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WE GO!3

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From individual IPV empowerment to community activation

Women Labour Rights: the Greek context

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INTRODUCTION

According to CEDAW (1992)¹ violence against women is recognised as a form of discrimination that seriously inhibits the ability of women to enjoy rights and freedoms on an equal basis with men. Important international regulatory acts (such as the UN General Assembly Declaration on the Elimination of Violence Against Women in 1993) define it “as a *manifestation of historically unequal power relationships between men and women*”. It is therefore key that not only does violence contribute to inequality between women and men, but inequality is the real foundation of violence.

On this basis, it is necessary to counter discrimination that affects women in all spheres of life, guaranteeing them social and economic rights and equal opportunities especially at work to support their economic independence and empowerment also to counter the gender violence. Implementing equal opportunities in work settings also means introducing an overall improvement of quality of work and the entire organisational structure and productivity.

Despite the progress made in recent years, discrimination against women and the gender gap in the world of work in fact still persist in many countries around the world. Women are still a long way from achieving gender equality in the world of work and, in many parts of the world, are trapped in low-skilled and lower-paid jobs than men. Discrimination, in particular, involves significant economic and social consequences, stifles opportunities, wastes the human talent needed for economic progress.

Women labour rights mainly concern job access and working conditions.

This booklet containing specific information at European and national level (Bulgaria, France, Greece and Italy) about labour rights and current specific policies/measures and instruments to support socio-economic independence of women, best practices and main effects of measures.

Labour rights and the policies/measures will be presented by specific areas/ sections of concern:

- » gender equality in job access and fight against segregation in the labor market
- » women's access to vocational training
- » gender pay gap
- » women's career paths and leadership positions
- » support to self-employed women
- » maternity protection and work-life balance for both parents (flexibility of working hours and work organisation, parental leave)
- » Occupational social security, health protection and safety in working conditions

Finally, a glossary will be provided to explain terms used and key concepts.

¹ CEDAW General Resolution no 19, 1992, par. 1 and par. 11.

GLOSSARY

CEDAW: Convention on the Elimination of All Forms of Discrimination against Women

ELSTAT: Hellenic Statistical Authority

ESF: European Social Fund

EWoB: European Women on Boards

Gender- based violence and harassment (ILO definition): violence and harassment directed at persons because of their sex or gender, or affecting persons of a particular sex or gender disproportionately, and includes sexual harassment

Harassment (EU definition): where unwanted conduct related to the sex of a person occurs with the purpose or effect of violating the dignity of a person, and of creating an intimidating, hostile, degrading, humiliating or offensive environment

ILO: International Labor Organisations

NAPGE: National Action Plan on Gender Equality

Pay or remuneration: the ordinary basic or minimum wage or salary and any other additional emoluments, whether in cash or in kind, which the worker receives directly or indirectly, in respect of his/ her employment from his/her employer;

Sexual harassment (EU definition): where any form of unwanted verbal, non-verbal or physical conduct of a sexual nature occurs, with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment;

SMEs: small and medium-sized enterprises

STEM: is a broad term used to group together the following academic disciplines Science, technology, engineering, and mathematics (STEM)

TEU: Treaty on European Union

TFEU: Treaty on the Functioning of the European Union

Violence and harassment in the world of work (ILO definition): a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment

WELP program: Women's empowerment in leadership position Program

1. Gender Equality at work: the principles of non-discrimination and equality treatment of men and women at International and European level

Over the years relevant international and European legislative and policy documents recognised the non-discrimination principle and the principle of equal treatment of men and women in all life domains and especially at work.

At international level, the **UN Convention on the Elimination of All Forms of Discrimination against Women** (CEDAW, 1979), the main binding text on women's rights, has been instrumental in bringing to light all the areas in which women are denied equality with men and in defining an agenda for action by countries to eliminate discriminations and guarantee the women's enjoyment of political, economic, social, civil, cultural rights on a basis of equality with men. The convention devotes specific attention to the field of employment calling for states parties to take all appropriate measures to eliminate discrimination against women in order to ensure, on a basis of equality of men and women, the same rights in this area, underlining that *"the right to work is an inalienable right of all human beings"* (Art. 11, let. a).

Crucial for the definition of women's rights was also the **Beijing Platform for Action** adopted during the Fourth World Conference in Beijing (1995), which firmly established that women's rights are human rights and identified twelve critical areas with indication of the strategic objectives to be pursued. In this framework, particular attention is paid to the economic and social rights of women through the **Objective F - Women and the economy** and specifically the **Strategic Objective F.1: *Promote the rights and economic independence of women, in particular access employment and adequate working conditions, and access to economic resources.***

Since 1919, also the **International Labor Organisations (ILO)** has developed international labor standards (through Conventions and Recommendations) aimed at promoting equal opportunities for women and men to obtain decent work, in conditions of freedom, equity, security and dignity. The ILO policy on gender equality addressed the specific needs of women in ILO initiatives/programs and promoted targeted interventions/measures to allow women to participate equally in the labor market. In this last purpose, the ILO policy on gender equality has been operationalized since 1999 developed comprehensive action plans for gender equality, which aim to facilitate the adoption of gender policies and strategies adapted to the regional and national contexts of the ILO member countries.

Equality between women and men is a fundamental value of the **European Union**, dating back to the 1957 Treaty of Rome (today: TFEU, Article 157), which established the **principle of equal pay for male and female workers for equal work or work of equal value.**

Since then, the EU has continued to tackle gender-based discrimination and the principle of equality between women and men promoted by the Treaty on European Union (TEU, Articles 2 and 3 (3)) has become the basis for European integration and currently it underpins all European policies. Moreover, the European Union is committed to specifically supporting and complementing the activities of the Member States in the field of **equality between men and women with regard to labour market opportunities and treatment at work** (TFEU, Article 153).

These objectives and principles are also enshrined in the **EU Charter of Fundamental Rights of the European Union** (2012) that protects human rights and affirms the right to be free from discrimination on several grounds (racial or ethnic or social origin, language, religion etc.) including on the basis of sex

(Article 21). Also the EU Charter affirms that “Equality between women and men must be ensured in all areas, including employment, work and pay” (Article 23, par. 1).

Within this framework, the European Union promoted the so-called ‘Dual approach’ that requires to implement the **‘Gender Mainstreaming approach’** and specific/direct gender equality policies/measures (including so-called **‘Positive Actions’**) to empower women in a complementary way in order to achieve a real equality between men and women.

BOX 1 – GENDER MAINSTREAMING AND POSITIVE ACTIONS

What ‘Gender Mainstreaming’ is?

According to TFEU (Article 8) the European Union shall aim to eliminate inequalities and to promote equality between men and women in all its activities. This concept known as **‘Gender Mainstreaming’** therefore means **integrating a gender equality perspective into all EU policies at all levels and stages of policy-making as well as into EU funding programmes across different sectors**. The EU Directive 54/2006 (art. 29) also specifies that Member States shall actively take into account the objective of equality between men and women when formulating and implementing laws, regulations, administrative provisions, policies and activities in the **areas referred to employment and occupation**.

Examples of Gender Mainstreaming implementation are provided by the EU Gender Equality Strategy 2020-2025 which affirms that specific needs, challenges and opportunities in different sectors, such as transport, energy and agriculture, will be addressed within the Commission’s gender mainstreaming actions. The Commission will address the gender dimension also in its major initiatives responding to European challenges such as climate change and digitalisation. The digital gender gap will be in fact addressed in the Digital Education Action Plan.

What a positive action is?

The positive action concept was firstly introduced at international level. It was defined as “a **temporary special measure** adopted by States that aimed at accelerating “de facto” equality between men and women until the objectives of equality of opportunity and treatment have been achieved, without considering it discrimination” (CEDAW, art. 4).

