

**GREECE NATIONAL REPORT ON THE
IMPLEMENTATION OF THE BEIJING PLATFORM
FOR ACTION**

June 1999

General Secretariat for Equality

Ministry of Interior, Public Administration and Decentralisation

- The material posted here was provided to the Division for the

3. WOMEN AND HEALTH.....	31
THE GENDER PERSPECTIVE IN HEALTH	31
THE NATIONAL HEALTH SYSTEM – STATUTORY FRAMEWORK	31
<i>Women And The Health Professions.....</i>	<i>32</i>
<i>Demographic Trends</i>	<i>32</i>
<i>Reproductive Health.....</i>	<i>33</i>
<i>Family planning</i>	<i>35</i>
<i>Contraception – Abortions.....</i>	<i>36</i>
<i>Breast feeding.....</i>	<i>36</i>
<i>Artificial insemination.....</i>	<i>37</i>
Activities by NGOs	37
<i>Sexually transmitted diseases</i>	<i>37</i>
<i>AIDS.....</i>	<i>38</i>
<i>Migrants – Refugees.....</i>	<i>39</i>
<i>Gypsies.....</i>	<i>40</i>
<i>Senior Citizens.....</i>	<i>40</i>
<i>Persons With Special Needs</i>	<i>41</i>
<i>Mental Health.....</i>	<i>42</i>
LIMITATIONS	44
PROSPECTS	44
4. VIOLENCE AGAINST WOMEN	46
EXISTING SYSTEM, POLICY MEASURES AND CURRENT SITUATION.....	46
<i>Legislative Framework</i>	<i>46</i>
<i>Social Infrastructure.....</i>	<i>46</i>
<i>Prostitution And Trafficking In Women</i>	<i>47</i>
<i>Sexual Harassment In The Workplace</i>	<i>48</i>
ACTIVITY BY NGO’S	49
POLICY AND ACTIONS BY THE GENERAL SECRETARIAT FOR EQUALITY	50
<i>Legislative Regulations</i>	<i>50</i>
<i>Social Infrastructure.....</i>	<i>50</i>
<i>Informing and Sensitising Public Opinion.....</i>	<i>51</i>
5. WOMEN(T) Tw[5(E)7(N(T1 W...p3-.....f661333 -1.7.....)TJ(5(ET...9.3615.....7.....52.....-1.8(T)-36.9	

<i>Legislative Regulations 1995-1998</i>	55
<i>Major Changes In The Employment Of Women During The Period 1993 - 1996 - Basic Employment Indicators</i>	57
<i>Activity rates of population 14 years and over, by sex, 1997</i>	57
<i>Changes in the activity rate of women during the period 1993-1997</i>	58
<i>Changes in women's activity rate</i>	59
<i>Increased employment of women</i>	59
<i>Change in the sectoral distribution of women's employment</i>	60
<i>Changes in the Women's Employment by Occupation</i>	60
<i>Women's Employment by Occupational Status</i>	61
<i>Employment by Educational Level</i>	62
<i>Unemployment</i>	62
<i>Employment by marital status</i>	63
<i>Employment in the Public Sector</i>	64
<i>Working Hours</i>	64
<i>Part-time employment</i>	65
ACTIVE EMPLOYMENT POLICIES 1995-1998	65
<i>Continuing (lifelong) training of working people</i>	66
<i>Vocational training and employment assistance for persons who are unemployed or threatened with unemployment</i>	66
<i>NOW Community Initiative (New Opportunities for Women)</i>	67
NATIONAL PROGRAMME OF ACTION 1997-2000 "EQUALITY, DEVELOPMENT, PEACE"	68
<i>Legislative measures</i>	68
<i>Policy measures</i>	69
7. WOMEN IN POWER AND DECISION-MAKING.....	70
WOMEN'S PARTICIPATION IN DECISION-MAKING.....	70
Women MPs after the national elections in 1996:	70
Women members of the European Parliament (June 1999).....	70
Committees of the Greek Parliament.....	70
<i>Positive Actions and Measures:</i>	71
<i>Education – Vocational Training</i>	72
<i>The Political Women's League</i>	72
<i>Network of Women Elected to Local Authorities</i>	73
<i>Women's Watch</i>	73
<i>Serving Judicial Employees, By Category Of Court, Title And Sex, 1997</i>	73
Administrative Courts	73
Civil And Criminal Courts.....	74
Ministry of i93.4(of)1.....a2AeiiriiRSosr tn	

MAINSTREAMING	77
<i>Positive Actions</i>	78
INSTITUTIONAL INTERVENTIONS, STRENGTHENING THE MECHANISMS TO PROMOTE EQUAL OPPORTUNITIES	78
<i>General Secretariat for Equality</i>	78
<i>Equality Offices</i>	79
<i>Prefectural Equality Committees (PEC)</i>	79
<i>Regional Equality Centres</i>	79
<i>Research Centre on Equality (RCE)</i>	80
Women's Information Unit on Employment and Vocational Training.....	81
Documentation Unit on Employment and Vocational Training for Women	81
RELATIONS WITH INTERNATIONAL ORGANISATIONS - EUROPEAN UNION	83
<i>Relations with the European Union</i>	83
UNICEF.....	83
UNESCO.....	83
OECD	84
Council of Europe	84
<i>Co-operation with the countries of south-eastern Europe</i>	85
<i>Active Participation of the GSE in the Royaumont Process</i>	85
9. HUMAN RIGHTS OF WOMEN	87
<i>United Nations</i>	87
<i>Council of Europe</i>	88
Mainstreaming	88
Violence against Women	88
Women's economic, social and development rights.....	88
Education	88
War and Peace	89
The Law	89
<i>Greek legislation</i>	89
Revision of the Greek Constitution.....	90
10. WOMEN AND THE MEDIA	

GSE ACTIONS	99
THE HABITAT AGENDA.....	100
<i>International Conventions and their implementation</i>	101
<i>International co-operation – participation</i>	101
<i>Conservation Volunteers</i>	102
12. THE GIRL CHILD.....	103
VIOLENCE AGAINST WOMEN AND GIRLS	104
CHILD LABOUR.....	104
<i>International Labour Agreements</i>	104
<i>Domestic Law</i>	105
EDUCATION.....	106
HEALTH	106
ACT	104

1. WOMEN AND POVERTY

POLICY FRAMEWORK

Recording the structure and the evolution of “poverty” over time serves as a central point of reference in planning social policy and at the same time constitutes an important indicator of how effective this policy is. Investigating the particular circumstances of women who are living in poverty or on the threshold of it constitutes a primary objective of the agencies implementing policies to improve women’s social and economic status. The Greek government, in an effort to support social groups threatened by poverty, has established a system of social protection by creating institutions and implementing actions that aim to ensure individuals’ participation in social and economic life on an equal basis and to guarantee them a decent standard of living.

CURRENT SITUATION

Research activities to identify and estimate “poverty”, employ specific methodological approaches, which may differ in terms of the indicators used (average income, average consumption or absolute minimum of essential consumer goods assessed at current prices), but coincide in terms of the unit of reference, which is the household.

In studying the features of “poor” households, variables are correlated mainly in relation to the head of the household, with the result that the particular situation of “poor” women may not be reflected.

From the existing research on poverty in Greece, it is estimated that the number of poor households declined significantly during the period 1974-1988.

In Greece during the 1990s, the evolution of the phenomena of poverty and social exclusion shows a positive correlation with the following population groups:

- Persons over the age of 65 years old (single-member households, elderly low-income couples)
- Single-parent families
- Single-member households
- Employees with low earnings
- Those who are unemployed or in the labour force on the fringe of the labour market
- Repatriates
- Migrants/foreign labour force

- Refugees

The General Secretariat for Equality is monitoring the changes in socio-economic indicators among selected female population groups with a view to introducing measures and implementing actions to support them.

Population over 65 years of age

The estimated¹ total population of Greece increased over the four-year period 1993-1996 by 0.9%. The population over 65 years of age increased during the same period by 1.8%, i.e. at double the rate of change. In 1996 this population constituted 16% of the total, with women representing 55.5% and men 44.5% of persons over the age of 65. The older the age group, the larger the percentage of women.

According to the Labour Force Survey conducted by the National Statistical Service of Greece (NSSG), 11.5% of men over 65 and 4.2% of women are economically active. This age group increased its percentage of the labour force between 1993 and 1996 by 0.5% (0.6% men and 0.5% women).

Unemployment among women over 65 years of age increased by 1% during the period in question; among men it remained the same. Of the unemployed women in this age group, 46% are considered to be long-term unemployed. The same is true for 24% of men over 65.

Pensioners

According to data from the Ministry of National Economy, pensioners in 1997 constituted 20.7% of the population.

Pensions for farmers

There is no gender-based difference in the pensions given by the Farmers' Insurance Fund (OGA). In addition, many older rural women receive a pension for being *polytechnes*, i.e. the mother of more than four children. The pensions granted to elderly farmers are lower than those of most other social security funds. This is because contributions have not been withheld from farmers' incomes, which would give them the right to a pension. Under the new law regarding the new OGA pensions, contributions are withheld from young farmers and the amount of their pensions will be analogous.

Positive factors in the standard of living of almost all elderly farmers are that they own their own home, are able to supply some of their own food, and receive additional income

¹ Source: NSSG, Summary Statistical Yearbook 1996,1997

from subsidies for their permanent crops and livestock; moreover, they have extensive access to nation-wide health service and medical and pharmaceutical care and to the communications services, transportation, power and water supply that have been developed throughout all the regions.

Employees' pensions: Social Insurance Foundation (IKA)

According to IKA data for the year 1997, 70% of pensioners receive the minimum pension. The same data also show that the average number of working days required for women to receive a pension is equivalent to 75.5%

•

applied for a Greek residence card numbered some 372,000 the period 1997 - 1998.

In addition to these, it is estimated that there are about 150,000 illegal economic migrants who have not filed an application for legalisation. Thus, the total number of migrants from third countries is estimated to be higher than 520,000 persons, a figure equivalent to about 12% of the domestic labour force.

In the data that follows, of particular interest are the instances of countries of origin from which the number of women seeking Greek residence cards is greater than that of their male compatriots. Apart from the case of women from the Philippines (who began migrating to Greece two decades ago and have established an association and day care facilities for their children), who are mainly employed in the service sector in private homes, there is no clear-cut sectoral employment of women from other countries. Our services, in co-operation with OAED, are processing the data regarding the employment skills that have been declared in order to investigate the possibility that these women are being exploited.

Country	Total	Men	Women
Total	352.632	255.503	88.446
Albania	228.858	185.061	38.598
Other countries	24.332	14.743	8.907

Country	Total	Men	Women
Total	100	100	100
Albania	64,9	72,4	43,6
Other countries	6,9	5,	

Source: OAED, Migrant's Applications for Residence Card 1997-1998
Processing: National Employment Observatory

(The difference of the total figure, in the first table, to the sum of columns 2 and 3 is due to the lack of data in the field "sex" in 8,689 applications forms)

The Greek government established the procedure for the legalisation of migrants with respect to residence and employment in 1997 by Presidential Decrees 358 and 359.

The purpose of the first Presidential Decree was to record the numbers of foreign nationals residing illegally in Greece who were either employed or looking for work, and to begin the process that would lead to their legalisation, under certain conditions. The purpose of the second PD was to deal with the problem of illegal economic migration, by instituting the procedure, terms and conditions under which a Residence Card of Limited Duration would be issued to foreign nationals from third countries.

MEASURES – POLICIES

The social rights to employment, health, housing, education, a dignified old age and more generally to a decent life free of racial and sexual discrimination are guaranteed by the adoption and implementation of analogous policies, while the institution of additional measures aims at the social integration of groups of women who are facing specific problems.

Combating poverty among groups of women is being dealt with by actions aiming to:

- Help women to become reintegrated into economic and social life.

- Provide allowances, goods and services to guarantee respect for human dignity and to mitigate extreme poverty.
- Ensure minimum assistance in matters of illness and care.
- Create the structures and machinery to support the above groups.

Legislative framework

In order to support groups threatened by poverty and social exclusion, the Greek government has instituted a system of social protection by establishing institutions and taking actions whose purpose is to prevent and combat such phenomena and to support the groups in question.

