



Quality in Gender+ Equality Policies

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State of the Art and Mapping of Competences Report: Greece

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This State of the Art report is part of the comparative research project QUING that is financed by the European Commission. QUING will answer two important questions: What are actually gender equality policies in the practice of national and European policy making? And also: What is the quality of these current policies, especially in terms of their transformative potential, their attention for other inequalities and their openness for voices of the movements that lay at its origin? QUING studies all 27 EU-countries plus Croatia and Turkey. QUING will present results from January 2009 on, and will be finished in 2011.

For its analysis, QUING has chosen three gender equality relevant issues: non-employment, intimate citizenship and gender based violence. The comparative study will enable a better understanding of differences and similarities, and of the quality of gender+equality policies. This comparative analysis is the heart of QUING that will generate new theory, that will be relevant to the whole of Europe. These parts of QUING are named LARG and WHY. In a related part, named STRIQ, the project will further develop theories on intersectionality, on the relationship between gender inequalities and inequalities originating in ethnicity, class, religion or sexuality, and describe and analyze to what extent and how intersectionality is incorporated in gender equality policies with across Europe. Additionally, QUING will also be preparing the ground for comparative research on the history of feminist ideas in Europe. In this part, named FRAGEN, QUING will start with the construction of a database that will 'open' selected core feminist texts to researchers by storing original second wave feminist texts in the database together with an analytic description of these texts in English. QUING will open this database to the research community in its last year. In its last two years, QUING will also be very active with its fifth part, named OPERA, actively translating its knowledge in gender training for all actors in policy making, and it will develop high quality standards for such training, that will be tested in practice. For a more extensive presentation of the QUING project please consult the website at www.quing.eu.

This State of the Art report has the goal of assuring that the QUING researchers start their research using the knowledge that is already available on gender equality policies in a country. In this sense, the State of the Art is a classic literature review, relevant to the different parts of the QUING project (LARG, WHY and STRIQ). Added to this, some information is asked for that facilitates the preparation of the activities in FRAGEN.

This report is structured as follows. In the first part a short assessment is made of the annotated bibliography that can be found in the second part of this report. In the second part of the report one will find the actual annotated bibliography. This part maps the most important relevant academic studies and other policy related literature (reports by IO, INGOs, experts etc.) about each country. The annotated bibliography has been divided into four separate sections. One section covers studies relating to gender equality policies, the following one is on non-employment related articles, the next one is on intimate citizenship related articles and the final one is on gendered violence related articles. In all sections, the accent is on studies that focus on the *gender equality aspects* of policies relating to these issues. The four sections itself have been divided into country language studies and English language studies. Comparative studies can be found under a separate heading within these language groups. Next to the bibliography, this part also contains a section relating to the OPERA part of the QUING project in which the most relevant gender training literature that has been produced in the country (e.g. gender equality manuals, gender mainstreaming manuals, gender impact assessment guides) is listed. There is a section related to the FRAGEN part in the QUING project listing the archives or documentation centres specialized in gender equality policies on national level.

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Introduction

There is little research and thus few studies on gender equality *policies* in Greece. Since there is no real tradition in such policies in this country, Greek gender policy is highly influenced by EU directives, even jargon, and is highly dependent on what goes on at the EU level. State feminism rules absolutely and all that goes on in the gender equality front moves around the General Secretariat for Equality, of the Ministry of the Interior (G.G.I.). The G.G.I. is the competent body for designing and implementing policies related to gender equality, in all areas. Its priorities refer to the major objectives of EU policies for gender equality, and include employment issues, the fight against gender stereotypes in all areas, and measures against gender violence. In its advisory capacity the G.G.I. must take care of the diffusion of the mainstreaming perspective in all policies. In this landscape of almost total reign of EU connected initiatives and measures, and of relative lack of research and studies on gender policy, studies on employment related policy form an exception and, secondarily, educational policy and family policy, especially in its aspect of the famous “reconciliation of work and family”.

Concerning the three issues, *non employment* is in a sense covered under the employment policies studies and thus seems to be rather well covered, since its gender related character is stressed and exploited. In fact, it must be noted that, although Greek women today are better represented in fields that were culturally almost closed to them in the past, although there is quasi no gender discrimination in salaries in the public or semi-public sector, and although new career options appear for them in traditionally male-restricted areas (such as the army and security forces), there is still a notable difference between men’s and women’s occupational ratio, their percentage of unemployment and career histories, as well as in their professional «choices», and definitely in their achieving posts of responsibility. Differences in salaries in the private sector create a gender wage gap of 25%, according to the latest data, while the implementation of an 'equal opportunities' policy in employment, promoted by the EU, finds as its prime enemy the structure of the traditional Greek family and the division of labour between members of the household, as well as in the underdeveloped social services. Greece has, according to recent data, the smallest EU percentage of its labour force in wage remunerated activities and the largest in self-employment, while women represent 39.2% of the labour force and 36.7% of the employed. Women’s unemployment rate is more than double than that of men. Non-employment, and the way it is either legitimised or discursively combated forms an issue that appears both 'hot' and socially important, as well as fertile for the respective study.

Intimate citizenship is almost non-existent in the bibliography, as expected. Since there are no policies in the area, it goes without saying that there are no studies on such policies, only a few voices of protest, or referring to aspects of abortion and fertility. The gender related character of the issue is totally ignored in the bibliography, but also on the level of society, where the question of same sex marriage or legally recognised co-habitation is not yet presented as an issue. Considered to be of interest to marginal social strata, 'intimate citizenship' is not covered in the bibliography in a way to permit our studying it.

As far as *gender based violence* is concerned, there are almost no studies on *policies* targeting it, although it is proclaimed to be an area of priority in social policy, and has visibility as an issue with serious social repercussions. However, there are important studies on rape, trafficking and domestic violence from a sociological or

criminology point of view. A lot is written in the press and at the occasion of legislative or other policy measures, when gender violence becomes an issue of high visibility which offers a lot of documents for study.

A few comparative European research projects are of interest from the point of view of gender equality *policy* in general, such as EQUAPOL, (www.equapol.gr) and of course MAGEEQ (www.mageeq.net). A little older and targeting local policies is *Genre et local* (www.genreetlocal.free.fr).

Particularly interesting, as a mapping of gender policy in Greece, and maybe even more so, as a document for detecting the way gender issues are predominantly framed, is the 6th Report of Greece for the CEDAW, prepared by the General Secretariat for Gender Equality of the Ministry of the Interior after the 2004 change in government, which brought the Right back to power (via the 'New Democracy' party) but mainly referring to the period prior to the elections, and thus to the socialist governance (by PASOK).

Annotated Bibliography

1. General gender equality policies

1.1 General gender equality policies: studies in Greek

1) Pantelidou Maloutas, Maro. 2007. Κρατικός φεμινισμός, πολιτικές για την έμφυλη ισότητα και κοινωνικές αντιλήψεις [State feminism, gender equality policies and social perceptions]. *Greek Political Science Review*. Spring 2007 (forthcoming).

Keywords: state feminism, policy analysis, gender policy, Greek political culture, generation

The author presents gender equality policies in Greece since the 80s, insisting on the way that they were demanded, promoted and applied. She discusses the symbolic role of state feminism and its repercussions on the ideological level, presenting data on the 'effect of generation' on perceptions of gender inequality. The author attributes younger cohort's indifference to gender inequality and their feeling that the issue is being solved as a matter of fact, to the omnipotence of state feminism.

2) Stratigaki, Maria. 2006. Πολιτικές ισότητας στην Ελλάδα: ευρωπαϊκές επιταγές ή εθνικές πρακτικές [Gender equality policies in Greece: European directions or national practices]. In *Ευρωπαϊκή ολοκλήρωση και Ελλάδα. Οικονομία, κοινωνία, πολιτικές* [European integration and Greece. Economy, society, policies], ed. Napoleon Maravegias and Andreas Sakellaropoulos. Athens: Dionikos.

Keywords: policy analysis, gender policy, european integration

The author presents gender equality policies in Greece and their interrelation and interdependence with European gender policies.

3) Gidarakou Ioanna, Eleni Dimopoulou and Sophia Skordili. 2005. Πολιτικές για την ισότητα των φύλων [Policies for gender equality]. In *Επιχειρηματικότητα γυναικών* [Women's' entrepreneurship], ed. Maria Stratigaki, 41-45. Athens: Gutenberg.

Keywords: policy analysis, gender equality policies general, Greek women

The authors present all gender equality policies in Greece after the constitutional amendment in 1975 and the reformation of the Family Law in 1983. They make explicit reference to public policies developed during the 1980s and 1990s for treating inequality, which to a large degree were adopted following relevant EU policies.

4) Tsiganou Ioanna, Maria Tzortzopoulou and Xristina Zarafonitou. 2005. Φύλο και κοινωνικά αποκλεισμένες ομάδες. Μελέτη βιβλιογραφικής επισκόπησης [Gender and socially excluded groups. A study of the bibliography]. Athens: Research Centre for Social Research.

Keywords: bibliography, social exclusion, gender, Greece

This study attempts to gather together information on the scientific production related to specific female populations of certain socially excluded groups: a) women with drug addictions, b) women bearing the stigma of a criminal charge and imprisonment, c) women refugees, and migrants and d) women that are lone parents.