Also the European Union authorised the Member States to implement positive actions. In particular, it specified that “with a view to ensuring full equality in practice between men and women in working life, **the principle of equal treatment shall not prevent any Member State from maintaining or adopting measures providing for specific advantages** in order to make it easier for the underrepresented sex to pursue a vocational activity or to prevent or compensate for disadvantages in professional careers” (TFEU, Article 157 (4)). The same concept is enshrined by the EU Charter of Fundamental Rights of the European Union (Art. 23 (2)).

Examples of positive actions at work can be the adoption of national-wide mandatory targets on gender balance on company boards in order to improve the balance between women and men in decision-making positions or the targeted support to female entrepreneurship through specific entrepreneurial training and measures of credit access.

In addition to the European Treaties, also jurisprudence and in particular numerous cases brought to the European Court of Justice, have further strengthened the principle of equality and delivered justice for victims of discrimination.

Finally, European legislation and in particular, the **European Directives from the mid-1970s** have contributed to establishing equal treatment for men and women at work. The European Union has adopted several Directives covering equality between women and men in several fields such as employment and working conditions, self-employment, access to goods and services, occupational social security, pregnancy, maternity as well as family-related leaves and flexible working arrangements for parents and carers.

These provisions have progressively set a legal standard across all EU Member States ensuring a broad protection for women from discrimination.

Currently, the **Directive 2006/54/EC on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast)**, represents the main legislation on the subject having repealed and replaced a

number of former directives².

This directive contains provisions to implement the principle of equal treatment in relation to:

- » access to employment, including promotion, and to vocational training;
- » working conditions, including pay;
- » occupational social security schemes.

In addition, it reaffirms the key concepts of **direct and indirect discrimination** and it provides for the establishment within the Member States of bodies responsible for promoting equal treatment between women and men.

BOX 2 – DIRECT AND INDIRECT DISCRIMINATION

What direct discrimination is?

Direct discrimination is when **one person is treated less favourably on grounds of sex than another is**, has been or would be treated in a comparable situation.

Examples of direct discrimination on grounds of sex are the unfavourable treatment of a woman (e.g. the failure to hire) related to pregnancy/ maternity or the failure to promote a worker because she is a woman.

What indirect discrimination is?

Indirect discrimination is when an **apparently neutral provision, criterion or practice would put persons of one sex at a particular disadvantage compared with persons of the other sex**, unless that provision, criterion or practice is objectively justified by a legitimate aim, and the means of achieving that aim are appropriate and necessary.

Examples of indirect discrimination on grounds of sex are the case of the minimum height required for participation in a competition and calibrated on male averages: adopting a similar selection criterion undoubtedly benefits more men than women. Another example is the provision of a particular allowance only for full –time employees; women who most often use part-time work to work-family balance needs would be almost excluded.

Finally, over the years many relevant policy documents (strategies, Road maps, Plans) from EU Commission and EU Parliament drafted the framework for the European Union's work towards full gender equality in all spheres of life including at work.

Currently, the **EU Gender Equality Strategy 2020-2025** presents policy objectives and actions to make significant progress by 2025 towards a gender- equal Europe. Among the key objectives are:

- » closing gender gaps in the labour market and achieving equal participation across different sectors of the economy;
- » addressing the gender pay and pension gaps;
- » closing the gender care gap;
- » achieving gender balance in decision-making in politics and at work;
- » challenging gender stereotypes and ending gender-based violence.

The Strategy reaffirms the need to pursue a dual approach in the implementation of policies combining gender mainstreaming perspective with actions targeted to women. **Intersectionality** is assumed as a horizontal principle for the implementation of these activities on the basis of all women are different and may face discrimination based on several personal characteristics. For instance, a migrant woman with a disability may face discrimination on three grounds. The intersectionality of gender with other grounds

² Council Directive 76/207/EEC of 9 February 1976 on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions; Council Directive 86/378/EEC of 24 July 1986 on the implementation of the principle of equal treatment for men and women in occupational social security schemes; Council Directive 75/117/EEC of 10 February 1975 on the approximation of the laws of the Member States relating to the application of the principle of equal pay for men and women; and Council Directive 97/80/EC of 15 December 1997 on the burden of proof in cases of discrimination based on sex.

of discrimination will be therefore addressed across all EU policies. Gender equality-related projects and policies will be supported and funded in the EU budget (2021-2027) through a number of EU programmes: from dedicated grants under the **Citizens, Equality, Rights and Values Programme** to the big structural, social and cohesive EU funds.

1.1. THE GREEK CONTEXT

According to the **Article 22**, paragraph 1, of the Greek Constitution, “All employees, regardless of gender or any other categorical division, are entitled to equal payment for work of equal value provided.” **Law 3896/2010** validates the constitutional canon and constitutes the law which secures the equality of the two genders in work relationships – the law codified the preceding legislation in a unified text. Light is shed on the concepts of direct and indirect discrimination and the concept of prohibited discrimination is expanded; it also integrates the concepts of sexual and gender-related harassment, fortifies the position of pregnant women as well as that of working mothers. Article 4, paragraph 1, enforces equal payment for equal or equal-value work. Some other regulated subjects are equal treatment in social security work systems, and equal treatment as far as access to employment, professional advancement, certification and work conditions are concerned. It stipulates the Greek Ombudsman and the General Secretariat for Gender Equality as legal bodies for monitoring the implementation of the principle of equal opportunities and treatment.

The advocacy of the principle of equal treatment and the fight against discrimination based on race, color, national or ethnic origin, lineage, religious or other beliefs, disability or chronic disease, age, marital or social status, sexual orientation, gender identity or characteristics, are stipulated by the Law **4443/2016**.

With the Law **4604/2019**, for the advocacy of profound equality, its provisions concerning public and private life, and employment, are supplementary implemented along with any other current provision about gender equality and equal treatment.

The Law **4808/2021** sanctions the Convention 190 of the International Labour Organization for the extinction of violence and harassment in workplaces, the Convention 187 of the International Labour Organization for the Purview of Advocacy of Work Safety and Health and incorporates the 20th June of 2019 Guideline of the European Parliament and Council (2019/1158) for balance between professional and private life.

The National Action Plan on Gender Equality (NAPGE) includes a series of horizontal interventions on the whole spectrum of public politics and vertical specialized policies that are addressed to women and men in fields where inequalities are traced. The combination of the two directions of the interventions follows on the strategy for the advocacy of gender equality as it had been established in 1995 at the Beijing UN Platform and the Announcement of the European Committee for Gender mainstreaming.

The priority axes of **NAPGE 2021-2025**, which is currently in consultation, follow the guidelines of the European Committee towards the member-states, with an adjustment to the special conditions of Greece and are concerned with the following political fields:

- » Priority Axis 1: Prevention and fight against gender and domestic violence
- » Priority Axis 2: Equal participation of women in decision making/leadership positions
- » Priority Axis 3: Equal participation of women in the labor market
- » Priority Axis 4: Incorporation of gender dimension in sectoral policies³

³ <http://www.opengov.gr/minlab/?p=5333>

2. Gender equality in job access and fight against segregation in the labor market

Although the gender gap in labour-market participation has narrowed over the years, it still persists and reflects numerous structural barriers inhibiting women's labour-market participation and other inequalities concerning the quality and accessibility of paid work. In particular, gender stereotypes strongly contribute to the gender segregation in the labour market sectors which restricts employment options of women determining the status of their jobs. In addition, selection criteria for recruitment often take into account the family status of women. Finally, some women are structurally underrepresented in the labour market, often resulting from the intersection of gender with additional conditions of vulnerability or marginalisation such as belonging to an ethnic or religious minority or having a migrant background.

Regulatory treatment and main legislative references

According to **CEDAW** (art. 11), States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the right for women to work recognized as an inalienable right of all human beings (a), the right to the same employment opportunities, including the application of the same criteria for selection in matters of employment (b) as well as the right to free choice of profession and employment (c).

In addition, in order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, States Parties shall take appropriate measures to prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status (art. 2, a).

Also **ILO Discrimination (employment and occupations) Convention No. 111**, 1958 provides the commitment of Member states signatories to pursue a national policy designed to promote equality of opportunity and treatment in respect of employment and occupation, with a view to eliminating any discrimination on the basis of sex. The terms “*employment and occupation*” include access to employment and to particular occupations (art.2).