According to law 2646/1998 on the organisation of the National S.3 T((n)-1(nm)6)9.1(e)]TJ

- Tertiary social care, the object of which is to provide home or in-patient social care that requires high degree of specialisation or sophisticated technology. These services are mainly provided by the central or regional government.

Policy actions to combat social exclusion

Throughout the period being examined, integrated interventions are being

During the period 1998-99, the Research Centre for Equality, with funding from national and Community sources, set up Intervention Units to deal with social exclusion on a nation-wide level, by:

- Broadening the activities of existing structures (Athens, Patras, Thessaloniki).
- Creating new structures, parallel to existing ones in Volos and Herakleio
- Exploring alternative/flexible forms of organising structures to provide additional support services through the experimental operation of mobile units in the regions of Northern Greece and Crete
- Staffing with specialised professional personnel for women belonging to the target population groups
- Developing methodology and specialised instruments for the aforementioned population groups
- Networking human resources on a local, regional and national level, in order to create broader partnerships to undertake co-ordinated, integrated interventions to combat exclusion from the labour market.

Combating unemployment

Interventions in the labour market³ are part of the general policy of protecting the right to employment and include special actions to combat unemployment among women and promote their employment in all sectors and professions.

The main lines of this policy, in addition to providing unemployment benefits, consist of implementing active employment policies through:

- Vocational training programs for unemployed women
- Programs to reinforce entrepreneurship or grant a subsidy for setting up an enterprise and creating new jobs
- Subsidy programs for the creation of new jobs in existing companies
- Creation of structures to provide information and counselling to unemployed women.
- Creation of child-care facilities to assist unemployed women to be trained and look for work.

The programs for setting up a business and hiring the unemployed contain special positive regulations for the benefit of women by providing higher subsidies in both cases.

³ Regarding the extent and effectiveness of the programs, see the chapter "Women and the Economy".

Special weight has been given to extending the structures for the information and support of employment and the entrepreneurship among women. During the period in question, 18 facilities have been created and are operating, which, as provided for under the new National Employment Action Plan, will be extended and linked with the Centres for Promoting Employment created by the main agency in the field, OAED, in all regions.

Also the National Employment Action Plan provides for the creation of 100 new day-care facilities for children by the year 2001, in which 1000 new jobs will be created, mainly for women.

2. EDUCATION AND TRAINING

The General Secretariat for Equality is the government agency that implements policy in the field of gender equality; it institutes, plans, organises and collaborates with educational experts, and with the Ministry of Education, in order to:

- a) eliminate discrimination against girls (stereotypes, role models) in the educational community.
- b) disseminate the policy of equality in the educational field: in the content of studies and vocational guidance, and in linking education with the labour market.
- c) create women's studies programmes at universities and conduct research and studies for gender equality within education.

STRUCTURE OF THE EDUCATIONAL SYSTEM

Pre-School Education

The country's kindergartens are mixed, accepting girls and boys from ages 3½ to 5½ years old, and are optional.

Table (1) of the annex shows the difference between the number of boys and girls, which is due to demographic reasons.

Elementary School

Elementary school is for six years and is compulsory for all children between the ages 5½ and 12 years old. In recent years there has been a reduction in the number of students attending schools, a fact resulting from the country's low birth rate which is associated with the difficulties women face in the family and the broader social sphere.

The enrolment of boys and girls in elementary schools is approximately even, as can be seen in table (2) of the annex.

Secondary Education

Secondary education includes all junior and senior secondary schools. The first three years of junior secondary school are compulsory. Students who have completed their elementary education can enrol in secondary school without examinations. Table 3 of the annex shows the number of secondary schools (public and private) in the country and the distribution of students according to sex.

Senior secondary schools are differentiated into general, technical, professional and comprehensive. Attendance is three years for those in day school and four years for those in night school. The difference in the choice of secondary school according to sex can be seen clearly in tables (4a, 4b, 4c, 4d) of the annex.

Girls show a preference for general and comprehensive secondary schools. But an increase can be observed in the presence of females in technical secondary schools in comparison with previous years and a reduction in their preference for vocational schools.

Higher Education

Higher education includes universities (AEI) and technical colleges (TEI). Admission into both is gained through success in nation wide examinations, which preclude discrimination due to gender or other factors.

Participation of boys and girls in higher education as a whole does not present any significant divergence from previous years. But a significant difference can be seen in the distribution of girls among the various departments and faculties. This is due, *inter alia*, to the help of vocational guidance counsellors who are in more frequent contact with secondary school students.

Vocational Training Institutes

As has been mentioned in previous National Reports, Greece also has Vocational Training Institutes (IEKs) which are not included in the official educational system or levels. They supplement the educational system and help young people enter the labour market. IEKs provide training to graduates of junior and senior secondary schools, both vocational schools and others, and to anyone who wishes to learn a vocational specialisation.

The private and public IEKs offer training in 108 specialisations in sections at different levels where boys and girls alike participate. Lack of data makes it impossible to compile tables that show the participation of women in the various sectors.

Educational Staff

In pre-school education, the overwhelming majority of teachers are women. In recent years there has been a slight increase in male pre-school teaching staff.

The distribution of teachers in elementary and secondary education in the school year 1994-1995 and up to 1997-1998 can be seen in tables 5a, 5b, 5c, 5d, 5e, 5f, 5g of the annex.

taken by girls and boys can be seen to follow the prevailing social stereotypes. Specifically, the prevailing male stereotype (preoccupation with motors, construction etc.) can be considered to include computers as well. Essentially, this helps perpetuate the classical stereotypes and inequalities in the field of new technologies.

At the same time, it should be emphasised that the family does not support boys and girls equally in their approach to new technologies. For example, the percentage of boys who have access to a computer at home is substantially higher than that of girls.

The computer is male while typing is female. The expectation that social stereotypes would be overthrown when the automation of production removed the division between female and male labour has proven false. Factors like professional hierarchy, social superiority and the control of job procedures are more important in the division of labour. Thus, the introduction of new technologies has not brought any change in the distinction between female and male occupations. On the contrary, it reinforced the ideology of the male. In this context, it is not accidental that in the public sector 99.5% of the personnel entering data on the computers are women typists. While, in the field of "Programmers-Analysts" 90% are men and 10% are women.

In order to improve girls' attitude towards new technologies, the General Secretariat for Equality in co-operation with RCE organised a conference in Thessaloniki in 1998 centred around "New Technologies and Education".

Illiteracy

In recent years, an improvement has been observed in the percentage of illiteracy and semi-literacy among the population of Greece.

According to a study by the National Book Centre entitled "Panhellenic Survey of Illiteracy", Athens, 1998, and to data given to us by the General Secretariat for Adult Education of the Ministry of Education, illiteracy was greatly reduced after the drastic measures taken by the relevant government services. This does not mean that illiteracy has been totally abolished. Research conducted by the Ministry of Education shows that functional illiteracy is being reproduced through the educational system, resulting in illiteracy appearing among young people.

Illiterates among young people come from those students who drop out of school, along with those who never enrol. There is also some loss between elementary and secondary school.

The problem is more marked in remote regions as well as in special population groups such as Gypsies and prison inmates. The designation of functional illiteracy indicates whether or not a person has completed the nine-year compulsory schooling (elementary and junior secondary school).

The percentage of illiterate women is higher than the corresponding percentage among men. This percentage is differentiated more by geographical area, urban, semi-urban and rural population (farmers, workers, gypsies, Muslim women, minority groups etc.)

As for basic illiteracy, it is a composite social problem. Especially among the female population it is found mainly in rural areas and in older age groups, according to data from the country's last census of 1991, and means that it has disappeared completely among younger groups.

The General Secretariat for Adult Education, in order to combat illiteracy, which is especially prevalent among women of the mountainous, island and remote areas, has taken the following measures:

A. Publications, which include the following booklets:

1. Adult Illiteracy
2. Method of learning Greek as a foreign language under the title: "Communicating in Greek". This manual is given to those who are learning the Greek language.

B. Carrying out literacy programmes among target groups and by providing the relevant incentives.

4. A two-day presentation of the results of the work done by the educators, conclusions, proposals.

C) Based on the comments and the conclusions reached by educators, the comments of the research team and the findings of the evaluation team of the previous programme of action (Athens-Thessaloniki), a new level of action was developed that began in 1998 and will be completed by the end of 1999.

Percentage of Female Pupils in the Educational Categories, 1994 - 1998

School year	Kindergartens	Pupils		
		Total	Girls	% G
1994-95	5.603	130.975	64.558	49,3%
1995-96	5.603	127.947	62.794	49,1%
1996-97	5.542	132.746	65.016	49,0%
1997-98	5.681	141.044	69.375	49,2%

School year	Elementary	Pupils		
		Total	Girls	% G
1994-95	7.066	702.687	340.306	48,4%
1995-96	6.853	675.267	327.141	48,4%
1996-97	6.651	652.040	316.199	48,5%
1997-98	6.705	648.608	314.350	48,5%

School year	Junior Secondary	Pupils		
		Total	Girls	% G
1994-95	1.866	434.019	206.762	47,6%
1995-96	1.899	421.909	201.022	47,6%
1996-97	1.912	407.097	195.390	48,0%
1997-98	1.924	392.434	186.924	47,6%

School year	General Senior Secondary	Pupils		
		Total	Girls	% G
1994-95	1.216	251.660	139.059	55,3%
1995-96	1.232	252.454	138.934	55,0%
1996-97	1.230	245.116	135.503	55,3%
		186	138.934	48,5%

School year	Total	Girls	% G
1996-1998	2.315.629	1.185.050	51,2%

1994-95

School year	Total	Girls	% G
1994-95	1.301.116	638.116	49,0%

School year	Total	Girls	% G
1994-95	1.301.116	638.116	49,0%

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

UNIVERSITY FACULTY

Permanent

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Academic year 1995 -1996**Permanent, Tenured Faculty**

	M en		W omen	
TOTAL	5 589	72,7%	2.096	27,3%
Scientific Faculty	4.441	76,9%	1.331	23,1%
Non-Phd Holders	348	57,0%	263	43,0%
other Teaching Faculty	800	61,4%	502	38,6%

Non Tenured Faculty

	M en		W omen	
TOTAL	812	73,0%	301	27,0%
Scientific Faculty	723	73,8%	257	26,2%
Non-Phd Holders		0,0%	1	100,0%
other Teaching Faculty	89	67,4%	43	32,6%

Faculty on contract

	M en		W omen	
TOTAL	445	69,2%	198	30,8%
Scientific Faculty		0,0%	3	100,0%
Non-Phd Holders				
other Teaching Faculty	445	69,5%	195	30,5%

General Total Faculty

	M en		W omen	
TOTAL	6.846	72,5%	2595	27,5%
Scientific Faculty	5.5			

Academic year 1996 -1997**Permanent, Tenured Faculty**

	M en		W omen	
TOTAL	5 532	72,9%	2.061	27,1%
Scientific Faculty	4.459	76,8%	1.350	23,2%
Non-Phd Holders	311	54,6%	259	45,4%
other Teaching Faculty	762	62,8%	452	37,2%

Non Tenured Faculty

	M en		W omen	
TOTAL	810	71,5%	323	28,5%
Scientific Faculty	694	73,7%	248	26,3%
Non-Phd Holders		0,0%	1	100,0%
other Teaching Faculty	116	61,1%	74	38,9%

Faculty on contract

	M en		W omen	
TOTAL	576	67,1%	283	32,9%
Scientific Faculty	2	50,0%	2	50,0%
Non-Phd Holders	9	100,0%		
other Teaching Faculty	565	66,8%	281	33,2%

General Total Faculty

	M en		W omen	
TOTAL	6.918	72,2%	2.667	27,8%
Scientific Faculty	5.155	76,3%	1.600	23,7%
Non-Phd Holders	320	55,2%	260	44,8%
other Teaching Faculty	1.443	64,1%	807	35,9%

Source: Ministry of Education, Education Statistics.

3. WOMEN AND HEALTH

THE GENDER PERSPECTIVE IN HEALTH

For biological, social and financial reasons, women handle health problems differently from the way men do. They are afflicted by the same diseases but they experience them differently. The fact that women live longer is a way of explaining the higher percentage of chronic ailments and disabilities from which they suffer. They have a more negative overall view of their health. Financial dependence, experiences of violence, prejudices that they have encountered since childhood, the lack of autonomy with respect to their own sexuality and child-bearing, and their insufficient participation in decision-making processes are all negative factors that affect women's health.