5) Maratou-Alipranti, Laura and Fakiolas Rossetos. 2003. Ο μοναχικός δρόμος των μεταναστριών στην Ελλάδα [The lonely path of migrant women in Greece]. *The Greek Review of Social Research* 110A:165-188.

Keywords: migrant women, Greece

This article presents data on the structural characteristics of migrant women in Greece, the current legislation regarding permit to live and work in Greece, and the factors contributing to their living conditions. In addition, an estimate of the consequences by their presence in Greece is attempted.

6) Pantelidou Maloutas, Maro. 2003. Η «ανισότητα των φύλων» ως πρόβλημα πολιτικής. Άρρητες παραδοχές της σύγχρονης πολιτικής ανάλυσης. {Gender inequality as a policy issue. Latent preconceptions in contemporary political analysis}. *In Gender as a lieu of meeting of disciplines: A first Greek account*. Minutes of the Congress. Mytileni: Department of Anthropology and History. University of the Aegean.

Keywords: policy analysis, gender equality policies, quotas, preconceptions/ stereotypes.

The author discusses the importance of how gender inequality is perceived and discursively constructed at the level of policy formation, in order that she explains policy inconsistencies and limited results in gender policy. She proposes as an example the case of gender quotas and their application in local election with restricted results, in order to illustrate her argument.

7) Research Centre for Gender Equality. 2003. Φύλο και εκπαιδευτική πραγματικότητα στην Ελλάδα: Προωθώντας παρεμβάσεις για την ισότητα των φύλων στο Ελληνικό εκπαιδευτικό σύστημα. [Gender and educational reality in Greece: promoting interventions for gender equality in the Greek educational system]. Athens: Research Centre for Gender Equality (KETHI). http://www.kethi.gr/greek/ekpaidefsi/epeaek/meleti/meleti_epeaek_11_03.pdf (accessed March 18, 2007)

Keywords: policy analysis, educational policy, employment, operational programmes, Greek educational system

The study was conducted within the framework of Axis 4 – Measure 4.1.1.a of the Operational Program “Employment and Vocational Training”, 2000-2006. It aims at contributing to the composition of a clearer reflection on the predominant situation in Greek education regarding gender. More specifically,

the study: Disseminates the research findings, on the relationship amongst the main factors engaged in the educational process; Connects the theoretical framework which has developed worldwide regarding reproduction and reformation of traditional gender relationships with the interpretation of the existing reality and the formation of change procedures; Draws conclusions on the nature and causes of the problems that perpetuate gender discrimination in Greek educational system; Suggests Good Practices and proposes intervention and policy procedures, which will promote gender equality and democracy within Greek schools. The study concludes to an application plan on the sensitization of the educators and their intervention in schools, introducing, on the one hand, a framework and a time-schedule and, on the other hand, drawing all the application phases of the program in detail.

8) Stratigaki, Maria. 2003. Πολιτικές για την ισότητα των φύλων στην Ευρωπαϊκή Ένωση. Συμπτώσεις και αντιφάσεις στην πορεία της ευρωπαϊκής ενοποίησης [Gender equality policies in the European Union. Concurrences and contradictions in the course of European unification]. In *Παγκοσμιοποίηση και σύγχρονη κοινωνία [Globalization and modern society]*, Sotiris Koniordos, Laura Maratou-Alipranti and Roi Panagiotopoulou, ed, 175-188. Athens: National Centre of Social Research.

Keywords: policy analysis, gender equality policies general, EU

In this article, the basic dimensions of gender equality policies originating from the European Union are presented and analysed.

9) Matsagganis, Manos. 2002. Κοινωνική πολιτική και οικογένεια στην Ελλάδα [Social policy and family in Greece]. In *Οικογένειες και κράτος πρόνοιας στην Ευρώπη. Τάσεις και προκλήσεις τον 21^ο αιώνα [Families and welfare state in Europe. Trends and challenges in the 21st century]*, ed. Laura Maratou-Alipranti, 161-186. Athens: Gutenberg/ΕΚΚΕ.

Keywords: social policy, family policy, Greece, Europe

The author discusses the nature of family policies in Greece and attempts to explore whether family policies reach their targets. He shows the types of income support that is offered to families in Europe and in Greece, by presenting comparative data for the given amount and necessary prerequisites in order to qualify for child allowances. This comparative analysis reveals Greece's individual characteristics regarding the support of the family by the State. It is concluded that not only the amount of the allowance is exceptionally low, but this allowance is only given to multi-children families, leaving aside without any help all others.

10) Veniouroulou, Kyra. 1998. Προώθηση πολιτικών ισότητας των δύο φύλων στην Αυτοδιοίκηση [Promoting gender equality policies in local administration]. Athens: General Secretariat for Gender Equality.

Keywords: policy analysis, gender equality policies general, gender mainstreaming, local administration, Greece

The issues of this study include, among others, women's counseling, counseling for equality, women's participation in Local Administration, women's participation in Municipalities and Communities, the work, positive actions and policies, both public and from NGO's, in order to promote gender equality and gender mainstreaming.

1.2 General gender equality policies: studies in English

11) Pantelidou Maloutas, Maro. 2005. Comparing frames framing comparisons: Greece/EU frames on gender inequality in politics. *The Greek Review of Social Research* 117:149-167.

Keywords: gender dichotomy, framing, gender inequality

This paper argues that given the importance of framing in gender policy of various EU countries, and the scholarly interest in their comparison, what must be underlined is the fact that the way a comparison is framed is by itself important on how we perceive gender policy. Taking as an example the concept of gender itself, the author criticises its taken for granted dichotomous character in all comparisons..

12) Stratigaki, Maria, Yiouli Papadiamantaki and Vasso Riga. 2004. *Greece: Analysis of policy context and policies*. Athens: KEKMOKOP. A study for the project EQUAPOL. Gender-sensitive and women friendly public policies: a Comparative analysis and assessment of their progress and impact. <http://www.equapol.gr/Pubs/GREECE%20DL%204.pdf> (accessed March 18, 2007)

Keywords: national report, gender equality policies general, EU, Greece

The present Greek national report of the EQUAPOL research project builds upon the state-of-the art report by analysing the integration of gender equality in the policy content and process in two distinct but complementary policy domains; education and pension reform. The research findings in these two domains reveal an important structural feature of the overall gender equality policy in Greece, namely its close connection to and influence by EU gender equality policies. As demonstrated in the state of the art report the overall background of gender mainstreaming in education and social protection is shaped by two important features: (a) the very recent policy culture in developing gender equality policies and (b) the existence of solid gender expertise in the academic and the political arena. The findings of the national research suggest that gender mainstreaming in Greece is too young to be fully integrated in the public policy process and too old to be unquestionably accepted in its present form.

13) Pantelidou Maloutas, Maro. 2003. Women's issues in Greece. In *The Greenwood Encyclopedia of Women's Issues Worldwide: Europe*, ed. Walter, Lynn, 263-280. Westport CT: Greenwood Press.

Keywords: women's issues, demands, equality policies.

This is a descriptive and informative paper presenting main issues and policies concerning women in Greece. It includes many data and statistics.

14) Pantelidou Maloutas, Maro et al. 2002. *Genre et gestion locale du changement dans les pays de l'UE: Le cas de la Grèce*. Athènes. Rapport final pour le projet de recherche Genre et gestion locale du changement dans les pays de l'UE. <http://genreetlocal.free.fr/zip/Recueil%20d%27%20information%20Grece.zip> (accessed March 18, 2007)

Keywords: local politics, equality policies, gender and local.

This paper presents the main issues and policies concerning the role of the local government in the promotion of gender equality in Greece. It includes an analysis of interviews of women in local politics, investigating their self-image and their perceptions of their role as promoters of gender equality policies.

15) Stratigaki, Maria. 2001. EU Policies' impact in promoting gender equality expertise. A general assessment with a focus on Greece. In *Women's Studies- From institutional innovations to new job qualifications*, Nina Lykke, Christine Michel and Maria Puig de la Bellacasa. eds. Report from ATHENA (Advanced Thematic Network in Women's Studies in Europe) panel of experts 1.a. University of Southern Denmark. www.let.uu.nl/womens_studies/athena/whole_document.pdf (accessed March 18, 2007)

Keywords: policy analysis, gender equality policies general, gender equality expertise, equal opportunities, EU policies.

This paper argues that European Union (EU) policies on Equal Opportunities between Women and Men and, more recently, on Gender Equality have had a positive impact on women's studies and gender studies in all EU member states. This impact has been both direct, by creating a labour market demand for gender equality specialists and indirect, by keeping gender equality high on the political agenda. It demonstrates how and which EU policies have created job opportunities at the European level, as well as gender equality dynamism at the national level. Implementation of EU policies required expertise by trans-national groups of experts, who have worked either directly for the European Commission in, or around the administration, or indirectly for European organizations, and other bodies.

16) Pantelidou Maloutas, Maro. 1999. La présence des femmes dans la vie politique en Grèce. In, *Les femmes et les hommes dans les communes d'Europe*. (Pref. par. F. Gaspar). Paris: CCRE/Etudes.

Keywords: women in politics, local government, equality policies.

This paper discusses the role of women in Greek politics, in respect to the promotion of women-friendly policies. It deals both with the central political scene as well as with local government, showing the timid steps taken and insisting on the importance of the political outlook, in comparison to gender.

