDEP «Public Sector Reform »	2017-2020



Goal 3: Promoting Equality through Mass Media

The Media produce and transmit dominant words, norms and values through text, image and music and shape to a significant extent how we think about ourselves, our relationships and the world. Common sense, the feasible and desirable are also largely determined by the representations of the media in modern societies. Gender representations through advertisements, social messages, TV series, broadcasts, etc. indirectly create patterns of attitudes and perceptions.

In the 1970s and 1980s, the relationship between Media and gender began to be explored in the wake of the feminist movement and the first researches began to emerge. The dialogue on the relation between gender and the Media and the ways of transmission and foundation of gender stereotypes and patriarchal perceptions highlighted the importance of the issue, the need for study and the creation of proposals for the introduction of a gender perspective at all stages of production and transmission of messages, coming from advertising, news, cinema, serials, etc.

Stereotypes for women also reinforce gender-based violence. Women experiencing gender-based violence are usually presented to the Media as responsible for the violence against them, for example, it is often implied that “she provoked it», «she gave the right», «he was drunk», «he made a mistake» etc. and thus these women are, in some way, deficient or problematic. At the same time, violence against women has often been presented as normal in advertisements, as a result of a natural male expression of erotic mood, instead of a tool of humiliation, sovereignty and control.

The continuous highlighting of this relationship between gender and mass Media, the stereotyped representation of women and the ways in which gender identity is constructed and performed through the regulatory production of the Media messages is a goal and a necessity for the GSGE. The promotion and consolidation of stereotypical perceptions of femininity and perceptions, which ultimately construct a unique female model based on the supposed natural mission of a woman as a mother and wife, undermines the goals of emancipation, autonomy, inclusion in the public sphere, engagement with the public, participation in decision-making centers and at work.

The role of the Media in the reproduction of social structures and patriarchal relationships, in the symbolic elimination of women by ignoring their real experiences and positive female roles and standards is catalytic and confirms the view that the media are not channels of ideologies, they are themselves an ideology. The participation of women in the decision-making centers of the Media, their reinforcement of female participation in the processes of

production of cultural, political, recreational products and the promotion of positive work of women towards emancipation is an important prerequisite for the elimination of gender stereotypical representations and the promotion of equality.

The GSGE, recognizing the role of the Media in the reproduction of gender stereotypes, has already funded the Women’s Rights Association to draft a Guide to Combating Discrimination on the grounds of Gender in the Media, under Action Category 3.2.4, «Support for Non Governmental Organizations (Women’s Organizations), and NSRF 2007-2013). In addition, it participates in the ERT Social Audit Council, where it coordinates the Commission «Discrimination-Gender Equality-Human Rights».

Within the framework of the new National Action Plan, the GSGE intends to take initiatives and specific actions, such as:

OBJECTIVE 3: ELIMINATION OF PREJUDICE AND PROMOTION OF EQUALITY THROUGH MASS MEDIA

	ACTIONS	IMPLEMENTING BODY	TIMETABLE
1	Measures/legislation to ensure that audiovisual media service providers seek to develop relationships with associations and legal entities promoting gender equality and promote the visibility of the modern needs and problems of women in the public communication sphere	Ministry of State, GSGE, Greek National Council for Radio and Television (NCRTV), Journalists’ Union of Athens Daily Newspapers, Media owners associations, Communications Control Council	2017-2020



2	Drawing up a code of conduct aimed inter alia to the implementation of the principle of equality between men and women, the reform of stereotypes, the development of a pluralistic dialogue on women's problems and the promotion of effective gender equality	Ministry of State, GSGE, Greek National Council for Radio and Television (NCRTV), Journalists' Union of Athens Daily Newspapers, Media owners associations, Communications Control Council, Representatives of Media Workers' Associations	2017-2020
3	Incentives to promote, encourage and facilitate participation of a larger number of women in the Media decision-making centers and to enhance the participation of women in the Greek National Council for Radio and Television, the Journalists' Union of Athens Daily Newspapers and the institutional, collective bodies of the Media		
4	Inclusion of a specific chapter in the Progress Report produced by the Greek National Council for Radio and Television, on the monitoring of the implementation of the regulatory framework and the relevant Directives and Recommendations		2016-2020
5	Conduct research on the ways women are treated and promoted by SMEs	Ministry of State,GSGE, Research centers,Universities, KETHI	2016-2020

6	<p>Programs in the media to promote women's issues through feminist prism on issues such as sexism, rape culture, discrimination.</p> <p>Support and reinforce legislation and institutional interventions for all kinds of broadcasting, audiovisual communications or messages promoting behaviors that constitute an expression of unequal treatment on grounds of sex.</p>	<p>Ministry of State, GSGE, General Secretariat for Information and Communication, Greek National Council for Radio and Television, Journalists' Union of Athens Daily Newspapers, Media owners associations</p>	2016-2020
7	<p>Awareness raising and training of media professionals.</p> <p>Training of journalists on the use of anti-sexist practices regarding gender and sexual orientation issues</p>	<p>Ministry of State, GSGE, Greek National Council for Radio and Television, Journalists' Union of Athens Daily Newspapers, Media owners associations, Communications Control Council, ERT</p>	2017-2020
8	<p>Media Monitoring and recording of messages that support sexist divisions and participation in the Global Media Monitoring Project</p>	<p>Greek National Council for Radio and Television, GSGE, KETHI, Universities</p>	2016-2020
9	<p>Cooperation between the GSGE, ERT and the Greek Parliament TV Channel aiming at actions to remove social and cultural perceptions on stereotypical roles in all areas of public action</p>	<p>GSGE, General Secretariat for Sports, ERT, Greek Parliament TV Channel</p>	2016-2020



10	Film Festival (fiction and documentary) with a Gender perspective. Promotion of female creators' work by the media	Ministry of State, GSGE, General Secretariat for Information and Communication, Greek Film Center, ERT	2016-2020
11	Cinema and Television Workshops to explore gender issues, TV and movie scenario and film competitions to raise women's glance and contemporary women's problems, prizes for Media that promote equality issues and respect for human dignity		2016-2020
12	Compulsory courses for journalism students on gender and media issues and non-sexist journalism techniques	Ministry of State, GSGE, Universities, Technical educational institutions Ministry of Education	2016-2020

Objective 4: Promoting gender equality in cultural creation

As Simone de Beauvoir notes, social myths are transferred through culture - religions, traditions, language, myths, songs, movies - which in turn constructs the way in which the individual begins to know, perceive and prove the experience of the material world. In addition, the representation of the world (...) is a duty of men who describe it from their own point of view and identify it with the absolute truth (McCabe 2009)

Starting with the assumption of the reproduction of gender stereotypes in all aspects of public and private life and the national strategy for the integration of gender mainstreaming policies, the GSGE focuses on the design and implementation of a Cultural Policy, which will play an important role in eliminating obsolete perceptions and traditional prejudices. In the light of respect for freedom of expression and creation, as well as the use of artistic expression in the struggle for the defense of human rights, the GSGE highlights the cultural good as a universal social good, to which all citizens must have access and which promotes gender equality.