Biomedical knowledge generated by men and based on male behaviour models ignores the effect of gender difference in diagnosis and treatment, and ultimately in health itself. But the rates of morbidity and mortality among women are also changing. Changes in women's way of life have made them susceptible to diseases that until recently had been regarded as traditionally male.

Women, whether as patients themselves or when accompanying other patients (children, elderly family members), use the health services more frequently than men.

As a rule, when we speak of health in the family, we mean "women", because the division of labour in terms of family care is basically sexist. Women have been entrusted with caring for children and the elderly, making all necessary contacts with the health system services and seeing to the family's health education.

All the above factors comprise the female dimension of health; the aim is to develop health policies that take the gender dimension into account and pay particular attention to women's problems and their relationship with the health field.

THE NATIONAL HEALTH SYSTEM – STATUTORY FRAMEWORK

Discrimination against Women (CEDAW) by virtue of Law 1342/83 which reinforces the Greek government's commitment to provide health services to women without discrimination. Greece also endorsed the treaty of the European Community which, in addition to article 152 of the Treaty of Amsterdam, provides for the guarantee of a high level of protection for people's health and incorporates policies ensuring equality into health policies. Within this framework is Presidential Decree 176/97 which was issued in compliance with Directive 92/85/EEC and concerns measures for the safety of pregnant women, new and nursing mothers in the workplace.

By law 2519/97 "Development and Modernisation of the National Health System – Organisation of Public Health Services – Regulations for Medications and other provisions", the operation of Health Centres was re-focused, and priority was given to prevention and to the upgrading of primary health care through the creation of Networks. This ensured the most rational use of the primary health care units belonging to the National Health System, social security organisations and funds, local government authorities and other legal entities under public law that are organised and operate as part of the Network for providing primary health care services, and are linked operationally and scientifically with NHS hospitals, to serve the three goals of prevention, treatment, and rehabilitation.

They cover urban and semi-urban regions, operate on the basis of scheduled contracts between the agencies involved and provide services from doctors specialising in general practice, paediatrics, internal medicine, gynaecology, and the other basic medical specializations, as well as dentists, nurses, health attendants, social workers, etc. The role of the family doctor is very important in the operation of these Networks.

Women And The Health Professions

The health sector constitutes a traditional place of employment for women. But while the health system is quantitatively dominated by women, power is in the hands of men. The low representation of women in senior positions and in decision-making centres considerably reduces their influence in the planning and development of health policin, pow,cgh P291 Tf0 -3.43]TJT* -03002 TcDem.6()12

Another interesting indicator is life expectancy at birth, which is about 75 years for men and 80 for women. In comparison with other EU countries, Greek men have the second highest life expectancy, whereas Greek women have the sixth highest; the difference of five years between men and women is one of the lowest in the European Union (Eurostat 1997).

Infant mortality has fallen constantly from 17.9‰ in 1980 to 9.7‰ in 1990 and 7.25‰ in 1996.

Mortality rates among both mothers (0.00 per thousand live births in 1995 and 0.005 in 1996) and infants (0.35 per thousand boys between 1-4 years old and 0.24 per thousand girls of the same age in 1996) are low. Sanitary conditions during childbirth are very good. All women in Greece give birth in fully equipped obstetrical hospitals, with the help of specialised personnel.

Of particular interest is the distribution per sex of the annual rate of premature death in Greece which, between 1980-90 was 2.2% for men and 3.0% for women, while in the five-year period 1990-1995, it had fallen to 0.4% and 2.7% respectively. This occurred because Greece had by then passed through the transitional period in which deaths from infectious diseases had decreased greatly owing to improvements in the standard of living, while it had not yet become one of the developed countries with their characteristic epidemics of ischemic heart disease and cancer. But while the low rate by which premature deaths are decreasing for Greeks is related to the increase in these diseases (heart, cancer) and to the failure to intervene effectively in our major public health problems (road accidents, smoking, hepatitis, environmental pollution, etc.), the difference in the distribution of the index by sex is related to the tendency of Greek women to increase their difference over men to 8-9 additional years of life (as is the case in other European countries) from the four-five years difference that prevailed up to now. This difference between men and women was the lowest in Europe and mainly due to socio-economic factors, as our rural women were exposed to health dangers, and women in the provinces did not have access to health services, etc.

Reproductive Health

The particular problems of women's health are handled in specialised services in the field of Prevention, Health Education and Care.

The objective is to promote health by taking positive measures. Within this context is the "Cancer prevention program among women" which is being initiated on a pilot basis in 1999 in the Eastern Macedonia and Thrace region in Northern Greece, and includes printed matter and the provision of services by local units and by mobile units wherever deemed necessary on a supplementary basis.

Also:

- By means of popularised leaflets, scientific publications and papers in the field of oncology, young doctors, nurses, medical students and the general public are informed on the prevention and treatment of gynaecological cancer.
- Programmes are in place for free examinations including breast examination, mammography, ultrasound breast examination and Pap tests which are conducted by gynaecologists, specially trained nurses and specialised cytological laboratories. In co-operation with cancer organisations and local government, population testing programs are implemented.
- Mobile units conduct preventive examinations for cancer of the cervix, uterus, and breast, making it possible for tests to be done on women in their own district.

In this way an effort is being made to familiarise women from a variety of social strata and of different educational levels with the concept of prevention. In co-operation with the prefecture, local government authorities and women's organisations, information is provided on prevention issues and women taught self-examination methods.

The women are informed in writing of the results of their tests. In the event that the findings from the tests require additional testing or treatment, women are directed to health units.

Preventive testing in Greece is based on women's voluntary visits to Public Hospitals, free of charge.

Psychosocial rehabilitation has been provided for the past few years mainly by professional groups at the cancer hospitals and cancer societies on the basis of international specifications and models.

Care is also taken (through cancer hospitals, health centres and organisations) to provide moral and material support and help to patients and their families.

Hospices are being set up in Athens, Thessaloniki and other cities in Greece to accommodate and protect cancer patients.

Cancer prevention programs have been carried out by non-governmental organisations within the framework of "Europe against cancer". In two major

density. It also funds programs to train medical personnel in the early diagnosis, prevention and treatment of post-menopausal osteoporosis.

Thyroid disorders among women in Greece are about five times more frequent than among men. The majority of these disorders are manifested as a simple goitre, but are often followed by disturbances of function (hyperthyroidism, hypothyroidism), thyroiditis and cancer of the thyroid.

A decisive factor in reducing the effects of simple goitre was the iodination of cooking salt in the 1960s.

Thyroid disorders are treated at specialised endocrinological departments of National Health System hospitals that are supported by endocrinological laboratories and isotope departments. This has contributed to the early diagnosis and treatment of thyroid disorders and to reducing their morbidity and mortality.

Family planning

Family planning constitutes an integral part of primary health care. The goal is for a family planning centre (FPC) to operate in every prefectural hospital and for all Health Centres to provide family planning services in order to make possible the conscious choice of having children, to treat reproductive problems, to prevent sexually transmitted diseases, to reduce the effects of unwanted or premature pregnancies, to prevent gynaecological cancer (breast, cervix) and to provide sex education. The Family Planning Centres are open at regular hours every day, every week, and are staffed with personnel especially trained at two educational centres in Athens and Thessaloniki. Graduates of these centres also staff many health centres, which are organised to offer family planning counselling and services. In recent years, the development of such services in health centres has mitigated the problems stemming from the inequitable distribution of FPCs, especially on the Greek islands.

Today there are 45 Family Planning Centres in operation, and counselling is provided by 60 Health Centres. In hospitals which do not have a FPC, the relevant services are provided through the out-patient obstetrical-gynaecological clinics.

Family Planning Centres can set their own goals for approaching the community, according to local needs. An effort has been made by many health centres to develop activities to inform the student population in their regions on sex education issues. These activities are usually included in the context of talks given at schools, in co-operation with parents' associations, on the subject of the hygiene of the reproductive system.

In addition to family planning counselling at the FPCs, Pap tests are provided free of charge, and IUDs are inserted at low cost, and

charged in the private sector. Interested parties must purchase condoms and contraceptive pills commercially.

Artificial insemination

The legislative framework for artificial insemination (AI) was laid down by Law 2071/92. It determines that AI can take place only in state hospitals or in well-organised gynaecological clinics. The same law provides for the issuing of a Presidential Decree to regulate relevant individual issues.

Activities by NGOs

prevent the spread of STDs, and to develop a European data base on the subject. On 23 May 1999 an information programme was launched to address these women twice a week in their workplaces (streets, bars, etc.).

AIDS

Dealing with AIDS is an important objective of national health policy. Through the Special Infection Control Centre (KEEL), actions are carried out the purpose of which is sex education as well as the primary and secondary care of persons suffering from AIDS/HIV.

According to KEEL data, the total number of AIDS cases that had been

There is also a service providing home care, which is available 16 hours a day to AIDS patients after their discharge from hospitals and upon the recommendation of the physicians in the special infections departments, a dental clinic for the needs of patients and seropositive persons and an

Gypsies

Persons With Special Needs

State care for persons with special needs is provided through the Ministry of Health and Welfare, without gender discrimination, because, as stipulated by Law 2648/98, "Development of the National System of Social Care and other provisions", every person who is a permanent resident of Greece, and is in a state of need, is entitled to public care by the agencies of the National System which must be provided without discrimination, in accordance with the individual's particular personal, family, financial and social needs. There are two types of care: In-patient care provided in chronic disorders clinics which have already evolved into rehabilitation and treatment centres, and out-patient care which is provided through the Ministry programs.

The Ministry of Health and Welfare subsidises 104,869 persons who are destitute, uninsured and unemployed (in addition to the blind and paraplegic) and who have a disability of more than 67%; it also provides indirect assistance to insured persons who then pay the difference between the amounts they receive for this purpose in their category and those paid by their insurance fund. The various social insurance funds (IKA, OGA, TEBE etc.) also subsidise persons with special needs under certain conditions.

Und3.1(e70(un9.46a)-0.64w)15.1b0i4slm.4(l)4.6(nd3.1(e,-t.6(ti)4.6(9,ti)4.6 a 2(ai8e..6(ti)P6 a

- The right to acquire a tax-free car under certain conditions e.g. persons with a motor disability of more than 67%, paraplegics, quadriplegics, parents of mentally retarded children, the blind, persons suffering from thalassemia, etc.
- Admission without examinations to Greek universities under the terms and conditions laid down by Law 1946/91 as amended by Law 2640/98 and in conjunction with the conditions set out by the university faculties.
- Shorter working hours for persons employed in the public sector, in public corporations and in local government. Specifically, spouses of quadraplegics and paraplegics with 100% disability and the parents of mentally retarded children with 67% disability work one hour less, and blind telephone operators and paraplegics work two hours less.
- Facilities for housing loans from the Deposit Fund, the Post Office Savings Bank and the Social Housing Organisation (OEK).
- Creation of jobs for persons with special needs (Law 1648/98 as amended by Law 2643/98).
- Vocational training programs for unemployed persons with special needs, within the framework of combating social exclusion.
- Special schools and special classes for mentally retarded children, the blind, deaf and physically impaired. Specifically, 216 children are attending special kindergartens, 3000 are attending special elementary schools and 9000 are attending special classes, 188 in special junior high schools, 158 in special senior high schools, and 267 in special education technical and vocational schools. It is noted that only children with physical disabilities, or who are deaf or hard-of-hearing may attend special junior high schools, whereas the needs of the mentally retarded are not met at all. In total, the services provided and the existing facilities do not cover the existing needs, and access to these services depends on the interest and capabilities of the family and the child's environment.

Mental Health

In the field of mental health and substance dependence, pioneering programs are being implemented which, like all health services and benefits in Greece, are addressed to men and women equally.

According to data from the Psychiatric Hospital of Attica, the distribution of mental patients in it is 60% men and 40% women. The number of substance-dependent men from the PHA's Drug Therapy Unit facilities is many times greater than the number of women.

