



Quality in Gender+ Equality Policies

European Commission Sixth Framework Programme
Integrated Project

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Context Study Greece

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DATA TO BE COLLECTED

DEFICIENCIES, DEVIATIONS AND INCONSISTENCIES IN EU AND MEMBER STATE'S GENDER+ EQUALITY POLICIES

1. 'Deficiencies, deviations and inconsistencies in EU and Member State's gender+ equality laws'

1.1 Please summarise the key developments, with dates, in gender equality law as provided by the governmental gender equality unit, i.e. list the legislation that the gender equality unit (or equivalent governmental body) name as (gender+) equality legislation. If important legislation seem to have been omitted by the authority, please comment on this.

<u>Legislation</u>	<u>Year</u>	<u>Main provision(s)</u>
Art. 116 par2 rev Constitution	2001	Stipulates that the State is obliged to take specific positive measures for the elimination of discrimination mainly against women.
Art. 116 par2 rev Constitution	2001	Stipulates that to be eligible for election to the Presidency of the Republic, a person must be of Greek descent from the father's or mother's line.
Law 2839	2000	Stipulates that both genders will participate, at a quota of at least 1/3 each, in departmental boards of public administration services and collective managing bodies of public organisations and Local Administration Organisations.
Law 2910	2001	Stipulates participation of 1/3 of each gender as candidates for the Prefectural and Municipal Elections.
Law 3284	2004	Regarding the Code on Greek citizenship, abolishes old provisions, which created issues of discrimination against women.
Law 3250	2004	Boosts employment of mothers with underage children by offering the possibility of their being employed at a 10% quota in positions of part time employment in the public sector. At the same time, it provides that a quota of up to 60% of the various categories of unemployed who benefit from such employment positions will be covered by women.
Law 3029	2002	Modernised the pension system and abolished all existing differentiation on basis of gender in old age protection.
Law 3064	2002	Attempts substantial interventions into the Penal Code, providing for extremely heavy sentences for perpetrators of trade in human beings.
Presidential Decree 233	2003	Introduces the necessary legal framework for the provision of assistance, protection and care to victims of the crimes of pandering, trafficking in human beings, human trade, paid sexual abuse of children, and slave trade.

Law 3488	2006	This is the most recent law on gender equality and equal treatment in employment. The law aims to harmonise internal legislation with the EU 73/2002EC directive and to eliminate all forms of discrimination regarding equal access of women and men in the labour market. It also addresses sexual harassment in the workplace, incorporating the relevant EU Directive into domestic law.
Law 3500	2006	On domestic violence, it penalises rape in marriage

COMMENT: There are many more pieces of legislation of more restricted areas mentioned as equality legislation. The above is a selection based on estimated importance of the measure.

1.2 EU Directives and Member State Law: Comparisons and Struggles ¹

Are all aspects of EU Directives on gender equality fully integrated into national law? If some aspects are not fully transposed, what are they? Have there been disputes (1995-2007) between the EU and the country over transposition? Or within the country over this process? Or where local/national groups have gone direct to the EU? If so, what is the location of the dispute (e.g. intervention by Commission, Court of Justice; national court)? What was the outcome? **Please fill in one table for each issue/policy listed in 1.2.1 (example provided).**

Issue	Equal pay/equal treatment
Prior to Directive	
Legislation transposing Directive	<p>Directives 75/117/EEC and 76/207/EEC were transposed by Act 1414/1984, which applied to persons employed under a private law contract subject to the employer's control (<i>travail subordonné de droit privé</i>), to persons employed under a contract of independent services and to the liberal professions. Article 4(1) of this Act proclaimed the right of men and women to equal pay for work of equal value. Article 4(2) defined 'pay' as "the salary and any other additional consideration paid by the employer to the worker, directly or indirectly, in cash or in kind, in return for the work performed". This definition fell short of the Article 141 EC definition, since, instead of the expression "in respect of his employment" it used the more restrictive expression "in return for the work performed". Article 4(3) of Act 1414 called for sex-neutral job classification but neither this Act nor any other piece of legislation provided criteria for this. Moreover, Act 1414 prohibited indirect discrimination regarding access to employment only.</p> <p>Act 3488/2006, which transposed Directive 2002/73/EC and replaced Act 1414, has a much wider scope. Thus, its equal pay provisions cover all workers in the private and public sector, under any relationship or form of employment, including contracts for services (<i>contrats d'ouvrage</i>) and remunerated mandates (e.g. in-company lawyers), as well as the liberal professions and professional trainees. This Act brought the equal pay provisions into line with Article 141 EC and Directive 75/115/EEC; it adapted the definition of 'pay' to that of Article 141 EC and replaced the provision relating to job evaluation as follows: "a) where a professional classification system is used for determining pay, it must be based on common criteria for men and women and applied so as to exclude discrimination on grounds of sex; b) where systems of personnel evaluation related to pay rises are drawn up and applied, the equal treatment principle shall apply and no discrimination</p>

¹ Directives: http://ec.europa.eu/employment_social/gender_equality/legislation/legalacts_en.html.
 ECJ cases: http://ec.europa.eu/employment_social/gender_equality/legislation/case_law_en.html; More info on transposition: http://ec.europa.eu/employment_social/fundamental_rights/policy/aneval/legnet_en.htm#comp.

	on grounds of sex or family status shall be allowed". Moreover, Act 3488 prohibits "any form of direct or indirect discrimination on grounds of sex, by reference in particular to family status, in all areas included in the scope of application of this Act". There are still no legal criteria for job evaluation and classification. ²
Fully transposed	No
Provisions not transposed	Neither Act 1414 nor Act 3488 deal with occupational pensions. Pensions are governed by specific social security legislation.
Is leg. better than Directive	
Better how and since when?	
Content of dispute(s) + date	
Parties to the dispute	Case C-196/02 Vasiliki Nikoloudi v Organismos Tilepikoinonion Ellados AE
Location	European Court of Justice
Outcome of the dispute	
Civil society engagement	Before introducing the Bill in Parliament, the Ministry of Employment and Social Protection sought the opinion of the National Commission for Human Rights (NCHR), which suggested certain additions and amendments to achieve a better implementation of the Directive and better compliance with the Greek Constitution, as well as to increase legal certainty. Most of the suggestions were taken on board, although some were not.
Intersections	
Other notes	

Issue	Sexual harassment and discrimination
Prior to Directive	No
Legislation transposing Directive	Act 3488/2006
Fully transposed	Harassment and sexual harassment: Article 4(2) of the Statute reproduces verbatim Article 2(3) of the Directive.
Provisions not transposed	
Is leg. better than Directive	
Better how and since when?	
Content of dispute(s) + date	
Parties to the dispute	
Location	
Outcome of the dispute	
Civil society engagement	Before introducing the Bill in Parliament, the Ministry of Employment and Social Protection sought the opinion of the National Commission for Human Rights (NCHR), which suggested certain additions and amendments to achieve a better implementation of the Directive and better compliance with the Greek Constitution, as well as to increase legal certainty. Most of the suggestions were taken on board, although some were not.

² See: Sophia Koukoulis_Spiliotopoulos, "Greece", in: *Legal Aspects of the Gender Pay Gap. Report by the Commission's Network of legal experts in the fields of employment, social affairs and equality between men and women*. February 2007 (http://ec.europa.eu/employment_social/gender_equality/legislation/report_equal_pay.pdf)

Intersections	
Other notes	

Issue	Equality bodies ³
Prior to Directive	
Legislation transposing Directive	Act 3488/2006
Fully transposed	<p>On 29 August 2006, the Parliament adopted a statute aimed at transposing Directive 2002/73 (the Statute). The Statute on the whole is a correct implementation of the Directive, apart from certain shortcomings, some of which may be remedied by consistent extensive interpretation.</p> <p>Monitoring body: Article 13 very pertinently entrusts the Ombudsman (an agency of constitutionally guaranteed independence) with this task, to be carried out by a special Deputy Ombudsman, who, in addition to the competences required by Article 8a of the Directive, will also conduct mediation.</p> <p>The gender equality section of the Ministry of Employment acquires further competences, including the monitoring of collective agreements, internal rules of undertakings and practices (Art. 15(1)).</p> <p>The gender equality bureaux of Labour Inspectorates (LIs) acquires further competences (Art. 15(3)), but will probably seldom, if ever, carry them out as the LIs are already overburdened and understaffed.</p>
Provisions not transposed	
Is leg. better than Directive	Article 13 very pertinently entrusts the Ombudsman (an agency of constitutionally guaranteed independence) with this task, to be carried out by a special Deputy Ombudsman, who, in addition to the competences required by Article 8a of the Directive, will also conduct mediation.
Better how and since when?	
Content of dispute(s) + date	
Parties to the dispute	
Location	
Outcome of the dispute	
Civil society engagement	Before introducing the Bill in Parliament, the Ministry of Employment and Social Protection sought the opinion of the National Commission for Human Rights (NCHR), which suggested certain additions and amendments to achieve better implementation of the Directive and better compliance with the Greek Constitution, as well as to increase legal certainty. Most of the suggestions were taken on board, although some were not.
Intersections	
Other notes	

Issue	4 NGO/civil society dialogue
Prior to Directive	
Legislation transposing Directive	Act 3488/2006

³ Sophia Spiliotopoulos, "Greece", in Bulletin 3/2006.
http://ec.europa.eu/employment_social/gender_equality/docs/2006/bulletin06_3_en.pdf

Fully transposed	On 29 August 2006 Parliament adopted a statute aimed at transposing Directive 2002/73 (the Statute). The Statute on the whole is a correct implementation of the Directive, apart from certain shortcomings, some of which may be remedied by consistent extensive interpretation. Encouragement of social dialogue is required by Article 18.
Provisions not transposed	
Is leg. better than Directive	
Better how and since when?	
Content of dispute(s) + date	
Parties to the dispute	
Location	
Outcome of the dispute	
Civil society engagement	Before introducing the Bill in Parliament, the Ministry of Employment and Social Protection sought the opinion of the National Commission for Human Rights (NCHR), which suggested certain additions and amendments to achieve a better implementation of the Directive and better compliance with the Greek Constitution, as well as to increase legal certainty. Most of the suggestions were taken on board, although some were not.
Intersections	
Other notes	