Cultural creation has been functioning over time as a receiver and a transmitter of a grid of standardized concepts and patterns derived from the sovereign values. Every product of culture reflects the dominant class, racial and gender representations and inevitably bears the stamp of the creators' social perceptions.

Even the most subtle racist and sexist message, when is projected and relayed in the light of artistic activity, has a strong impact on the formation of

public opinion, contributes to the acceptance of a conservative «normality» and is a hindrance to the realization of a cultural vision focusing on interculturalism, gender equality and the equitable provision of opportunities.

The initiative for a creative awakening could only set as a starting point and a permanent reference a cultural policy of an anthropocentric character, which interconnects with society, exploits the intellectual and artistic offer in the struggle to eliminate the conventional stereotypical perceptions and gender-related power relations, takes measures to encourage women’s participation in artists associations, unions, and their involvement in upper institutional artistic level, respects the multicultural mosaic that has been shaped in our country over the recent years, supports vulnerable groups - and groups that suffer multiple discrimination - in terms of access to artistic creation and the provision of opportunities of artistic expression, re-evaluates the cultural product and puts a new proposal that breaks with the gender representations of patriarchy and introduces a new gender based aspect.

The pursuit of active participation of civil society with an emphasis on women’s collectives as well as the exploitation of the cultural heritage combined with the detection of new trends in the work of female creators or creations that affect gender equality issues contribute to the formation of a new anti-patriarchal culture and aesthetics and the gradual familiarization of society with new representations.

The individual actions that the General Secretariat intends to implement are as follows:

OBJECTIVE 4: PROMOTING GENDER EQUALITY IN CULTURAL CREATION

	ACTIONS	IMPLEMENTING BODY	TIMETABLE
1	Encouraging local authorities to activate Article 20 (Culture, Sport and Entertainment) of the Guide to the Implementation of the European Charter on gender equality in local communities	GSGE, Regions and Municipalities throughout the country, existing cultural institutions of Culture (State and Non-Governmental), Women’s Organizations / Cooperatives	2017-2020
2	Training sessions for staff of the Ministry of Culture and Sports aiming at including the gender dimension in the Ministry’s policy design	GSGE, Ministry of Culture and Sports, INEP/EKDDA	2017-2020



3	Setting up a Department or a Committee within the Ministry of Culture and Sport to monitor the implementation of the principle of gender equality. Permanent cooperation with the Gender Expert of the Ministry	GSGE, Ministry of Culture and Sports	2017-2020
4	Creation of an Internet platform for the mutual information and mutual support between women creators and the promotion of artistic creation promoting gender equality	GSGE, Ministry of Culture and Sports	2017-2020
5	Strengthening female artists with an emphasis on the most vulnerable groups. Strengthening the artistic work of men and women promoting gender equality		2016-2020
6	Organization of educational programs in museums, libraries and other places of cultural visibility, aimed at removing patriarchal prejudices and stereotypical perceptions. Cultural Institutions	GSGE, KETHI, Ministry of Education, , Ministry of Culture & Sports/Supervised Bodies, National Library of Greece,	2017-2020
7	Calls for tenders of artistic expression and creativity in the context of the educational process and at all levels of education to raise awareness among young people about issues of gender equality	GSGE, Ministry of Education, Ministry of Culture & Sports/Supervised Bodies	2017-2020
8	Organization of events and joint actions with the cultural institutions of different countries in Greece	GSGE, KETHI, Educational Departments of Embassies & Consular Authorities/Official Institutions of Culture in Greece, Women's Organizations, Female Immigrant Organizations	2016-2020

9	Initiative for the design and implementation of cultural events and actions to promote female creativity/artistic work addressing gender issues. Providing auspices and support to cultural events	GSGE, Ministry of Culture & Sports/Supervised Bodies, Existing institutions and cultural institutions (both state and non-state)	2016-2020
10	Establishing a Prizeon Gender Equality in the State Film, Short Film and Documentary Festivals	GSGE, General Secretariat for Information & Communication, Ministry of Culture & Sports/Supervised Bodies, Institutions promoting culture and creativity	2016-2020
11	Initiative for a co-operation with ERT, artistic associations and other cultural institutions with a view to jointly designing and implementing actions on gender and cultural issues	GSGE, KETHI, Ministry of Culture & Sports/Supervised Bodies, Institutions promoting culture and creativity, Media, Artistic Associations	2016-2020
12	Upgrading the role of the Library of Equality and Gender Issues of the GSGE. Cooperation of the Library with Cultural Units	GSGE, Ministry of Culture & Sports/Supervised Bodies, National Library of Greece, Greek Parliament, Cultural institutions	2016-2020

Objective 5: Promoting Gender Equality in Sports

Since antiquity, Sports have been a value of democracy. They are targeted at all citizens regardless of gender, race, age, disability, religion and belief, sexual orientation and social or economic background. It represents a large and rapidly growing sector of the economy and contributes significantly to growth and employment, while encouraging social participation for young and elderly women and men. International research has shown that the engagement of women with athletic activities strengthens the body, contributes to a better psychological state and increases self-esteem. It can also help improve the quality of services provided, as women can become different models for girls and boys and attract them to sports. Gender is therefore not irrelevant to sports, nor is it an obstacle to the pursuit of Sports policies



sports but is an essential element and a precondition for social and economic progress.

At the same time, Sports are also an area of intense discrimination and stereotyping between women and men, as even today it is considered a privileged field of action for men, where, despite the great progress that has been made, women fall short both in participating in Sports and in participating in their administration and do not enjoy equal opportunities for integration, engagement and professional absorption.

For this reason, the GSGE has decided to integrate the gender perspective into Sports, in the new National Action Plan for Gender Equality 2016-2020, in view of their multidimensional nature. In addition, gender equality policies aim at economic and social development and the optimal use of human resources, contributing to the promotion of social cohesion, which is a central political idea of the European Union.