Mental health problems among women appear to be characterised by the following: (from the newspaper *Adesmeftos Typos*)

- Over-prescription of medication to women
- Even though women's average life expectancy is consistently higher than that of men, the level of their health is lower.
- While smoking and the use of alcoholic beverages can be observed among younger women, the use of sedatives appears to be particularly

LIMITATIONS

Limitations and hurdles in the rapid and effective implementation of positive actions for women's health arise from problems in computerising services, in developing biomedical technologies and human resources, and in the lack of sufficient funding.

PROSPECTS

The General Secretariat for Equality, in its effort to incorporate policies of equality in all fields of government policy, has established a primary co-operation with the Ministry of Health and Welfare which is responsible for promoting positive actions for women's health, especially as regards prevention through primary health care, including:

1. Improving and exploiting the possibilities for action through Health Centres. The public health needs of distant regions should be covered by mobile units for diagnosis, sensitisation and counselling. The range of services provided includes both purely medical functions, e.g. the Pap test, as well as health education issues, e.g. hygiene, nutrition, smoking, exercise, etc.
2. The refocusing and expansion of Family Planning Centres. Care for and information about sexual and reproductive health is not restricted only to having children and preventing sexually transmitted diseases, but also includes improving quality of life and interpersonal relations. In Greece, which faces a low birth-rate problem, it is necessary to make a clear distinction between contraception methods and the reasons for the low birth rate. The sexual education of young people and the dissemination of the principles of family planning will reduce the number of abortions and preserve young people's fertility.
3. The introduction of sexual hygiene education in school curricula, but within a non-sexist framework of principles and models so that boys and girls alike can make informed, responsible choices of the behaviour that will affect their health and improve their interpersonal relations, within a context of mutual respect and comradeship.
4. Research on the mental health problems of the female population and assessment of the effects of socio-economic disparities and changes in living conditions.
5. And finally, to investigate and record the profile of women in Greece on the basis of the directives and parameters laid down by the World Health Organisation.

4. VIOLENCE AGAINST WOMEN

The phenomenon of violence against women has been recognised as a major world problem; it includes any threat or violent action against women, whether physical, sexual or psychological. These forms of violence are practiced either in the family (domestic violence) or in the society (sexual offences, sexual exploitation).

EXISTING SYSTEM, POLICY MEASURES AND CURRENT SITUATION

Legislative Framework

Greek legislation regulates and addresses violence against women with provisions that refer generally to crimes against the individual's life and integrity, to crimes against the personal freedom, honour and personality of the individual, as well as crimes against sexual freedom.

The forms of violence mentioned in the legislation are those regulated by the general provisions of Civil or Criminal Law and by other special laws (labour law) and are classified as:

- Physical injury
-

At the state level, on the initiative of the General Secretariat for Equality, a Battered Women's Centre has been in operation since October 1988, and provides the following services:

- a) A Battered Women's Bureau which provides legal and psychological support to women who are victims of violence.
- b) A shelter that has operated since 1993 in co-operation with the Municipality of Athens, and offers accommodation to women who are victims of violence together with their children, as well as legal and psychological support and information about other social services available.

Also, women who are victims of violence can go to the state hospitals, health centres, mental health centres, etc. even though they are not staffed with personnel specialised in dealing with such cases.

Prostitution And Trafficking In Women

The entry of thousands of migrant women into Greece from the economically weaker countries of eastern Europe (Russia, Ukraine, Georgia, Albania, Romania etc.) has resulted in an increase in the white slave trade and in the sexual exploitation of women and girls in Greece.

Under Greek legislation, prostitution in itself is not a criminal act. The laws in force regarding prostitution are not of a prohibitive nature, but determine the conditions for its practice.

a) Law 1193/1981 "re: protection against venereal disease and regulations for the victims concerned" contains a number of provisions that determine the prerequisites for the practice of prostitution.

b) Under criminal law, in order to restrict the exploitation of women, whether minors or adults, there are a number of clauses, particularly in the chapter "Crimes against sexual freedom and crimes of financial exploitation of sexual life", which provide for penalties that include both imprisonment and fines. According to these provisions the following are punishable acts:

- Assisting in the corruption of others
- Procuring
- The exploitation of prostitutes
- Slave trade

c) Law 2676/1999 provides for the compulsory social security coverage for women who receive money for prostitution.

The General Secretariat for Equality co-operates with the Ministry of Public Order to deal with the phenomenon of prostitution and to take measures against the sexual slavery and procurement associated with it.

Specifically, these measures are: guarding the frontiers, distribution of relevant pamphlets in the countries of origin, at the borders and in Greece, the protection of women who are victims of violence when they bring charges in instances of violence, and Greece's co-operation with the states of origin of women who are victims of violence (Eastern Europe and Balkan countries) and the agencies involved both in these countries and in our own.

These measures will help women who are victims of violence to return to their own countries by means of a dignified procedure and not under a regime of persecution and stigmatisation as is deportation and its repercussions.

Greece has put forward these positions at international conferences and working groups held both within the framework of the European Union (European Conference on Trafficking in Women, Vienna 1996, Ministers' Conference at The Hague in the Netherlands, 1997) and to international organisations (UN, Vienna, New York, March 1998, Council of Europe).

Also, the General Secretariat for Equality, aware that the existing infrastructure is insufficient to deal with incidents in which foreigners, mainly women, are victims of forced prostitution, that these incidents are increasing, and that their victims require immediate help and special support, as has already been pointed out, is upgrading and broadening the existing infrastructure in the Prefecture of Attica and Piraeus. The GSE is in the process of setting up five (5) units to support and protect women victims of violence in Thessaloniki, Patras, Volos and Herakleio in conjunction with the Centre of Research on Equality Issues.

The city of Thessaloniki was selected, both for regional reasons to cover the needs of northern Greece, and because in recent years the city has become a transit point for foreign women victims of sexual violence who have come from the countries of Eastern Europe and are on their way to other cities in Greece.

Sexual Harassment In The Workplace

Sexual harassment in the workplace means unwanted behaviour of a sexual nature or other behaviour based on gender difference which touches upon the dignity of women and men in the workplace and which is expressed in word or deed.

This definition is provided in the Recommendation of the European Union dated 27.11.1991 on protecting the dignity of women and men in the workplace.

Greek legislation provides protection to women through general provisions which are scattered throughout the Civil and Penal Code or in more particular laws.

The practical difficulty of prosecuting the perpetrator in such cases is that most of these offences that are covered under the Civil and Penal Code are prosecuted after charges are brought, i.e. the woman must file a complaint. This proviso has been removed only in the case of rape, by Law 1419/84, whereby the perpetrator is prosecuted by the authority of the Public Prosecutor's office as soon as it is notified of the offence by any person.

The General Secretariat for Equality, in drafting the legal framework to deal with violence against women, recognises that women are not adequately protected in these cases, particularly in the private sector.

For this reason, it is promoting a special legislative regulation for the offence of sexual harassment, according to the recommendation of the European Union, while at the same time in co-operation with the NGOs, it urges women to bring charges in such cases. Thus in the past two years, judicial rulings have been handed down in Greece regarding sexual harassment in the workplace in cases of invalid and abusive denunciations of employment contracts.

ACTIVITY BY NGO's

Non-governmental organisations (NGOs) carry out activities to support women who are victims of violence and to raise the public's consciousness about violence against women. They offer free services to women who are victims of violence, such as legal advice, psychological support and defence in court.

In 1990 an SOS telephone line went into operation for battered women in Athens and Thessaloniki.

In 1997, the Watch for Women's Rights opened a complaints' office for women with a telephone hot line.

The League for Women's Rights has a section that offers women legal advice.

The Panhellenic Women's Organisation PANATHENAIKI, in co-operation with an educational organisation and the Hellenic Police Academy, organised a conference in order to sensitise Academy students on issues of violence against women.

In the countryside, women's organisations were active in providing information about issues of violence and the sexual exploitation of women. In particular in the city of Ioannina, women's organisations run a facility to welcome women who are victims of violence.

POLICY AND ACTIONS BY THE GENERAL SECRETARIAT FOR EQUALITY

In its program of action up to the year 2000, the General Secretariat for Equality has set out the following priorities in studying and addressing violence against women. In this regard, a committee has been set up which consists of various associates, university faculty members, experts, representatives from the Ministries of the Interior, Justice, Public Order, and Health and Welfare, and representatives from NGOs. The task of the committee is to study the existing legislative framework and to submit proposals for improving it.

Legislative Regulations

By the end of 1999 it is expected that special provisions will have been drawn up to fill in the gaps in the legislative regulations regarding forms of violence against women. This task will be carried out in co-operation with the Ministry of Justice.

Social Infrastructure

As regards social infrastructure, by the end of 2000, it is expected that the existing infrastructure in the Prefecture of Attica and Piraeus will have been

Informing and Sensitising Public Opinion

Regional Equality Centres are being created in Greece's thirteen regions; their responsibilities include support for women who are victims of violence.

The General Secretariat for Equality (GSE) funds and co-operates with women's organisations which, in the framework of the Community Initiative DAPHNE implement programs that include:

- a) Informing and sensitising public opinion
- b) Education, sensitisation and information of police and judges who are concerned with violence issues
- c) Research on the attitudes and viewpoints of the population about women refugees and their sexual exploitation
- d) Providing information to refugee women
- e) Creation of a network of women's organisations to develop appropriate policies and to exchange experiences and practices

Also, within the context of the European program ARIADNE, the General Secretariat for Equality collaborated with the Ministry of Public Order and women's organisations to organise a seminar in order to sensitise police personnel working on issues of violence and the sexual exploitation of women.

5. WOMEN AND ARMED CONFLICT

Solidarity to Refugees.

Greece is a peaceful country, factor of stability and security. Greece does not face problems of conflict internally, but because of its special position in the Balkans and in the Eastern Mediterranean, and as a member state of the European Union, has the duty to contribute to the peaceful coexistence and stability and development in a very sensitive region. The Greek policy is for peace, co-operation, friendship and good neighbouring.

The Greek Government in implementing the above policy and through the crisis period in Yugoslavia, Serbia and Kosovo, undertook serious initiatives for peace through UN and diplomacy and humanitarian aid to the refugees. The "Focus" Agreement (Greece, Austria, Switzerland and Russia) for humanitarian aid to the Kosovo refugees, with emphasis to women and children, is one example. Women played an active role in organising solidarity.

NGO's for reduced military expenditures and peaceful resolutions of conflicts.

Women's Organisations and initiatives, as for example (KEDE – Centre for Research and Action for Peace, WINPEACE- Women's Initiative for Peace, The Front for Logic against Nationalism and Racism), are struggling to reduce the military expenditure and have set timetables and measurable goals.

Non governmental organisations have been created for the promotion of peaceful resolutions of conflicts. Besides the activities of women in the development of humanitarian aid in situations after the war, long-term education and training is necessary in order to build a culture of peace. It is also necessary to develop preventative diplomacy enabling eradication of armed conflicts. There are positive examples of women's initiatives for the building of measures of trust. The empowerment of women through these procedures promotes equality, the promotion of equality deepens democracy. In this manner these initiatives have their own dynamism and exert positive influence on different levels.

Women's initiatives for the promotion of a peace culture, require minimum structures and support which will allow them to acquire knowledge and develop their activities.

The Greek Government has elaborated and forwarded through the Parliament a law to encourage and support initiatives of the civil society which pursue a culture for peace and preventive diplomacy.

Protection, assistance and vocational training to refugees

Greece has been receiving thousands of migrants and refugees for the last ten years from Eastern Europe, the Balkans, the Middle East and the Eastern Mediterranean. The Government is making efforts to provide shelter and to legalise their residence in Greece, under certain conditions.

The social exclusion programmes which have been developed cannot cover the tremendous needs.

Non governmental organisations are providing for basic needs of women refugees in kind and expressing their solidarity in various ways.

6. WOMEN AND THE ECONOMY

POLICY FRAMEWORK

The general policy framework for ensuring equality of opportunities, between women and men, in economic life and for improving the status of women in the labour market, has been implemented along the main lines of:

restricting unemployment among women

limiting the vertical and horizontal segregation of the labour market on the basis of sex and

encouraging the sharing of professional and family responsibilities among men and women.