Issue	Parental Leave⁴
Prior to Directive	Greek legislation relating to pregnancy and maternity protection and to the reconciliation of family and work predated Directives 92/85/EEC and 96/34/EC and was more advanced than these directives in certain respects, in particular regarding pay during maternity leave and protection against dismissal as well as time-off work for family reasons.
Legislation transposing Directive	Act 3488/2006 implementing Directive 2002/73/EC, which, <i>inter alia</i> , prohibits less favourable treatment due to pregnancy or 'maternity' (not merely maternity leave) or to parental or childcare leave
Fully transposed	No
Provisions not transposed	The reduced working day and the nine months' paid leave, which were granted to women only, are now granted to both parents, albeit not as purely individual and non-transferable rights, as required by Directive 96/34/EC with a view to promoting gender equality. In addition to this problem, which concerns several new provisions, there are also other problems. In particular: If both parents are civil servants, they must specify by common statement which one of them will make use of the reduced working day or the paid leave; they may also divide their use thereof between themselves, but they may not both avail themselves thereof at the same time or surpass the time limits stipulated. Although these time limits are reasonable, the nature of the mother's right (which was until now individual and non-transferable) changes and can be said to diminish; one may thus wonder whether the new provisions are compatible with the non-regression clause of Directive 96/34/EC. If the civil servant's spouse is employed in the private sector and enjoys similar rights, the civil servant may make use of his/her rights to the extent that the other spouse does not make use of his/her own rights or to the extent that these

⁴ Information taken from: Sophia Koukoulis-Spiliotopoulos, "Greece", Report on Pregnancy, Maternity, Parental and Paternity Rights (http://ec.europa.eu/employment_social/gender_equality/legislation/report_pregnancy.pdf)

	rights fall short of the civil servant's rights – this leads to the same problem as the one mentioned above. If the civil servant's wife is not working, the civil servant cannot make use of his entitlement, except if his wife, due to serious disability, is not fit to look after the child. This provision, in addition to making parental leave subject to a condition not allowed by Directive 96/34/EC, introduces direct discrimination on grounds of sex.
Is leg. better than Directive	In some areas
Better how and since when?	Time off for school visits: Several hours or the entire day, up to four days a year. No pay reduction. For parents of children up to 16 years of age. In this respect, Greek law goes beyond EC law. Reduction of the working day by one hour, for parents of disabled children, in undertakings employing at least 50 workers, with a proportional pay reduction. In this respect too, Greek law goes further than Directive 96/34/EC.
Content of dispute(s) + date	
Parties to the dispute	
Location	
Outcome of the dispute	
Civil society engagement	Before introducing the Bill in Parliament, the Ministry of Employment and Social Protection sought the opinion of the National Commission for Human Rights (NCHR), which suggested certain additions and amendments to achieve a better implementation of the Directive and better compliance with the Greek Constitution, as well as to increase legal certainty. Most of the suggestions were taken on board, although some were not.
Intersections	
Other notes	

Issue	Organisation of working time⁵
Prior to Directive	
Legislation transposing Directive	Article 2 of Act No 2369 of 1 September 1998 on part-time work transposes the Part-time work Directive 1997.
Fully transposed	The material scope of the legislation extends to the whole private sector. Furthermore, the new Act extends the scope to employment relations with public enterprises and other public sector bodies. The Greek Act does not provide for total or partial exclusion of casual workers. In all cases, it should be taken into account that there is a general clause referring to labour legislation, according to which these regulations are applicable without restriction to part-time workers (Article 38, paragraph 14).
Provisions not transposed	In Greece, the principle of pro-rata temporis is explicitly mentioned only with regards to pay.
Is leg. better than Directive	
Better how and since when?	
Content of dispute(s) + date	
Parties to the dispute	
Location	
Outcome of the dispute	

⁵Information taken from: http://ec.europa.eu/employment_social/labour_law/docs/06_parttime_implreport_en.pdf

Civil society engagement	
Intersections	
Other notes	

1.2.1 EU Directives to Consider

1 Equal pay/equal treatment

- Equal pay & equal treatment in employment (1970/1976)
- equal treatment irrespective of racial or ethnic origin (Directive 2000/43/EC)
- equal treatment on grounds of religion or belief, disability, age or sexual orientation (Directive 2000/78/EC)
- employers to systematically take equal treatment measures (Equal Treatment 2002 transposed by October 2005)
- equal treatment between men and women extended to goods and services (The Gender Directive - Goods and Services, 2004, to be transposed by Dec 2007)
- requirement for gender mainstreaming extended to Goods & Services (2006 Recast Directive, to be transposed by 2009)

2 Sexual harassment and discrimination

- strengthening of sexual harassment policy: employers required to prevent sexual harassment (regarded as sex discrimination) (Equal Treatment 2002, transposed by October 2005)

3 Equality bodies

- governments required to establish equal opportunity body to enforce EU legislation within employment and to promote, analyse, monitor and support equal treatment (Equal Treatment 2002 transposed by October 2005)
- Duty of governmental body to promote, analyse, monitor and support equal treatment extended to goods & services (The Gender Directive - G&S - 2004, to be transposed by Dec 2007)

4 NGO/civil society dialogue

- governments to encourage dialogue with non-governmental organisations (Equal Treatment 2002 transposed by October 2005)

5 Parental leave

- parents have the right to 3 months individual non-transferable unpaid parental leave (Parental Leave Directive 1996, transposed by 1999)

6 Organisation of working time

- limited weekly working to 48 hours (Working Time Directive 1993)
- elimination of discrimination against part-time workers and assist the development of opportunities for working part-time (Part-time Work Directive 1997)

1.2.2 Other gender equality+ related directives you might want to consider

Directive 75/117/EEC on the principle of equal pay for men and women.

Directive 79/7/EEC on the principle of equal treatment for men and women in social security.

Directive 86/378/EEC on principle of equal treatment for men and women in occupational social security schemes.

Directive 86/613/EEC on equal treatment between self employed men and women.

Directive 92/85/EEC on the safety and health at work of pregnant workers and workers

Directive 97/80/EC on the burden of proof in cases of discrimination based on sex.

Directive 2000/78 on equal treatment in employment and occupation.

Directive 2000/43/EC on equal treatment irrespective of racial or ethnic origin

Directive 2000/78/EC on multiple discrimination (extends the grounds to religion/belief, disability, age, sexual orientation)

1.3 Do any aspects of domestic gender equality law surpass (are better, more extensive, or more developed than) or earlier than EU law?

	EU			Greece ⁶		
	Provision	Year	Notes	Provision	Year	Notes
Maternity	14 weeks	1996	Pay must not be less than wage during sickness leave.	<u>Employment governed by private law:</u> 17 weeks (eight before and nine afterbirth. It is mandatory and wholly paid, mostly through social security benefits. It is considered a period of service. Some sector c.a. provide for longer periods (e.g. the c.a. for the personnel of banks: four months and two weeks). <u>Employment governed by public law:</u> Five months (two before, three after Birth Mandatory, wholly paid by employer. It is considered a period of service.	1984, 1988	
Paternity	Optional	1995		Two days, paid, upon the birth of each child		
Parental	12 weeks	1996	Unpaid	<u>Employment governed by private law:</u> Individual, non-transferable right for men and women, full-timers and part-timers: three and a half months after maternity leave, for biological or adoptive parents employed one year by the same employer, until the child reaches the age of three and a half, granted as a whole or piecemeal. It is unpaid, but the contract of employment is not dissolved, only suspended. It is considered a period of service. In order to maintain social security coverage, the worker must pay his/her and the employer's contributions. <u>Employment governed by public law:</u> Women civil servants (not men) are entitled, after maternity leave, to a reduced working day (by two hours, until the child reaches the age of two years, by one hour until it reaches the age of four years); alternatively, they may take nine months' paid leave until the child is four years of age. They are also entitled to three months' leave during the first semester following the adoption of a child of up to six years of age. These leaves are considered a period of service	1999	
Duty on all public bodies to promote GE	No	2004	Mainstreaming required by 2006	Yes	2007	

⁶ Data from Stratigaki 2007.

Equalities body (employment)	Yes	2002				
Equalities body (goods & services)	Yes	2004				
Equalities body for promotion	Yes	2006				
Gender pay audits	Unspecified					
Gender Equality plan (employment)	Yes	2006		Yes		
Requires NGO dialogue	Yes	2006	Extent not specified			
Positive action measures	Yes/no	1975	Allowed, not required	required	2007	
If there are no sanctions for violating the law, please state this						
Other:						
Women in decision making						

1.4 Equality law on intersecting inequalities

- Is discrimination on the grounds of ethnicity/'race' illegal YES
 - When was this law introduced? 2005 (Law 3304/2005 on Equal Treatment)
 - Is this restricted to employment related issues? No
 - Does it include the sale and supply of services? YES
 - What disputes if any took place during its introduction?
- Is discrimination on the grounds of religion illegal YES
 - When was this law introduced? 2005 (Law 3304/2005 on Equal Treatment)
 - Is this restricted to employment related issues? NO
 - Does it include the sale and supply of services? YES
 - What disputes if any took place present during its introduction?
- Is discrimination on the grounds of sexual orientation illegal? YES
 - When was this law introduced? 2005 (Law 3304/2005 on Equal Treatment)
 - Is this restricted to employment related issues? NO
 - Does it include the sale and supply of services? YES
 - What disputes if any took place during introduction of these laws?
- Is discrimination on the grounds of disability illegal YES
 - When was this law introduced? 2005 (Law 3304/2005 on Equal Treatment)

- Is this restricted to employment related issues? NO
- Does it include the sale and supply of services? YES
- What disputes if any took place during introduction of these laws?
- Is discrimination on the grounds of age illegal YES
 - When was this law introduced? 2005 (Law 3304/2005 on Equal Treatment)
 - Is this restricted to employment related issues? NO
 - Does it include the sale and supply of services? YES
 - What disputes if any took place during introduction of these laws?
- Are there further legal issues, especially disputed legal issues, concerning the intersection of equalities with gender that are relevant? Not known

2. Plans and programmes

Two types of national gender equality plans are considered here. The first set of questions concerns plans specific to the country.