1.3 General gender equality policies: Comparative studies in English/French

17) Braithwaite, Mary. 2003. *State of the art report for the project EQUAPOL. Gender-sensitive and women friendly public policies: a comparative analysis and assessment of their progress and impact.* Athens: KEKMOKOP. <http://www.equapol.gr/Pubs/Consolidated%20State%20of%20the%20Art.pdf> (accessed March 18, 2007)

Keywords: report, policy analysis, gender equality, public policies, Belgium, France, Greece, Ireland, Lithuania, Spain, Sweden, United Kingdom

The State of the Art Report of the EQUAPOL research study assesses the current state of knowledge of policies on gender equality and of the treatment of gender within public policies on income distribution and education. It covers both international and European policy developments, as well as national developments in the eight study countries (Belgium, France, Greece, Ireland, Lithuania, Spain, Sweden and the UK). The frameworks on gender equality in public policy - both generally and in income distribution and education policies in the study countries - are assessed through the available literature, as well as the institutional architecture, policy-making processes, methods and tools, the role of non-state actors and the main influences on change. The State of the Art Report shows clearly that the treatment of gender equality within public policy is a "work in progress". While specific initiatives on equal rights for women and men have a longer history, the introduction of a more coherent and systematic approach to gender equality in public policy is relatively recent. National trajectories and strategies concerning gender equality differ in time and character until the mid 1990s, when the promotion of a gender mainstreaming approach by EU and international organisations influences the adoption of similar approaches and instruments in most of the study countries.

18) Bettio, Francesca, Annamaria Simonazzi and Paola Villa. 2006. Change in care regimes and female migration: the 'care drain' in the Mediterranean. *Journal of European Social Policy*, 16 (3): 271-285.

Keywords: ageing, care drain, care regimes, female migration, informal work, Greece, Italy, Spain, Portugal

Concern over the need to provide long-term care for an ageing population has stimulated a search for new solutions able to ensure financial viability and a better balance between demand and supply of care. There is at present a great variety of care regimes across industrial countries, with Mediterranean countries forming a distinctive cluster where management of care is overwhelmingly entrusted to the family. In some of these countries elderly care has recently attracted large flows of care migrants, ushering in a new division of labour among family carers (mainly women), female immigrants, and skilled native workers. The article explores the interconnections between the feminization of migration, on the one hand, and ongoing change in the Southern European care regimes, on the other hand. Different strands of the literature are brought together and reviewed to illustrate ongoing developments.

19) Genre et gestion locale du changement dans sept pays de l'Union Européenne. 2004. Rapport final. [Changes in women's participation in local government in seven EU countries] II parties, sous la direction de Jacqueline Heinen. Financé par la Commission Européenne. DG Recherche - 5e PCRD

Keywords: gender and local government, councillors, gender policy, cities and gender, Belgium,, France, Greece, Finland Italy, Portugal, Sweden.

This comparative research project based on a case study concerns seven countries of the European Union - Belgium, France, Finland, Greece, Italy, Portugal, and Sweden. Its purpose is to locate the possibilities of change resulting from women's increased participation in local government. It intends to bring out the effects of the gendered composition of elected political bodies and women's dynamic contribution to the fate of the community. In order to do this it has examined what is women's current place in decision making and the reasons for sex inequality in political representation; the impact of the informal political sphere (NGOs etc.) on the decisions of elected representatives as well as women's role in this type of activity; the effects of shifts in the forms of government (weight of inter-communal bodies, interaction between local and EU level) and the way in which these influence gender relations.

20) Appleton, Louise and Linda Hantrais. eds. 2003. *European case studies in family change and policy practice*. IPROSEC: Improving policy responses and outcomes of socio-economic challenges: changing family structures, policy and practices.

Keywords: Policy analysis, family policy, France, Germany, Greece, Ireland, Italy, Spain, Sweden, United Kingdom

Drawing on statistical data, contextual analysis and new empirical work, the eleven country case studies track changing family structure, the challenge it presents for governments, the responses of policy actors, and the experiences and perceptions of families themselves in eight EU member states and three candidate countries.

2. Non Employment

2.1 Non-employment: studies in Greek

1) Karamesini, Maria. 2005. Η ενσωμάτωση της διάστασης του φύλου ως πρόκληση για την πολιτική απασχόλησης στις χώρες της Ε.Ε [Gender mainstreaming as a challenge for employment policies in the EU countries]. In *Εργασία 2005 [Employment 2005]*, ed. Institute of Urban Environment and Human Resources, 337-346. Athens: Panteion University.

Keywords: employment policy, gender mainstreaming

This article attempts to assess the gender mainstreaming policies of the EU in relation to their impact on employment policies within the EU countries.

2) Karamesini, Maria and Giorgos Kouzis. eds. 2005. *Πολιτική απασχόλησης. Πεδίο σύζευξης της οικονομικής και της κοινωνικής πολιτικής [Employment policy. A field for the conjunction of economic and social policy]*. Athens: KEKMKOP-Gutenberg.

Keywords: policy analysis, employment, European employment strategy, Greece

This collective volume includes articles that deal with the character and the functions of employment policies from the post-war period until this day, the aims and contents of the European Employment Strategy, the individual characteristics of Greek employment policies from 1997 until today, and gender equality policies for employment.

3) Papadopoulou, Despina. ed. 2005. *Μελέτη για τις στρατηγικές απασχόλησης για άτομα ευπαθών κοινωνικά ομάδων – άτομα κοινωνικά αποκλεισμένα, οικονομικοί μετανάστες, ΑΜΕΑ, γυναίκες [Study on employment strategies for people belonging to vulnerable groups – socially excluded people – economic immigrants – people with disabilities – women]*. Athens: INE/GSEE.

Keywords: policy analysis, employment strategies, social exclusion, Greece

The present study aims to register and present all official policies, both at the national and at the European level, related to the employment of vulnerable social groups, especially economic immigrants, women, people with disabilities and all those that are excluded from the labour market. It further aims to illustrate the way the national system of social protection is organized and assess the impact of the policies in social cohesion and in vulnerable social groups.

4) Hletsos, Michalis. 2003. *Η αγορά εργασίας για τις γυναίκες την περίοδο 2000-2002 [Labour market for women in the period 2000-2002]*. Athens: Employment Observatory Research – Informatics S.A. <http://www.paep.org.gr/eng/mod/fileman/files/projectpapereng5.pdf> (accessed March 18, 2007)

Keywords: labour market, statistical data in labour participation, women, Greece

The present article presents statistical data of the Labour Force Survey conducted by E.S.Y.E., the National Statistical Service of Greece (2nd quarter of the years 2000 and 2002), with regard to the position of women in the labour market. More specifically, it analyzes the supply of labour by women, their level of education, the characteristics of their employment and unemployment. Women have a relatively low rate of participation in the labour market compared to men. Moreover, they have a greater mobility into and out of employment, and are more likely to be unemployed than men.

5) Ntermanakis, Nikos. 2003. *Η ανισότητα των αμοιβών ανδρών και γυναικών σε επιλεγμένους κλάδους και επαγγέλματα στην Ελλάδα. Οι περιπτώσεις των κλάδων του λιανικού εμπορίου, τουρισμού, τραπεζών και υγείας [Pay discrimination in certain fields and professions in Greece. The cases of retail, tourism, banking and health].* Athens: Research Centre for Gender Equality (KETHI). http://www.kethi.gr/greek/meletes/2003/dermanakis/dermanakis_tel.pdf (accessed March 18, 2007)

Keywords: employment policy, pay discrimination, retail tourism, banking, health, women, Greece

The research aims at the investigation of gender inequality issues on payment in the following labour market sectors: trade, tourism (hotels and restaurants), banking and health. It is a result of the “Equal Pay – Mind the gap” research program and it presents both the real dimensions of gender inequality on payment and the factors forming the latter.

6) Tastsoglou, Evagelia and Hadjicostandi Joanna. 2003. Ποτέ εκτός της αγοράς εργασίας, αλλά πάντα "στο περιθώριο": Μετανάστριες εργαζόμενες στην Ελλάδα [Never outside the labour market but always “on the outside”: female immigrant workers in Greece]. *The Greek Review of Social Research* 110A: 189-220.

Keywords: sociological, female immigrants, Greece, labour market, exploitation

This article emphasizes the unequal experiences of female immigrants in the Greek labour market. The majority of them enter into the ‘atypical’ labour market without working permits and under great exploitation. The experiences of these women are analyzed (1) within the framework of the emerging “model of Mediterranean Migration”, (2) in light of the rising South – North migration and the heightening flow of immigrants in Greece, (3) by having in mind the existing legal and political framework in Greece, and (4) within the framework of the role of women in society. This qualitative research for female immigrants in Greece underlines the general trend for their participation in the atypical labour market, supports the claim for the multidimensional nature of their economical and social exclusion and underlines the cross-cutting discrimination practices based on their gender and race, which help formulate their experiences.