CURRENT SITUATION

Legislative Regulations 1995-1998

Law 2639/1998

Law 2639/1998 is an effort to re-regulate labour relations and include regulations that touch upon significant issues in labour law and in labour relations, such as working hours, informal forms of employment, the distinction between dependent and independent employment, etc.

Since women have frequently, not always as a result of conscious choice, but under the pressure of a combination of family and employment obligations, chosen to work part time or in special forms of employment, a more detailed reference to this law is required.

Article 1 enacts a negative presumption of non-dependent labour for those who provide independent services or contract work, as self-employed, and particularly as piece-workers, as tele-workers or home-based. The presumption that a dependent labour relationship is not concealed is valid as long as the agreement is in written form and has been made known within 15 days to the Labour Inspectorate. This presumption is reputable.

Finally, this clause does not affect IKA social security coverage for persons working off the premises on which the employer's business operates

maternity leave until the child has reached the age of three and one-half years old (3½). This leave is without pay, and can last for just three and one-half months (3½) for each parent working in the public or private sector.

A labour contract cannot be validly denounced on the grounds of exercising the right to take parental leave.

Presidential Decree 176/15.7.97

The purpose of this PD is to harmonise Greek legislation with the provisions of Directive 92/85/EEC and concerns the application of measures to improve the safety and health of pregnant women, new and nursing mothers in the workplace. Its provisions are applied beyond the general clauses about the health and safety that are always applicable to the workplace.

The provisions of the present decree are applicable to all companies, premises, farms and work in the private and public sector.

Article 7 of this PD provides that working women in the sense of article 2 (i.e. women who have recently given birth and nursing mothers) with full-time or part-time employment at night shall be transferred to a corresponding daytime position. In the event that this transfer is technically or objectively impossible, they are exempted from work.

The same PD also:

- Provides for 16 weeks of maternity leave,
- Prohibits the dismissal of pregnant women, new and nursing mothers so as to avoid their exercise of their rights to protection of their health and safety
- Allows pregnant working women to be absent from the job for prenatal examinations.

Law 2525/97

Under this law, all-day kindergartens and elementary schools were established to facilitate working people with family obligations.

Law 2434/96

The Greek Government understands that unemployment constitutes one of the major problems not only for young people entering the labour market for the first time, but also for other groups of citizens, such as women.

Changes in the economic field, new technologies that reduce the number of jobs and new forms of labour relations have imposed new conditions on the

Law 2434/96 “Measures for employment and vocational education and training” contributes in this regard, with a series of measures such as:

- Establishment of a special Account for Employment and Vocational Training.
- Issuing of an Employment Card by the Manpower Employment Organisation (OAED) as the national employment agency.
- Development at OAED of a Comprehensive Computerised System of job supply and demand.
- The co-calculation of unemployment allowances with training and employment programs
- The linking of training programs with jobs
- The subsidising of programs to promote employment in private enterprises
- The promotion of measures to make it possible for young graduates to acquire professional experience and seasonal employment for the long-term unemployed.
- Training of workers for major technical projects
- Provision of sickness benefits in kind to the long-term older unemployed
- Subsidisation of employers to cover the non-salary cost of employment
- Implementation of measures to facilitate the mobility of the unemployed
- Setting up of Regional Employment Observatories
- Operating of Unemployment Information Bureaus following planned agreements between OAED and local government authorities, chambers of commerce and industry, workers’ trade union organisations and employers’ associations.

Major Changes In The Employment Of Women During The Period 1993 - 1996 - Basic Employment Indicators

According to data from the Labour Force Survey 1997, the population of the country (14 years of age and older) numbers approximately 8,859,400 persons. Women constitute 52.5% of the population and women 47.5%.

In 1997 36.2 out of 100 women were economically active, while the corresponding figure for men was 62.1 out of 100.

Activity rates of population 14 years and over, by sex, 1997

Em p loym ent Status	Total	Men	W om en
----------------------	-------	-----	---------

Activity Rate	48,5	62,1	36,2
Em pbyment	43,5	58,0	30,4
Unem pbyment	10,3	6,6	15,9
D istribution ofPopulation by sex	100,0	47,5	52,5
D istribution ofLabourForce by sex	100,0	60,8	39,2
D istribution ofEm pbyed by sex	100,0	63,3	36,7
D istribution ofUnem pbyed by sex	100,0	39,3	60,7
D istribution ofInactive Population by sex	100,0	34,9	65,10

The systematic gender division of the labour market, combined with family obligations, seems to play a decisive part in women's integration and development within the labour market.

Changes in women's activity rate

Women's activity rate rises between the years 1993 - 1996 almost by 2% while men's drops by 0,3%.

The total increase of the population of the labour force the period mentioned, is basically due to the growth of women's participation in the labour force (73%women, 27% men of new entries). The year 1996-1997 women in the labour force increased by 1,500 while men decreased by 25,400.

the percentage of women involved in the absolute change in employment was 126%.

In 1996, women constituted 36.2% of all employed persons and:
44.8% of all professionals
42.9% of all technicians and associate professionals
53.7% of all clerks
50.3% of all service workers and shop and market sales workers
49.6% of all elementary occupations
and
23.1% of all legislators, senior officials and managers

Women's employment in 1996 was concentrated in the occupations of:

"Skilled agricultural and fishery workers" with a participation of 23.4% in the total employment of women; "Service Workers" with 15.8% of women's employment; "Clerks" 15.2%; "Professionals" 14.1% and in "Elementary occupations" with a share of 8.2% of total women's employment.

Women's Employment by Occupational Status

1993-1996

The change in the distribution of employed women in 1993-96, by occupational status was:

a 1.3% increase in the number of salaried women employees

a 1.0% decrease in family workers

a 0.1% increase in employers

a 0.4% decrease in self-employed.

Of the unremunerated family workers, who constituted $\frac{1}{4}$ of employed women in 1996, 65% were in agriculture, 16% in the wholesale and retail trade, 8% in

the increased unemployment in the past four years, as of the 48.179 additional unemployed in the past four years, 45,588 (94.6%) were women and just 5.4% were men. This fact not only fully counteracts the positive developments in the entry of unemployed women into the labour market (31.1% of women entering the labour market are from the ranks of the unemployed) but if this continues, it will discourage a significant number of women from active job hunting.

Long term unemployment in Greece was as high as 53.8% in 1996, showing an increase of 8.2% over the corresponding figure for 1993 (50.1%).

The phenomena set out above are particularly marked in the distribution of long term (LT) unemployment by sex, as on the one hand 68.4% of the LT unemployed in Greece are women, and on the other, the greater percentage (75%) of the additional LT unemployed between 1993-1996 were women. The LT unemployment rate among women showed an increase of 7 percentage points, as of 56.6% in 1993, it reached 63.6% in 1996, while the corresponding rate for men showed an increase of 8.4 percentage points, since from 40.8% in 1994, it went to 49.2% in 1996.

Employment by marital status

In 1996, the highest women's activity rate was seen in the category of divorcees (65.5%), with an average participation by all women of 36.5% and an average for men of 63.3%.

The category of women heads of households who are not married (unmarried, divorced, widows) and have children, participate in the labour force at the rate age

Employment in the Public Sector



Source: General Secretariat of Public Administration, Employees in 31/12/1997

Working Hours

The average number of weekly working hours for women was 40.7% in 1994 and constituted the longest working hours in the EU12 (Eurostat, 1995).

During the period in question, there was a significant increase in employment in unsocial working hours (afternoon and evening).

In 1995, 14% more women were employed in the afternoon than was the case in 1992. In the distribution of employed women by marital status, we note that the increase in afternoon employment for divorced women increased by 36%, for unmarried women by 16% and for married women by 12%.

Change of Women's employment: unsocial hours evening work 1992 - 1995

Marital status	Sex	92-95
Total	Women	13,7
Divorced	Women	35,8
Married	Women	12,6
Single	Women	16,2
Widowed	Women	5,6

Source: NSSG, LFS

Submission of a legislative regulation, for the harmonisation of Greek law to the (recent) European directive on the burden of proof.

Participation in preparing a social security and pension bill in order to remove the discriminations between women and men in these fields (e.g. transfer of women's social security rights with equal prerequisites, etc.)

Policy measures

Within the framework of the National Action Plan for Employment (ESDA), activities have been scheduled to promote women's employment and reduce inequality in the labour market.

The General Secretariat for Equality submitted 13 ESDA proposals to the Ministry of Labour.

The proposed actions attempt to mainstream a gender perspective into the first three directions of ESDA 1999. As for the fourth pillar, which refers to

7. WOMEN IN POWER AND DECISION-MAKING

WOMEN'S PARTICIPATION IN DECISION-MAKING

One of our priorities is to increase the participation of women in decision-making processes, because we believe that women's participation in formulating policy for the country's economic, social and cultural development will be a decisive factor in promoting a substantial policy of equal opportunities.

In countries where participation quotas in decision-making posts are accompanied by structural measures to improve the status of women, they have been successful.

The Constitution of Greece guarantees women's right to equality and to equal participation under article 4; but despite this legal framework, the current picture shows the unequal participation of women and men in politics.

This is not a phenomenon characteristic of Greek society alone, but can be seen in all developed countries to some degree.

The participation of women in the Parliament of the Hellenes after the elections in 1996 is as follows:

Women MPs after the national elections in 1996:

PASOK – 7
ND – 6
Synaspismos – 3
Communist Party of Greece – 2
DIKKI – 1
Women - 19
Men - 281

Women members of the European Parliament (June 1999)

PASOK – 2
ND – 2
Women: 4
Men: 21

Committees of the Greek Parliament

Committee of Cultural Affairs

Vice-chair, 1 woman
8 women members, 50 men

Committees of National Defence and External Affairs

2 women 50 men

Committee of Finance, National Economy, Environment

2 women 50 men

Committee of Social Affairs

None

Committee of Public Order and Justice

1 woman 50 men

Committee of Production and Commerce

4 women 50 men

The participation of women at the top in public administration and in public appointed posts is low.

There is little participation by women in the political parties, although the percentage of women who occupy senior positions in decision-making posts is higher.

Positive Actions and Measures:

- Raising public consciousness through the media.
- Sociological research into the barriers women face in their career and in politics.
- Holding conferences on women's participation in decision-making processes with NGO's.
- Implementation of the EU Council Recommendation on 3.12.98 to promote the balanced participation of women and men in decision-making processes.
-

- Support for social organisations and institutes that conduct research on women's participation in and influence on decisions and developments, and that identify the legal, social and cultural barriers that hinder the achievement of a balanced gender participation in decision-making processes.
- Co-operation with the women's sections of trade unions in promoting women's participation in trade union executives proportional to their participation in the organisation's rank and file.
- Creation of a data bank about female functionaries.
- Study of the political system and the electoral laws, pointing out any indirect discrimination against or exclusion of women.
- Structural institutional changes in the process of selecting candidates for administrative positions, by revision of the evaluation criteria. This will mean that, in addition to degrees and certificates, the ability to evaluate priorities on the basis of human needs and resources will also be taken into consideration.
- Writing of periodic reports about the role and status of women in the parties, in public administration, and in the trade unions, and the criteria on which selection for senior posts is based.
- Identifying the small percentages of women's participation in administrative positions and taking positive measures to increase these percentages.

Education – Vocational Training

- Seminars for women wishing to take part in trade union and political life, with the responsibility of the GSE, the Parliament and the competent trade union organisations, such as General Confederation of Labour of Greece (GSEE), the confederation of public employees' unions ADEDY, the agricultural co-operative unions GESASE and PASEGES, and the universities and technical colleges of Greece.

The Political Women's League

This League is the statutory form of the co-operation between the women's sections of the political parties that began in 1993, with a view to promoting in Greece the European campaign to increase the number of women in the European Parliament in the 1994 elections; it was co-ordinated by the Network of the European Commission "Women in Decision-Making" on a Europe-wide basis.

All parties are represented on the League's administrative board with active politicians from all the parties, including women MPs, MEPs, government ministers, mayors, the Presidents of the Greek Section of the European Women's Lobby which represents 45 women's organisations, as well as representatives of the Federation of Greek Industry, the General Confederation of Labour of Greece and the European Network of Journalists.