In addition **ILO Maternity Protection Convention, 2000** (No. 183) requires that each Member States adopt appropriate measures to ensure that maternity does not constitute a source of discrimination for access to employment, throughout measures such as: a prohibition from requiring a test for pregnancy or a certificate of such a test when a woman is applying for employment, except where required in respect of work that is prohibited or restricted for pregnant or nursing women or where there is a significant risk to the health of the woman and child (art. 9). The Convention also considers unlawful for an employer to terminate the employment of a woman during her pregnancy or absence on leave or during a period following her return to work, except on grounds unrelated to the pregnancy or birth of the child and its consequences or nursing. The burden of proving the reasons for dismissal shall rest on the employer (art. 8).

According to **EU Directive 2006/54/EC**, the principle of equal opportunities and equal treatment of men and women has to implemented in relation to access to employment (art. 1, a). Prohibition of direct or indirect discrimination on grounds of sex in the public or private sectors was stated in relation to conditions for access to employment, including selection criteria and recruitment conditions, whatever

the branch of activity and at all levels of the professional hierarchy (art. 14, par. 1, a) and in relation to employment and working conditions, including dismissals (art. 14, par. 1, c);

Member States may provide, as regards access to employment, that a difference of treatment which is based on a characteristic related to sex shall not constitute discrimination where, by reason of the nature of the particular occupational activities concerned or of the context in which they are carried out, such a characteristic constitutes a genuine and determining occupational requirement, provided that its objective is legitimate and the requirement is proportionate (art. 14, par. 2).

Current and future European policies and relevant examples of instruments adopted

The European Union takes the specific needs of women into account across its different spending programmes and policies and every year the ESF helps millions of women to improve their access to jobs. The Commission, in particular, supports platforms promoting women's participation and countering the gender stereotypes that are engrained in male-dominated sectors.

Currently, the European Union is taking action to boost women's participation in the digital sector. In particular, the Commission monitors women's participation in the digital economy through the annual **Women in Digital Scoreboard**⁴ and implementing the Ministerial declaration of commitment on Women in Digital⁵. The **European Network for Women in Digital** was launched in 2018 so that girls and women in the digital sector can collaborate on ideas and experiences in this field.

The European Union is also committed to closing gender gaps in research and innovation. For example, the **Horizon 2020** programme helps research organisations and universities to implement gender equality plans. In addition, the Commission sets up an **expert group** in November 2020 to formulate concrete measures to improve women participation in the sport sector, kick-starting the Renewed strategic framework for gender equality in sport⁶.

Finally, the European Union is also taking action to improve women's employment in transport sector. Since its launch in 2017, the EU-funded Women in Transport – **EU Platform for Change**⁷ has been the network enabling organisations to commit to increasing female employment and share best practices in this sector.

2.1. THE GREEK CONTEXT

In Greece, women's access to the labour market is much lower than that of men, in comparison to the other EU countries. The low participation of women in the labour market is recognized as one of the main problems of the Greek economy in the Development Plan for the Greek Economy Report⁸, with a strong effect on productivity, since the average educational level of those outside the labour market is high. The low participation of women is mainly due to the traditionally low participation and the early retirement of women, but also due to existing discrimination from employers, especially regarding women of reproductive age. The main obstacle to the labour market participation is the

⁴ European Commission, *Women in Digital Scoreboard, 2020*, available at: <https://ec.europa.eu/digital-single-market/en/news/women-digital-scoreboard-2020>

⁵ Available at: https://ec.europa.eu/newsroom/dae/document.cfm?doc_id=58562

⁶ See https://ec.europa.eu/sport/news/high-level-group-gender-equality-sport_en

⁷ For more information, see: https://ec.europa.eu/transport/themes/social/women-transport-eu-platform-change_en.

⁸ <https://government.gov.gr/schedio-anaptixis-gia-tin-elliniki-ikonomia/>

absence of quality childcare and elderly-care services. Also, there has been recorded a retardation to the professional development of women due to the low participation percentage to directorial positions. Gender-based segregation in the labour market is a reality for both women and men. In the educational, medical and social work sectors, the employment percentages are 22.8% for women in contrast to just 8.2% for men.

Concerning Gender Equality in access to jobs and the fight against discrimination in the job market, in Greece there exists the law **3896/2010**, which incorporates Guideline 2006/54/EK of the European Parliament and Council. The law aims to ensure the implementation of the principle of equal opportunities and equal treatment of men and women in matters of work and employment. Specifically, the article 11 mentions: **a.** paragraph 1 *“Any kind of direct or indirect, gender- or marital status- based discrimination is prohibited, as far as the conditions of accessibility to labor and professional life in general are concerned, including the criteria and conditions of hiring, independent of activity sector and in every level of professional hierarchy.”* **b.** paragraph 2 *“Any mention of gender or marital status is prohibited, as is the use of any criteria and information leading to direct or indirect gender discrimination, according to the definitions of the article 2, in anything concerning publications, announcements and advertisements, proclamations, bulletins and regulations, concerning the selection of persons to cover vacant work positions, the provision of education or professional training, or the granting of work leave.”* The law **4097/2012**⁹ establishes the legal framework for the implementation and advocacy of the implementation of the principle of equal treatment of men and women during the practice of any self-contained work activity.

The policies for gender equality in access to employment and the fight against job market segregation are included in the NAPGE, National Action Plan on Gender Equality, where a series of horizontal interventions (concerning the whole spectrum of public politics) and vertical specialized policies, are oriented towards men and women in fields where inequalities are found.

The Greek Recovery and Endurance Plan¹⁰ consists of four pillars: 1. Green, 2. Digital, 3. Employment, skills and social coherence, and 4. Private investments and financial and institutional transformation. As far as the pillar of employment, skills and social coherence are concerned, the Plan’s investments and reforms include, among others the following:

- » 3.1 An increase of work positions and the advocacy of participation in the job market.
- » 3.2 Reinforcement of education’s digital potential and modernization of professional education.
- » 3.3 Reinforcement of the health system’s accessibility, efficiency and quality.
- » 3.4 An increase in the access to efficient and non-excluding social policies.

⁹ <https://www.synigoros.gr/?i=stp.el.4097>

¹⁰ https://government.gov.gr/wp-content/uploads/2021/03/neo_RRF_Plan_det-31032021_EL.pdf

TABLE 1 – RELEVANT NATIONAL MEASURE/TOOL/PRACTICE (GOOD PRACTICE)

TITLE OF THE MEASURE	Unemployment Program for the Unemployed from Vulnerable Social Groups (EKO)
BODY RESPONSIBLE FOR IMPLEMENTATION	Ministry of Labor & Social Affairs
PERIOD OF IMPLEMENTATION	2021
TERRITORIAL COVERAGE (national, regional, local)	National
TARGET	<p>The creation of 800 new jobs, full-time or part-time, for the recruitment of the unemployed by Vulnerable Social Groups.</p> <p>BENEFICIARIES: People with Disabilities (PWDs) registered in the special register of unemployed PWDs and Addicted People, Prisoners, Young Delinquents or Young People at Social Risk, Victims of gender and domestic violence and transgender persons registered in the OAED unemployment register.</p>
MAIN PARTNERS/STAKEHOLDERS INVOLVED (promoter and partners of the project/policy/measure; Roles of actors involved)	<p>LABOR EMPLOYMENT ORGANIZATION (OAED)</p> <p>Companies and employers in the private and social sectors. For the recruitment of unemployed people with disabilities: companies and Public Sector Organizations, as well as companies of Local Government Organizations that carry out economic activity.</p>
SHORT DESCRIPTION OF MEASURE (objectives and actions)	<p>Employer subsidy for recruitment. The duration of the program is 12 months, with the possibility of extension for another 12 months, and the amount of the monthly grant amounts to 90% of the salary and insurance contributions for full-time positions, with a maximum of € 800 per month. For part-time jobs, the grant is set at 90% with a maximum limit of € 400 per month. The grant also includes the corresponding Christmas and Easter gifts and the holiday allowance, where they are paid.</p>
MAIN RESULT TO DATE AND EXPECTED LONGER TERM IMPACTS (according to available monitoring/evaluations)	<p>The creation of 800 new jobs, full-time or part-time, for the recruitment of the unemployed by Vulnerable Social Groups</p>