7) Thanopoulou. Maria. 2003. *Ισότητα αμοιβών ανδρών και γυναικών στον τουριστικό τομέα. Εμπειρική διερεύνηση της υπάρχουσας κατάστασης και επισήμανση προοπτικών [Equal pay between men and women in tourism. An empirical research*

of the current situation and detection of perspectives]. Athens: Research Centre for Gender Equality (KETHI).

http://www.kethi.gr/greek/meletes/2003/thanopoulou/meleti_thanopoulou.pdf
(accessed March 18, 2007)

Keywords: employment policy, equal pay, tourism, women, Greece

The study focuses on a dual axe: first, it investigates the current situation about equal pay between men and women in the tourist sector. In addition, the study brings forward the factors influencing pay equality in the specific sector. The study also examines the perspectives to ameliorate the current situation concerning equal pay in tourism. Furthermore, specific proposals towards this direction are formulated. It is a result of the “Equal Pay – Mind the gap” research program.

8) Yiannakourou, Matina, and Evaggelia Soumeli. 2003. *Ισότητα των αμοιβών μεταξύ ανδρών και γυναικών στις συλλογικές διαπραγματεύσεις [Equal pay between men and women in collective bargaining]*. Athens: Research Centre for Gender Equality (KETHI).

http://www.kethi.gr/greek/meletes/2003/Soumel_Gianakour/soumel_giannakoyr.pdf
(accessed March 18, 2007)

Keywords: employment policy, equal pay, collective bargaining, women, Greece

This study has three goals: the description of the general framework (social, political, legal, economic, etc.), within which equal pay between men and women is formatted, the analysis of the relevant content of collective bargaining and the recording of collective regulations, which either advance or block equal pay. The conclusions of the study emerged from the exploration of primary texts on departmental and corporate collective labour agreements in banks, wholesale and retail trade and hotels and also, from the Organization of Mediation and Arbitration (OMED) classified text study. It is a result of the “Equal Pay – Mind the gap” research program.

9) Stratigaki, Maria. 2002. Οι πολιτικές της Ευρωπαϊκής Ένωσης για την ισότητα των φύλων στην αγορά εργασίας [European Union policies for gender equality in the labour market]. In *Εργασία 2002 [Employment 2002]*, ed. Institute of Urban Environment and Human Resources, 1-15. Athens: Panteion University.

Keywords: gender equality, EU policies

In this article, the author presents and critically assesses the EU policies for gender equality and their impact on the labour market.

10) Karamanou, Anna, Rovertos Spyropoulos and Yiannis Katiforis. 2001. *Κοινωνική ασφάλιση και ισότητα των φύλων [Social security and gender equality]*. Athens: Socialist Group of the European Parliament.

Keywords: social policy, social security, gender equality, women, Greece

This edition gathers together some of the papers presented during a conference organized by the Parliamentary Group of the European Socialist Party on the issue of social security and gender equality. All proposals that were projected were in favour of a sustainable, fair and flexible system of social security, one that will guarantee adequate pensions, equal rights and obligations for men and women and a significant support for child care.

11) Matsaganis, Manos, and Athina Petroglou. 2001. *Το σύστημα κοινωνικής προστασίας και οι γυναίκες [The social protection system and women]*. Athens: Research Centre for Gender Equality (KETHI).

http://www.kethi.gr/greek/meletes/DIKAIOMATA_TON_GINEKON_SIMERA/sistema%20koinonikis%20prostasias_PDF.pdf (accessed March 18, 2007)

Keywords: employment, social policy, social protection, women, Greece

The present study does not limit itself on analyzing the effect for women of the discussed changes in the terms of retirement. Rather, it consists of a holistic approach of the system of social protection as a whole, from the viewpoint of women's social rights. It includes issues such as social security, employment, social services and social benefits. After a brief introduction and a critical overview of current regulations and their effect on women, the study analyzes the consequences for women of government policies on the fields of employment, social security and social policy in general. Finally, the study suggests some supportive measures, be they either simple adjustments or more ambitious reforms of a structural character.

12) Petroglou, Panayiota. 2000. *Ελληνική έκθεση: καλές πρακτικές για τον συνδυασμό οικογενειακής ζωής και σταδιοδρομίας [Greek report: Practices for the reconciliation of family life and career]*. Athens: Research Centre for Gender Equality (KETHI).

http://www.kethi.gr/greek/meletes/GREEK_REPORT_FAMILY_LIFE/index.htm (accessed March 18, 2007)

Keywords: reconciliation, gender equality, women, Greece

The Greek report for “good practices for reconciliation of family life and career” takes the form of answers in a questionnaire and was implemented under the 4th Mid-term program of Community action for gender equality (1996-2000). This program was implemented from the Spanish Instituto de la Mujer with the participation of eight member-states. The Research Centre for Gender Equality (KETHI) was the Greek partner in this project.

13) Giannakourou, Matina. 1999. Η ισότητα ευκαιριών μεταξύ ανδρών και γυναικών ως αντικείμενο της συλλογικής διαπραγμάτευσης και των συλλογικών συμβάντων εργασίας [Equality of opportunities between men and women as an object of collective bargaining and collective work contracts]. *Epitheorissi Ergassiakon Shesseon* 16: 50-72.

Keywords: European policies, equality of opportunities, collective bargaining, women, Greece

This article examines the efforts of the European Commission to incorporate the dimension of equality of opportunities between men and women in all EU policies and actions, starting with the voting of the Treaty of Amsterdam in 1997. Equality of opportunities aims to intervene directly to employment affairs; therefore the Commission emphasizes the integration of equality in the public dialogue between employers and trade union, at the European and at the national level. All social partners are requested to study the issue of the entrance and re-incorporation of women in the labour market and integrate the equality of opportunities' dimension in the collective bargaining.

14) Symeonidou, Haris. 1999. Ο αποκλεισμός των γυναικών από την αγορά εργασίας στην Ελλάδα [Women's exclusion from labour market in Greece]. In *Διαστάσεις του κοινωνικού αποκλεισμού στην Ελλάδα [Dimensions of social exclusion in Greece]*, ed. Dimitris Karantinos, Laura Maratou-Alipranti and Emi Fronimou, 133-158. Athens: National Centre for Social Research.

Keywords: sociological, employment, women's exclusion, Greece

The low participation of women in the labour force in Greece can be explained, among other factors, by inflexible labour market conditions: women either work continuously, or if they stop working after marriage or after the birth of the first child, cannot be re-integrated in the labour force. Part-time employment is very low in Greece, the lowest among the European Union countries. Nevertheless, it is believed that there is serious underestimation of full and part-time employment of women (and men) due to the extensive black economy, favouring atypical employment forms, not appearing in official statistics. The existing measures for reconciliation of family and working life are presented and relative policy is proposed.

15) Kotsovellou, Viki. 1998. Έκθεση ενδεικτικών αποτελεσμάτων πληροφορικού συστήματος κατάρτισης προς την κατεύθυνση της αγοράς εργασίας [A presentation of the tentative results of the information training system towards the labour market]. Athens: Research centre for gender equality (KETHI).

Keywords: labour market, women, Greece

The present study was supported by the Research Centre for Gender Equality Issues (KETHI) and was elaborated within the framework of the E.U. Initiative "Employment"-Axis NOW.

16) Koukoulis-Spiliotopoulos, Sophia. 1998. Ισότητα των φύλων στην απασχόληση και κοινωνική ασφάλιση [Gender equality in employment and social security]. In *Συνδικαλισμός και ισότητα των φύλων [Trade unionism and gender equality]*, ed. Ioanna Maganara, 193-230. Athens: Odysseus.

Keywords: social security, employment, Greek women

This article presents existing legislation, both at the national and the European level, as well as the international treaties regarding the employment and social security of Greek women.

17) Symeonidou, Haris. 1998. Απασχόληση και ανεργία των γυναικών στην Ελλάδα. Αξιολόγηση σχετικών πολιτικών [Employment and unemployment of women in Greece. Evaluation of relative policies]. In *Ανεργία, εργασία, εκπαίδευση, κατάρτιση στην Ελλάδα και στη Γαλλία [Unemployment, work, education, training in Greece and France]*, Proceedings of a Greek-French Conference, ed. Laura Maratou-Alipranti and Andromahi Hadjiyanni, 181-201. Athens: National Centre for Social Research.

Keywords: policy analysis, female employment, welfare state, women, Greece

This article discusses female employment and the policies that have been adopted in order to achieve a greater participation of women in the workforce. At the beginning in underlines the low percentage of women with professional activities in Greece, as compared to other E.U. countries. This is a result of a series of factors related to the local labour market, as well as the exceptionally slim presence of the welfare state in Greece. Finally, all policy options that were implemented within the last two decades are presented. Most of them proved to be unsuccessful for solving the problem of female unemployment and the difficulty to integrate women in the labour market.

18) Symeonidou, Haris. 1998. Μορφές έμμεσου κοινωνικού αποκλεισμού: απασχόληση και ανεργία των γυναικών στην Ελλάδα [Forms of indirect social exclusion: employment and unemployment of women in Greece]. In *Κοινωνικές ανισότητες και κοινωνικός αποκλεισμός [Social inequalities and social exclusion]*, ed. S. Karagiorga Foundation, 348-365. Athens: S. Karagiorga Foundation.

Keywords: sociological, social exclusion, employment, women, Greece

This article investigates the issue of the exclusion of women from the labour market, either due to unemployment or due to problems of incompatibility between family life and work.