Network of Women Elected to Local Authorities

Women take part in collective processes when these processes are believed

Total	193	123	70	36,3%
-------	-----	-----	----	-------

Administrative Court of First Instance

<u>Degree</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>%of Women</u>
Presidents	79	36	43	54,4%
Judges and Associate				
Judges	302	86	216	71,5%
Total	381	122	259	68,0%

Civil And Criminal Courts

Supreme Court

<u>Degree</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>%of Women</u>
President	1	1	0	0%
Vice-President	8	8	0	0%
Judges	50	50	0	0%
Public Prosecutor	1	1	0	0%
Total	72	72	0	0%

Court of Appeal

<u>Degree</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>%of Women</u>
Presidents	59	59	0	0%
Attorneys General	30	30	0	0%
Judges	327	274	53	16,2%
Deputy Attorneys				
General	91	90	1	1,1%
Total	507	453	54	10,7%

Court of First Instance

<u>Degree</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>%of Women</u>
Presidents	203	120	83	40,9%
Public Prosecutor	143	108	35	24,5%
Judges				
Associate Judges				

Deputy Public Prosecutors	232	117	115	49,6%
Associate Public Prosecutors				
Total	578	335	233	40,3%

District Court

<i>Degree</i>	<i>Total</i>	<i>Men</i>	<i>Women</i>	<i>%of Women</i>
Justice of the Peace				
(JP) First Degree	135	42	93	68,9%
JP Second Degree	239	61	178	74,5%
JP Third Degree	224	35	189	84,4%
Total	598	138	460	76,9%

Ministry of Foreign Affairs

According to data from the Ministry of Foreign Affairs, there are 479 employees in the diplomatic corps, of whom 84 are women (17,5%). Following is a breakdown of these figures by rank:

Minister Plenipotentiary A: 1 woman in embassy

Minister Plenipotentiary B: 1 women in central service

Councillor A: 18 women in total:
4 in central service
4 in embassies
10 in general consulates (2 heads)

Councillor B: 18 women in total:
11 in central service
2 in embassies
2 in permanent missions
3 in general consulates (2 heads)

Secretary A: 29 women in total:
3 in central service
13 in embassies
5 in permanent missions
6 in general consulates (1 head)
1 in consulate
1 in Liaison Office

Secretary B: 3 in embassies

Secretary C: 7 women in total
2 in central service
5 in embassies

Embassy Attaché 7 women in central service

Ministry of Interior, Public Administration and Decentralisation

The following data have come from the Ministry of Interior, Public

8. INSTITUTIONAL MECHANISMS FOR THE ADVANCEMENT OF WOMEN

There are three main institutional mechanisms for the advancement of women:

1. Mainstreaming equal opportunity policy
2. Institutional interventions, and
3. Strengthening mechanisms for promoting gender equality and equal opportunities.

MAINSTREAMING

- According to an announcement by the European Commission on the subject “Mainstreaming equality of opportunity for women and men into all Community policies and goals” (Com [96] 0067-C4-0148/96),
- Taking into account the new provisions of the Treaty of Amsterdam: articles 2, 3, 6a, 118, 119 and 5 of the Treaty establishing the European Community,
- The Fourth Medium-Term Community Action Framework regarding equality of opportunity for women and men (1996-2000) – (EC 323, 4.12.1995),
- The Beijing Declaration and Platform for Action approved by the Fourth World Conference on Women: “Action on Equality, Development and Peace” (Beijing, 15-9-1995),
- Regulation No. 2081/93 of the EEC Council about the tasks of the Structural Funds,
- The intervention of the General Secretariat for Equality and Greece’s Resolution at the 42nd Session of the United Nations in New York on implementing mainstreaming as a strategic policy,

The principle of mainstreaming constitutes the basic concern of GSE in realising this policy for women in the future; it is focused on the following seven sectors:

- a. Employment
- b. Enterprises headed by women and the right associates in SMEs

European Parliament, in co-operation with the General Secretariat for Equality, the European Women's Lobby, and the European Commission, to inform the participants on the subject of mainstreaming, i.e. the integration of equal opportunities for women and men into all Community policies and goals.

- Institution of frequent and substantial communication on the part of the General Secretariat for Equality with women's organisations, the women's sections of the political parties, centres, secretariats etc., with a view to their participation in planning and implementing the Program of Action. The RCE page on the Internet will be used to provide information.
- Establishment of a National Consultative Committee on Equality.
- Reinforcement of the GSE library services.
- Publication of a newsletter.
- Strengthening, staffing, expansion and upgrading of the operation of the RCE and the Documentation Centre.
- Creation of a Standing Parliamentary Committee on equal opportunities.

Equality Offices

- Determination of the role, responsibilities, type of intervention, co-operation and assistance of the Equality Offices by the GSE.
- Letter to the various ministries and organisations regarding the

Basic aims of the Regional Equality Centre

- It documents, evaluates and utilizes the conclusions from research and studies.
- It informs and counsels women in their search for employment.
-

- Labour market
- Vocational training
- Bibliography.

RELATIONS WITH INTERNATIONAL ORGANISATIONS - EUROPEAN UNION

Relations with the European Union

The General Secretariat for Equality:

- Participates on an equal basis in all the EU institutional bodies in which gender equality and equal opportunity policies are discussed, planned and implemented,
- Prepares, consults, recommends proposals of a legislative nature to harmonise national legislation with Community law; it works out positive actions and Community initiatives in favour of women; it monitors

GSE, with the experience it has gained from establishing women's co-operatives in Greece, strongly recommends the enrichment of UNESCO activities in support of women's participation in the transition from a rural economy to contemporary forms of development.

Due to conflicts arising from the transition to democracy among peoples with different cultural backgrounds in the Mediterranean and the Balkans, we would also recommend that UNESCO seriously consider the mobility of the population in these areas and provide substantial support for the integration of women into the new forms of society.

Regarding the Unitwin project, we support the initiatives taken by the universities and the educational projects of the Ministry of Education.

OECD

The General Secretariat for Equality is in constant communication with the Organisation for Economic Co-operation and Development (OECD) and specifically with:

1. The Committee of the Co-operative Action Program on local initiatives for employment creation and
2. The Working Group on the role of women in the economy.

On these issues, the GSE co-operates with the Ministry of National Economy, the Ministry of Development and other agencies.

Council of Europe

The General Secretariat for Equality took par(C)5.Ta3.7(s.)0.5(me)D1(a)-0.9e COrects m3

Co-operation with the countries of south-eastern Europe

- Mobilisation of the General Secretariat for Equality in the Balkan countries through co-operation with the counterpart state agencies,
- Participation in the activities of the Black Sea Organisation for Economic Co-operation
- Representation on the Ministry of Foreign Affairs committee regarding co-ordination of Mediterranean policy
- Representation of the GSE at the conference of the Interbalkan Women's Co-operation and the UNESCO Centre on Women and Peace in the Balkans "The Role of Rural Women in the Development of the Balkan Countries" (Thessaloniki, April 1997)
- Representation of the General Secretariat for Equality on the Development Programme of the United Nations for Romania: "The Equal Opportunities Policy in Government and Non-Governmental Programs" Sinaia, May 1997, Eforie Nord, June 1997).
- The GSE proposed that it be represented at the Balkan Meeting of Foreign Ministers in Crete, in November 1997.
- Joint preparation for creating a Balkan Women's Network for peace,

propaganda methods, co-operation in rehabilitation of the civil society with the equal participation of women).

9.HUMAN RIGHTS OF WOMEN

International commitments

The new global machinery set up by international organisations has lent a new social dimension to human rights and in particular to gender equality, through community, economic and cultural rights and through all the special positive measures that have been put in place to bridge the gap created by social and financial disparities, so that equality may become a reality for all human beings.

“Human rights and fundamental freedom are the birthright of all human beings; their protection and promotion is the first responsibility of government.”

(VHR DPA par.8)

Regional systems such as the European Court provide the machinery to protect and strengthen women’s human rights. The protection of human rights by national governments is one of the most fundamental democratic functions in every society.

In order to increase women’s participation in democratic processes at all levels, and to reinforce their human rights, the Greek government, in co-operation with non-governmental organisations and in accordance with the Convention that followed the Beijing Platform for Action, is taking positive measures.

United Nations

On behalf of the European Union member states, the EU Presidency submitted a declaration on women’s and children’s rights as a follow-up to the

Council of Europe

Greece was represented at the Fourth Conference of European Ministers on Equality (Istanbul, 6-7 November 1997) which was organised by the Council of Europe. The Conference adopted a Declaration on the Equality between Women and Men as a fundamental criterion of democracy.

Mainstreaming

- Mainstreaming a gender perspective into all activities
- The integration of equality issues throughout government policy and the role of the national machinery in the general charting of this policy.

Violence against Women

As was recognised by the World Conference on Human Rights and confirmed

To this end, the Greek League for Women's Rights held a colloquium on 18 December 1997. Experts in the field (government ministers and MPs from all political parties, university faculty members, etc.) took part in this colloquium.

Seminars and conferences were organised by government agencies and NGOs.

The Ministry of Defence published a Charter of Human Rights that includes women's human rights issues.

War and Peace

To strengthen women's position of full participation in times of war and peace alike. To create a Peace and Development Institute, which is also a strong demand by women's organisations.

The Law

Greece actively participated in and fully supported the adoption of the Convention on International Criminal Law in Rome (15 June-18 July 1997).

The European Court's decision in the case of Ms Loisdou vs the Turkish-Cypriot regime in Cyprus regarding the use of her family's landed property rights in the occupied territories of Cyprus.

Greek legislation

1. The foundation for the legislative framework in effect today in Greece

In order to finalise this Constitutional change it must be approved by the next Parliament, which will have the right to review the Constitution.

At the same time as the legislation, case law in Greece in recent years can also show rulings that respect the principle of equality.

These modern tendencies in theory and in international case law were recently noted by the Council of vncins13.2(tdei)5.4(l)3.32(i5.4(o)-93(hn)-10(w69.4(f2759.4

In this way, women in Greece will be entitled to reject and denounce judicially all inequities provided in the law and enforced by the government to their detriment, and to request their proportional participation in decision-making

10. WOMEN AND THE MEDIA

INTRODUCTION

Full and substantial equality between women and men requires, in addition to changes in the legislative framework, a change in each person's attitude and viewpoint. It requires a qualitative intervention not only in the statutory framework of action, but also in the social awareness, behaviour and stance of the individual.

This change cannot be brought about in mechanistic ways or simply by passing a law to change the status of women in modern society. It is necessary to intervene in education at all levels and cultivate awareness of women's identity so that the stereotyped role of a second class citizen can be completely eliminated.

In modern society, the mass media, and especially radio and television, are among the most basic vehicles of educational stimuli. The pace and intensity of daily life and the lack of sufficient leisure time have contributed to making TV and radio today the chief means by which the public is entertained, educated, informed and influenced.

Apart from covering subjects that reflect prevailing social interests and viewpoints, radio and television must provide stimuli that will be catalytic in shaping new, modern, more just social attitudes such as that of the equality between men and women.

Programming as a whole, from all TV series and films to commercials, from entertainment programs to the reporting of current events, stereotyped gender roles are always reproduced. But despite the legal framework currently in effect and the provision of statutory measures, in practice the media continue to put forward the traditional view of women and to preserve stereotyped gender roles, thus contributing to their perpetuation. Women's organisations and the GSE have frequently objected to the way in which women are depicted.

POLICY FRAMEWORK

The General Secretariat for Equality (GSE), recognising the media's ideological role in combating prejudice and abolishing stereotyped roles for women and men, use the media to:

- Inform the citizens about statutory changes and legislative regulations in the field of gender equality.

- Influence the policy implemented by the media so that they will adapt to the social changes taking place in relation to gender equality and the new social roles of men and women.
- Raise public consciousness more generally on matters related to the equality of women and men.
- Promote the participation of women in all realms of social life.

It is within this framework that the GSE conducts its multilateral activities aiming to sensitise and inform public opinion more broadly by organising conferences, seminars, public debates, competitions, meetings, publications and exhibitions (GSE section with consciousness-raising and information activities 1987-1994).