The second set of questions refers to the National Reform Programmes for employment and National Reports (National Action Plans) on Strategies for social inclusion and social protection that the EU requires annually from each Member State.

2.1 National gender equality plans

2.1.1 Is there a national gender equality plan? Yes

- If yes please name and describe very briefly the range of issues that it covers (in particular, how far beyond employment does it go?).
In November 2004, a 4-year action plan titled “National Policy Priorities and Axis for Action for Gender Equality (2004 -2008)” was adopted. The programme emphasises the following: a) Female occupation; b) Combating stereotypes through education; c) Prevent and combat violence against women; d) Promote women in centres of decision making.
- Is the focus restricted to non-discrimination?
No
- Is there reference to gender mainstreaming?
Yes. In the section that presents the means and mechanisms for the implementation of the strategy (p. 3) it is stated that the General Secretariat for Equality will support its strategic intervention through gender mainstreaming,
- Are there named policy instruments and/ institutions, if so what?
The main policy instruments for the implementation of the proposed strategies are gender mainstreaming, the promotion of social dialogue with the social partners, the adoption of proactive legislation where this is considered necessary and the promotion of dialogue, both with political parties and NGO’s. It is proposed that the institutions to implement the strategies will be: the General Secretariat of Gender Equality, the Committee for the Equality of Men and Women (a proposed new national mechanism) and the Greek Ombudsman.
- Are there indicators and statistics to evaluate the policies?
No. There is only a suggestion to create a Monitoring Agency for Equality Indicators that will monitor the quantitative data in various operational programmes of the Community Support Framework (Κοινωνικό Πλαίσιο Στήριξης) and the Community Initiatives.
- Is there reference to EU targets (European Employment Strategy targets: Lisbon (2000) female employment rate of 60% by 2010; Barcelona (2002) provision of childcare by 2010 to at least 90% of children between 3 years old and the mandatory school age and at least 33% of children under 3 years of age)? (Add age here)
There is extensive reference in various sections to the Lisbon targets.

2.1.2 Is gender equality integrated with other equalities in a national plan?

Yes, in the National Action Plan for Employment.

If yes please name and describe very briefly the range of issues that it covers, in particular, how far beyond employment does it go? Is it framed by equality or by diversity or both or a similar goal (e.g. equal opportunities)? If so, please specify.

The NAP is framed by equality and includes equal opportunities through various operational programmes: upgrading skills and knowledge, promoting on-going vocational training, continuous improvement of existing education and training systems etc.. It also includes the prevention of the danger of growing social exclusion. Equality beyond employment involves equal access to social goods and rights (health, education, housing, information). All measures mentioned above aim at supporting mainly women, the unemployed and vulnerable groups (people with special needs and immigrants) but also employees.

2.1.3 Is there a gender equality (or similar) plan in the area of gender based violence?

Not on its own, it is integrated in the national plan,

If yes please name the plan. Does it cover:

- Domestic violence and violence in partnerships Yes
- Sexual assault/violence and rape No
- Sexual harassment and stalking No
- Trafficking and prostitution Yes
- Forced marriage, honour crimes and FGM No

Does the plan include:

- named policy instruments and/or institutions, if so what;
- indicators and statistics to evaluate the policies, if so which?

The seven European indicators, set out by the Danish presidency in 2002 are mentioned as indicators for the prevention and combating of violence against women.

2.2 EU required National Reform Programme (National Action Plan) for Employment

- Does the EU required National Reform Programme for employment (in which one of the ten guidelines concerns gender mainstreaming) include a significant set of actions concerning gender equality? If so, what are these?

Member state reports 2006: http://ec.europa.eu/growthandjobs/key/nrp2006_en.htm

According to the report (pp. 45-46) "The following measures were also taken to combat discrimination and to promote gender equality in the labour market:

- 1) Directives 2000/43 and 2000/78 were transposed into Greek Law 3304/2005.
- 2) The Law on the 'application of the principle of equal treatment of men and women in access to employment, vocational training and career development' has passed by the Greek Parliament on 29/8/2006, incorporating the 2002/73/EC directive.

Also, the General Secretariat for Gender Equality (GSGE)⁷ implements the project «Positive Actions in favour of women in Small-medium and Large Enterprises» in the framework of the O.P. «Employment and Vocational Training 2000-2006», with a total budget of € 17 million. This project is implemented for the first time in Greece, and aims at assisting women working in small-medium-sized and large enterprises to obtain additional qualifications, so as to be able to promote their career in the enterprise on more favourable terms. In this framework, economic motives are provided for enterprises to cover education and training of women, costs of kindergartens, reinforcement of telework, information and sensitisation of their employees, extension of the quality certification systems (ISO). The project has already been implemented in 20 enterprises. The second stage of announcing economic motives for enterprises of the whole country has started.

In addition, there have been completed social deliberations, for the first time, with the most representative Employers' Organisations (SEV, ESEE, GSEVEE, EVEA) and the Hellenic Network for Corporate Social Responsibility, aiming to facilitate the participation of women in employment and the reduction of women's unemployment. The results were:

1. Signature of a Protocol of Cooperation between the GSGE and the SEV, GSEVEE, ESEE, EBFA, in relation to promoting equal opportunities for women and men in enterprises.(Zappeion, 2/6/2006). The Protocol is in force for an indefinite period of time and it is subjected to evaluation after the first two years of its implementation.

2. Signature of a Memorandum of Cooperation between the General Secretariat for Gender Equality and the Hellenic Network for Corporate Social Responsibility, aiming at further promoting equal opportunities between women and men in enterprises (22/2/2006).

With respect to higher education and the promotion of gender equality, indicatively it is noted that there are 12 projects in progress (in eight Universities and four Technological Education Institutions) in order to reform the undergraduate curricula, by including therein courses on equality. These projects are further supported and their budget was increased by € 1,3 million. In postgraduate level, there are three projects in progress (in three Universities) in order to establish, organise and operate postgraduate curricula leading to formal qualifications, on issues of equality, with an overall budget of more than € 1 million. All of these projects are expected to be implemented until August 2008 and the resources are provided by the O. P. 'Education and Initial Vocational Training'. Last, there are three major Research Programmes (Pythagoras, Heracleitos, Archimedes) within which several research projects on equality issues have been developed."

- Did the EU appointed National Expert (part of the EU Network of Experts on Gender and Employment and Social Inclusion) made (have) critical or positive comments on the gender equality dimension of the member state's programme? If so, what are these?

EGGSIE 2005 report see:
http://ec.europa.eu/employment_social/gender_equality/docs/2006/final_nrp_synthesis_2005_en.pdf

According to the EGGSIE, the NRP 2005-2008 for Greece puts even more emphasis than the last two NAPs for employment on *female labour market participation* rather than female employment- on supply rather than demand issues. The recent amendment of the European Employment Strategy and the recommendations of the Council have certainly contributed to this turn of emphasis. As for the '*quality of work approach*', this is confined to the *security complement of flexibility*. The NRP reiterates, but in a more vague way, the policy priorities and directions of the NAPemp 2004, while adding recent policy initiatives. Reaching the Lisbon targets for female employment depends primarily on the promotion of *flexible labour relations*, especially part-time work, and *special employability programmes* for unemployed women. As for the female activity rate, its rise depends on the development of social care services. Gender equality in employment is interpreted in terms of closing the gender employment rate gap, not the gap in the quality of employment. For these reasons the gender pay gap is not a preoccupation of the NRP (see p. 216).

- Did the EU Commission's response to the National Reform Programme for employment include recommendations on gender equality? If so, what were these?

EC response: http://ec.europa.eu/growthandjobs/annual-report-1206_en.htm

According to the Commission's response; "The gender employment gap remains high with structural unemployment persistently high and concentrated amongst women. Several measures have been developed to facilitate reconciliation of family and work life. Unemployment among young people remains particularly high. Measures to address youth unemployment have been launched, and implementation will be completed by the end of 2007. Expenditure on active labour market policies is low and declining. There is no report on any review of the impact of the tax and benefit system and its interaction with the active measures. A clear active ageing strategy for retaining older people in employment is also lacking. In order to better match labour supply and demand, the development of an employment services network including private operators is foreseen." (p. 4).

2.3 EU required National Reports (National Action Plans) on Strategies for Social Protection and Social Inclusion

- Does the EU required National Report on Strategies for Social Inclusion include a significant set of actions concerning gender equality, including gender-based violence? If so, what are these?

Member state reports: http://ec.europa.eu/employment_social/social_inclusion/naps_en.htm

At the institutional level, Law 3488/06 has been voted recently (OJ 191 A/11-9-2006) to '*put into effect the equal treatment principle of men and women regarding access to employment, vocational education and advancement vis-à-vis labour terms and conditions*', transposing Directive 2002/73. By law 3304/2005 '*Implementing equal treatment principle regardless of race, ethnic origin, religious or other convictions, disability, age or sexual orientation*' Directives 2000/43 and 2000/78 were transposed to put into effect equal treatment

As for policy measures, women's integration in the labour market is being promoted through a series of programs, implemented by the General Secretariat on Equality and co-financed by the 3rd Community Support Framework (e.g. 'Integrated Interventions for Women' and 'Positive Actions for Equal Opportunities in Small and Big Enterprises'). Great attention should be placed on harmonizing professional life with the personal one, strengthening social care structures and improving the parental leaves institutional framework

With respect to combating women's unemployment and strengthening employment, a series of projects are implemented in the framework of the 3rd CSF (Operational Program for Employment and Vocational Training (II ROPs) and in cooperation with OAED (Greek Manpower Employment Organisation / see chapter 2.2.). Moreover, actions geared towards reconciling family and professional life in the context of Integrated Interventions for women have been scheduled for the end of 2007. In the new Programming Period 2007-2013 corresponding measures are taken for the aforementioned objective

- Did the EU Expert Group on Gender, Social Inclusion and Employment have critical or positive comments on the gender equality dimension of the report (including gender-based violence)? If so, what are these?