3. Gender pay gap

While there are more women university graduates in Europe than men graduates, women remain underrepresented in higher paid professions. More women than men work in low-paid jobs and sectors, and in lower positions. Discriminatory social norms and stereotypes about women's and men's skills, and the undervaluation of women's work are some of the contributing factors. Despite the principle of equal pay for equal work or work of equal value has been enshrined in the Treaties since 1957 and translated into EU law and it ensures that there are legal remedies in case of discrimination, women still earn on average less than men. Eliminating the gender pay gap therefore requires addressing all of its root causes, including women's lower participation in the labour market, invisible and unpaid work (women carry a disproportionate burden of unpaid work, which constitutes a significant share of economic activity), their higher use of part-time work and career breaks. Finally, horizontal segregation and pay gaps result in an even wider pension gap and consequently older women are more at risk of poverty than men.

Regulatory treatment and main legislative references

According to **CEDAW**, States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women the right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work (art. 11, d).

The application to all workers of the principle of equal remuneration for men and women workers for work of equal value is also affirmed by **ILO Equal Remuneration Convention**, 1951 No. 100 (Art. 2)

According the **Treaty on the Functioning of the European Union (TFEU)**, the principle of equal pay for male and female workers for equal work or work of equal value was established (art. 157).

According to **EU Directive 2006/54/EC**, the principle of equal opportunities and equal treatment of men and women has to implemented in relation to working conditions, including pay (art. 1, b);

For the same work or for work to which equal value is attributed, direct and indirect discrimination on grounds of sex with regard to all aspects and conditions of remuneration shall be eliminated.

In particular, where a job classification system is used for determining pay, it shall be based on the same criteria for both men and women and so drawn up as to exclude any discrimination on grounds of sex (art. 4). Prohibition of discrimination in relation to pay is affirmed also by art. 14, c)

Current and future European policies and relevant examples of instruments adopted

The principle of equal pay for work of equal value was reiterated as a principle in the 2017 European Pillar of Social Rights and made a priority for the European Commission's action. The European Commission undertook a thorough evaluation of the existing framework on equal pay for equal work or work of equal value¹¹ and launched a public consultation to assess the impact both of existing EU legislation and pay transparency recommendations in order to reinforce the application of the equal pay principle and to fight occupational segregation. Because of a lack of transparency, in fact, many

¹¹ Evaluation of the relevant provision in Directive 2006/54/EC implementing the Treaty principle on 'equal pay for equal work or work of equal value', SWD (2020)50; Report on the implementation of the EU Action Plan 2017-2019 on tackling the gender pay gap, COM (2020)101.

women do not know or cannot prove that they are being underpaid, while when information about pay levels is available it is easier to detect gaps and discrimination. In this purpose, the Commission recently tabled a **proposal for a Directive to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms** (COM/2021/93). Such an initiative strengthens the rights of employees to get more information about pay levels.

3.1. THE GREEK CONTEXT

In Greece, as in the majority of Europe's countries, the participation of women in the job market is lower than that of men. Women tend to work less hours, in worse-paid sectors, a fact greatly strengthening the gender salary gap, namely the gap of median annual income between men and women. A smaller salary gap does not necessarily entail a larger gender equality, since it can be connected to the women's smaller job market participation. On the other hand, larger salary gaps can be connected to the high percentages of women working in part-time employment positions or their clustering in a limited number of professions¹². The salary gap in Greece, according to Eurostat data¹³ is 10.4%. ELSTAT data concerning the salary gap for the year 2018 show that women's median annual income is 20.6% lower than men's. In Greece, law 3896/2010 is in effect, concerning the prohibition of wages discrimination. A key point concerning the law's efficiency is the area and way of implementation, along with the provisioned sanctions.

Regarding Gender Equality in job accessibility and the fight against any job market segregation, Greece enforces the law **3896/2010**, which incorporates Guideline **2006/54/EK** of the European Parliament and Council. This law aims to ensure the implementation of the principle of equal opportunities and equal treatment of men and women in matters of work and employment. Specifically, article 11 mentions: a. paragraph 1 *"Any kind of direct or indirect, gender- or marital status- based discrimination is prohibited, as far as the conditions of accessibility to labor and professional life in general are concerned, including the criteria and conditions of hiring, independent of activity sector and in every level of professional hierarchy."* b. paragraph 2 *"Any mention of gender or marital status is prohibited, as is the use of any criteria and information leading to direct or indirect gender discrimination, according to the definitions of the article 2, in anything concerning publications, announcements and advertisements, proclamations, bulletins and regulations, concerning the selection of persons to cover vacant work positions, the provision of education or professional training, or the granting of work leave."* The law 4097/2012¹⁴ establishes the legal framework for the implementation and advocacy of the implementation of the principle of equal treatment of men and women during the practice of any self-contained work activity.

Legislatively, Greece has already incorporated Guideline 2006/54/EK of the European Parliament in law 3896/2010. With the article 25 the legislator institutionally reinforces the Greek Ombudsman as an institution for the watch and advocacy of the implementation, in both the private and public sectors, of the principle of equal opportunities and equal treatment of men and women as far as the *"conditions and terms of work, including remuneration"* are concerned.

The decline of the gender salary gap is an axis of priority for the 2021-2025 **NAPGE**, and particularly Act 3.3.1:

Legislative intervention provisions the incorporation concerning the *"Follow-up on the Remuneration*

¹² <https://www.europarl.europa.eu/news/el/headlines/society/20200227STO73519/to-chasma-amoivon-metaxu-ton-duo-fulon-stin-ee-stoicheia-kai-arithmoi-grafima>

¹³ https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Gender_pay_gap_statistics

¹⁴ <https://www.synigoros.gr/?i=stp.el.4097>

Transparency Recommendation - pay transparency 2014/124/EE". NAPGE 2021 – 2025 provisions, in almost all the priority axes, the strengthening of women's job market position, through education and improvement of accessibility conditions: Aim 4.4 Advocacy of Gender Equality in Education – Science – Research, Aim 3.5 Reinforcement of women's and girls' education and training in research and technology, and Aim 4.3 Improvement of the position of women that endure multiple discrimination, and lifting of their social isolation.

TABLE 2 – RELEVANT NATIONAL MEASURE/TOOL/PRACTICE (GOOD PRACTICE)

TITLE OF THE MEASURE	Pegasus - Addressing the Gender Pension Gap in Greece"
BODY RESPONSIBLE FOR IMPLEMENTATION	General Secretariat for Family Policy and Gender Equality
PERIOD OF IMPLEMENTATION	2018 - 2020
TERRITORIAL COVERAGE (national, regional, local)	National
TARGET	The main objective is to reinforce existing knowledge on all dimensions of the gender pension gap in Greece in order to contribute to the development of policies and other initiatives that will effectively address gender gaps in pensions
MAIN PARTNERS/ STAKEHOLDERS INVOLVED (promoter and partners of the project/policy/ measure; Roles of actors involved)	The "PEGASUS: Addressing the Gender Pension in Greece" project is being implemented with the collaboration of the General Secretariat for Family Policy and Gender Equality (coordinator), the Research Centre for Gender Equality and the National Center for Social Research
SHORT DESCRIPTION OF MEASURE (objectives and actions)	<p>Studying and investigating the gender pension gap in Greece and identifying all factors associated with it.</p> <p>Identifying good practices on gender-related pension gap, as well as policies and institutional arrangements implemented by EU Member States to tackle gender pension gap.</p> <p>Assessing de facto and de jure implementation of EU guiding principles for gender equality in pensions in Greece.</p> <p>Developing a framework of policy proposals to address gender pension gap in Greece.</p> <p>Establishing a cooperation framework between stakeholders and committing stakeholders to develop proposals to reduce pension gap between men and women.</p> <p>Raising awareness on gender pension gap, as well as informing women on the impact of their choices on their pensions.</p>
MAIN RESULT TO DATE AND EXPECTED LONGER TERM IMPACTS (according to available monitoring/evaluations)	The highlight of the project is the on-line pension calculator (http://sintaxi.isotita.gr/?page_id=245&lang=en), an app designed to help employees calculate their future pension roughly based on their current employment data and/or their estimates of their future employment. The "On-line Pension Calculator" is addressed to men and women and only takes into account the general pension eligibility and pension calculation rules and does not concern specific provisions for specific categories of insured persons. The assessment is based on the Law 4387/2016, it is indicative and under no circumstances is binding on the competent bodies for the award of pensions.