EXISTING CONDITIONS

In recent years, some progress has been made both in the realm of women being promoted to senior positions in the media, and in the way in which gender is portrayed in commercials and in programming, with the exception of certain programs on the private television channels. Some commercials on Greek television promote the change in gender image, depicting men sharing household duties and child raising, with a positive response from the public. There has also been considerable improvement in the number of women presenting the news and reporting, even in programs with political content and more generally in reporting political, social and athletic events.

A survey conducted by the Institute of Audio-visual Media (1997), regarding the status of the women creators in the audio-visual field in Greece, showed that public stations and channels have the most impressive percentage of women in the positions of director and producer. Thus, women producers on Hellenic Radio and Television (ERT) represent 58.3% of the total and indeed many hold senior positions (of a total of 76 production directors, 45 are women). On the contrary, among independent producers, the percentage of women falls to 13.5%. On ERT again, women directors represent 24% of the total against 11.3% of the general total. Apart from the quantitative survey, a questionnaire was drawn up which we addressed to 12 Greek women directors-producers to obtain their reflections and experiences.

Despite the appearance of a new generation of women creating films and television programs, it appears that women are more easily accepted as producers than as directors.

This survey was conducted on the occasion of the NIKI award (prize for television programs on women's topics) and of the conference "Changing images, changing attitudes" (Thessaloniki, 31 October – 1 November 1997). The Institute of Audio-visual Media is a research organisation specialising in audio-visual communication in Greece.

Action Plan of the General Secretariat for Equality

To confront these phenomena more fully the GSE, in co-operation with other Ministries and agencies, has planned a 1999-2000 Action Plan as follows:

- A Code of Ethics be drafted which the owners of the mass media and journalists will commit themselves to observing.
- A representative from the GSE and from the women's movement take part in the National Electronic Media and Communications Committee (EEHME) and in any other organisation related to the mass media
- Women be promoted to managerial positions in state-owned radio and television
- An effort be made to support the cultural and linguistic particularities that tend to be suppressed in the media.
- News reporting and political analyses that usually ignore the female population should be re-focused.
- Human dignity and women's sexuality should be protected.
- The image projected by the media through stereotypes do not reflect the problems of modern working women and should be avoided.
- A Women's Watch should be set up to gather information and data in relation to women and the media

Activities of the General Secretariat for Equality (GSE)

- Two advertising campaigns in the form of television spots were made in 1998. The first was about International Women's Day with the title "Myth

Basic Rules suggested for the Code of Ethics in Media

- The media should establish the practice that women are to be employed in policy-making positions in proportion to their percentage of the labour force.
- The media should employ women who are sensitive to women's changing roles.
- Women in the media should be employed at all job levels, should receive equal pay for work of equal value, and should be given equal opportunities

- Forum of Greeks Abroad
(Folder, program, poster, sticker)
- 3) Conference
Developing Women's Entrepreneurship
Creation of the Network of self-employment Initiatives
Athens 16-17 March 1995. Titania Hotel
NOW Program
GSE and the Research Centre for Equality (RCE)
(Folder, program, stickers, poster, file with all the programs)

1995 - 996 RCE Publications

- 1) Main Pamphlet (RCE)
2) Pamphlet (NOW programme)
Unit for informing women about employment and vocational training matters
3) Pamphlet
NOW programme
Information Unit for analysing women's employment and vocational training

1996-1997 Publications

- 1) CEDAW (English)
2) Pamphlet about Violence in the Home (re-issued)
3) Women and Social Policy
Collected provisions from labour law and social security law

1996-1997 Conferences

- 1) Colloquium: 4th World UN World Conference on Women
Zappeio Conference Hall
6 March 1996
Folder, programme, sticker)

1997-1998 Publications

- 1) National Report of Greece (reprinted in Greek)
- 2) National Report of Greece (reprinted in English)
- 3) CEDAW (reprinted in Greek)
- 4) CEDAW (reprinted in English)
- 5) Library Pamphlet
New acquisitions

1997-1998 Conferences

- 1) Education and gender
New Technologies
28-29 March 1998
Thessaloniki
RCE – GSE
(Invitation, programme, folder, sticker)

1998 RCE Publications

- 1) “Women in search of work”, directory of REDA (Italy, France, Spain, Greece)
- 2) Video and Brochures on Art and Multicultural Education

1998-1999 Publications

- 1) CEDAW reprinted in Greek, 1st Report
- 2) CEDAW reprinted in English 1st Report
- 3) Publication of the presentation of the 2nd and 3rd National Report of Greece
(text + questionnaire) in English

1999 RCE Publications

Education - Women and New Technologies

GSE TV Campaigns

- 1) TV Spot about the municipal elections - 1998
Participation of women in the municipal and regional levels of local government
- 2) TV Spot on Equality - Myth or Reality - International Women's Day 1998
- 3) TV Spot on European Elections 1999

11. WOMEN AND THE ENVIRONMENT

Environmental concerns are critical to the future of our urban communities. One of our main concerns is to integrate gender with the concept of “sustainable development” and the environmental concerns of economic and social equity.

There is a need for management approaches and mechanisms in order to achieve sustainable development.

To promote social integration in collaboration with local authorities and non-governmental organisations (NGOs), we should prohibit all discriminatory practices related to shelter, employment and access to social, economic and cultural facilities.

International co-operation is necessary in promoting sustainable human settlements.

Developments in areas such as: women and land use, women in environmental protection and management, and the rehabilitation and conservation of cultural and historical heritage are promoting more women into top policy-making positions.

GSE ACTIONS

Actions by the General Secretariat for Equality aim at mainstreaming a gender equality perspective into the state’s policies, actions and practices, and promoting the women’s dimension in the hitherto unilateral development of housing, settlements and regions.

In their daily lives, women play multiple roles (in the family, in raising children, in the care of persons incapable of looking after themselves, in the labour force, etc.). The result of these multiple roles and the hardships they encounter every day is to make their lives more difficult.

GSE, within the context of the actions and aims of Habitat II, has drawn up the following action framework:

a. Making a complete record of the problems encountered by women in their daily lives and in their relationships and functions in the home and neighbourhood, in access to specific facilities in the city or lack of same, in raising their children alone, and in the lack of structures for bringing up children.

The main principle for ensuring the successful promotion of the project in every municipality is to mobilise all the organisations involved. Special emphasis will be given to the participation of the citizens, mainly women and young people. We hope that by 2001, when a report will be submitted regarding the implementation of the Habitat Agenda five years after the World

(Technological Chamber of Athens (TEE) , Centre for Vocational Training,
Union of Graduate Women Engineers)

Within the framework of the Fourth Medium-Term Project, a European
Conference was held on the theme: "Women Engineering Graduates facing
the Challenges of Employment and Training" in Athens, 20-21 July 1997.

TEE – Women's Department

12. THE GIRL CHILD

By virtue of Law 2101/1992, Greece ratified the International Convention on the Rights of the Child. This convention entered into force in Greece on 10 June 1993. According to article 44, para 1 of this convention, the signatories are obliged to submit reports about the measures that have been taken to enforce it within two years of its entry into force, and from then on, every five years.

The family in the form of a conjugal family constitutes first of all the object of constitutional protection (article 21 para 1). The more particular form of the lawful family is an equivalent conjugal family, which is inferred in article 4 para 2S, as a specialisation of the principle of gender equality. Article 21 para 1 subpara S places under the protection of the state not only the family and

Legislative Decree 4215/1961 ratified International Convention 90 "re night work for children in industry".

Law 1171/1981 ratified International Convention 77 "re medical examination

And finally by Presidential Decree 62 “measures to protect young people at work” Greece harmonised its legislation with the provisions of Directive 94/33 EC “on the protection of young people at work”.

Despite the fact that Greek legislation guarantees the labour rights of minors, in many cases they do not enjoy these rights, but fall victim to exploitation in matters of working hours, working conditions and social security.

EDUCATION

Equality in education, as pointed out above, was enacted by the Constitution of 1975 and by individual legislative provisions.

Inequality today does not lie in the exclusion of girls from the various levels of education, but in the different options available to each sex. Educational and career options for pupils are determined by social stereotypes with the result that the educational and professional horizons of young women are limited.

According to data from 1995, there has been an increase in the percentage of girls who are studying in technical senior secondary schools and trade and technical schools, which shows a clear shift by girls toward new technologies and science.

The General Secretariat for Equality, in the belief that a significant role is played by educators in encouraging these options, organised pilot projects in co-operation with the Research Centre for Equality (RCE) and the Ministry of Education, in order to raise consciousness on gender equality issues among teachers in elementary and secondary education.

HEALTH

As declared in the chapter on Health, the state is responsible for the health of its citizens without gender discrimination. But women and girls present particularities in this realm which the state recognises and addresses.

With respect to reducing the number of pregnancy terminations, the Ministry of Health and Welfare shows particular sensitivity, and its goal is for a family planning centre to operate in every prefectural hospital, and for all health centres to provide similar services, with the simultaneous information by public health educational staff of the relevant group, attaching weight to contraception, sexually transmitted diseases, etc.

It is the task of family planning centres and health centres to inform the school population of their regions on matters of sexual education. These activities are carried out within the framework of talks at schools in collaboration with parents' associations.

ACTIVITIES OF THE GENERAL SECRETARIAT FOR THE YOUNG GENERATION

- Reinforcing the creation of structures for young people, especially Youth Organisation Networks. Five nation wide networks have already been set up: networks of environmental, cultural and human rights organisations, as well as organisations of town councils and for the European outlook.
- Nation wide communications campaign 1998-1999 with the central slogan "Together we can do anything", with the use of advertisements in the press, radio and television messages, and the distribution of printed matter.
- Special Programme to Support Young People's Initiatives: This is a programme to support youth activities, to provide an incentive to develop collective action.
- Establishment of a National Youth Council.
- Measures for the rights of children and young people.
- Broadcasting of a television message to inform children about the phenomenon of pederasty, in the form of cartoons the heroes of which are animals loved by children.
- National Watch on the Rights of Children and Young People.
- National campaign "Children First" within the framework of which all interventions to protect childhood are gathered together and systematised ("traffic light" children, child labour, child prostitution, etc.)
- Network of the Centres of Social Support for children and young people.
-

- International Youth Centre “Olympus”, the former GNTO campsite at Platamonas Pieria, which has space for up to 5000 visitors and now functions as a multiple activity centre for young people.
- Young People and Audio-visual Aids
- Children and Cinema
- Works by Young People such as the Biennale of Young Mediterranean Artists.

Reinforcing Young People’s Entrepreneurship

- Support for young entrepreneurs and professionals by developing a network of “entrepreneurship mailboxes”

Activities to combat social exclusion

- Workshop for creative occupation in incarceration circumstances.
- Legal aid: in co-operation with the Bar Associations of Athens and Thessaloniki, provides legal assistance to vulnerable groups of young people.
- Measures for young Gypsies
- Youth Centres.

GREECE

QUESTIONNAIRE

ON THE IMPLEMENTATION OF

THE BEIJING PLATFORM FOR ACTION

June 1999

General Secretariat for Equality

QUESTIONNAIRE

Part One

Overview of trends in achieving gender equality and women's advancement in Greece

The current situation and general trends

The status of women in Greece has improved in all sectors of social and economic life.

Legal framework

The general legal framework that guarantees women's rights is complete.

- the increased participation of women in the labour force.
- the increase in the number of women working.
- the decline of unemployment among women in 1997, after it had increased significantly between 1993 and 1996.
- the growing participation of women in the tertiary sector and the reduction of their employment in industry.
- after 15 years a slight rise in the number of women employed in agriculture.
- the improved educational level of economically active women.
- the increased employment of women in all growing professional categories at a faster rate than men.

But the economic and social circumstances have resulted in the increased supply of labour among women not being absorbed by the labour market. Thus, one out of three women enters the labour force as unemployed. Despite this, 75% of new jobs are filled by women. One of the measures implemented to combat unemployment among women is the higher subsidy given to employers for hiring unemployed women. Also, from 1990 on, a measure will go into effect determining quotas in vocational training programmes (each sex will participate according to its percentage of unemployed persons or of the target group to which the action is directed).

Women did not improve their share of senior management positions, and women's earnings continue to be lower than men's.

Two surveys are being conducted by the RCE on these two important issues, in order to recommend policy measures to improve the status of women and limit the division of the labour market along gender lines.