EGGSIE Synthesis report (2006)
http://ec.europa.eu/employment_social/publications/2006/ke7606201_en.pdf

The employment rate for young women is notably lower than that for young men. This gender gap exceeds 10% in Greece. Also, marital rape is not a crime, while the infrastructure to support victims (telephone help lines, emergency housing, counselling and legal services) is seen as inadequate.

On the issue of childcare: while childcare services have been expanding in some countries, regarding the second Barcelona target that at least 90% of children aged between three years and the mandatory school age should have a childcare place, the provision is among the lowest in Greece. Criticism is also directed towards the position of Roma in Greece.

In regards to domestic violence, this is considered a 'hidden problem' (p. 136) Greece is an example of a country where there is little national research on domestic violence and where the national expert argues that more research is needed to collect national information to supplement what is known from studies in other countries. The problems are various and cumulative: victims suffer psychological as well as physical damage, which produces an erosion of self-esteem and confidence. This psychological damage limits their ability to seek help and is often compounded by their social isolation. It also influences negatively on concentration and performance in employment, which can lead to job loss or exits. Many stay in abusive relationships because they see no alternative – they lack the economic means to escape or fear that their assailant will pursue and find them. Additional institutional obstacles exist where public policy does not provide means of support and escape, because the problem is not recognised in legislation or police procedures, and where support services (e.g. counselling, refuges and resettlement) are lacking or inadequate. The need for legislative reform is stressed.

- Did the EU Commission's response to the National Report on Strategies for Social Protection and Social Inclusion include recommendations on gender equality (including gender based violence)? If so, what were these?

EC report: http://ec.europa.eu/employment_social/social_inclusion/jrep_en.htm

2.4 EU funding

- Does the EU provide any funding having a gender impact through programmes such as DAPHNE, European Social Fund? If yes, how much and over what period of time

Yes. Greece has received large sums from the above mentioned European programmes, though there is not sufficient information as to the amounts received.

3. Governmental Machinery for Equality

Provide a summary of the history of governmental machinery for equality provided in the issue history D11, up-dated if appropriate. In particular, consider if there have been any developments in the relationship between the gender machinery and other equalities machinery (e.g. proposed mergers). (Approx. 250 words)

The General Secretariat for Equality is responsible for promoting and implementing policy measures for gender equality in all fields (political, economical, social, and cultural). *Thus in Greece there is a dedicated gender unit.* Originally created in 1982 as an advisory Council for Gender Equality directly responsible to the Prime Minister and operating as an independent official unit of the Ministry of the Presidency, it was upgraded three years later (Law 1558/85) to a GSE of the Ministry of Presidency. Today it is the governmental agency in charge of gender issues, supervised by the Ministry of Interior, Public Administration and Decentralisation; its head is an under-secretary of state, which is a junior cabinet member. Since 1994, it has a Research Centre for Gender Equality (KETHI) (Law 2266/94) for the scientific documentation of equality policies promoted by the GSE. KETHI, with five branches, has a Documentation Unit and an Information Unit for Employment and Training.

Do any or all of these forms of gender machinery exist in the country, and if so what are they called?

- o governmental (civil servants and ministers in central government);

Yes, the General Secretariat for Equality supervised by the Ministry of Interior, Public Administration and Decentralisation, which has as its head an under-secretary of state, which is a junior cabinet member.

- o enforcement and monitoring agency (e.g. equality authority, ombudsperson);

Not specifically for gender. The Greek Ombudsperson became the national equality body for the promotion of equal treatment in the public sector through Law 3304/2005. There are two additional bodies with similar responsibilities both assigned with the task to combat discrimination in the private sector: the Labour Inspectorate (SEPE), whose competence covers ordinary employment contracts, and the Equal Treatment Committee (ETC) of the Ministry of Justice, whose competence covers the rest of the private sector.

- o special legal apparatus (e.g. special courts for employment or domestic violence);

Law 3500/2006 establishes the form of penal mediation between victims and perpetrators of domestic violence.

- o body for consultation / dialogue with women's NGOs

No.

- o Other, for example, Parliamentary Committees

Law 3491/2006 established the "National committee for equality between women and men". In this committee, there are representatives from Ministries, local government, trade unions, employers' organisations and NGO's. However, so far, this committee has remained totally inactive. Also, there is a permanent committee for Equality and Human Rights in the Greek Parliament.

Answering the following list of questions may require mention of any or all of these types of institution: some apply to one kind more than another.

The nature of the institution

- Is there gender machinery that meets the minimum legal requirements of the EU?
 - o A body for the promotion, analysis, monitoring and support of equal treatment of all persons without discrimination on the grounds of sex: Yes
 - o providing independent assistance to victims of discrimination in pursuing their complaints about discrimination; Yes
 - o conducting independent surveys concerning discrimination; Yes
 - o publishing independent reports and Yes
 - o making recommendations on any issue relating to such discrimination. Yes, the General Secretariat for Equality
 - o
- Is there gender machinery that meets the 'Paris Principles'? No
 - o independence guaranteed by a constitutional or legislative framework, autonomy from government,
 - o pluralism including pluralism of composition,
 - o a broad mandate,
 - o adequate powers of investigation,
 - o sufficient resources

- Is there gender machinery that meets the further requirements of the UN Platform for Action? Yes
 - responsibility vested at the level of a Cabinet minister.
 - Develop indicators and statistics to monitor policy (Possibly, through KETHI)
- How close to the Prime Minister is the governmental machinery located?
 - PM's office
 - Other powerful department: the Ministry of Interior
 - Other department
- Would any of the bodies be described as following a feminist agenda?

No Well. It depends on how you define feminist. If I understand the question correctly the answer is no.

 - Briefly explain the reasoning behind your answer.
Gender policy in Greece usually goes through the motions using a pro-women discourse underlining equal valuation of different contributions
 - If yes, then which vision of gender equality (equality through sameness, equal valuation of different contributions, or transformation)
See above.
- Are there other policy groups relevant to gender equality that are embedded in particular departments, but which are not usually known as gender machinery e.g. domestic violence group within the home affairs or justice department? If yes, when was it set up, what does it do, what are its resources?

No
- Are there any special legal institutions such as special courts to assist the implementation of gender equality laws e.g. employment tribunals, domestic violence courts?

See below, Law on domestic violence

Dedicated to gender or integrated with other equalities?

- Is the gender equality body (enforcement or monitoring agency) integrated with machinery for other equalities issues (if so which) or for human rights?

No
- If yes,
 - When did this happen?
 - Was the change controversial (who fought whom, allied to whom)?
 - Is the division of responsibilities by function or by strand?
 - Is there a separate mechanism for consulting civil society by strand, including women?
 - Does the equality body actively engage with the issue of intersecting inequalities (e.g. gender and ethnicity, gender and disability)? If yes, please specify the intersections that are taken into account.
- If the gender equality body is not integrated with machinery for other equality issues, does the gender equality body and any other single strand equality body actively engage with the issue of intersecting inequalities? If yes, please specify the intersections that are taken into account by each of the equality bodies.

Not known It depends very much on the person responsible for the gender equality body. Now, under PASOK, attention is paid to gender and ethnicity.

Relationship of machinery with civil society

- Are there procedures for the consultation of women's groups in civil society by the gender or equalities machinery?
- No official procedures but unofficial person-based contacts that function as consultation
 - If so, are they routinised or occasional?

Occasional

4. Policy summary questions

4.1 Non-employment

Is the tax system household based or individualised?

Household based

Is the benefit system household based or individualised?

Individualised

How long is it legitimate for lone parents not to be in paid work? (i.e. at what age does the youngest child reach before parent is required to be available for employment and benefit stops).

Not applicable for Greece.

Are there *active* labour market programmes (i.e. programmes to help people who are out of labour market back into paid employment, includes training and job placement schemes) for lone parents? OAED (The Organization for Workforce Occupation) implements programmes for special social groups, including single mothers. These programmes mainly consist of subsidizing work positions and giving incentives to employers to hire people belonging to special social groups, by subsidizing their salary.

Are there active labour market programmes for women who are returning to employment after lengthy period of time out of the labour market?

Occasionally and for few women

What is the minimum amount of childcare that is provided by the state? (e.g. number of hours, no. of weeks per annum)

Childcare: care (under 3 years) non applicable in real terms for the big majority. The provision is as follows:

Public Day Care and Nursery Stations care for children age 2 ½ up to Primary School

Operation hours: 7:00-16:00

Duration: 1st September – 31 August

They are not open during August, Christmas, Easter and bank holidays

-
- **Childcare: pre-primary education (3 yrs- school age)** one year (5 to 6) but not everywhere

What is the predominant form of childcare provision? i.e. public, private or mixed.

Family based/private. Childcare in Greece is mixed as it combines private and public services. Public Child Care is provided under the jurisdiction of Municipalities and Communities of the District where they operate. Law 3106/2003 aimed at the decentralisation of social care services and their institutional and actual connection to health services. Public child care exists in several forms, Public day care and Nursery Stations and Kindergartens. However, it covers the needs of a small minority of children. Public and Private Child Care is supervised by the Ministry of Health and Social Solidarity.

How is childcare financed (e.g. by public funds, privately or mixed)? See above

Is the pension age the same for women and men? If so, since when?

No, although there are current attempts for the reformation of the social security system, that will increase the pension age of women:

- The pension age is different depending on women's family status (unmarried, married with no children, married with children, number of children etc) or disability:
- Public Sector Employees: Women may retire 5-17 years earlier than men
- Public Utility Services and Banks: Women can retire up to 17 years earlier than men

- Private Sector employees: Women can retire 5 to 10 years earlier than men
- The Council of State in a number of appeals extended the right to early retirement to men on the basis of gender equality. Greek men use 'gender equality' for their own benefits.