4. Women's access to education and vocational training

Education is a powerful driver of more gender-equal and inclusive societies and it is also a tool to raise awareness of the key principles of equality between women and men.

Women's educational attainment is rising, but overall positive development is being held back by strong gender segregation and low engagement in lifelong learning.

Women and men in all their diversity, should be free to pursue their chosen educational and professional paths without the constraints of stereotypical gender norms. Instead, women represent only 36% of STEM graduates¹⁵, despite the fact that girls outperform boys in digital literacy¹⁶.

Such a divide is mirrored by the gender segregation in the equivalent labour market, determining women's and men's earnings, career prospects and working conditions.

As regards the participation in lifelong learning, women more likely to engage in adult learning than men in the majority of Member States, but participation is often low among those who would benefit the most from education and training, for example women with low levels of qualification or women engaged in precarious employment.

Regulatory treatment and main legislative references

According to **CEDAW**, States Parties shall take all appropriate measures to eliminate discrimination and ensure, on a basis of equality of men and women, the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training (art. 11, c);

Appropriate measures shall be taken by States Parties in order to ensure to women equal rights with men also in the field of education and in particular: the same conditions for vocational guidance, for access to studies and for the achievement of diplomas in educational establishments of all categories (this equality shall be ensured in pre-school, general, technical, professional and higher technical education, as well as in all types of vocational training); the access to the same curricula, the same examinations, teaching staff with qualifications of the same standard; the elimination of any stereotyped concept of the roles of men and women at all levels and in all forms of education, also by the revision of textbooks and school programmes; the same opportunities to benefit from scholarships and other study grants; the same opportunities for access to programmes of continuing education, including adult and functional literacy programmes; the organization of programmes for girls and women who have left school prematurely (art. 10, a) b) c) d) e) f);

Also **ILO Discrimination Convention No. 111**, 1958 provides the commitment of Member states signatories to pursue a national policy designed to promote equality of opportunity and treatment in respect of employment and occupation, with a view to eliminating any discrimination, including on the basis of sex. The terms “*employment and occupation*” include the access to vocational training and terms and conditions of employment (art. 2).

The principle of equal opportunities and equal treatment of men and women has to be implemented in relation to access to vocational training (art. 1, a) also according to **EU Directive N. 54/2006**.

Prohibition of direct or indirect discrimination on grounds of sex in the public or private sectors in

¹⁵ <https://op.europa.eu/en/publication-detail/-/publication/9540ffa1-4478-11e9-a8ed-01aa75ed71a1/language-en>.

¹⁶ 2018 International Computer and Information Literacy Study (ICILS)

relation to access to all types and to all levels of vocational guidance, vocational training, advanced vocational training and retraining, including practical work experience is affirmed (Art. 14, par. 1, b).

Finally, to prevent discrimination, the Directive calls for Member States to encourage employers and those responsible for access to vocational training to take effective measures to prevent all forms of discrimination on grounds of sex including in vocational training and promotion (Article 26).

Current and future European policies and relevant examples of instruments adopted

The first principle of European Pillar of Social Rights states that everybody in the EU has the right to quality and inclusive education, training and lifelong learning to acquire and maintain skills that enable women and men to participate fully in society and successfully manage transitions in the labour market.

The Updated Skills Agenda for Europe¹⁷ delivers on this principle by helping people to develop and widen their skills throughout their life, also helping address horizontal segregation, **stereotyping and gender gaps** in education and training. In addition, in the Agenda the Commission commits to raise the attractiveness of STEM studies and careers, with focused actions to attract girls and women, and by encouraging a cross-disciplinary and innovative teaching and learning approach in schools, VET and higher education. Also the **Commission Proposal for a Council recommendation on vocational education and training** of 24 November 2020¹⁸ supports targeted measures to improve gender balance in traditionally male or female-dominated professions and addresses gender stereotypes and in the new **Commission Communication on Achieving the European Education Area by 2025** of 30 September 2020 (COM (2020) 625)¹⁹ gender equality is put forward as one of the key elements. In particular, the Communication requires to making education and training more inclusive and gender sensitive.

Finally, in the current framework of digitisation of the economy and the labour market which sees women underrepresented, the updated **Digital Education Action Plan** (COM(2020) 624)²⁰ and the implementation of the **Ministerial declaration of commitment on ‘Women in Digital’**²¹ contribute to address this gap.

4.1. THE GREEK CONTEXT

In Greece, the article 16 of the 1975 Constitution establishes the equality of the right to free education, in all educational levels, for all citizens irrespective of gender. In Greece, most of the university students choose the sciences of engineering, construction and structures (21.77%) while the second place, in contrast to the average of the other EU countries, belongs to the administration and legal sciences (20.34%).²² Women with a university degree in Greece are 15% more numerous than men, despite the male domination of university staff (65.71%, in comparison to the European average of 57.22%). Concerning university education and job market, as well as research and engineering, the gender

¹⁷ <https://ec.europa.eu/social/main.jsp?catId=1223&langId=en>

¹⁸ <https://op.europa.eu/it/publication-detail/-/publication/8e89305c-bc37-11ea-811c-01aa75ed71a1/language-en>

¹⁹ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52020DC0625>

²⁰ <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52020DC0624&from=EN>

²¹ <https://ec.europa.eu/digital-single-market/en/news/eu-countries-commit-boost-participation-women-digital>

²² <https://gnomipoliton.com/2020/10/08/h-%CE%B5%CE%BB%CE%BB%CE%AC%CE%B4%CE%B1-%CF%80%CF%81%CF%8E%CF%84%CE%B7-%CF%83%CF%84%CE%B7%CE%BD-%CE%B5%CF%85%CF%81%CF%8E%CF%80%CE%B7-%CF%83%CE%B5-%CF%80%CE%BF%CF%83%CE%B7%CF%83%CF%84%CF%8C-%CF%86%CE%BF/>

segregation in Greece is remarkable. University graduates in 2018 were 39% women and 61% men, while in the science and high technology engineering fields women were 21% and men 79%. A continuous issue is the gender balance in natural sciences, technology, engineering and mathematics studies (STEM) and career.

The **Article 16** of the 1975 Constitution **establishes the equality of the right to free education**, in all education levels for all citizens, independent of gender. Furthermore, *“art, science, research, and teaching are free, and their development and advancement are state responsibilities.”* Law 1286/82 abolished the remaining legal-level discrimination between school girls and school boys, as well as within the teaching personnel.²³ **Law 3896/2010** also legislates concerning the access of women to education and professional training in Greece. Its aim is to ensure the implementation of the principle of equal opportunities and equal treatment of men and women in matters of work and employment, as far as the following are concerned: access to employment, including professional development, and to professional training, including vocational training. Specifically, article 13 mentions that: *“Any kind of direct or indirect, gender- or marital status- based discrimination is prohibited, as far as the following are concerned: a. access to the content and practice of programs or systems of professional orientation and re-orientation of any type and level, professional education and learning, apprenticeship, retraining, education for change of work, vernacular education, briefing and update of employees or their families and, in general, programs that contribute to their intellectual, economical and social advancement and development, including the acquisition of practical or work experience and training service, b. the determination of the requirements, and the participation in tests pertaining to the acquisition of diplomas, certificates or any other titles or work permits and licenses, as well as the administering of scholarships and educational leave or the providing of student or similar benefits.”*

Law 4604/2019, article 17, legislates the advancement of gender equality in education and the learning process.