Combating violence against women

In its program of action up to the year 2000, the General Secretariat for Equality has established the following priorities in studying and addressing violence against women. In this regard, a committee has been set up which consists of various associates, university faculty members, experts, representatives from the Ministries of the Interior, Justice, Public Order, and Health and Welfare, and representatives from NGOs. The task of the committee is to study the existing legislative framework and to submit

ANNEX I

<i>Critical Areas of Concern</i>	<i>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</i>	<i>Examples of obstacles encountered/ lessons learned</i>	<i>Commitment to further action / new initiatives</i>	<i>Other</i>
1. Women and poverty	<ol style="list-style-type: none">1. The Research Centre for Equality (RCE), the agency supervised by the General Secretary for Equality (GSE), created central and regional structures to support women's employment. These Units have served as a model to the development of other's Organisations related structures throughout the country. At this moment RCE broadens its activities by creating the Intervention Units for Socially Excluded Women, on the national level.2. Conduct of research on the possibility of intervening in the Metaxourgeio (Athens) area and of assisting the social integration of Muslim and Gypsy women.3.			

	<p>educators on gender issues in 5 regions in the country. Programme carried out by RCE, GSE, and the Ministry of Education. In collaboration with university experts in equality issues, educational material was drawn up for the further education of teachers.</p> <p>3. Upon the proposal by teachers who took part in seminars, a consciousness-raising programme was held for teachers in active service in various parts of Greece that included the following actions:</p> <ul style="list-style-type: none"> - Drafting interventionist non-sexist materials for educational use. - Holding two 3-day further education seminars to sensitise teachers - Experimental application to schools. - Holding 2-day presentations of the results of the educators' work, conclusions, proposals. <p>4. Co-operation with Ministry of Education on entrepreneurship programme for women.</p>		<p>number of actions and initiatives such as :</p> <ul style="list-style-type: none"> - Interventions in curricula, in kindergartens, in school textbooks, in the promotion of women's contribution to the society and science, removing anachronistic stereotypes in relation to gender roles. - Seminars for educators in elementary and secondary schools and promotion of international exchanges among teachers on equality themes. <p><i>New initiatives</i></p> <ul style="list-style-type: none"> • It is proposed that the Ministry of Education function as a model for the development of an experimental plan of action to introduce the gender equality perspective in planning its policies. • Pilot programs to sensitise educators to gender equality issues • Information campaigns on equality, reinforcing the 	
--	---	--	---	--

			<p>orientation of girl pupils, emphasising the enlargement of their career choices to include the “hard” scientific and technical occupations.</p> <ul style="list-style-type: none"> • Change of the content of curricula and books on all levels of education, in the direction of equality. 	
3. Women and health	<ol style="list-style-type: none"> 1. Training of family planning personnel at two education centres in Athens and Thessaloniki. This personnel staffs not only family planning centres, but also health centres, IKA clinics and advisory PIKPA centres, which offer family planning services and counselling. The development of such services has in recent years mitigated the problems due to the unequal distribution of FPCs on the Greek islands. 2. The special drug therapy programme which operates in the framework of the anti-addiction unit “18 and Over”. Here women heroin addicts who had failed in the Unit’s mixed programme, women with small children, and girls who could not decide to take part in the mixed programme, were successfully integrated and assisted. 3. Mobile Preventive Testing Units for cancer of the cervix, uterus and breast. In this way, an effort is being made to familiarise women from various social strata and different levels of 	<ol style="list-style-type: none"> 1. The completion of a significant network of family planning services took time for various reasons, such as the lack of trained personnel to staff the structures (obstetrician, midwife, social worker, health visitor) and the lack of appropriate premises. 2. It is difficult to staff the structures because of both lack of funds and lack of specialised staff trained in deal with drug-dependent women. As part of the programme, an education seminar was held but others must follow. It is also 	<p>New initiatives</p> <p>It is proposed that the Ministry of Health function as a model for the development of an experimental plan of action to introduce the gender equality perspective in planning its policies</p>	

	<p>education with the idea of prevention. In co-operation with the prefecture, local government and women's organisations, women are informed about prevention issues and are taught self-examination methods.</p>	<p>necessary to expand the structures, so that drug-dependent women who address themselves to the programme are not put on the waiting list, from which there has proven to be a large percentage of regression into drug use.</p>		
<p>4. Violence against women</p>	<p>Information and sensitisation seminars for judges and the police who deal with cases of violence against women have produced personnel specialised in the field, who not only deal with victims of violence against women with knowledge and sensitivity, but they have also developed significant capabilities of collaborating with other co-responsible government and non-governmental organisations in handling such cases.</p>	<p>There is a need to continue training and to keep up the number of people being trained. Need to extend the seminars to police officers who serve as duty officers in the local police stations given that it is they who come into direct contact with the victims, therefore they must be familiar with the subject and not to be subject to viewpoints stemming from the established ideology, stereotypes, the relevant myths, etc.</p>	<p><i>New initiatives</i></p> <ul style="list-style-type: none"> • Legislative measures: Immediate creation of a Committee of Legal Experts to submit proposals for the revision of the Civil and Penal Code <p>Policy measures:</p> <ul style="list-style-type: none"> • Creation of a telephone hot-line for victims of violence • Creation of a new centre for battered women in Piraeus • Creation of shelters- 	

			<p>hostels in collaboration with local authorities</p> <p>Launching the European information campaign in Greece to raise consciousness about violence against women</p>	
<p>5. Women and armed conflict</p>	<p>Actions have been taken by NGO's, women's organisations and research centres to support refugees and reduce military expenditures.</p> <p>Women's NGO's for the promotion of a peace culture, require minimum structures and funding which will allow them to acquire knowledge and develop their activities.</p> <p>The Greek Government has elaborated and forwarded through the Parliament a law to</p>			

	<p>training for refugees, migrants, repatriates and persons with different cultural or religious background. In 1997 47% of the beneficiaries were women.</p>			
<p>6. Women and the economy</p>	<ol style="list-style-type: none"> 1. The development of 18 supportive structures for women's employment and entrepreneurship throughout the country. These structures provide information and counselling support to unemployed and working women. Some of these units function in collaboration with local government. 2. Creation and operation of Centres for the Creative Activities of Children (CCAC), in order to facilitate women to work or search for work. A pilot project was implemented in 8 regions of Greece. These Centres operate after school hours and host children from 5 to 12 years old. 	<ol style="list-style-type: none"> 1. Lack of a legal framework and funding problems. 	<ol style="list-style-type: none"> 1. Linking of these structures with 	

			<p>supplementing the legislation regarding gender equality in employment (L. 1414/84 and 1483/84) in order to harmonise it fully with Community law. By this process it will be attempted to address the problems arising during its implementation (procedures of violations in occupational social security systems, family allowances, parental leave with pay, etc.).</p> <ul style="list-style-type: none">• Promotion of legislative regulations to protect the dignity of men and women in the workplace (See EU code of conduct, laws in France, Belgium and Luxembourg). The GSE participates in the Amendment Committee of Criminal Law.• Promotion of balanced participation by women and men in government	
--	--	--	---	--

			<p>councils, in order to eliminate indirect discrimination in promotions and in the assignment of responsible positions (Recommendation of EU Council of Ministers)</p> <ul style="list-style-type: none">• Promotion of a legislative framework regarding positive actions in favour of gender under representation in the workplace in both the public and private sector (Amsterdam Treaty, article 141)• Submission of a legislative regulation, for the harmonisation of Greek law to the (recent) European directive on the burden of proof.• Participation in preparing a social security and pension bill in order to remove the discriminations between women and men in these	
--	--	--	---	--

			<p>concrete policy measures are proposed. The intervention sectors and the measures are as follows:</p> <ul style="list-style-type: none">• Affirmative actions in the programs for new jobs and for young free-lance professionals in favour of women.• Coverage of these new jobs with 61% women, according to the share of women in the unemployed.• Conduct of research on the status of women in businesses and on the inequality of earnings.• Special further education programmes for functionaries of the GSE, regional equality centres, elected officials and functionaries of ministries on CSF issues, programs of public investments and mainstreaming programmes.	
--	--	--	---	--

•

			<p>programme of action to promote women to decision-making posts (2001-2006), to implement the Recommendation of the Council of Ministers in the light of the Paris programme of action, which will constitute part of the National Programme of Action on Gender Equality 2001-2006.</p> <p>Policy measures</p> <ul style="list-style-type: none">• Campaign to raise public consciousness about the need to increase the participation of women in Parliament in the elections in 2000 and in government.• Creation of a data bank on women leaders in political, social and economic life, to facilitate the placement of women in posts where decisions are made.	
--	--	--	--	--

8. Institutional mechanisms for the advancement of women

1. The new institutions that have been created and those that have been reactivated are as follows:

- Equality offices in the ministries or empowerment of the already existing offices, e.g. Ministries of National Economy, Labour and Social Insurance.
- Equality offices at the local government level (municipal and prefectural) as centres to provide women with support, information and protection.
- Prefectural Equality Committees which are composed of representatives from NGO's and from the social and productive sectors.
- Research Centre for Equality in Athens under the supervision of the GSE. Regional structure: Thessaloniki, Volos, Patras and Crete.

Regional Equality Centres wil.g.

	<p>Human Rights that includes women's human rights.</p>		<p><i>New initiatives</i></p> <p>Development of a two-year experimental programme mainstreaming a gender perspective into all policies and government planning, with the main actions being:</p> <p>Legislative-Administrative measures</p> <ul style="list-style-type: none"> • Setting up an inter-ministerial committee to mainstream the gender perspective into all policies. • Creation of an inter-ministerial gender equality group, to plan competencies and appoint a responsible person in each Ministry. <p>Policy measures</p> <ul style="list-style-type: none"> • Educational programme for the aforementioned responsible persons. • Training programme for 	
--	---	--	--	--

			<p>GSE personnel in coordinating and monitoring the operation of the inter-ministerial gender equality group and the regional equality offices.</p> <ul style="list-style-type: none">• Preparation of special comprehensive programme of action to mainstream the equality perspective in the planning of all government policies; it will constitute part of the National Programme of Action on Gender Equality 2001-2006.	
--	--	--	---	--

10. Women and the

	<p>related to gender equality by TV campaigns:</p> <p>GSE produced or disseminated the following TV spots:</p> <ul style="list-style-type: none"> - Equality: myth or reality - Film about the municipal elections and Women's participation in the municipal and prefectural levels of government. - Film about the European elections. 		<p>promoting women employees to decision-making posts, to ensuring a gender equality viewpoint in programming, and to monitoring the image of the sexes in all programming.</p> <ul style="list-style-type: none"> • Drawing up a Sensitivity Code urging better treatment of women in programming and discouraging sexism in language and behaviour. <p>Policy Measures</p> <ul style="list-style-type: none"> • Promoting the balanced participation of women and men on the Radio and Television Council and in the trade union organisations in the field of the press and electronic media. • Scheduling programmes about gender equality on the state-run media. • Institution of an award for 	
--	---	--	--	--

			<p>non-sexist advertising in conjunction with advertising agencies.</p> <ul style="list-style-type: none"> • Support for the Network of Greek Women Journalists. 	
11. Women and the environment	<p>Action by the General Secretariat for Equality aims at mainstreaming a gender equality perspective into all government policy, action and practices and promoting the women's dimension in the hitherto unilateral development of housing, settlements and regions.</p> <p>In the context of the actions and aims of Habitat II we are making a complete record of the problems encountered by women in their daily lives at home, in the neighbourhood, and in access to city facilities.</p>		<p><i>New initiatives</i></p> <p>It is proposed that the Ministry of the Environment function as a model for the development of an experimental plan of action to mainstream the gender perspective in the planning of its policies.</p>	

12. The girl child	<p>1. Violence: The GSE collaborates with ministries and agencies to deal with the phenomenon of violence against women and girls.</p> <p>2. Child labour: Law 1837/1989 refers to both sexes. Greek law is also harmonised with the directive 94/33 EC to protect young people at work</p> <p>3. Education: There has been an increase in the percentage of girls studying in technical and vocational schools, showing a clear shift toward new technologies and science.</p> <p>4. The GSE organised pilot projects in co-operation with the RCE and the Ministry of Education to raise consciousness on gender equality among educators.</p>			
--------------------	--	--	--	--