2.2 Non-employment: studies in English

19) Triantafillou, Judy, Elizabeth Mestheneos, Constantinos Prouskas, Vickey Goltsi, Sophia Kountouka and Anastasis Loukissis. 2006. *Services for supporting family carers of older dependent people in Europe: characteristics, coverage and usage. The national survey report for Greece.* EUROFAMCARE project. http://www.uke.uni-hamburg.de/extern/eurofamcare/documents/deliverables/nasure_el.pdf (accessed March 18, 2007)

Keywords: report, family care, home care, older people, Greece

This study provides important and unique data on family carers of dependent older people in Greece together with equally interesting findings on the older people they care for, their informal support networks and the formal services they do and do not use to help them in the provision of good quality care. There were no surprises as to who was caring; everywhere women provide most care and indeed 80, 9% of the sample of Greek family carers were women, although spouse care was more likely to involve men as carers. What is important is the

short and long term consequences for the female carers of providing this care. Many will earn less over their life time as a result of family care duties (for children as well as older persons) and enter old age with an inadequate pension and income. This has significant implications for family policy, for equality and the promotion of women's labour market participation.

20) Mestheneos, Elizabeth, Judy Triantafillou and Sofia Kountouka. 2004. *Services for supporting family carers of elder people in Europe: characteristics, coverage and usage. National background report for Greece*. Athens: Sextant Research Group. Department of Health Services Management. National School of Public Health. http://www.uke.uni-hamburg.de/extern/eurofamcare/documents/nabares/nabare_greece_rc1_a4.pdf (accessed March 18, 2007)

Keywords: policy analysis, family care, elder people, Greece

As the findings from this report indicate, family care is still not on the public agenda. However the substantive demographic and socio-economic changes occurring in Greece suggest that if family carers are to continue to take on the responsibility for older family members, the state must offer some forms of support, if increasing levels of abandonment of older people, hospital bed-blocking and declining health status amongst family carers are to be avoided. For those family carers on a low income, this support is likely to take the form of pension and insurance rights and economic recognition, while for all family carers there is an evident need for information, respite care, day care centres and reliable home social and health care services for the older person. The setting up of any kind of group to support family carers is a phenomenon of the past five years in Greece, and such groups are few numerically.

21) Stratigaki, Maria. 2004. The cooptation of gender concepts in EU policies: The case of reconciliation of work and family. *Social Politics* 11: 30-56.

Keywords: policy analysis, gender equality policies, reconciliation, EU policies

The article contends that gender equality policy objectives become part of the main political agenda of the European Union only after their meaning has been transformed to satisfy other policy priorities. A content analysis of relevant official E.U. acts, from the First European Commission's Social Action Programme (1974) to the Conclusions of the Barcelona European Council (2002) and the Fifth E.U. Action Programme for Gender Equality (2001–2005), shows how a concept introduced to encourage gender equality in the labour market, the "reconciliation of working and family life," gradually shifted in meaning from an objective with feminist potential ("sharing family responsibilities between women and men") to a market-oriented objective ("encouraging flexible forms of employment") as it became incorporated in the European Employment Strategy of the 1990s. It is argued that this process can be characterized as cooptation because the goals of the original proposals are undermined by shifting the meanings of the original concepts to fit into the prevailing political and economic priorities in the E.U.

22) Mestheneos, Elizabeth and Korina Antoniadou. 2003. *Living conditions of women 50+ in Greece*. Athens: National School for Public Health. www.own-europe.org/meri/pdf/article-greece-eng.pdf (accessed March 18, 2007)

Keywords: statistical analysis, living conditions of older women, Greece

In line with the themes selected for the MERI project, this report uses the very limited research and statistical data available in Greece concerning older women for the study period 1993-2003. This paper presents a summary of available studies. These are included in the comparative European overview of available statistics and the research situation on the living conditions of older women (MERI) in the twelve European countries participating in the project. The absence of data and research on the subject of older women is evident in this presentation. Even within the wide parameters of the MERI study that were given – from aged 50 upwards, almost nothing is written. This may be interpreted as the result of older women's political and social invisibility, the result of patriarchal systems of protection which are still prevalent, yet the reality of older Greek women's lives is often harsh. Politically it is important that we point out that it is older women in particular who suffer from being ignored in research and statistical analysis

23) Symeonidou, Haris, Yiorgos Mitsopoulos and Katerina Vezyrgianni. 2001. *The division of paid and unpaid work in Greece*. European Network on Policies and the Division of Paid and Unpaid Work. Tilburg: Work Report 01.02.001.

Keywords: policy analysis, employment policy, reconciliation, women, Greece

The aim of the international study on the "Impact of policies on the division of unpaid and paid work", co-ordinated by the Tilburg University, was to detect the influence of policy measures on the actual behaviour of men and women, especially with regard to work, childcare and housekeeping. However, since in Greece, policies towards the reconciliation of family and working life are restricted to inadequate and insufficient childcare arrangements, the Greek report was limited to observe differences in the division of paid and unpaid work in relation to various socio-economical characteristics of the respondents and their families. The report concludes that although current legislation on equality between men and women is quite progressive, the prevailing norms are not in line with the relevant legislation.

24) Kyriazis, Nota. 1998. Women's employment and gender relations in Greece. Forces of modernization and tradition. *European Urban and Regional Studies* 5(1): 65-75.

Keywords: sociological, women's employment, Greek women

The purpose of this article is to examine the extent to which the modernizing changes experienced in Greece in the post war period are reflected in more equitable gender relations. The analysis indicates that although Greece has become one of the most progressive countries with respect to women's legal status, this is not necessarily reflected in behavioural changes at the

interpersonal level. The influx of Greek women in the labour market is a necessary prerequisite, but not a sufficient condition, for the development of a new gender contract. Given the persistence of traditional economic structures within which the family retains a significant role, women's involvement in paid employment does not in itself signify a transformation of gender relations. For a large proportion of Greek women, therefore, work may be viewed as the result of a family strategy for collective income procurement and not necessarily as an indicator of more liberal gender-role ideologies.

3. Intimate Citizenship

3.1 Intimate citizenship: studies in Greek

1) Kounougeri-Manoledaki, Efi. 2005. *Τεχνητή γονιμοποίηση και οικογενειακό δίκαιο. Η ειδική ελληνική νομοθεσία: Ν.3089/2002 και 3305/2005 [Artificial insemination and family law. The special Greek legislation: Law 3089/2002 and 3305/2005. Athens: Sakkoulas.*

Keywords: human reproduction, artificial insemination, Greek legislation

This book presents and analyzes Law 3089/2002 for “Medical Assistance in Human Reproduction” and Law 3305/2005 for the “Implementation of medically assisted reproduction”. This edition examines every legal aspect for artificial insemination in view of the new special legislation for the matter.

2) National Committee for Human Rights. 2004. *Απόφαση-γνωμάτευση της ολομελείας της ΕΕΔΑ για ζητήματα σχετικά με τις διακρίσεις σε βάρος σεξουαλικών μειονοτήτων στην Ελλάδα (μετά από αίτημα της ΔΑ) και την επέκταση του πολιτικού γάμου σε ζευγάρια του ίδιου φύλου (μετά από αίτημα της ΟΛΚΕ) [Decision expert-advice of NCHR on the issue of the discriminations against sexual minorities in Greece (after a petition from AI) and the expansion of civil marriage to same sex couples (after a petition from OLKE)]. Athens: NCHR.*

Keywords: same sex partnership, sexual discrimination, sexual minorities, Greece

This report was issued after an official demand by GL groups. NCHR replied by suggesting a set of concrete measures in order to combat and eliminate discriminations against GLBT; according to the report, the Greek government should create the appropriate legislation in order to legally recognize same sex partnership in Greece.

3) Yiannakopoulos, Kostas. 1998. Πολιτικές σεξουαλικότητας και υγείας την εποχή του Aids [Policies on sexuality and health in the time of Aids]. *Syghrona Themata*, 66: 77-86.

Keywords: policy analysis, sexuality, health, AIDS, Greece

This article presents the basic policies on sexuality and health adopted by the Greek state.

4) Dokoumetzidis, Yiorgos. 1997. *Προβλήματα προστασίας των δικαιωμάτων του ανθρώπου [Problems of protection of human rights]. Athens: Kastaniotis.*

Keywords: legislation, sexual minorities, sexual freedom, Greece

This publication includes various articles by the author, such as “Sexual freedom. Points of reference from the existing legislation”, “Sexual freedom: the birth of a right” and “Sexual minorities in Greece”. The author was the first to

investigate systematically the terrain of sexual freedom in Greece from its legal aspect.

3.2 Intimate citizenship: studies in English

5) Halkias, Alexandra. 2004. *The empty cradle of democracy: sex, abortion and nationalism in modern Greece*. Durham, NC and London: Duke University Press.

Keywords: anthropological, abortion practices, nationalism and gender, birth control

During the 1990s, Greece had a very high rate of abortion at the same time that its low birth rate was considered a national crisis. *The Empty Cradle of Democracy* explores this paradox. Halkias shows that despite Greek Orthodox beliefs that abortion is murder, many Greek women view it as “natural” and consider birth control methods invasive. The formal public-sphere view is that women destroy the body of the nation by aborting future citizens. Scrutiny of these conflicting cultural beliefs enables Halkias’s incisive critique of the cornerstones of modern liberal democracy, including the autonomous “individual” subject and a polity external to the private sphere. *The Empty Cradle of Democracy* examines the complex relationship between nationalism and gender and re-theorizes late modernity and violence by exploring Greek representations of human agency, the fetus, national identity, eroticism, and the divine.