The **National Action Plan on Gender Equality (NAPGE) 2021-2025** provisions a “Reformation of vocational education and training” through the Ministry of Labor and Social Issues, in order to strengthen and expand actions in the work field and empower women. The Ministry of Education provisions the development of *further actions for the advocacy of Gender Equality in Vocational Education and Training and Lifelong Learning*; these actions include:

- » Educational programs in vocational education, training and lifelong learning
- » An equal participation action in programs of initial vocational training

Furthermore, through relevant thematic actions, which will be implemented through the horizontal and vertical collaboration of ministries, NAPGE aims to reinforce women and girl education and training in research and technology, through women and girl Encouragement in participation in positive sciences, technology, engineering, mathematics and universities. The main aim of NAPGE 2021-2025 is the Advocacy of gender equality in education, science and research, through the Integration of the gender dimension in all educational levels (a gender-sensitive education).

²³ https://www.ekdd.gr/ekdda/files/ergasies_esdd/12/2/339.pdf

TABLE 3 – RELEVANT NATIONAL MEASURE/TOOL/PRACTICE (GOOD PRACTICE)

TITLE OF THE MEASURE	Second Chance Schools (SCS) *
BODY RESPONSIBLE FOR IMPLEMENTATION	Ministry of Education, Research and Religious Affairs and it is co-funded by the European Union (European Social Fund) and national funding
PERIOD OF IMPLEMENTATION	
TERRITORIAL COVERAGE (national, regional, local)	National
TARGET	Second Chance Schools (SCS) are public adult schools in the field of Lifelong Learning. They are addressed to citizens aged 18 and over, who have not completed the nine-year compulsory education. This institution provides the opportunity to obtain a degree equivalent to a high school diploma (Law 2525/1997), emphasizing the acquisition of basic qualifications and the development of personal skills.
MAIN PARTNERS/ STAKEHOLDERS INVOLVED (promoter and partners of the project/policy/ measure; Roles of actors involved)	Ministry of Education, Research and Religious Affairs Youth and Lifelong Learning Foundation (I.NE.DI.VI.M)
SHORT DESCRIPTION OF MEASURE (objectives and actions)	<p>Completion of compulsory education for citizens aged 18 and over. The reconnection of the trainees with the education and training systems. The acquisition of modern knowledge, skills and attitudes that will help them in socio - economic integration and development. Enhancing students' self-esteem.</p> <p>The innovation of the Second Chance Schools consists in forming consultancy services, including a Career Adviser and an Educational Psychologist in every school.</p> <p>Particular emphasis is placed upon the acquisition and development of basic skills, competences and general knowledge, the use of new technologies, learning a foreign language, counseling and vocational guidance, in order to significantly improve the access to the labour market.</p>
MAIN RESULT TO DATE AND EXPECTED LONGER TERM IMPACTS (according to available monitoring/evaluations)	<p>The institution of Second Chance Schools is a European programme within the framework of the fight against social exclusion. The Schools of this kind aim to offer to unqualified adults the opportunities to enter again the education and training system, form a positive attitude towards learning, acquire basic knowledge and skills, enhance their personality and finally, facilitate the access to labour market. In general, it gives the formal qualifications to proceed: (a) in secondary and post-secondary education system and (b) in vocational secondary education, in order to obtain certification of specialized diplomas</p> <p>There are 63 Second Chance Schools (SCS) all over Greece's 13 regions</p>

* The Second Chance School gives the formal qualifications to proceed: (a) in secondary education and (b) in vocational secondary education, in order to obtain certification of specialized diplomas

5. Women's career paths and leadership positions

Despite some progress in recent years, women's under-representation in politics and decision-making positions in Europe's businesses and industry persists (vertical segregation). Having both women and men well represented is instead crucial for successful leadership and to solve the complex challenges.

The fact of top positions are held exclusively by men for a long time shapes the recruitment pattern for successors, sometimes only due to unconscious bias.

Thriving at work while managing caring responsibilities at home is a challenge, especially for women. Women often align their decision to work, and how to work, with their caring responsibilities and their choices depend on whether and how much these duties are shared with a partner.

Closing the gender gap for women in leadership positions therefore requires to remove obstacles in career advancement through un mix of legislative measures and policies aimed to support women's career paths (mentorship programmes, legislative and not legislative measures to improve gender balance on corporate boards, measures to support equal sharing of care responsibilities at home and the availability of childcare etc.)

Regulatory treatment and main legislative references

According to **CEDAW**, appropriate measures shall be taken by States Parties in order to ensure to women equal rights with men in the field of education including the same conditions for career (art. 10, a) as well as in the field of employment the right to promotion (art. 11, c).

Also **ILO Discrimination Convention No. 111**, 1958 provides the commitment of Member states signatories to pursue a national policy designed to promote equality of opportunity and treatment in respect of employment and occupation, with a view to eliminating any discrimination, including on the basis of sex. The terms "*employment and occupation*" include terms and conditions of employment (art. 2). **ILO Maternity Protection Convention, 2000** (No. 183) requires instead that a woman is guaranteed the right to return to the same position or an equivalent position paid at the same rate at the end of her maternity leave (art.8).

According to **EU Directive N. 54/2006**, the principle of equal opportunities and equal treatment of men and women has to implemented in relation to access to employment, including promotion (art. 1, a).

Prohibition of direct or indirect discrimination on grounds of sex in the public or private sectors was stated in relation to promotion (art. 14, a).

Finally, to prevent discrimination, the Directive call for Member States to encourage employers and those responsible for access to vocational training to take effective measures to prevent all forms of discrimination on grounds of sex also in promotions (Article 26).

Current and future European policies and relevant examples of instruments adopted

To help break the glass ceiling, the Commission tabled in 2012 a proposal for a **Directive on improving the gender balance on corporate boards**²⁴ which set the aim of a minimum of 40%

²⁴ COM (2012)614 final.

of non-executive members of the under-represented sex on company boards. Its adoption is one of the European Commission commitments indicated in the EU Gender Equality Strategy 2020-2025. In parallel, the Commission facilitates the exchange of good practices addressing gender balance in executive boards and managerial positions, bringing in the examples of national or regional projects run by governments, civil society or the private sector²⁵.

The European Union is also broadening women career opportunities focusing on overcoming traditional prejudices in career choices. In this frame, for example, through ESF funded-projects, science and technology-based companies hold open days for young women to show them the attractions of a technical career. In addition, the EU Commission supports Member States in developing and implementing more effective strategies to increase the number of women in decision-making positions through the Mutual Learning Programme in Gender Equality²⁶ and cooperating with EU-wide projects, such as **European Women on Boards (EWoB)**²⁷ that has developed its WELP program (Women's empowerment in leadership position) to facilitate the change towards gender equality in decision-making and introduced **EWoB's Gender Diversity Index**, measuring the attainment of various diversity and inclusion indexes on the company and sector level, across the European Union.

5.1. THE GREEK CONTEXT

For a society, an important index that gender equality has been achieved is the presence of a roughly equal number of men and women in leadership positions. However, despite the fact that in developed countries women today have much bigger access to leadership positions, for Greece there is still a long way to reach the 50-50 ratio. In relation to women's participation in social and political life, in 2020 the percentage of women in the Ministerial Council is just 10%, while in 2013 it was 16.1%. The respective percentage in the European Union is 32%. In Peripheral and Municipal Councils, in 2019 women held the 21% of the positions, which is a slight increase in comparison with 2013. As for the sector of large businesses, only the 12% of the members of Managerial Councils of larger companies were women. Although the percentage remains low, there was a doubling in comparison to 2013 when the percentage was just 5.7%. The same low representation picture, which contrasts highly with the European Union percentages, is recorded in the member positions of the collective organs of the Central Bank, the funding organizations and the public television and radio organizations. It appears that much effort must be put in the level of motives, awareness and support, to increase women's participation in authority, responsibility and leadership positions, to reduce the gap with men's participation, as well as the EU level performance, and finally to essentially implement the ratios provisioned by legislation.