The actions to be implemented are:

OBJECTIVE 5: PROMOTE GENDER EQUALITY IN SPORTS

	ACTIONS	IMPLEMENTING BODY	TIMETABLE
1	Inclusion of gender perspective in the National Action Plan for Sports	GSGE, General Secretariat for Sports, KETHI	2017-2020
2	Training seminars to the staff of the competent Ministry for gender mainstreaming in the design and implementation of sports policies	GSGE, General Secretariat for Sports, Ministry of Culture & Sports, INEP/ EKDDA	2017-2020
3	Monitoring the application of the non-sexist language Guide in public documents	GSGE, Ministry of Culture & Sports, General Secretariat for Sports, supervised bodies	2016-2020
4	Establishing a double mandatory quota in terms of the number of men and women candidates and the percentage of members of the Board resulting from the elections of sports associations	GSGE, General Secretariat for Sports, Greek Parliament	2017-2020

5	Introduction of the gender perspective in the actions of the sports federations in their evaluation and their corresponding financing.	GSGE, General Secretariat for Sports, Sport associations	2017-2020
6	Organizing a Pan-Hellenic Congress with individual workshops on Women and Sports	GSGE, KETHI, General Secretariat for Sports, Universities, Women's organizations and non-governmental organizations, Sport associations, etc.	2017-2020
7	Awareness raising actions during the European Sports Week every September. Campaigns to raise awareness of the benefits of sports and to promote women's participation in sporting activities and decision-making centers (advertisements, use of social media, printed material)	GSGE, General Secretariat for Sports, Municipalities, ERT, Hellenic Olympic Committee	2017-2020
8	Ensuring the continuation of the «Sports for All» mass sports program of the General Secretariat of Sports from the municipalities of the country for women	General Secretariat for Sports, Municipalities	2017-2020



9	<p>Encourage local authorities, and in particular the municipal bodies responsible for sports, to use the European Charter Implementation Guide to increase the participation of women. Indicatively:</p> <ul style="list-style-type: none"> • Safe and accessible athletic facilities for women • Staffing of municipalities with women coaches • Education of the members of the Municipality dealing with sport and culture for the integration of the gender perspective • Encouraging women to participate in sports programs • Designing special programs for women who suffer multiple discrimination (e.g. women with disabilities, migrant women, refugees, prisoners) • Provision for the care of the children of women wishing to sport 	<p>GSGE, Municipal Commissions for Gender Equality, Cultural, Sports and Youth Organizations or any other municipal body in charge of Sports, EKDDA/ INEP</p>	<p>2017-2020</p>
10	<p>Educational and training programs for athletes, coaches and administrative staff on violence against women, elimination of gender stereotypes, sexism</p>	<p>GSGE, General Secretariat for Sports, Hellenic Olympic Committee, sports and coaches associations and bodies</p>	<p>2017-2020</p>
11	<p>Consultation with a view to drawing up a Code of Conduct for Coaches with regard to sexual violence and harassment in the field of sport</p>	<p>General Secretariat for Sports, GSGE, KETHI, Hellenic Olympic Committee, University Departments of Physical Education, sports and coaches associations and bodies</p>	<p>2017-2020</p>

12	Strengthening actions by women, feminist and non-governmental organizations dealing with women and sports	GSGE, General Secretariat for Sports, Hellenic Olympic Committee, Civil Society	2017-2020
13	Gender mainstreaming in the curricula of Physical Education, Sports Journalism, and training programs for coaches / coaches and referees. Corresponding actions in the field of primary and secondary education	GSGE, Ministry of Education, Ministry of Culture and Sports, University Departments of Physical Education and Sport Sciences, Schools of Coaches and Referees	2017-2020
14	Ensuring gender-based statistics by sports federations and coaches and referees associations supervised by the General Secretariat for Sport	General Secretariat for Sports, sports federations, coaches/referees associations, Greek Statistical Authority	2017-2020
15	Activation of the UNESCO Observatory on Women, Sports and Physical Education and interconnection with the GSGE Observatory	General Secretariat for Sports, Greek Statistical Authority, governmental and non-governmental bodies involved in sports	2017-2020

HEALTH

Health holds a prominent place in the context of human rights. According to the World Health Organization, every person has the right to enjoy the highest achievable health level in the society where he/she lives (WHO, 1946), while achieving the highest possible level of health is a social goal (WHO 1978). Health is an irreplaceable prerequisite for achieving other goals in life, such as better education and better employment. It is necessary for social and economic development, and this development is a prerequisite for achieving the desired level of health of the population. Therefore health constitutes an objective and a means at the same time.

It is therefore important for a society to organize the available health resources fairly so that access to these resources is open to everyone. The existence of social differences in health and health determinants contrasts with the commonly accepted values of equality and justice.

Since the 1980s, particular efforts have been made to investigate multiple health inequalities, between regions, states, and the population of the state itself, which are expressed in almost all health indicators (life expectancy, mortality, morbidity, etc.) and are closely related to the social environment. These are the so-called social determinants of health, which concern peace, housing, education, food, income, social justice, and equality, empowerment of disadvantaged groups, stable ecosystems, and conservation of natural resources.

Access to effective health care, which must primarily aim at relieving people's burden when they are ill and secondly in promoting and maintaining health before the person is ill, is also one of the essential human rights (WHO, European Office 2006). Insufficient access (geographical, economic, and cultural) to basic health services is one of the determinants of inequalities in health.

Equality in health implies that every man and every woman should be able to achieve the maximum possible health and that no man and no woman should be disadvantaged due to social status or other socially defined circumstances. Therefore, efforts to promote social equity in health aim to create opportunities and remove obstacles to achieve the best possible health for all members of the population. They include a fair distribution of health resources, fair access to available opportunities and equality of care for ev-

everyone and all when they need it. The ultimate goal is to eliminate these inequalities by equalizing health with those of the most favored groups.

To achieve health, the existence of a positive environment that includes not only physical, chemical and biological elements, but also the general socio-economic conditions in which the individual lives, as well as the general attitudes and demands of society, is necessary.

A point of convergence of this multifactorial approach is the need for investment, which means that all resources - economic, human and environmental - should operate not only to improve health, but also to reduce inequalities, both between and within states, to promote human rights and to create social capital.

The central core of the gender dimension in Health concerns three sub-areas: health level, behaviors that affect health and access to health services.

Since the 19th century, the development of social epidemiology has emphasized the contribution of social categories such as gender to the significant differences in the health levels of male and female populations, as well as the frequency and distribution of symptoms and diseases within space and time.

Nowadays, it is clear that gender plays a specific role in the incidence and prevalence of a specific pathology, as well as in treatment, the impact of well-being and recovery. This is related to the interaction of biological, socio-economic and cultural factors affecting the behavior of women and men as well as access to health services. The distinction between biological and social sex should also be taken into account.