6) Paxson, Heather. 2004. *Making modern mothers: ethics and family planning in urban Greece*. Berkeley: University of California Press.

Keywords: anthropological, family planning, abortion, motherhood

In Greece, women speak of mothering as “within the nature” of a woman. But this durable association of motherhood with femininity exists in tension with the highest incidence of abortion and one of the lowest fertility rates in Europe. In this setting, how do women think of themselves as proper individuals, mothers, and Greek citizens? In this anthropological study of reproductive politics and ethics in Athens, Greece, Heather Paxson tracks the effects of increasing consumerism and imported biomedical family planning methods, showing how women’s “nature” is being transformed to meet crosscutting claims of the contemporary world. Locating profound ambivalence in people’s ethical evaluations of gender and fertility control, Paxson offers a far-reaching analysis of conflicting assumptions about what it takes to be a good mother and a good woman in modern Greece.

7) Georges, Eugenia, 1996. Abortion policy and practice in Greece. *Social Science and Medicine* 42(4): 509-519.

Keywords: sociological, pronatalist policies, abortion policy, modern Greece

Despite its illegality until recently, abortion is estimated to have been responsible for almost half of the sharp postwar decline in the Greek birth rate. This article examines abortion as a part of a Greek contraceptive culture which has taken shape during the postwar period both in response, and in resistance

to, a variety of macro- and micropolitical institutions and forces. During much of this period, pronatalist policies and discourses of both state and church combined to foreclose most medical contraceptive alternatives. In contrast, illegal abortion was a relatively safe, medical procedure widely practiced by doctors. Even after being legalized in 1980, female medical contraceptive methods continue to be rejected by the great majority of Greek women, and abortion and male methods of birth control remain the principal means of controlling fertility.

4. Gender-based Violence

4.1 Gender based violence: studies in Greek

1) Kourakis, Nestor. ed. 2006. *Έμφυλη εγκληματικότητα: Ποινική και εγκληματολογική προσέγγιση του φύλου* [*Gendered criminality: A penal and criminology approach to gender*]. Athens: Sakkoulas.

Keywords: legal, gender violence, criminology, Greece

This edited volume brings together a series of articles on such diverse issues as: immigration, migration and migrant women, minorities' policy, sex discrimination in criminal justice, sexual harassment in workplace, prostitution, trafficking of women, sexual violence and crimes, women's criminality and delinquency, domestic violence etc. All these issues are addressed from their legal aspect.

2) Artinipoulou, Vasso and Theodoros Papatheodorou. 2004. *Η σεξουαλική παρενόχληση στους χώρους εργασίας* [*Sexual harassment at the workplace*]. Athens: Research Centre for Gender Equality (KETHI). http://www.kethi.gr/greek/meletes/2004/sexUALIKI_PARENOXLISI_ergasia/Sexualikh_parenoxlish_ergasia.pdf (accessed March 18, 2007).

Keywords: epidemiological report, gender violence, sexual harassment, Greece

The present epidemiological report is the first attempt to register and study the phenomenon of sexual harassment at the national level, since it attempts to register the occurrence of such incidents with women victims, at the workplace. In addition the study describes this phenomenon, its qualitative characteristics, and the relationship between victim and perpetrator. The authors present some suggestions for the criminalization of this behaviour within the framework of the design and application of gender equality policies.

3) Pappariga- Kostavara, Kaiti. 2004. *Πρώτη εθνική έκθεση της Ελλάδας* [*First national report on Greece*]. Athens: National observatory for violence against women. <http://www.womenlobby.org/SiteResources/data/MediaArchive/Violence%20Centre/National%20Reports/greek%20report%20clean.pdf> (accessed March 18, 2007).

Keywords: violence against women, EWL, national report, Greece

The structure of this report is based on the guidelines of the EWL Observatory set out in their publication "Towards a Common European Framework to Monitor Progress in Combating Violence against Women". This publication provides separate chapters on the different part of the National Action Plan, legislation and law enforcement, training of professionals, the necessary infrastructure (services), data collection and research, prevention and women's NGOs and their fight against violence against women. This report covers all forms of violence: domestic violence, violence in the workplace (sexual harassment), prostitution, trafficking of women. Each form of violence is covered according to its frequency and seriousness.

4) Artinopoulou, Vasso and Iakovos Farsedakis. 2003. *Ενδο-οικογενειακή βία κατά των γυναικών: πρώτη πανελλαδική επιδημιολογική έρευνα [Domestic violence against women: the first epidemiological research in Greece]*. Athens: Research Centre for Gender Equality (KETHI). <http://www.kethi.gr/greek/meletes/2003/Domestic/Index.htm> (accessed March 18, 2007).

Keywords: epidemiological research, violence against women, domestic violence, Greek women

This research concerning domestic violence against women was carried out in Greece from October 2002 until April 2003. It aims at recording domestic violence incidents in Greek society with the woman as the victim and the spouse/intimate partner as the perpetrator. The sample has derived through simple multistage random sampling. It takes into account 1.200 women, between the ages of 18-60 years, residents of urban, semi-urban and rural regions of Greece. The collection of the data was carried out via structured interviews by the completion of a questionnaire which included fifty-three (53) questions. According to the results of the research, 56% of the women interviewed, have experienced verbal and/or psychological violence, 3,6% suffered physical abuse and 3,5% were forced in sexual contact. Moreover, 23,6% of women mentioned that they were familiar with another woman from their related and/or friendly environment who has been or is a victim of domestic violence from the spouse/intimate partner. Finally, only 8,8% considers their spouse/intimate partners as violent.

5) Tsaklaganou, Georgia. 2002. *Ενημερωτική μελέτη για τη διεθνική σωματεμπορία – trafficking [Study on the issue of trafficking]*. Athens: Research Centre for Gender Equality (KETHI). http://www.kethi.gr/greek/meletes/Trafficikng_outline/traffickingoutline.pdf (accessed March 18, 2007).

Keywords: sociological analysis, trafficking, Greece

The present study examines issues of illegal passage and sexual exploitation at the international and European level. It documents the dimensions of trafficking worldwide and exposes the factors that contribute in the growth of the phenomenon

6) Drouga, Katerina, Maria Papathanasiou and Andreas Tsonidis. 2001. *Θύμα ή επιζώσα; Η ρητορική κατασκευή ταυτοτήτων στη συμβουλευτική για την κακοποίηση γυναικών: μια ανάλυση μελέτης [Victim or survivor? The rhetorical construction in abused women's counseling: a report analysis]* Athens: Research Centre for Gender Equality (KETHI). http://www.kethi.gr/greek/meletes/Victim_or_alive/thima%20epizosa_pdf.pdf (accessed March 18, 2007).

Keywords: discourse analysis, domestic violence, abused women

The present study examines the discourse of abused women regarding domestic violence. In particular, through the analysis of recorded texts from counselling sessions, it examines the ways in which the identities of victim and survivor are constructed in the discourse of abused women. Also, it shows the ways through which these identities are formulated in the “therapeutic” session, without being a priori given.

7) Lazari, Ntina and Ioanna Laliotou. 2001. *Σωματεμπορία γυναικών, πορνεία, σεξουαλική εκμετάλλευση [Trafficking, prostitution and sexual exploitation]*. Athens: Research Centre for Gender Equality (KETHI).

Keywords: report, trafficking, prostitution, sexual exploitation, Greece

The present study is a state of the art report. It aims to chart the area for the study on issues of trafficking and prostitution in contemporary Greece; to place this area in the wider field of international research and finally to present some concluding remarks and suggestions for the creation of new investigative directions.

8) Papatheodorou, Theodoros, Vassilis Karydis and Sophia Vidali. 2001. *Η σεξουαλική παρενόχληση στην εργασία. Προτάσεις για την ποινικοποίηση της συμπεριφοράς στην Ελλάδα [Sexual harassment at work. A proposal for the criminalisation of this behaviour in Greece]*. Athens: Research Centre for Gender Equality (KETHI).
http://www.kethi.gr/greek/meletes/Somateboria_Ginekon/porneia_PDF.pdf (accessed March 18, 2007).

Keywords: policy proposal, sexual harassment, legal framework, Greece

The present study examines the issue of sexual harassment at work. It analyzes the following parameters: the origins for underlying the need to combat this phenomenon; its criminology dimension; the most recent legislative development at the European and at the national level; and suggestions for the potential criminalization of this behaviour by the Greek legislators.

9) Adamaki, Ntoreta. 2000. *Επισκόπηση ελληνικής και ξένης βιβλιογραφίας για τη ενδοοικογενειακή βία κατά των γυναικών και καταγραφή των φορέων στήριξης των γυναικών [A review of Greek and foreign bibliographies on domestic violence against women and the agencies that support women]*. Athens: Research Centre for Gender Equality (KETHI).

Keywords: bibliography, domestic violence, abused women, Greece

This report includes a full annotated bibliography on the issue of domestic violence together with information concerning all agencies and shelters available for abused women.