4.2 Intimate citizenship

Is abortion legal? Yes If so, in what year did this happen?

1986 (Law 1609/86)

Up to which week of pregnancy is abortion legal?

According to Article 4 of Law 1609/86

1. Up to 12 weeks,
2. Up to 24 weeks in case of serious foetal anomalies,
3. In case of danger to the life of the pregnant woman or risk of serious and permanent damage to her physical or mental health
4. Up to 19 weeks when pregnancy is caused by rape, incest, seduction of minor or abuse of a woman incapable of resisting.

Are there any other conditions? If so, what are these (e.g. consent of doctor/s, counselling)?

If the pregnant woman is a minor, she needs the consent of one of her parents or guardians.

How many abortions are carried out per year (select most recent year where data available. If illegal, approximately how many women travel to access abortion services in another country)?

There are no reliable data.

Is a marriage a state based contract, religious contract or both?

Marriages can take place as a civil ceremony or a religious ceremony. The huge majority use the religious contract, which stands by itself as equal to a state contract.

Is divorce legal and what are the conditions for divorcing (e.g. is mutual consent necessary / sufficient)?

Divorce is legal. In case of mutual consent a period of up to 12 months must elapse for the final court decision to be issued.

Are there any restrictions to marriage other than the gender of the partners (e.g. nationality, country of origin)? No

Are civil partnerships/civil unions/gay marriage legal? No

If so, are the legal rights the same as for heterosexual marriage? Consider the following (Yes/no+year when introduced):

Does it extend to:

- survivors' benefits in pensions? N/A
- adoption rights? N/A
- parental leave? N/A
- assisted reproduction? Legislation dealing with assisted reproduction does not specifically prevent unmarried partners or same-sex couples from accessing fertility treatment.
- Family reunification – have partners the right to settle and be employed in the country where their partners live? N/A
- Number of registered civil partnerships, annually and in total? N/A

4.3 Gender-based violence

Has there been a national survey on gender based violence? When was the most recent one carried out?

There has been one survey on domestic violence, it was carried out by KETHI and had a sample of 1200 women aged 18-60. It was carried out during October 2002 - April 2003.⁷

⁷ <http://www.kethi.gr/greek/meletes/index.htm>

Does it include:

- Domestic violence and violence in partnerships? Yes (this is what the survey is about)
- Sexual assault/violence and rape? Yes (in the content of domestic violence)
- Sexual harassment and stalking? No
- Trafficking and prostitution? No
- Forced marriage, honour crimes and FGM? No

4.3.1 Domestic violence

What (civil law) legal devices are available to prevent domestic violence?

The law against domestic violence, passed by the Parliament in 2006, includes financial compensation (for the victim), six months to ten year imprisonment (for the perpetrator) according to the damage occurred, counselling/ therapeutic state funded perpetrator programs, restraining orders and non-molestation orders (for the perpetrator) if necessary and benefits (for the victim) if asked for.

Do they target perpetrators and/or victims? (Yes/no+year when introduced). Devices could for instance include:

- restraining orders Yes/2006
- non-molestation orders yes
- occupation orders
- state funded perpetrator programs Yes
- other devices? See above

What is the prevalence of domestic violence against women, in one year? (from the survey)

56% of those interviewed experienced verbal and/or psychological violence, 3,6% suffered physical abuse and 3,5% was forced into sexual contact

What is the life time prevalence of domestic violence against women? (from the survey)

Not specified

What is the number of incidents of domestic violence reported to the police (annual)? (If not available, say so)

Not available

What is the number of domestic violence convictions in the courts? (If not available say so)

Not available

What is the attrition rate for domestic violence in the criminal justice system (convictions as % of reports to police)? (if not available say so)

Not available

4.3.2 Rape & Sexual assault

When was marital rape criminalized?

October 2006

What is the number of annually reported incidents to the police?

In Greece, there are approximately 4,500 rapes committed every year out of which 270 are reported to the police. Data on marital rape is not available.

What is the attrition rate for rape in the criminal justice system (convictions as % of reports to police)? (if not available say so)

Out of the 270 reported to the police, 40 cases were brought before a court and only 20 rapists were sentenced. Less than 10 of these received custodial sentences longer than 5 years.⁸

⁸ Sources: A. Tsigris, Sexual Violence yesterday, today and tomorrow, *Kathimerini*. January 4th, 2002, K. Paparriga - Costavara, Rape, The Crime, Process and Social Context, Masters Thesis published by the Université de Paris VIII, 1988, p.132-138.

What is required for an act to be considered to be rape, e.g.:

- lack of consent (since when) Yes, since 1984
- Other?

4.3.3 Trafficking for sexual exploitation

Has the government signed and ratified the EU convention on human trafficking (date)

Greece signed the above convention on the 17th of November 2005. (ratification pending)

Is trafficking primarily seen as a problem of the sending or the receiving country?

Greece as the receiving country sees the problem as her own.

Are women victims of trafficking, when identified as such, given temporary/permanent residence permits? How long? (date)

No.

4.3.4 Intersections

Have specialised policies and practices in relation to gender-based violence in minority communities been developed by: No

- Police NGOs
- Local Authorities / government
- Other

4.3.5 Service provision

Are there refuges and/or sexual assault centres? (dates)

Yes

How many are there?

There are about 18 authorities and services all over Greece aiding women victims of violence.

When was the first set up?

The General Secretariat for Gender Equality is the first agency that established and operated Consultation Centres for Women (victims of violence) in 1988.

Are they state funded, to what extent? Partly, to a large extent.

CIVIL SOCIETY AND ENGAGEMENT IN POLICY MAKING

5. Political system

5.1 On what state level are policy decisions made (e.g. national, federal, provincial, local)?

National

5.2 To what extent and how are social partners (employers & trade unions/capital & labour) integrated in policy decisions?

The most important manifestation of the social dialogue process in Greece is the collective bargaining surrounding the signing of the General National Labour Collective Agreement and the operation of the Economic and Social Council (OKE).

Representatives of the General Workers Confederation of Greece participate in various committees and councils under the authority of various ministries; in three District councils, nine committees of the Prefecture of Attica and Pireus and on all the monitoring Committees of the progress of the Third Community Support Framework.

Representatives of the employers' organisations participate in many national-level structures, and also take part in deliberation committees on specific issues such as social security and taxation issues.⁹

Are there legally binding decision making processes similar to the EU Social Partners Framework agreements (e.g. as the Parental Leave Directive)?

The General National Labour Collective Agreement.

Could the political system be described as corporatist or neocorporatist, where hierarchically ordered trade unions and/or employer and/or other civil society organisations are institutionally incorporated in policy making?

NO.

What is the gender composition of any existing agreements made by the social partners?

5.3 In which policy environment (ministry) is a decision on the issue made (for each area: general gender equality policies; non-employment; intimate citizenship)?

General gender equality policy: Ministry of Interior,

Non-employment: Ministry of Employment and Social Protection

Intimate citizenship: Ministry of Justice (partnerships, divorce), Ministry of Health and Social Solidarity

Gender-based violence: Ministry of Justice, (e.g. Law on Domestic violence 3500/2005).

5.4 Political cleavages

Is the state consociational or not, i.e. are there major internal divisions (ethnic, language, religion etc) where neither of the groups form a majority while, at the same time, the political regime can be considered to be stable?

The state is not consociational.

What are the main existing salient political cleavages within the state, and on what dimension (e.g. language, region, religion, nationality)?

The main political cleavage within the state lies on the ideological axis of Left- Right, having its origin in the Greek civil war (1946-1949) and the division between Communists and the National Forces. Although this long-standing division has started to erode, especially after the 1980's, no other political cleavage has clearly emerged.

When, if at all, was CEDAW signed?

Ratified in 1983 with Law 1342/83 (and the Optional Protocol in 2001 with Law 2952).

When did the country join the EU?

1981

⁹ Source: Aranitou & Yannakourou 2007 (p.356)

6. Political Representation

6.1 The development of women's political representation, including:

Date of female suffrage¹⁰ 1952

The Presidential Decree of 5 February 1930 gave literate, Greek women above 30 the right to vote in municipal elections. With Law 959/49, restrictions were removed and all women had the right to participate in the Municipal elections of 1951. With Law 2159/1952, full political rights were granted to all Greek women, who could vote for the first time in the 1956 parliamentary elections..¹¹

- Note any caveats, e.g. age, property qualification, ethnicity, and when removed. (see above)
- Date of male suffrage The Greek Constitution of 1864 granted the right to vote to Greek men, 21 years of age and above, with an income or a profession. (In fact this included practically all men) The Greek Constitution of 1975 overtly granted the right to vote to all adult (18 years old) Greek citizens.
- Use of quotas¹² Yes
 - When introduced 2002 for Municipal Elections
 - What form e.g. party, electoral, constitutional

Quotas for local election lists¹³ were passed by Parliament after a proposal by the Secretary for gender equality. The October 2002 local elections took place with this important novelty, but given the fact that quotas are applied while lists are based on preferential vote, their role in increasing the number of women elected seems to be restrained. While, during the period 1998-2002, there were 14 women mayors out of 900 total, plus 1 president of a commune out of 133, and women elected members of councils in municipalities represented a small minority of 7% (even non-existent in 36,3% of the Greek municipalities, see M. Pantelidou Maloutas, 2002).

Recently (November 2007) New Democracy, the governing party, introduced a legislative proposal for changing the electoral system, in which it introduces the use of quotas in parliamentary elections as well. Voting on the Law is pending.