Although gender-sensitive health research is beginning to gain ground, there are still inequalities in the health status of women and men, access to and participation in health and long-term care. According to data of the European Institute for Gender Equality (EIGE 2015), women generally live longer than men in all EU Member States. There are more deaths of men than deaths of women in the working-age population (13-64 years) and women with disabilities live longer than men. Yet, across Europe, women are expected to have a lower percentage of their lives in good health than men, as measured by the years of healthy HALYS. In an aging population, the risk of chronic illness, such as diabetes and mental health problems, such as dementia, Alzheimer's and depression, is particularly high among women. In addition, some diseases, such as breast cancer, osteoporosis and eating disorders are more common in women, while others, such as endometriosis or cervical cancer, only affect women. Older women are more likely than older men to find themselves in a situation where they need some sort of long-term care



and, depending on the age groups, they have a higher rate of dependence and disability in older age. Correspondingly, men are more likely to be affected by and die of lung and colon cancer, ischemic heart disease and road accidents. Some diseases, such as prostate cancer, affect men alone.

Apart from biological factors, social rules also affect the health of women and men in a different way. Women are less likely to engage in high-risk behaviors for their health and, therefore, they have lower rates of relevant diseases and disabilities than men. However, they are more likely to experience «invisible» illnesses and disabilities, which are often poorly recognized by the health system, such as depression, eating disorders, home-related disabilities, sexual violence and old age-related illnesses.

There is an essential gender dimension in lifestyle choices and high-risk behavior that puts men at greater risk for poor health. Men generally have poorer knowledge and awareness of their health. Throughout Europe, women and men make different use of health systems and services, which has an impact on their health. In addition, women and men may receive different diagnosis and treatment when seeking medical assistance for similar health problems. For example, women are more often diagnosed with depression and men with anxiety on the basis of same complaints (EIGE 2015).

The feminist approach, in its attempt to analyze the position of women in the social order, considers their state of health as an aspect of their degradation in the light of the dominant medical discourse and the social representations of the female body and the female identity. On the contrary, the ability of women to have the necessary knowledge and skills for their body and health control is, generally, linked to the opportunities for equal participation in the public domain and decision-making centers and is a prerequisite for gender equality.

Gender mainstreaming in health is based on the human rights principles of equality, participation and non-discrimination. Gender approach, in addition to the examination of biological factors, takes into account the different ways in which living conditions, opportunities and environments affect the health of women and men, the different ways of perceiving and managing physical situations, as well as the differences in access to both health knowledge and health services. It is linked to the change in behaviors, attitudes and practices that have proved harmful to girls and women and often to the collective health of boys and men. It focuses on empowering women, taking into account the special circumstances they experience and the health effects caused by the social injustices and inequalities they continue to face. It seeks to establish a well-founded basis for effective and efficient planning,

relating to health in general and policy-making and health services in particular, with active participation of women in their planning and implementation of these policies.

According to the World Health Organization, are more affected than men by depression, anxiety, sexual violence and domestic violence. Pressure created by women's multiple roles, gender discrimination in work and income, poverty, poor working conditions, living and eating habits and sexual abuse are responsible for the poor mental health of women.

Furthermore, the integration of the gender perspective into mental health includes the collection of data on the occurrence of mental health problems in women, their frequency, diagnosis, treatment, risk factors and protective agents, as well as the accessibility of women to mental health services. Provision should also be taken to educate health professionals at all levels of public health on the early detection, diagnosis and appropriate treatment of women with mental health problems. Also, the gender dimension should be integrated into research on mental health issues. Gender mainstreaming in the recording, research, education and planning of health services will lead to a more complete depiction of mental health problems affecting women from childhood to the elderly and will contribute to appropriate action for them through the appropriate health policies.

We should also ensure the operation of mental health centers that incorporate the gender perspective and that women are able to access them. The creation of such services that can operate in parallel and complementary to centers that meet other women's needs could facilitate women's access to them and could constitute a more efficient response to women's problems. Mental health services would be appropriate to complement the existing gynecological and obstetric clinics in order to facilitate timely and appropriate treatment of problems such as postpartum mental disorders or mental disorders associated with pregnancy, infertility, assisted reproduction techniques, menstrual cycle and menopause.

Early interventions to support mothers in assuming their parental role could also contribute positively to safeguarding the mental and physical health of next generations. The creation of mental health mother-babyunits could contribute to the realization of this goal.

Special care should also be given to groups of women who are put, due to the austerity programs, at extra risk of mental health problems such as single-parent families, women who are victims of gender-based violence (domestic violence, sexual abuse, trafficking of women for sexual exploitation, persecution), women who suffer multiple discrimination (women refugees,



migrant women, women with disabilities, addicted, seropositive, women belonging to special population groups (adolescent mothers, elderly women, Roma women, homeless or women living below the poverty line).

Care of mental health accompanying serious illnesses (such as breast cancer that often affects the female population), as well as other chronic and serious illnesses, should also be recognized.

Moreover, actions should be developed to reduce social stigma and discrimination related to mental illness and to ensure the equality and rights of women with mental health problems.

Regarding reproductive health, it is defined as the state of complete physical, mental and social well-being, and not just the absence of disease or disability, in all aspects relating to the reproductive system, its functions and processes. Therefore, reproductive health implies that people are able to have a satisfactory and safe sex life and that they have the ability to reproduce and the freedom to decide whether, when and how often to do so. Also, the right of men and women to be informed and have access to safe, effective, affordable and acceptable family planning methods, as well as other methods of their choosing to regulate fertility, is also important. It is also important for women to have access to appropriate health care services that allow them to safely pass through pregnancy and childbirth, giving them the best chance of having a healthy infant. Consequently, the concept of reproductive health includes all the methods, techniques and services that contribute to it and the welfare of citizens through the prevention and resolution of reproductive health problems.

With regard to sexual health, it is defined as the state of physical, emotional, mental and social well-being in relation to sexuality. Sexual health requires a positive approach, with respect for sexuality and sexual relations, in order to be able to obtain pleasant and safe sexual experiences free from coercion, discrimination and violence. Its purpose is to improve life and personal relationships and is not limited to counseling and care for sexually transmitted diseases (Glasier et al., 2006).

As far as sexuality and reproductive health issues are concerned, these were addressed solely in terms of population growth and demographic policies, until the beginning of 1990, when they were dealt with for the first time in the light of human rights. Now, in Article 96 of the Beijing Platform for Action, *«women's human rights include their right to control and to decide freely and responsibly on matters relating to their sexuality, including sexual and reproductive health, without coercion, discrimination and violence. Equality in relations between men and women in matters of sexual relations and re-*

production, including full respect for the integrity of the person, requires mutual respect, consent and common responsibilities regarding sexual conduct and its consequences» (Beijing Declaration 1995).

Also, the concept of family planning has given way to the broader concept of reproductive health, which includes both women and men and describes a state of complete physical, mental and social well-being in all issues related to the reproductive system (VanLancker, 2002).