10) Kylakou, Katy, Katerina Poutou and Maria Liapi. 1998. *Ανάλυση των δομών παρέμβασης στο ζήτημα της πορνείας των αλλοδαπών γυναικών – Ευρωπαϊκό*

πρόγραμμα Δάφνη [An analysis of the intervention structures on the issue of prostitution of immigrant women. Daphne European project]. Athens: DIOTIMA.

Keywords: policy analysis, prostitution, migration, trafficking, Greece

This research work that was conducted on the issue of prostitution of immigrant women, analyses all the intervention strategies (from public services, NGO's), the policies and actions that are developed, together with the structure and organizational form of these services. The key question is whether these structures offer efficient services for the protection of these women's human rights in order to respond to the needs that arise from immigration and the phenomenon of trafficking.

11) Magganara, Ioanna. 1998. Η σεξουαλική παρενόχληση στην εργασία. Η περίπτωση της Ελλάδας [*Sexual harassment at the workplace. The case of Greece*]. In *Εργασία, συνδικαλισμός και ισότητα των φύλων [Work, unionism and gender equality]*. ed. Ioanna Magganara, 231-278. Athens: Odysseas.

Keywords: policy analysis, sexual harassment, Greek women

This article analyses the concept of sexual harassment, makes reference to the EU directives and the code of behaviour for the protection and dignity of women at the workplace and presents evidence from a survey conducted in Athens.

12) Tsigris, Aggelos. 1996. *Βιασμός: το αθέατο έγκλημα [Rape: the unseen crime]*. Athens: Sakkoulas.

Keywords: legal analysis, rape, crimes against women, Greece

This work based on the author's doctoral dissertation deals with the crime of rape primarily from the aspect of criminology, but it is interesting also for sociology and gender studies.

4.2 English sources

13) General Secretariat for Gender Equality. 2005. *Sixth periodic report of state parties: Greece. Convention on the eliminations of all forms of violence against women (CEDAW)*. Athens: General Secretariat for Gender Equality. <http://www.un.org/womenwatch/daw/cedaw/reports.htm#g> (accessed March 18, 2007).

Keywords: report, CEDAW, violence against women, Greek women

The period covered by the 6th Periodic Report of Greece extends from 2001 to 2004 and is defined by important institutional, legislative, jurisprudential, administrative and social developments in the field of equality between men and women. The report presents the main developments, such as the revision of the Constitution in 2001, the National Action Plan for Equality (2001-2006) and all relevant actions and policies that resulted from the implementation of this Plan.

14) Hadjiyanni, Andromachi and Fray Kamoutsi. 2005. Dimensions of public debate on sexual violence against women: similarities and differences between Greece and EU policy frames. *The Greek Review of Social Research* 117B:189-220.

Keywords: policy analysis, sexual violence, Greek women, frame analysis

This article aims at a critical analysis of Greek public discourse concerning various forms of sexual violence, as presented mainly in Parliamentary discussions, but also in the press where politicians and activists debate the issue. Using the Mageeq methodology and analysed documents, the objective is to investigate the way in which various social actors define gender and make it apparent (or not) within the respective discourse, as well as to examine the framing of specific issues of sexual violence (intra-family violence and trafficking). An additional objective is to highlight the differences and similarities in the conceptualization of these forms of sexual violence between EU policy texts and the Greek case.

15) Chatzifotiou, Sevaste. 2003. Violence against women and institutional responses: the case of Greece. *European Journal of Social Work* 6 (3): 241 - 256.

Keywords: institutional analysis, violence against women, Greek abused women

The myth of the family as a harbour of safety has long now been shattered. Prior to the 1970s, this myth had been kept alive by the historical and traditional view that what happens within a marriage is private and not open to public scrutiny. It is now well known and established that 'women are more likely to be assaulted in their own homes and by people they know than outdoors by strangers' (Home Office Statistical Findings, 1996, p.2). Still, only an average of 25% of domestic violence crimes are ever reported. Astonishingly the remaining 75% occurs in silence (European Women's Lobby, 2000). Public services such as the police and the social services are at the front point of agencies that deal with this problem and handle domestic violence cases.

16) Tsinonis, Nikolaos. 2003. *Still burning witches: violence on the basis of sexual orientation/gender identity, the facts, the laws and the question of protection*. Athens-Brussels: Sakkoulas/Bruylant.

Keywords: legal analysis, sexual violence, sexual orientation, sexual minorities

An enlightening study about the crucial social problem of marginalisation of and violence against persons because of their sexual orientation. The situation at the international level, the various forms of violence and marginalisation, the existing legal provisions, the need for protective measures.

17) Greek Helsinki Monitor and the World Organization against Torture. 2002. *Violence against women in Greece*. Report submitted to the CEDAW. www.greekhelsinki.gr/bhr/english/organizations/ghm_omct_cedaw.doc (accessed March 18, 2007).

Keywords: report, violence against women, state policies, Greek women

This study presents some general observations on the status of women in Greece, with chapters devoted to minority women, violence against women and the reproductive rights of women. It is concluded that, despite the fact that the Constitution and other legislation in force in Greece guarantee equality between men and women, in reality, gender inequalities continue to exist and women continue to experience gender-discrimination. Women have been particularly disadvantaged by de facto gender discrimination, but also by several laws that lack gender sensitivity. GHM and OMCT believe that there is a particular need to address social and cultural attitudes that reinforce the subordinate position of women and leave them vulnerable to violence in the family, in the community and at the hands of State officials. To this end, GHM and OMCT would recommend that the government of Greece develop and implement a comprehensive strategy for the prevention and elimination of all forms of violence against women and that this strategy include training for those responsible for enforcing the law at all levels, such as law enforcement officials, judicial personnel, health care professionals and Muslim judges and priests, as well as a public education programme designed to change social and cultural attitudes which impair the fundamental rights and freedoms of women.

18) Chatzifotiou, Sevaste And Rebecca Dobash. 2001. Seeking informal support. Marital violence against women in Greece. *Violence against Women* 7(9): 1024-1050.

Keywords: marital violence, abused women in Greece

This exploratory study conducted from 1997 to 1998 is the first study to empirically investigate Greek battered women's help-seeking behaviour from informal sources of help. In-depth interviews were conducted with 17 abused women in the only refuge for battered women in Athens. Results of this study indicate that Greek women tend to suffer years of violence before they ask for help because of various personal and sociocultural factors. These factors centre around feelings of shame and guilt, hope that things will get better, and the concepts of marriage and the family that are of central importance to women's lives in Greece. The article concludes by highlighting the importance of using systems of informal support and recommending the need for more research on the issue of violence in Greece.

19) Lazaridis, Gabriella. 2001. Trafficking and prostitution: The growing exploitation of migrant women in Greece. *European Journal of Women's Studies* 8(1): 67-102.

Keywords: discrimination, Europe, exclusion, gender, Greece, migration, prostitution, racism, trafficking, work, xenophobia

This article concentrates on the rapid growth of trafficking in women from Eastern and Central Europe who end up working in the sex industry in Athens. Such movement of people is constituted around global networks of female labour. The social processes and mechanisms that produce and reproduce the somatic and social exploitation of female migrants caught in the web of the sex industry are analysed. These processes are responsible for a continuation and accentuation of women's loss of power to represent their interests, to seek

viable economic alternatives. The living and working spaces of these women rest upon their isolation and individuation and total control of their everyday activities. Ethnicity, age and racialized exclusions all intersect with sexist relations and practices within Greek society and the ethnic communities under study. The interplay of these processes operates differently within different ethnic groups of women to produce different outcomes.

20) Lazaridis, Gabriella. 2000. Filipino and Albanian women migrant workers in Greece: multiple layers of oppression. In *Gender and migration in Southern Europe*, ed. Floya Anthias and Gabriella Lazaridis, 49-79. Oxford: Berg .

Keywords: gender and migration, Filipino and Albanian women, Greece, labour market

In southern Europe, a major reversal of historical patterns has developed in recent years. Italy, Spain, Portugal and Greece became receivers of migrants (both poverty migrants and highly qualified experts) and of refugees from non-European countries. This phenomenon has been explained in terms of their geographical location, the residual effects of African colonial influences and the inadequacies of methods of surveillance and control of immigration used in southern. Moreover 'in an increasingly international economy, it is difficult to open borders for movements of information, commodities and capital and yet close them to people'. Women occupy a central position in these migration flows, both as 'dependent' and, more importantly, as 'independent' economic migrants, playing protagonist, active roles. At the same time, throughout southern Europe policies aimed at reducing labour market rigidities and enhancing competitiveness have been introduced.

21) Psimmenos, Iordanis. 2000. The making of periphractic spaces: The case of Albanian undocumented female migrants in the sex industry of Athens. In *Gender and migration in Southern Europe*, ed. Floya Anthias and Gabriella Lazaridis, 81-103. Oxford: Berg .

Keywords: gender and migration, Greece, Albanian women, sex industry

The present study is about women migrants who work in the sex industry, as part of a 'human landscape' which is constructed out of global economic interdependencies and out of the racialization of labour in Athens. This human landscape, can be 'read as a landscape of exclusion' and also as a landscape that takes shape within a particular context and social space, and derives its sociological meaning out of the juxtaposition of the two in relation to women. The human landscape that is analysed here relates to the transfer of women across borders, to their work in providing sexual services, their placement in exclusionary spatial settings, and networks that reproduce and culturally maintain those settings. These processes both interconnect female migration across borders and at the same time 'fragment' their identities and cultural presence in the particular social environment.