- What is the numerical representation of women in parliament? (over QUING period)

1995	18 women	6,0%
1996-2000	21 women	6,3%
2000-2004	34 women	10,3%
2004-2007	40 women	12,0%
2007 – today	44 women	14.7%

- Was the increase in women's representation a gradual increase since suffrage, or were there any key turning points? E.g. quotas, 1989. Increase during the last decade.
- Other important developments

6.2 Political representation for intersecting inequalities:

- Class (e.g. was male suffrage granted in stages with property qualifications; representation in parliament) Not really, which is a Greek particularity
- ethnicity/religion (what exclusions and when; numerical representation in parliament) Not applicable
- Other important intersecting inequalities, any quotas

¹⁰See Inter-Parliamentary union (IPU) website: <http://www.ipu.org/wmn-e/world.htm>

¹¹Pantelidou-Maloutas, M., *Women and Politics*, Athens, Gutenberg 1992, p.15.

¹²See IDEA: <http://www.idea.int/gender/index.cfm>

¹³For women in local elections in Greece, see M. Pantelidou Maloutas, 1999

6.3 Political parties and gender

Does women's political representation vary by Party; if so, do these Parties tend to represent different class, ethnic, religious or other interests?

Parties of the left tend to have more women representatives.

Main European Political Parties

- European Peoples Party (EPP): Centre right Christian democrats and conservatives. The largest group in the European Parliament with 277 members.¹⁴
- Party of European Socialists (PES): Social democrats, democratic socialists. With 218 members the PES's socialist group is the second largest group in the.¹⁵
- European Liberal Democrat and Reform Party (ELDR): Liberal democrats and centrists the ELDR is the third-largest political party represented.¹⁶
- European Free Alliance (EFA): Pro devolutionists, independents¹⁷
- European Green Party: Greens, ecologists, environmentalists¹⁸

Party headquarters, over the objections of some MEPs

What is the current Party / Parties in Government: New Democracy (Right) (elections: September 2007)

With which European Parliament political group is this Party / Parties affiliated?¹⁹ EPP

What political party / parties have held office during 1995-2007?

1995: PASOK

1996 – 2004: PASOK

2004 – 2007: NEW DEMOCRACY

2007 – today: NEW DEMOCRACY

6.4 Representation in government

- What percentage of government Ministers are female?²⁰ There are two female Ministers out of 17 (11.7%) and one Deputy Minister out of 23 (4.3%) Before the return to power of the Right, there used to be more.
- To which Ministries do female ministers belong? Ministry of Exterior (the Minister is female) and Ministry of Employment and Social Protection (Minister and Deputy Minister are female).²¹ But there is a long tradition of women ministers in posts such as education, culture, social provisions etc.

7. Civil Society

7.1 Gender

Is there one (or more than one) national organisation that coordinates feminist and women's organisations?

Yes, the Coordination of Greek Women's NGOs for the EWL

If so,

- is this the same as the body which is affiliated to the European Women's Lobby?
- when was it established?
- how many organisations are affiliated to the national body?
- how many women are so coordinated?
- How many staff work for the organisation (how many paid, how many unpaid)?

¹⁴ www.epp.org

¹⁵ www.pes.org

¹⁶ <http://www.eldr.org/>

¹⁷ <http://www.e-f-a.org/>

¹⁸ www.europeangreens.org

¹⁹ See list Of EP political groups: http://www.europarl.europa.eu/groups/default_en.htm

²⁰ See IPU: <http://www.ipu.org/wmn-e/world.htm>

²¹ In March 2008.

- What is its budget?
- What is its range of activities (are these in an annual report)?
- Does the national body engage with all or only some of our 3 issues
- Are there national coordinating organisations for feminist/women's activities in: employment/non-employment; gender based violence; and intimate citizenship (if so name them)?

Coordination of Greek Women's NGOs for the EWL

List the key women's / feminist civil society organisations and their main methods / activities

- Building autonomous institutions
- Public protest e.g. demonstrations
- Campaigning
- lobbying state
- service provision
- research
 - Are they important or marginal to national politics? Not so important
 - Are they centralised or dispersed? Centralised
 -
- *European Women's Lobby*, Department of Greece Coordination of Greek Women's NGOs for the EWL 36, Anagnostopoulou Street. GR - 106 73 Athens. Tel: +30 210 362 85 74, Fax: +30 210 364 36 96 e-mail: ioanidou.e.g@dsa.gr
- *Greek Observatory on Violence Against Women*, expert: Kaiti Costavara, e-mail: todiktyo@yahoo.gr
- *Greek League of Women's Rights*, President: Xanthi Petrinioti 60, Skoufa Str. Athens. Tel+30-210 3626 460 e-mail: L.Women-rights@egreta.gr
- *European Forum of Left Feminists*. Dpt of Greece. 33 Nikiforou Ouranou Str., Athens 11471

For all of them, campaigning and lobbying are the main strategies.

List the key anti-feminist organisations and their main methods/ activities?

There are no overt anti-feminist organizations

- Building autonomous institutions
- Public protest e.g. demonstrations
- Campaigning
- lobbying state
- service provision
- research
 - Are they important or marginal to national politics?
 - Are they centralised or dispersed?
- What are the major distinctions in civil society between different types of organisations/projects e.g. feminist, pro-family etc.?
- Feminist/Women's/environment
- Do women's organisations actively engage with other intersecting inequalities (in each area?)
- A few deal with immigrant women.
- Do they have good alliances with those representing other inequalities or not? (in each area) Only in an ad hoc manner.
- Are there many organisations of minoritised women? (in each area) Not really.
- What links are there with international / bilateral / EU level bodies? (in each area)

- Is organised feminism engaged with the state, or does it follow an autonomous or separatist agenda building its own institutions? For example, is it invited to report to consultations; does it take money from the state; is it commissioned by the state to undertake specific tasks? Engaged with the state
- Does this vary between issue areas? No
- Has this changed over time? Yes
- When engaging with the state is a coalition form of organising common or not? Not.
- Does it make sense to talk of a 'women's movement' or not? Not
- Briefly explain your answer. In the 70s and 80s there was a feminist movement comprising both autonomous groups and big organisations linked to parties of the Left. Now there are NGOs with small membership around the Secretariat of Gender Equality
 - Is there a tendency towards one of the three major visions of gender equality (sameness, equal valuation of difference, transformation)? equal valuation of difference
 - Is there a preferred model of care work: support for a domestic regime or support for a public (state or market provision) regime? Support for a public state regime
- How closely aligned is feminism with social democracy? Dominant tendency rather closely aligned.
- Notes on the history of the development of gendered or feminist civil society organisations:

Is there a history of divisions as to where on a continuum between autonomous or close to state is most appropriate? YES (In Greece autonomous meant autonomous from parties not just the state)

- Does this vary by 4 areas (general, employment, intimate citizenship, gender based violence)? No
- Is there a history of divisions as to: socialist, radical, liberal? No
 - Does this vary by 4 areas? No
- Is there a history of changing engagement with class, ethnic and religious forces? No
 - Does this vary by 4 areas? No
- Is feminist research organised in Universities and research institutes? There are numerous undergraduate and postgraduate courses for gender studies, but not for feminist studies as such. They do exist but they are not called feminist, and they do not =gender studies.
- Are there named centres? Yes (tentatively)

The main areas in academia and research centres that have expertise in studying gender policy are:

- *Institute of Urban and Rural Sociology*, National Centre for Social Research (EKKE) (iurs@ekke.gr).
- *Institute of Social Policy*, National Centre for Social Research (EKKE) (inspo@ekke.gr).
- *Gender and Equality Undergraduate Programme*, National and Kapodistrian University of Athens (<http://www.isotita.uoa.gr>).
- *Gender and Equality Studies in the Political and Social Sciences*, Panteion University (<http://www.genderpanteion.gr>). Scientific director: Maria Stratigaki (e-mail: mstrati@panteion.gr)
- *Gender and Equality Interdepartmental Graduate Programme*, University of Thessaloniki (<http://web.auth.gr/genderstudies/index.htm>)
- *Centre of Social Morphology and Social Policy*, Panteion University (<http://www.panteion.gr/gr/institutes/kekmokop/index.htm>)
- *Diotima - Centre for Women's Studies and Research* (diotima@asda.gr)
- - If yes, are they important? Yes
 - If not, is important feminist research primarily **dispersed** or mainstreamed? **dispersed**
- Are there specific positions, funds or journals within the country (or region e.g. Nordic)? yes
- Is there a national association for women's studies/gender studies? No, there will be one soon.
- Are there feminist lawyers' organisations? No

- Are there radical lawyers' organisations that support justice claims for one or more of the inequalities? The "network for the political and social rights", though not a lawyers' organisation in itself, sometimes supports justice claims for immigrants or people of the far-left with lawyers who are members of the network.

7.2 Class

- A short history of the development of organisations representing class interests.

The organisational structure of the trade union movement has the form of a pyramid, with three levels of representation: primary (company, regional or craft unions), secondary (local labour centres, federations) and tertiary (confederations such as GSEE and ADEDY). Collective bargaining structures generated two different types of unions:

- Transversal unions, traditionally called 'occupational', covering each of the numerous categories of professional workers, technicians, and engineers in all industries.
- Vertical unions, traditionally called 'sectoral', which bring together the directly productive workers of an industry with the employees of other occupational categories working in the same industry.

The Greek trade unions are represented at the highest level by two confederations:

- The Greek General Confederation of Labour (GSEE), founded in 1918, includes all trade unions (62 union federations and 75 labour centres with a total of 450,000 members) covering employees working under private law labour relations.
- The Confederation of Public Servants (ADEDY), founded in 1947, includes the trade unions of public administration, where labour relations of public law apply. ADEDY is a three-level organisation with primary level trade unions of civil servants forming secondary level federations, which are members of the tertiary level confederation. ADEDY includes 1,264 first-level unions that are organised in 52 federations and represent a total of 240,709 voting members.