Law 1483/1984, article 4, mentions that *"Any kind of direct or indirect discrimination of the employees of article 1, paragraph 1, concerning their entrance to and preservation of employment, as well as their professional development, is prohibited."*

Law 3896/2010, which incorporates Guideline 2006/54/EK of the European Parliament and Council, aims to ensure the implementation of the principle of equal opportunities and equal treatment of men and women in matters of work and employment, as far as access to employment, including

²⁵ The EU Platform of Diversity Charters will serve as a platform for exchange https://ec.europa.eu/info/policies/justice-and-fundamental-rights/combating-discrimination/tackling-discrimination/diversity-management/eu-platform-diversity-charters_en.

²⁶ https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/who-we-work-gender-equality/mutual-learning-programme-gender-equality_en.

²⁷ Relevant projects include European Women on Boards (EWOB): <https://europeanwomenonboards.eu/>.

professional development, is concerned. Specifically, the article 12 of the law mentions that: *“Any kind of direct or indirect, gender- or marital status- based employee discrimination is prohibited, as far as the terms, conditions of employment and work, promotions, and planning and implementation of personnel assessment systems are concerned.”*

To balance the participation of the two genders in the **decision making process**, the Greek Parliament voted the legislative ordinance, Law 2839/2000, Article 6, according to which the equal participation of men and women in the decision making process of the Public Sector, the Legal Persons of Public and Private Law, is aimed for.

Some factors that have a positive effect on women participation in decision-making centers are: university-access opportunities for women, high percentages of women participation in workforce, scientific and managerial professions, and participation in local, regional and central political scene according to the rations provisioned by the law. Through relevant thematic actions which will be implemented through the horizontal and vertical collaboration of ministries NAPGE 2021-2025 aims to:

- » Increase women participation in politics with some Legislative interventions for the quota of women in political organizations (eg. The Youth Council, etc);
- » Increase the number of women in responsibility positions in the public and private sector through Legislative interventions for the advocacy of women in responsibility positions, Connection with a company social responsibility (Equality emblem), In-house business programs to advocate women in responsibility positions;
- » Reinforce girl education and training for leadership roles.

In the present time and as a continuation of past years, the Ministry of Interior contributes to Conciliation between professional and family life, materializing:

- A.** the program Conciliation *between professional and family life*, which facilitates mothers and fathers that have custody of their children by providing care and protection services in public or private infant and nursery full daycare stations, kindergartens and centers of creative activities, and
- B.** the Program “Financial support of families with preschool age children” for the families of people working in the Public Sector, in Legal Persons of Public Law and in Local Government Bodies (1st and 2nd degree) as well as children of families of people working in the private sector.

TABLE 4 – RELEVANT NATIONAL MEASURE/TOOL/PRACTICE (GOOD PRACTICE)

TITLE OF THE MEASURE	Women's Center of Karditsa
BODY RESPONSIBLE FOR IMPLEMENTATION	Women's Center of Karditsa, Local Authority (Municipality of Karditsa)
PERIOD OF IMPLEMENTATION	Since 1992
TERRITORIAL COVERAGE (national, regional, local)	Local (Regional and National for many of its actions)
TARGET	<p>Women:</p> <p>Victims or survivors of gender-based violence who are victims of multiple discrimination</p> <p>unemployed women,</p> <p>who wish to reintroduce in the labor market</p> <p>who want to be informed for their rights</p> <p>mothers</p> <p>refugees and migrants</p> <p>...</p> <p>IN GENERAL all the women who need support without any discrimination</p>
MAIN PARTNERS/STAKEHOLDERS INVOLVED (promoter and partners of the project/policy/measure; Roles of actors involved)	<p>Women's Center of Karditsa</p> <p>Municipality of Karditsa</p>
SHORT DESCRIPTION OF MEASURE (objectives and actions)	<p>WCK operates departments that support the needs of women in a holistic and interdisciplinary way:</p> <p>a. counseling center for women survivors of gender-based violence</p> <p>b. department for counseling and support of women's employment and entrepreneurship (with partners the Cooperative Bank of Karditsa and the Development Agency of Karditsa)</p> <p>c. nursery school for children aged 2 months to the preschool age, operating 2 classes, one in the morning and one in the afternoon, to serve working parents</p>
MAIN RESULT TO DATE AND EXPECTED LONGER TERM IMPACTS (according to available monitoring/evaluations)	<p>WCK is one of the main participants of the local ecosystem of Karditsa. By signing cooperation protocols, WCK has created and has a wide network of partnerships with institutions and experts, with primary aim the empowerment/strengthening of the women</p>

6. Support to self-employed women

Empowering women in the labour market and improving their access also means giving them the possibility to thrive as entrepreneurs and investors. The EU cohesion policy supports women's entrepreneurship, their (re)integration into the labour market and gender equality in specific, traditionally male, sectors.

To facilitate the creation of female enterprises, the obstacles to women's participation in economic life must be removed and the use of goods, financial services and the access to financing must be guaranteed for women on a basis of equality of men and women.

In addition, it's crucial to support women entrepreneurs/self-employed to focus on new opportunities in the digital and green economy through targeted tools, networks and entrepreneurial training.

Regulatory treatment and main legislative references

According to **CEDAW**, States Parties shall take all appropriate measures to eliminate discrimination against women in order to ensure, on a basis of equality of men and women, the right to bank loans, mortgages and other forms of financial credit (art.13). This provision requires States the duty to regulate the activity of third parties, which, in many cases, are not public bodies.

European Directive 2010/41/EU on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity (repealing Council Directive 86/613/EEC) lays down a framework for putting into effect in the Member States the principle of equal treatment between men and women engaged in a self- employed activity, or contributing to the pursuit of such an activity (art. 1). This directive therefore covers also the spouses of self-employed workers or the life partners of self- employed workers, not being employees or business partners, where they habitually participate in the activities of the self-employed worker and perform the same tasks or ancillary tasks (art. 2).

The principle of equal treatment laid down by the directive prohibits directly or indirectly discrimination on grounds of sex, in the public or private sectors, in relation to the establishment, equipment or extension of a business or self-employed activity (art. 4).

Also in this field, Member States may maintain or adopt measures (positive actions), for instance aimed at promoting women's entrepreneurship initiatives, with a view to ensuring full equality in practice between men and women in working life (art. 5).

According to the Directive Member States shall ensure to female self-employed workers and female spouses and life partners maternity benefits (art. 8) in order to grant a sufficient maternity allowance enabling interruptions in their occupational activity in case of pregnancy or motherhood for at least 14 weeks. Spouses and life partners were also ensured social protection (art. 7).

Judicial or administrative proceedings should be available to all persons who consider they have sustained loss or damage as a result of a failure to apply the principle of equal treatment (art. 9) and compensation or reparation measures shall be introduced by the Member States for the loss or damage sustained by a person as a result of discrimination on grounds of sex (art. 10).

The prohibition of direct or indirect discrimination on grounds of sex in relation to conditions for access to self-employment was stated also by the **Directive 2006/54/EC** (art. 14, par. 1, c);

According to **Directive 2004/113/EC implementing the principle of equal treatment between men and women in the access and supply of goods and services**, there shall be no indirect discrimination or direct discrimination based on sex, including less favourable treatment of women for reasons of pregnancy and maternity (art. 4, par 1 a), b). This provision shall be without prejudice to more favourable provisions concerning the protection of women as regards pregnancy and maternity (art. 4, par 2). In addition, differences in treatment are allowed if the provision of the goods and services exclusively or primarily to members of one sex is justified by a legitimate aim and the means of achieving that aim are appropriate and necessary (art. 4, par. 5) as well as the principle of equal treatment shall not prevent any Member State from maintaining or adopting specific measures (positive actions) to prevent or compensate for disadvantages linked to sex. (art. 6) with a view to ensuring full equality in practice between men and women.