5. OPERA: Gender training books/articles/manuals

National Thematic Network for Reconciliation of Family Life and Work. 2005. *A guide for good practices for the reconciliation on family life and work*. Athens: Equal – Andromeda.

Keywords: gender training manual, reconciliation

This edition is one of the results of the project “Good practices for the reconciliation of family life and work” operated within the Fourth Action Plan for Equal Opportunities of Men and Women, organized by the Women’s Institute, an autonomous organization of the Ministry of Labour and Social Issues of Spain. This publication is quite important since combining a family and a career constitutes an important problem faced by women and men. The difficulties that women, especially mothers, face in order to find and keep a paid job, the deep rooted prejudices according to which women are responsible for caring for the family, and cultural traditions that want men to be the family breadwinners all constitute factors that can heighten inequality. Aim of this Guide is to contribute towards a more sensitive approach regarding the issue of reconciliation on work and family life, and disseminate its content among those social and economic actors who, directly or indirectly participate in this field. These include trade unions, public administration, equality organizations, judges, inspectors of labour and social security, NGOs, private business, the media, and in short every woman an every man.

Koronaïou, Alexandra and Phani Papadopoulou. 2005. *Exercises for the sensitizing of the counsellors of integrated interventions*. Athens: Research Centre for Gender Equality (KETHI).

Keywords: gender training manual, education

This guide is a tool in order to sensitize on issues of gender equality in education, family, work and society. It is used at the KETHI seminars for the Counselor of Integrated Interventions (C.I.I.) contributing towards the detection and realization of social representations and stereotyping of gender. At the same time, its ambition is to help counselors realize the impact of gender in the family, for the formation of gender identities, at the labor market and employment opportunities, with the ulterior motive to make more efficient the supply of services for the women that will benefit from this program.

Liapi, Maria and Maria Tzavara. 2004. *Guide for the application of equality plans*. Athens: Diotima.

Keywords: gender training manual, employment

This guide is a specialized tool for the implementation of equality policies in the work environment and is targeted towards anyone who decides to design, suggest and implement part of or an entire Equality Plan on the inside of a business environment. Moreover, this guide is an information and sensitization tool for all those wishing to learn more on gender discrimination at the

workplace, on the measures for good practices already applied and on the necessary preconditions and steps in order to design, apply and monitor an Equality Plan.

Research Centre for Gender Equality. 2003-2004. *Guide for the implementation and administration of teacher training and intervention projects, 2003-2004*. Athens: Research Centre for Gender Equality (KETHI).

Keywords: gender training manual, education

This guide is part of the Project “*Sensitization of Educators of Secondary Public Education and Interventional Programs for the Promotion of Gender Equality*” (Action 4.1.1.a.), is implemented in Priority Axes 4 of EPEAEK II (“Measures to improve the accessibility and status of women in labour market”) and it aims at the promotion of gender equality in the field of Secondary Education and Initial Vocational Training, by introducing the relevant questioning in the educational procedure with the materialization of Vocational and Interventional Programs. For the succeed implementation of this main target, Educators’ (men and women) sensitization through Vocational Programs is judged as crucial so that, when they detect gender stereotypes, inequalities and discriminations within the educational system, they will be able to intervene by developing scientific speech and good practices within the framework of the school program.

EYSEKT. 2003. *Guide for the implementation of gender equality policies in the design and the evaluation of actions of operational programmes funded by ESF*. Athens: Ministry of Labour and Social Security.

Keywords: gender training manual

This guide aims to promote gender mainstreaming in the implementation of the 3rd ESF, by offering technical expertise to those involved in the design and evaluation of the Operational Programs at all levels (management authorities, final beneficiaries, work contractors). More specifically, this guide is addressed to the administrative authorities that are in charge of designing, readjusting observing and evaluating, the 25 Operational Programs that are part of the 3rd ESF. The guide includes methodology, criteria and indicators for the design and evaluation of all actions included in every policy area of the 3rd ESF. This work contributes towards the promotion of gender mainstreaming in the implementation of the 3rd ESF, augmenting the effectiveness of the actions funded by the ESF.

Research Centre for Gender Equality. 2002. *Good practice guide on the effective exercise of gender equality rights*. Athens: Research Centre for Gender Equality (KETHI).

Keywords: gender training manual, Austria, France, Germany, Greece, Italy

The present publication of the Good Practice Guide promotes and ensures the enforcement of gender equality rights across the 5 partner countries (Greece, Austria, France, Germany, and Italy) enriched with some general reflections and

proposals for future action addressed primarily to policy makers. It is intended to be also a useful tool for all actors involved directly or indirectly in the pursuit of gender equality rights: State, regional and local administrations, equality organisations, labour inspectors, union officials, employers' organisations, non governmental organisations, employers and individual women and men. Actually, this Guide is one of the results of the project "Equality Rights: from legislation to Everyday Life", run within the framework of the Fourth Community Action Programme on Equal Opportunities for Women and Men and promoted by the Research Centre for Gender Equality (KETHI). The elaboration of the content of the Guide was based on a questionnaire addressing the key issues in the field of enforcement of equality rights and which actually correspond to the headings of the 9 chapters of the Guide.

Research Centre for Gender Equality. 2002. *A good practice guide for reconciliation of family and work*. Athens: Research Centre for Gender Equality (KETHI).

Keywords: gender training manual, reconciliation

Aim of this guide is to contribute towards a greater sensitizing on the issue of reconciliation of family and work, and disseminate its content to those social and economic partners that directly or indirectly participate in this field.

6. FRAGEN: Archives and Documentation Centres

There is no exclusive organisation and no complete archive or documentation centres that specialize in gender equality policies at the national level. But information can be found at the following places:

1. The Research Centre for Gender Equality (KETHI) (<http://www.kethi.gr>)

KETHI is a Legal Entity under Private Law and was founded in 1994. The main office is in Athens and there are four branches in Thessaloniki, Patras, Heraklion and Volos. KETHI is supervised and funded by the General Secretariat for Equality of the Ministry of the Interior, Public Administration and Decentralisation. The basic aims of KETHI activities have a dual focus: to conduct social research on gender equality issues and to improve women's status and enable their advancement in all areas of political, economic and social life, within the framework of the policies defined by the General Secretariat for Equality.

K.E.T.H.I.'S DOCUMENTATION UNIT

The Documentation Unit has been proposed with the collaboration, support and funding of the General Secretariat for Equality and the European Commission, within the framework of Community Actions NOW and Employment-NOW. The most important database input of the Unit derives from the following sources:

- Basic Tables of the Labour Force Survey of the European Union by member state, 1988-2000, EUROSTAT.
- Labour Force Survey of National Statistical Service of Greece, national and regional data, 1988-2001.
- Data concerning vocational training and women that are trained by the General Secretariat for Equality and other vocational training agencies.
- Survey on the Structure and Distribution of Earnings in Industry and Services, N.S.S.G.
- Average wages of employees and workers by economic activity during the years 1988-1999, NSSG, Employment Statistics.
- Tables on the non-nationals application forms for residence permit in 1998, Greek Manpower Employment Organisation (OAED)/National Observatory of Employment.
- Tables of statistical data about the Public Sector – Ministry's of the Interior censuses.
- Annual Tables of Statistical Data on Pensions, Social Security Institution (I.K.A.).
- Education Statistics during 1992-1999, N.S.S.G.
- Law Statistics, years 1992-1996, N.S.S.G.
- Statistics on Social Welfare and Hygiene, N.S.S.G.
- Statistics on Social Infrastructures

2. The Library for Women's Issues of the General Secretariat for Gender Equality. (<http://www.isotita.gr/index.php/docs/c8/>)

The library collects Greek and other languages documentation, related to issues of gender equality and history of the women's movement. The Library on Women's Issues is the only library in Greece with an organized collection, responsible to gather and distribute knowledge, both historical and contemporary, to anyone concerned

with women's status in Greece and all over the world. Besides collecting current material, the library is also engaging in acquiring old, rare, and valuable documents, as well as visual material. Its aim is to save this material which marks the beginning and progress of women's struggles for equality in our country, as well as to make it known to the broad public.

The collection of the library consists of books, leaflets, declarations, dictionaries and encyclopedias, posters, photo collections, laws, periodicals etc., written by or for women. It counts 10.000 book titles and 38 periodical titles, and it is organized in the following thematic units: General information material, women's studies, mythology, religion, social anthropology, women's history, biographies, philosophy, women's movement / feminist ideology, politics, law / legal position, women's status in Greece and elsewhere, social care and insurance, demography, environment, housing, roles of the sexes, education, employment, arts and culture, mass media, language, athletics, psychology, mental physical and reproductive health, sexuality, family and marriage, literature.

3. Centre of Gender Studies, Panteion University, Athens. (<http://www.genderpanteion.gr/>)

The Gender Studies Centre promotes: The development of research in the fields of Gender and Gender Equality. The collection of print and electronic documentation on gender topics, including a specialized book and video collection. The dissemination of information on the latest national and international news in matters of public policies and gender and information access through ICTs on issues of gender and gender equality.