Regarding in particular gender differences in Greece, the General Secretariat for Gender Equality funded, under the National Program 2010-2013, the preparation of a study titled *«Health of Men and Women in Greece: Health Status, Use of Health Services and Qualitative factors»*. The aim of the study was to illustrate the human geography of the health status of both genders, to highlight differences and special needs, and ultimately to formulate the required policy proposals (GSGE, 2013).

According to the results of the study, it has been found that, despite the improvement in the average health and life expectancy in Greece for many years, there are still significant inequalities between men and women. Also, despite the fact that the gap in life expectancy remains significant (4.6 years) in favor of women, women have fewer years of healthy life, higher rates of morbidity and worse rates of well-being and functionality.

The study further highlighted (a) the linking of the fiscal crisis and its impact on social and economic life, with the deterioration in the health of the country's population, both to the perceived health level and the increase in risk factors and ultimately the prevalence of diseases, (b) the ever-worsening living conditions have created a strongly negative psychological situation in the population, which translates into anxiety, concentration problems, nervousness, regret, anxiety, melancholy, pain, fret, domestic violence, lack of libido and, finally, death thoughts. At the same time, morbidity risk factors such as smoking, alcohol consumption, body weight, poor nutrition, athletics, and sexual behavior, which directly affect health and determine its quality, are recorded at particularly high levels in the general population, with the most «unhealthy» habits being found in the most vulnerable social groups, the younger age and the female population; (c) the impact of the crisis on health is particularly pronounced in women, as they experience greatly the impact of social and economic inequalities due to increased unemployment, in particular long-term unemployment, the risk of poverty and social exclu-



sion, difficulties in balancing family and career, the pay gap and occupational segregation; (d) economic downturn and weakness to reconcile family and professional life have had a significant effect on birth rate, with a fall in fertility rate and an increase in the aging rate, thus contributing to demographic aging and multiple dependence of the elderly.

Additionally, important data on the maternal and reproductive health of women, such as the number of interruptions of pregnancy, the use of contraceptive methods, the percentage of pregnant women with anemia, are not systematically collected, and where available they do not reflect reality, thus preventing any possibility of adopting good policies that promote women's health and contribute to the implementation of measures to promote sexual and reproductive health. This also results in an increase in the incidence of HIV infections and the prevalence of AIDS in the female population (GSGE, 2013).

Despite gender inequalities that lie in health issues, the state has not incorporated the gender perspective into its planning of health education for the population. The same lack of gender perspective is also observed with regard to medical research or where there is no clear direction for gender mainstreaming in the research work being carried out. Finally, stereotypes, discriminations and inequalities of the past have not yet been overcome, perpetuating the occupational segregation in the labor market of the health sector on the basis of gender.

It is, therefore, obvious, that in Greece, under the current economic conditions, women are becoming increasingly weak and less healthy. The adverse effects of the economic crisis are expected to negatively impact on health indicators such as life expectancy, morbidity, mental health, mortality, suicide, domestic violence, etc. In addition, the crisis is exacerbating social inequalities, poverty and social exclusion, while problems arise in the funding of the health systems.

In view of all of the above, in the next programming period 2017-2020, the General Secretariat for Gender Equality intends to promote policies and actions in the field of health so as to integrate the gender perspective into health policies implemented mainly by the public sector (Ministries, Healthcare Regions, National School of Public Health, Health Services of all levels, HCDCP, EOPYY, National Assisted Reproduction Authority, National Bioethics Committee, Local and Regional Government etc.). With regard to the private sector, actions include partnerships with Civil Society and Health Professionals Associations.

On the basis of the above, the GSGE seeks to promote gender mainstreaming in the planning and provision of health services, the orientation of health education programs and the treatment of citizens by health professionals. The removal of gender stereotypes in the health sector is also a priority, both as regards diagnosis, prevention and treatment, as well as staffing of health services (e.g. selection of medical specialties and positions of responsibility in health units).

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

For this reason, the National Action Plan for Gender Equality 2016-2020 formulates three distinct objectives and plans the corresponding actions:

OBJECTIVE 1: INCLUSION OF GENDER PERSPECTIVE IN HEALTH POLICIES

	ACTIONS	IMPLEMENTING BODY	TIMETABLE
1	Stable cooperation and networking with the Ministry of Health	GSGE, Ministry of Health	2017-2020
2	Cooperation with supervised bodies of the Ministry of Health and public health agencies in general	GSGE, supervised bodies of the Ministry of Health (HCDCP, Health Regions (PEDY), Health Units, National Authority of Assisted Reproduction, National Bioethics Commission	2017-2020
3	Conclusion of a cooperation protocol with the National School of Public Health for the inclusion of the thematic field of gender equality and gender perspective in health in post-graduate study programs	GSGE, Ministry of Education, Research and Religious Affairs, National School of Public Health (ESDY)	2017-2020
4	Promoting research with a gender perspective in the health sector, the administration of health services and health economics	GSGE, Ministry of Health, ESDY, Universities, Technological Educational Institutions and other institutions	2017-2020



5	Actions for the systematic collection of data by gender in the health sector (in conjunction with other demographic data)	Observatory of GSGE, Ministry of Health, Supervised Bodies, Health Regions, ESDY, National Statistics Authority, etc.	2017-2020
6	Strengthening the institution of the Intermediary of Health to facilitate the access of women and girls of special and vulnerable population groups to health services at all levels	GSGE, Ministry of Health and supervised bodies, Health Regions, ESDY, Health services of all stages	2017-2020
7	Emphasizing the need for Greece to comply with the Commission's Recommendations on the Elimination of Discrimination Against Women (CEDAW) in the field of health	GSGE, local government, Ministry of Health, Public and private maternity hospitals, hospitals, PEDY (Maternity Care Centers, Family Planning Services)	2017-2020
8	Training at regular intervals of the staff of Family Planning services on integrating the gender dimension into health	GSGE, Ministry of Health, Health Regions, ESDY, EKDDA	2017-2020
9	Collaboration with relevant bodies on medical, bioethical, ethical, assisted reproduction issues	GSGE, National Bioethics Commission, National Authority of Assisted Reproduction	2017-2020

OBJECTIVE 2: REMOVAL OF GENDER STEREOTYPES IN HEALTH AND HEALTH SERVICES

1	Actions to raise awareness and inform health professionals in the context of synergies with relevant health actors to combat gender stereotypes in health and health services	GSGE, Ministry of Health and Supervised Bodies, Ministry of Education, Research and Religious Affairs, associations of health professionals	2017-2020
2	Awareness raising and information actions for college students and students of higher education of health on the fight against gender stereotypes in health and health services	GSGE, Ministry of Health and Supervised Bodies, Ministry of Education, Research and Religious Affairs	2017-2020