A main feature of the trade union movement is its extreme fragmentation at the primary and secondary levels (unions and federations). The 31st conference of GSEE in 2002 decided that mergers should take place in order to create only one federation for each industry that would represent all unions operating in the companies of that industry. The same conference also decided to merge the GSEE and the ADEDY into a single confederation by 2007. The first step in this direction was the creation of a joint Labour Institute by the two organisations which incorporated the GSEE Labour Institute (INE-GSEE), founded in 1990.²²

- How strong are trade unions? Use the following four measures of trade union strength (Data: European Industrial Relations Observatory Online, national sources)
 - density (proportion of workers that are organised),
During the 1980s, which was a time of economic stagnation and deindustrialisation in Greece, union representation of employees working in both the private and the public sector was strengthened. This was caused by a change, in 1982, of the legal framework regulating unionism. During the 1990s, in contrast, unions' representation was weakened. However, contradictory changes occurred in the public and private sectors. Between 1989 and 1998, union density declined from 39.3% to 23.5% among employees working under private law contracts, while it increased from 45.2% to 49.4% among employees working under public law contracts. According to European Social Survey results, total trade union density declined further, from 22% in 2003 to 20% in 2004 [Year: 2004; European Social Survey].²³
 - coverage (what proportion of workers are covered by collective bargaining agreements),
Not known.
 - centralisation of collective bargaining,
 - is there are national body of trade unions; Yes
 - what proportion of TU members and unions are affiliated? big

²² http://www.eurofound.europa.eu/eiro/country/greece_3.htm

²³ Ibid

- coordination of collective bargaining.
 - Does the national body of trade unions negotiate on behalf of trade unions
Yes
 - Can it coerce or discipline member unions to enforce agreement? No
- Women and trade unions:
 - What percentage of *total* trade union membership (i.e. including unions not affiliated with national body and those that are affiliated) is female? small
 - How are women organised in trade unions and the central trade union body (e.g. caucuses, separate branches, fully integrated)? 'fully integrated'
 - What proportion of women are in the executive of (major) trade unions? Small to very small
 - Is gender equality high or low on the bargaining agenda? low
 - Is it seen as an issue for women, or for all trade unionists? women

- How well organised are employers?

Do they have a single (or more) national organisation?

Three high-ranking employer confederations play a pivotal role in the national labour relations system: The Federation of Greek Industries (SEB), which represents industry and big companies in general. The members of SEB are legal entities (corporations and other companies) or employer groups who are considered extraordinary members. SEB members are mainly SMEs according to the EEU definition. Some 93% of Greece's 4,150 industrial enterprises (corporations and limited companies) are SMEs. Processing/manufacturing industrial businesses make up 85% of SEB members; the rest belong to the services sector. SEB plays an important role in the negotiations pertaining to the General National Collective Labour Agreement and some 100 other sectoral and occupational collective agreements. SEB's chosen strategy in the 1990s was to give priority to dialogue on all levels.

The National Confederation of Greek Commerce (ESEE) represents trading concerns. Today the ESEE incorporates 10 federations that organise the country's commercial societies by district, and a Commercial Agents' Federation. The founding of ESEE in 1987 and its evolution into ESEE in 1994 was an effort to deal with decentralising tendencies in commercial professional interests. New professional organisations, formed after 1974, were linked to the restructuring of commercial activity from traditional into modern, developing companies such as department stores and supermarkets.

The General Confederation of Professional Craftsmen and Small Manufacturers of Greece (GSEBEE), represents the interests of handicraft professionals and small manufacturing companies. Its members are federations encompassing such professional categories as booksellers, coffeehouse keepers, florists, hairdressers, metalwork artisans, and shopkeepers. The members of second level GSEBEE federations are self-employed, some with additional employees. The confederation organises a total of 61 professions. In 1995 it included 48 local federations comprising 682 unions with 70,665 members, and 13 sectoral federations involving 89 unions with 5,636 members (Ioannou 1999: 21).

Significant organisational changes in the employer organisations have not been observed since 1979, when the Federation of Greek Industrialists was renamed to the Federation of Greek Industries in order to represent legal entities. According to Visser (2004: 28) the organisation rate of employers was 70%, i.e. 10 percentage points above the EU25 average [Year 2003; Source: Visser, Industrial Relations in Europe 2004].

- Is it powerful or not? E.g. can it control its members? Do not know
- Are they indifferent or hostile to gender equality in the workplace? indifferent
- Do they oppose the development of gender machinery, gender equality policies and gender equality laws?
See above
- Do they support 'diversity management'? Not applicable
- Did they lobby for a merged rather than separate equalities bodies? Not applicable

- Are there tri-partite or corporatist bodies including employers, trade unions and government that make important national decisions? No. Ad hoc committees in view of bargaining
 - Are women represented in such bodies? N/A
- Are there EU, bilateral or other international level links for either trade union or employer organisations? Yes
 - Are these links important (e.g. in lobbying government at national level) Don't know.

7.3 Other intersecting social inequalities

7.3.1 Ethnicised / racialised groupings

- What is the composition of the national population by ethnicity?

Greek 93%, other (foreign citizens) 7% (2001 census). Percentages represent citizenship, since Greece does not collect data on ethnicity. The Greek state has a tender spot with ethnic minority issues and basically denies their existence .. The only officially recognised minority are the Muslims of Thrace (comprised by Pomaks, Turks or Turkish-speaking population and Roma), a group that was excluded from the population exchange as stipulated by the Treaty of Lausanne. The most recent official data on minority ethnic groups are those of the 1951 census²⁴. However, they were all defined by “mother tongue” or “language spoken most often” and “religion”. Summarising, the 1951 census results show that for 4.4% of the population Greek was not their native language. The only sizeable population that did not speak Greek as a native language was the Turkish-speaking minority that numbered 179, 895 (2.4%) in Macedonia (56,549) and Thrace (93,856). Slavic was stated as the mother tongue of 41,017 (0.5%) of the population; Pomak was stated as the mother tongue of 18,671 (0.2%) of the population; Vlach was stated as the mother tongue of 39,855 (0.5%) and Albanian as the mother tongue of 22,736 (0.3%)²⁵. The Sarakatsani transhumant shepherd groups never constituted a category in the population census and there are no official data as regards to their number²⁶. According to the 1951 census the Chams –Muslim Albanian-speaking minority- residing in Epirus were 487 whilst 16,890 were violently expelled to Albania after the Second World War because many had cooperated with the Axis. Yet, the number of those that were expelled must be higher than the numbers that the official Greek sources provide. Unfortunately, there is no information as to the size of all mentioned minority ethnic groups in recent years. Arvanites (Christian Orthodox Albanian speakers), the Sarakatsani, Vlachs and members of the Slavophones have fully assimilated into the Greek society.

Approximate numbers of immigrant population living in Greece²⁷:

total number of immigrants 762,000; 438,000 Albanians (they comprise 57% of the total immigrant population); 35,000 Bulgarians; 23,000 Georgians; 22,000 Romanians; 17,000 Russians; 14,000 Ukrainians; 11,000 Pakistanis; 8,000 Armenians; 8,000 Turks; 7,000 from India; 7,000 Iraqis; 7,000 Egyptians; 6,000 Moldovans; 6,000 Filipinos; 5,000 Bangladeshis; 5,000 Syrians; 33,000 non-EU citizens (some are repatriated Greeks or descendants of Greek immigrants) from economically advanced countries (Australia, Canada and the United States); 36,000 EU citizens (some are repatriated Greeks or descendants of Greek immigrants) prior to 2004 EU enlargement (mainly from the United Kingdom, Germany, Italy and France); 30,000 EU citizens after the 2004 enlargement (Cypriots and Poles). Yet, according to Anna Triandafyllidou and the Hellenic Foundation for European and Foreign Policy-ELIAMEP the real number of immigrants and repatriated Greeks exceeds one million

²⁴ See census results in ONSG, *Résultats du Recensement de La Population*, Effectué le 7 Avril 1951, Volume I. *Aperçu historique-Rapport méthodologique – Analyse des résultats Tableaux par superficie et altitude* (Athènes, 1961), CVII-CXV.

²⁵ Own elaborations with the 1951 census data, see also Clogg, R. (ed.) (2002), *Minorities in Greece. Aspects of a Plural Society*. London: Hurst & Company, p. xi.

²⁶ See Cambell, J. "The Sarakatsani and the klephtic tradition". In Clogg, R. (ed.) (2002), *Minorities in Greece. Aspects of a Plural Society*. London: Hurst & Company pp. 165-178.

²⁷ This section is based on the following source: Triandafyllidou, A. (2005) "Greek Migration Policy: Problems and Directions", policy paper, Hellenic Foundation for European and Foreign Policy (in Greek) pp.17-8, 9-10 available at: <http://www.eliamep.gr/eliamep/files/TRIAND.pdf>, see also 2001 census data available at: <http://www.statistics.gr>

(850,000 legal and approximately 200,000 irregular immigrants) which corresponds to 9% of the total population.

- What are considered to be the most important ethnicised, racialised, linguistic and religious divisions politically (e.g. Islamic/non-Islamic, Roma/non-Roma, Black/White, citizen/migrant, language communities)? The question seems out of context for Greece. I will try to answer trying to imagine what would seem to be important political divisions: Greeks/immigrants, Greeks/Roma, Orthodox Christian/non Christian, Orthodox Christian / other Christian (mainly Catholics), Greeks/Muslim Turks or Turkish-speakers and Pomak-speakers (political divisions in Thrace), Slavic speakers (Slavophones) in Macedonia. Political divisions in Greece are minor, relative and perhaps mainly located at the symbolic level. Sometimes they are only felt at a local level (through daily experiences and practices) or at a national level (through media [mis]representation). They become stronger when minorities strive for their recognition and rights (i.e. Turks in Thrace) and at times of national crisis and dispute over minorities and symbols with neighbouring countries.
- Prioritise the ones that have been the most important in the development of gender+ equality policies. N/A
- What is the citizenship status of (all or part) of each of the minoritised groups (e.g. do any groups lack the right to political participation, employment, residence, social security benefits, or visit)? Minority ethnic groups normally have citizenship entitlements; hence they are considered non-distinguished from all other ethnic Greek citizens. Regarding the immigrants, migration policy is generally ineffective, naturalisation is complicated and extremely difficult for immigrants. Naturalisation policy mainly favours repatriated ethnic Greeks from Eastern European countries, however, this has been a difficult enterprise as the Greek law does not provide a definition for Greek 'co-nationals' abroad and at times legal resolutions fluctuates between descent and national consciousness²⁸. On the other hand, while many immigrants and their families have largely integrated into the Greek society after many years of stay in Greece, the issue of extending political rights to immigrants and naturalisation remains a taboo subject in Greece. According to Triandafyllidou and the Hellenic Foundation for European and Foreign Policy, approximately 700,000 have a legal stay permit²⁹. Additionally, the number of irregular immigrants has decreased from one million in the 1990s to approximately 300,000, a figure that corresponds to 2.7% of the population [21]³⁰. In addition, 30% of the immigrant population in Greece are paperless [53]³¹.
- In what way are ethnicised and racialised groups organised? There is an organisation of Albanian workers as well as other minor immigrant organisations
- What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)
Demonstrations when something serious provokes them
 - In what way are women engaged in these organisations? Depending on the ethnicity
 - Do minoritised women organise separately within or outside of such organisations? Philippino workers yes.
 - Are there any groups organised against certain ethnic groups? Greek far right-wing extremists against immigrants (i.e. against Pakistani people). A leading role in racist

²⁸ Baltiotis, L. (2004) "Nationality and naturalization in the Greece of migration: the paradox of a deadlock policy" in Pavlou, M. and Christopoulos, D. (eds) *The Greece of Migration. Social participation, rights and citizenship*, Kritiki and Kemo, pp. 303-337.