3	A campaign to raise public awareness with the aim of emphasizing the gender dimension of Health and promoting women's health	GSGE, Ministry of Health and Supervised Bodies, associations of health professionals	2018-2020
4	Designing prevention policies and implementing actions aimed at girls and women, boys and men, based on the equality of relationships free of stereotypical health promotion preconceptions for sexual and reproductive health, child care	GSGE, Ministry of Health, Ministry of Education, competent units of Primary National Health Network and Hospitals	2017-2020
5	Actions to empower women in positions of high responsibility in the health sector (Health Region Administrators, Hospitals, Institutions, Organizations)	GSGE, Ministry of Health, competent bodies	2017-2020

OBJECTIVE 3: HEALTH ISSUES FOR SPECIAL GROUPS OF POPULATION

Note: for more analysis, see on the subject of «Social inclusion and equal treatment of women experiencing multiple discrimination»

1	Synergies and Actions to Emphasize Equality Policies in Health (including Mental Health) for Immigrants and Women Refugees	GSGE, Ministry of Health and Supervised Bodies, Ministry of Migration Policy, Health Regions, National Health System Units, Primary National Health Network, Civil Society, KETHI	2017-2020
2	Supporting actions to achieve improved accessibility and information for women with disabilities in health services (availability of interpretation, digital access to information, assurance of informed consent)	GSGE, Ministry of Health, Ministry of Education, Ministry of Labor and Social Solidarity, competent units of Primary National Health Network and Hospitals	2017-2020
3	Supporting health promotion programs for sexual and reproductive health, adapted for people with disabilities	GSGE, Ministry of Health, Ministry of Education, National Confederation of People with Disabilities, etc.	2017-2020



4	Promoting the development of research on informal care for chronically ill and disabled people and the promotion of support services to informal carers	GSGE, Ministry of Health, Ministry of Labor and Social Solidarity, KETHI, National Centre for Social Research, ESDY, Universities, Technological Educational Institutions	2017-2020
5	Awareness-raising campaign on health issues regarding the fight against discrimination and stereotyping, representation of older women in decision-making on issues related to access to social welfare and care services	GSGE, Ministry of Health, Greek Gerontological Geriatric Society	2017-2020
6	Training health professionals in managing gender violence incidents and strengthening health units with an appropriate logistical infrastructure to facilitate data collection	GSGE, ESDY, EKDDA, Ministry of Health, Health Units	2017-2020

GENDER BALANCED PARTICIPATION IN POWER STRUCTURES, DECISION-MAKING CENTERS & PROCESSES

Although legal equality is safeguarded in Greece and the western countries, it coexists, according to data and related research, with the generally limited and reduced presence of women in leading positions, decision-making bodies, and all the political, social and economic institutions: the Parliament, the European Parliament, the Government, local and regional government, political parties, the trade union movement, the social partners, the boards of public bodies and institutions, private sector enterprises, financial institutions, civil society.

According to the Beijing Declaration and Platform for Action 1995, which identifies the twelve (12) critical areas for action to remove gender inequalities and the related sectoral strategic objectives, women's empowerment and autonomy and the improvement of their social, economic and political status are essential prerequisites for achieving transparency and accountability of government and administration and sustainable development in all areas of life. Power relations that prevent women from fully living their lives operate on multiple levels of society - from the most personal to the most public. That is why the objective of equal participation of women and men in decision-making creates a balance that more accurately reflects the composition of society and is necessary to strengthen democracy as such, but also its more efficient operation. Equality in the field of political decision-making and gender-balanced participation in power is the means to ensure that the gender dimension is integrated into the policies of a government and the instrument that can make gender equality possible. Equal participation of women is therefore not only a demand for social justice and democracy, but also a prerequisite so that the specific interests of women are taken into account.

Political participation and political representation of women in the power structures, processes and decision-making bodies are two different and inter-related aspects of women's participation. The first concerns the formulation of a political agenda through a variety of ways of participating in politics or trade unionism (e.g. through political debates, public debate and lobbying). The second one has to do with the process whereby the articulation of a particular political agenda is represented in decision-making institutions that



make policy (e.g. political parties, elected bodies such as parliament, municipal councils, boards of trade unions, boards of management of the social partners, etc.).

At the methodological level, the scope of power and gender balanced participation in decision-making centers includes three sub-sectors: a) political power; b) social power; and c) economic power.

The field of social power concerns the participation of women in the social sphere, in the media, in the academic field and in research, in sports, cultural events, etc. Since specialized indicators have not yet been developed for this field, monitoring of women's participation in decision-making processes and decision-making in the field of social power is partly covered by indicators for SMEs and indicators for education and training, while the proposed measurement and assessment of women's access and participation concern political and economic power as reflected through participation in decision-making.

Political power is measured by three gender indicators that examine, for example, participation in ministries, parliament and regional governments (or regional elected councils).

Economic power focuses on the participation of women and men in the boards of the largest listed companies, in the participation of women and men in key positions in the decision-making bodies of the central banks of the EU Member States, as well as in their participation at all levels of management of social partner organizations.

The indicators for depicting, monitoring and evaluating women's participation in decision-making processes were first identified during the Finnish Presidency of the Council of the European Union in 1999 and were further elaborated during the Italian Presidency in 2003. Today, the indicators for this field are eighteen (18) and most of them seek to measure the proportion of women and men in key positions and organizations or institutions of political, social and economic influence in the EU. These institutions include public administration, the courts, the elected political bodies, financial institutions, etc.

According to the relevant report of the European Institute for Gender Equality (EIGE 2015a), which examines the trends in women's participation in the political, economic and social decision-making centers in the period 2003-2014 and analyzes data based on 18 indicators adopted by the Council (1999, 2003 and 2008), the representation of women in political decision-making centers is steadily moving towards a gender-balanced situation. There is a general and distinct increase in the participation of women in leading positions in legislative and executive political institutions and in public administration. In part, the strengthening of equality in political decision-making

centers (as opposed to economic decision-making centers) is due to the long commitment of policy-makers and civil society to the democratic principle of equal representation. Nevertheless, the persistence of gender stereotypes in the distribution of roles both within political institutions and as a political culture in general continues to create barriers to equal representation. This is particularly evident in the allocation of ministerial positions and in senior administrative (non-political) positions within ministries. Men dominate portfolios related to key state functions such as defense, justice, economy and foreign policy. Women, on the other hand, are concentrated in ministries with socio-cultural functions such as education, health, tourism and culture.

In the economic sphere, progress on women's representation was very noticeable in business boards. In the last decade, women's representation has also improved slightly in the organizations representing employees and employers, both at European and national level. Generally, however, in the economic field, particularly at EU level, the pace of change was extremely slow. Men dominate the management of central banks and occupy the majority of positions as chairpersons of boards of directors.

As regards the academic and research area, the media and sport, women in almost all EU countries are the minority at the top of the academic hierarchy, despite the fact that the proportion of women at different stages in their careers has started to improve (EIGE 2015a). The phenomenon of «glass ceiling» is also seen in media organizations, where the proportion of women in decision-making centers decreases as the level of the hierarchy rises. In 2012, on average at EU level women accounted for less than one-fifth of the presidents and less than a third of the members of the highest decision-making hierarchy in selected media organizations (EIGE 2015a).

According to the latest World Economic Forum (2014) report, Greece is ranked 108th among the 142 countries examined in the Report, in the overall performance of the Gender Gap Index, 68th in terms of the number of women in Parliament, 130th on the number of women in ministerial positions and 64th on the indicator of whether there has been a woman head of state in the last 50 years. The country performs extremely poorly in terms of participation of women in parliament and the government, while in the latter case there is a large deviation from the average of the sample.

Also, according to the Gender Equality Index (2015) of the European Institute for Gender Equality on the participation of women in power from 2005 to 2012, Greece has low percentages in individual indicators relating to political and economic power, compared to the other member states of the European Union. In a total of 9 electoral confrontations from 1996 to 2015 a slight upward trend in the percentage of elected women in the country is observed.



The national elections of September 20, 2015 were not carried out with the cross of preference system, but with the system of reserved combinations (lists), which led to a decrease in the number of female MPs. Studying the ballot papers of the parties, it emerged, on the one hand that the parties have respected - in several cases almost marginally - the gender quota defined by the law, and on the other hand, compliance with the gender quota was «facilitated» by the participation of a large number of women in large electoral districts (eg in Athens' second district) and in non-electable positions.

As regards women elected at the 2014 local and regional elections, an upward trend, of about 2 percentage points (18.08% vs. 16.07% in the 2010 elections) for municipalities and about 1 percentage point (17.36% vs. 16.56% in the 2010 elections) for the regional elections, is showed. At the same time, there is a doubling of the number of female Mayors (16 vs. 8) and 2 female Regional Governors against none in the previous regional period. The rate, especially for the post of Mayor, remains desperately low (4.92%), while for the office of the Regional Governor it amounts to 15.4%.

The election of two women Regional Governors (Attica and North Aegean) is particularly important, since the Attica Region is the largest region of the country, while at the same time about half of the members of the Attica Regional Council are women. Moreover, 12 female Deputy Regional Governors were elected, while 15 female thematic Deputy Regional Governors were appointed.

Regarding public administration, the need for balanced gender participation in the decision-making process of the collective bodies of the Public Sector (Government, Ministries, Public and Private Law Entities, Local Authorities) is imperative. Despite the fact that there is a regulated gender quota, data remain incomplete, mainly due to the inadequate notification of the decisions constituting the collective bodies by the bodies concerned.

Finally, as regards the participation of women at the three levels of trade union membership, ie participation in the Associations (as members), election to the Boards of Directors of the Associations and to the Boards of the sectoral or local federations, it is noted that the proportion of participation between men and women is reversed in favor of men, as we go up in the hierarchy. In other words, the low percentage of female trade unionists is declining further as we go up in the hierarchy, while the proportion of male unionists is rising (KGME - Diotima 2012).

The General Secretariat for Gender Equality, designed and is implementing, during the current programming period, the Project entitled «Development of electronic application, implementation of gender quota laws in pub-

lic administration bodies and supervised entities» , which is part of the Flag Project: «Organization of services for the integration, monitoring and evaluation of equality policies throughout the scope of public action» («Observatory»). This is an easy-to-use electronic application (located at <http://posostosi.isotita.gr>), which guides the administrative bodies in the constitution and registration of the already constituted or to-be constituted collective bodies and facilitates both compliance with the quota and monitoring by the GSGE.

At the same time, a Bill on Substantive Gender Equality has been drafted by the Special Preliminary Drafting Committee formed in 2010, and has been forwarded for adoption including provisions to improve the existing legislation on the participation of women and men in decision making procedures.

The following proposals are based on the CEDAW/UN Convention on the Elimination of All Forms of Discrimination Against Women, as well as the CEDAW Concluding Observations and Proposals on the basis of the 7th Greek Report (2005-2008), regarding the participation of women in political and public life. They also emerged through the actions and interventions of the GSGE and the examination of the current situation on the basis of quantitative and qualitative data on the participation of women in electoral processes, political representation institutions and decision-making centers. In this context, four (4) Goals for the next five years (2016-2020) have been considered, which are further analyzed in specific areas of intervention and actions:



OBJECTIVE 1: REINFORCEMENT OF THE EQUAL PARTICIPATION OF WOMEN IN ALL FIELDS OF PUBLIC AND PROFESSIONAL LIFE AND, PARTICULARLY, IN DECISION-MAKING, PARLIAMENT AND LOCAL-REGIONAL AUTHORITY

	ACTIONS	IMPLEMENTING BODY	TIMETABLE
1	<p>Specific measures, legislation and institutional interventions to strengthen quota efficiency</p> <ul style="list-style-type: none"> • Implementation of the gender quota in the national election ballots by constituency (with at least three candidates). • Increase in governmental state funding for the parties whose women's lists exceed the mandatory quota of 1/3, calculated on the whole of the Territory • Strict monitoring and sanctions for non-observance of the 1/3 quota by gender in party ballots • Applying the gender quota in the elections held with a list of candidates • Implementation of the gender quota in the municipal and regional election ballots on the total number of candidates • Proposal for equal participation (50% -50%) of both genders in the Government • Proposal to increase the gender quota in the cases of appointment or suggestion by the Government, the State, the Public and Private Legal Entities, the Local Authorities, the members of the Board of Directors or other collective administration bodies of the Public and Private Legal Entities. 	GSGE, Ministry of the Interior, Greek Parliament	2016-2017

2	Complete activation of the existing online application of the GSGE for the implementation of gender quota laws in public administration bodies and supervised entities «(http://posostosi.isotita.gr) and dissemination of a relevant Circular to all public bodies.	GSGE, Ministry of the Interior	2016-2020
3	Gender impact assessment study and exploitation of international examples and good practices, to establish adequate and effective quotas.	GSGE	2016-2017
4	Collection of updated gender statistics and qualitative data on women's participation in positions of authority and (a) political, (b) social and (c) economic decision-making centers	GSGE, Ministry of the Interior, Greek Parliament, Social partners, Universities, Greek National Council for Radio and Television, financial institutions	2016-2019
5	Preparation of annual reports, studies, indicators based on systematic implementation, monitoring of the 30% quota in the administrative and service councils of the public administration.	GSGE, Ministry of the Interior	2016-2020
6	Studies on the Parliamentary Work of Elected Women	GSGE, Foundation of the Hellenic Parliament, Universities	2017-2020
7	Studies on the promotion of women's parliamentary history	GSGE, Foundation of the Hellenic Parliament, Universities	2017-2020
8	Creation of an e-catalog and database of MPs and women who have emerged in positions of government responsibility since the founding of the Greek State	GSGE –GSGE Library	2016-2019