²⁹ Triandafyllidou, A. (2005) "Greek Migration Policy: Problems and Directions", policy paper, Hellenic Foundation for European and Foreign Policy (in Greek) pp. 19-21, 53 available at: <http://www.eliamep.gr/eliamep/files/TRIAND.pdf>

³⁰ ibid

³¹ ibid

attacks against the immigrants is played by the political organisation of a nationalist character and neo-nazi ideology named Golden Dawn.

- EU, bilateral or other international links?

7.3.2 Religion/belief/faith

- What is the composition of the national population by religion / faith: Greek Orthodox 98%, Muslim 1.3%, other 0.7%
- What proportion of the population are practising members of an organised religion? After 1974, church attendance among Orthodox Christians (at least every Sunday and 2-3 times a month) is roughly speaking 33%-38% which is very low considering that the absolute majority of Greeks define themselves as Orthodox Christians.
- What are the main religious organisations? The Greek Orthodox Church
- What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)
 - How are women represented or not within them? Not represented
 - Do they oppose gender equality in general and in our three issues? Oppose
 - What is their preferred model of womanhood? Traditional role
 - Do they support or oppose the other equalities issues? Depending.
 - Are they in alliance with any other inequalities or not? No
 - Are there any groups organised against certain religious groups? No

7.3.3 Sexuality

- Are there gay/lesbian/trans organisations? Yes
 - Do they have a national organisation? No, the two major organisations representing LGBT are OLKE³² and EOK³³.
 - Do they work in alliance with other inequalities or not? Not in an institutionalised manner.
 - Are there any groups organised against gay / lesbian / trans-people? No
 - EU, bilateral or other international links? OLKE is a member of ILGA.

7.3.4 Disability

- Are there disability organisations? Yes. The National Confederation of Disabled in Greece (ESAE), founded in 1989 is the main body representing the interests of disabled people.
- What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research) Mostly campaigning and lobbying.
- In what way are women engaged in and represented in these organisations? Not engaged in an institutionalised manner.
 - EU, bilateral or other international links? Yes

7.3.5 Age

- Are there organisations of / for older people? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research) Only for pensioners.

³² www.olke.org

³³ www.eok.gr

- How are women engaged in and represented in these organisations? Not engaged in an institutionalised manner.
 - EU, bilateral or other international links? Not sure, possibly no links.

7.4 Hotspots And Alliances

Is there a history of controversies or 'hotspots' between certain of the intersecting inequalities, rather than others (if so, which)? For example is gender/religion or sexuality/religion or gender/Islam a regular source of controversy? Is this hostility best described as endemic or constant, or as occasional and issue based?

No

Do some organisations representing inequalities often form alliances with each other (if so, which)? For example, feminism and trade unions, or feminism and gay/lesbian groups? Are such alliances best characterised as routine and institutionalised, or as ad hoc and issue based?

Ad hoc

WIDER SOCIAL INSTITUTIONS

8. Wider Social Environment

The wider social environment may be important in explaining the resources, whether economic, organisational or discursive, which are available to the political groups and institutions identified above.

Population, economic development, economic inequality and state welfare

	Greece	EU
GDP per capita PPP (Purchasing Power Parity) 2003 (OECD 2006)	82.2 (in EU25) 96.5 (in EU27)	
Population size 2006 (Eurostat 2006)	11.1	
% of workforce in agriculture 2003 (World Bank 2006)	12.4	
Longevity 2005 (World Bank 2005)	79.0	
Gini (measure of economic inequality) 2005 (Eurostat 2007)	33	
% GDP/gov. expenditure on social expenditure 2003 (OECD 2007)	24.2	
% GDP/gov. expenditure on active labour market policies 2003 (OECD 2007)	?	
% GDP/government expenditure on childcare (forthcoming OECD)	0.2	
% GDP/Government expenditure on military (World Bank 2005)	4.5	

Gender regime

		Female	Male
Employment rate (2005, Eurostat) ³⁴		46.1	74.2
Unemployment rate (2005, Eurostat) ³⁵		15.3	6.1
Share of women in adult labour force % (2004, UN) ³⁶	41 (2006)		
Women's share of part-time employment % (2004, UN) ³⁷	70 (2005)		
Gender pay gap, unadjusted (gap= difference between average gross hourly earnings of male and female employees given as % of average gross hourly earnings of male paid employees, unadjusted form 2005 Eurostat) ³⁸	9 (suspect much higher)		

³⁴ Employment rates:

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em012

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em013

³⁵ Unemployment rates:

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em072

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em073

³⁶ Share of women in adult labour force:

<http://unstats.un.org/unsd/demographic/products/indwm/tab5a.htm>

³⁷ Women's share part-time employment:

<http://unstats.un.org/unsd/demographic/products/indwm/tab5b.htm>

³⁸ Gender pay gap:

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em030

School enrolment tertiary % gross (2004, World Development Indicators) ³⁹	79.4		
Women in Parliament % of parliamentary seats in single or lower chamber occupied by women (UN 2007) ⁴⁰	13		
Women's share of legislators and managers % (UN 2005) ⁴¹	26		
% lone parent families (of all family units with children)	2% (not including lone par. Fam. co- habiting with others)		
Mean age at first marriage (1996, Eurostat) ⁴²	27.8		
Marriage rate (2003, UN) ⁴³	5.5		
Divorce rate (2003, UN) ⁴⁴	1.2		
Fertility rate (2004 , World Development Indicators) ⁴⁵	1.3		

³⁹ World Development Indicators, World Bank (September 2006)

⁴⁰ Women in parliament:

<http://unstats.un.org/unsd/demographic/products/indwm/tab6a.htm>

⁴¹ Women's share legislators and managers:

<http://unstats.un.org/unsd/demographic/products/indwm/tab5d.htm>

⁴² Mean age at first marriage,

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=Yearlies_new_population&root=Yearlies_new_population/C/C1/C13/cab11024

⁴³ Marriage rate, table 23, p.624 <http://unstats.un.org/unsd/demographic/products/dyb/dybsets/2003%20DYB.pdf>

⁴⁴ Divorce rate: <http://unstats.un.org/unsd/demographic/products/dyb/DYB2003/Table25.pdf>

⁴⁵ World Development Indicators, World Bank (September 2006)

9. SUMMARY

9.1 'Deficiencies, deviations and inconsistencies in EU and MS's gender+ equality laws'

	Fully transposed	Before/ after EU	Year	Less, equal EU, to or beyond	ECJ for CEC/Country	EU references
Issues						
1 Equal pay/equal treatment		After	2006			
2 Sexual harassment and discrimination		After	2006			
3 Equality bodies		After				
4 NGO/civil society dialogue		After				
5 Parental leave		Before				
6 Organisation of working time		/???				
Gender Machinery		After				

9.2 Plans and programmes

National general gender equality plan (current)	Yes X				No
Reference to Lisbon targets	X				
Reference to Barcelona targets	NO				
Targets and indicators	None	Weak X	Moderate	Strong	

National plan: Gender-based violence (current)	Yes X				No
Targets and indicators	None	Weak X	Moderate	Strong	

Focus on gender	No	Yes:	Weak	Moderate	Strong
Employment plan (general assessment)		X		X	
Social protection and social inclusion plan (general assessment)		X	X		
Reference to gender based violence		X	X		

9.3 Gender machineries

National gender machineries	Yes (specify date)		No	Notes
	Gender specific	General equality		
Central government gender equality body with senior minister	X (1985) (not senior!)			
Independent equality body (research, monitoring, and enforcement)			X	
National consultative / representative body linking state and women's NGOs			X	
Any other body / bodies (e.g. parliamentary committees) Please name: 1. Joint parliamentary committee				

9.4 Policy summary

	No- at all	Not	Yes/ Low	Yes/ Moderate	Yes /High
General To what extent is gender mainstreamed throughout policies?			X		
Non-employment (4.1)					
Extent to which mothers can be legitimately non-employed	X				
Intimate citizenship (4.2)					
Extent to which women have access to abortion (in country of residence)					X
Extent to which state policies are heteronormative					X
Gender-based violence (4.3)					
Extent to which policies on GBV go beyond domestic violence	X				
Strength, resources and co-ordination of GBV policies			X		

9.5 Civil society and state interface

	Not at all	Low	Moderate	High
Strength of national co-ordinating gender equality body (centralisation, co-ordination, representativeness, resources)	X			
Extent to which the women's NGOs participate in policy making		X		
Extent to which women's NGOs are close to state				X
Extent to which women's NGOs engage with intersecting inequalities		X		
Extent to which women's NGOs are state funded			X	
Extent of influence of trade union body on policy making			X	
Extent of power of women within trade union body	X	X		