OBJECTIVE 2: ELIMINATING DISCRIMINATION AGAINST WOMEN AND ENSURING GENDER EQUALITY IN POLITICAL AND PUBLIC LIFE

	ACTIONS	IMPLEMENTING BODY	TIMETABLE
1	Promotion and Publicity Actions of the Convention, its Optional Protocol and the CEDAW General Recommendations	GSGE, Greek Parliament, KETHI, Central Union of Municipalities of Greece, Association of Greek Regions	2016-2019
2	Submission of proposals for gender mainstreaming in the Parliament's Rules of Procedure <ul style="list-style-type: none"> • Exploration of the possibility of enactment of gender quotas in the election of members of the Bureau of the Parliament • Penalties for sexist behavior • Consultation on the role and composition of the Permanent Special Committee on Equality, Youth and Human Rights 	GSGE, Hellenic Parliament - Committee on the Rules of the Parliament, Special Permanent Committee on Equality, Youth and Human Rights	2016-2018
3	Informing and raising awareness of the democratic parties on the implementation of interventions and action plans to increase the participation of women	GSGE, Gender Equality Sections of democratic parties	2016-2019
4	Enriching the Media agenda with gender equality issues <ul style="list-style-type: none"> • TV shows on issues of gender equality and women's participation in political life • Creation of a relevant documentary or series of documentaries 	GSGE, Parliament TV station, ERT	2016-2020
5	Raising awareness on sexism in political life <ul style="list-style-type: none"> • A campaign to raise awareness on gender stereotypes and sexism during the parliamentary process • A campaign to raise awareness on the elimination of sexism among the social partners (parties and trade unions) and in municipal and regional councils 		

6	Seminars on gender issues to male and female Members of Parliament	GSGE, Hellenic Parliament - Committee on Women's Rights and Gender Equality of the European Parliament, KETHI, civil society	2017-2018
7	Experiential empowerment workshops for female Members of Parliament - «advocates for gender equality»	GSGE, Hellenic Parliament - Committee on Women's Rights and Gender Equality of the European Parliament, KETHI, civil society	2018-2019
8	Training of parliamentary officials on the use of the Guide for non-sexist language in public documents	GSGE, Hellenic Parliament, EKKDA	2016-2017
9	Training of journalists, teachers, public administration officers, members of civil society	GSGE, EKKDA in collaboration with feminist organizations and civil society	2016-2019

OBJECTIVE 3: POLICIES FOR BALANCED PARTICIPATION OF WOMEN IN ELECTIONS

	ACTIONS	IMPLEMENTING BODY	TIMETABLE
1	Awareness raising campaign to increase female participation in local/regional elections (2019)	GSGE, Parliament TV station, ERT, Political parties, social partners, Central Union of Municipalities of Greece, Association of Greek Regions, Municipalities, Regions, Regional Gender Equality Commission, Municipal Gender Equality Committee, civil society	End of 2018 - 2019 (until the elections)



2	Creation of a networking and co-operation platform to enhance the participation of women in local and regional government	GSGE, Regional Gender Equality Commission, Municipal Gender Equality Committee, Gender Equality Offices of the Central Union of Municipalities of Greece and the Association of Greek Regions, civil society, feminist organizations	2016-2019
3	Ensuring the permanent and stable functioning of the Local Government Equality Bureaus (Central Union of Municipalities of Greece, Association of Greek Regions, Municipalities)	GSGE, Central Union of Municipalities of Greece, Association of Greek Regions, Municipalities	2016-2020
4	A campaign to raise awareness of women's participation in the European Parliament elections (2019)	GSGE, Political parties, civil society	2018-2019

OBJECTIVE 4: STRENGTHENING AND DEVELOPING WOMEN'S SKILLS AND CAPACITY IN ORDER TO PARTICIPATE IN DECISION-MAKING CENTERS AND PROCEDURES AND IN LEADING POSITIONS

	ACTIONS	IMPLEMENTING BODY	TIMETABLE
1	Training program for empowering and developing the skills of elected women and candidates in the local and regional elections (2019)	GSGE, Gender Equality Offices of the Central Union of Municipalities of Greece and the Association of Greek Regions	2017-2019
2	Training program for empowering and developing the skills of candidate MEPs for the European Parliament elections (2019)	GSGE, Committee on Women's Rights Gender Equality of the European Parliament, etc.	2017-2019

3	<p>Strengthening women / feminist organizations for their active participation in the empowerment of women and special groups of women</p> <ul style="list-style-type: none"> • Implementing mentoring programs • Implementing training and empowerment programs for young women 	GSGE, civil society	2016-2019
4	Creating networks of women (elected women, women in positions of responsibility, experts)	GSGE, KETHI, Regional Gender Equality Commission, Municipal Gender Equality Committee, civil society	2016-2019

Horizontal legislative interventions LEGISLATION ON GENDER EQUALITY

Under the National Program 2010-2013, a Legislative Preparatory Committee was set up to work on a draft law on effective gender equality. Following this initiative, the bill was updated in 2016 and forwarded to the competent Minister for further processing and ratification by the Greek Parliament.

The purpose of the bill is to specify the rules deriving from the principle of gender equality and to ensure the application of the principle of equal treatment and equal opportunities for all members of the community as well as the achievement of effective gender equality. With this bill, Greece is in line with its international and EU obligations to achieve effective gender equality by establishing a set of provisions that ensure its effective implementation in practice.

In particular, the proposed bill seeks to create the bases and conditions for the practical achievement of effective gender equality and the elimination of gender discrimination in all areas of public, social and economic life, by providing policies, measures and actions implemented by the state on behalf of civil society and their collective organizations.

The bill is structured in four chapters. The first chapter lays down provisions on the principle of equal treatment and protection against direct, indirect and multiple discrimination and conceptual definitions.

The second chapter concerns gender mainstreaming in public policies and their implementation measures, including the budget, with a view to eliminating, restoring and preventing inequalities between women and men, and the obligations imposed at ministerial and governmental level.

Issues and quotas on elections and collective bodies are determined in order to enhance women's political participation. Other articles address equality issues in education, research and career guidance as well as gender mainstreaming in health and social solidarity policies.

The third chapter refers to provisions on gender mainstreaming relationships between individuals. The issues that are more specifically dealt with concern the fields of work, social dialogue, social responsibility, welfare and social security and the media.

Finally, the organizational provisions determine the national mechanism for gender equality and establish the National Council for Gender Equality.

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