Finally, in all new contracts the Directive specified that the use of sex as a factor in the calculation of premiums and benefits for the purposes of insurance and related financial services shall not result in differences in individuals' premiums and benefits (art. 5).

Current and future European policies and relevant examples of instruments adopted

The European Social Fund (ESF) promotes entrepreneurship through financial and business support services. In this framework, targeted support is provided to underrepresented and disadvantaged groups, including women entrepreneurs. The ESF also encourages entrepreneurship as a way into working life²⁸. Women in rural areas, in particular, are supported in setting up tourist activities as well as people (especially women) with children are offered IT skills to set up online and home-based businesses.

Targeted measures promoting the participation of women in innovation will be developed under the **Horizon Europe - European Innovation Council** (EU's key funding programme for research and innovation). These measures include a pilot to promote women-led start-ups and innovative SMEs in 2020²⁹.

In the frame of the European Strategy 2020-2025, the Commission also promotes the presence of women in decision-making positions in private equity and venture capital funds and it supports funds investing with gender diversified portfolios. A **gender-smart finance initiative under the InvestEU programme** is going to be launched by the European commission to stimulate funding for female-led companies.

In addition, the **Update Skills Agenda for Europe** underlines that the EU Commission will launch a European action on entrepreneurship skills, that includes connecting existing networks to provide a European entrepreneurial support for aspiring entrepreneurs, focusing on young women entrepreneurs and self-employment opportunities in the digital and green economy and incorporate a knowledge platform of online resources on entrepreneurial skills and opportunities for collaboration. For this purposes, the support will be provided by EU Cohesion policy.

Finally, over the years a lot of relevant European tools and networks in order to support women entrepreneurship are provided: the **European network to promote women's entrepreneurship**

²⁸ <https://ec.europa.eu/esf/main.jsp?catId=457&langId=en>

²⁹ <https://ec.europa.eu/research/eic/index.cfm> .

(WES)³⁰, the **European Network of Female Entrepreneurship Ambassadors**³¹; and the **European Network of Mentors for Women Entrepreneurs**³². More recently: the Europe-wide online platform **Wegate** launched in September 2016 to provide information and links on access to training, mentoring, advice and business networking opportunities; the **Enterprise Europe Network** (EEN) which has a women entrepreneurship group on Facebook that gathers 21 partner organisations in 14 countries. The group connects women entrepreneurs to the network's business and innovation support activities and provides concrete services, such as business partnering, access to foreign markets etc; the **European community of women business angels and women entrepreneurs** - created in 2017 by means of 4 projects covering 14 EU countries and funded by the European Parliament - to support women entrepreneurs in accessing alternative sources of funding.

6.1. THE GREEK CONTEXT

In Greece, female entrepreneurship is mainly targeted to the following sectors:

- » Commerce and other services (67.6% in total, of which 27.9% is commerce and 39.7% is other services)
- » Industry (17.6%)
- » Tourism (12.3%)
- » Financial institutions (2.5%)

Much more in comparison to men, women work with entrepreneurship out of necessity and not because they consider such kind of activity an opportunity. Out of the total of women businesses, 37.4% were motivated by need. The obstacles faced by businesswomen are related to factors caused by the family, educational, financial, social, and political environment. To reinforce women's self-employment, both in the past and present programmatic period, some Operative Programs of Ministries or Regional Councils, finance, through the Labor Workforce Employment Organization, the start of entrepreneurial activity.

Law **4097/2012**³³ established the legal framework for the implementation and advocacy of the principle of equal treatment of men and women during the practice of any independent professional activity. Guideline 2010/41/EE of the European Parliament and Council of 7th July 2010 is implemented in Greece since 04/08/2010 and concerns mainly the implementation of the principle of equal treatment of men and women who practice independent professional activity. In the field of self-employment, the implementation of the principle of equal treatment means that there should not be any gender-based discrimination, for instance in relation to the constitution, stocking, or the expansion of a company, or, the opening or expansion of any other kind of self-employment activity. Specifically, article 4 of the guideline mentions: *"1. The principle of equal treatment means that there can be no gender-based discrimination in the public or private sector, directly or indirectly, especially in relation to marital*

³⁰ It is a policy network with members from 31 European nations (the EU countries, Iceland, Norway, and Turkey), whose the delegates represent national governments and institutions;

³¹ Launched in 2009, it made up of around 270 entrepreneurs from 22 European countries, with the aim of acting as role models by telling their story to raise awareness and encourage entrepreneurship as a career option for women of all ages

³² The Mentors Network was inaugurated in 2011(70 European countries are part of it).This network provides advice and support to women entrepreneurs on the start-up, management and growth of their businesses in the early phases.

³³ <https://www.synigoros.gr/?i=stp.el.4097>

status, and especially as far as the constitution, establishment, or the expansion of a company or the constitution or expansion of any other kind of self-employment activity are concerned. 2. In the fields covered by paragraph 1, harassment and sexual harassment are considered gender-based treatments and are therefore prohibited. The fact that a person denies or tolerates that kind of behavior cannot be used as a basis for decision making concerning said person. 3. In the fields covered by paragraph 1, any mandate of unequal gender-based treatment is considered discrimination.” The present guideline must be implemented in self-employed professionals and their spouses, or, if national law recognizes them, to life partners, if they usually participate (under the conditions set by national law) in their partners’ professional activities. In order for the self-employed professionals’ spouses’ and the life partners’ (if recognized by national law) situation to improve, their work should be recognized.

During the planning of the National Action Plan for Gender Equality 2021-2025, Ministerial proposals were laid down and included, aiming towards the inclusion of the gender dimension in their policies, present actions and future actions that are to be realized either by the ministries themselves, or with coordination with other qualified entities. The Ministry of Development and Investment, and the Initiative of the Ministry of Work and Social Affairs for the creation of the “Center of Novelty for Women – #GIL4W”. This project aims firstly in the conceptual cooperation of governmental and social entities and market entities, but also to their commitment that the adoption of technology and novelty will not cause an increase in social and financial inequality. Another action is the Creation of a National Record of New Businesses “Elevate Greece”: Elevate Greece is the entrance gate of the Greek novelty ecosystem. It aims to the reinforcement, development and extroversion of young Greek businesses. The aim of “Elevate Greece” is, among others, the promotion of the young companies with participating businesswomen. The plans for the first Awards of Young Entrepreneurship of Elevate Greece, which will include a specially planned award for Women’s Novelty Entrepreneurship belong within this framework.

TABLE 5 – RELEVANT NATIONAL MEASURE/TOOL/PRACTICE (GOOD PRACTICE)

TITLE OF THE MEASURE	Center of Novelty for Women – #GIL4W
BODY RESPONSIBLE FOR IMPLEMENTATION	Ministry of Development and Investment Ministry of Work and Social Affairs
PERIOD OF IMPLEMENTATION	2021
TERRITORIAL COVERAGE (national, regional, local)	National
TARGET	Enhancing women's entrepreneurial innovation through thematic cooperation between government and social actors and market participants
MAIN PARTNERS/ STAKEHOLDERS INVOLVED (promoter and partners of the project/policy/ measure; Roles of actors involved)	Ministry of Development and Investment Ministry of Work and Social Affairs General Secretariat for Gender Equality and Demographic Policy (according with the NAPGE 2021-2025, which is currently in consultation)
SHORT DESCRIPTION OF MEASURE (objectives and actions)	The initiative aims, inter alia, at: 1) the design of innovative actions that will enhance the attraction of more women to study in STEM and will aim to increase their participation in companies, which will be based on research and innovation 2) the creation of a platform for the development of entrepreneurship that will be based on high technology, creating the conditions for equal participation in the new environment formed by the continuous development of technology and giving special emphasis to female talent 3) assessing the impact of gender-based policies.
MAIN RESULT TO DATE AND EXPECTED LONGER TERM IMPACTS (according to available monitoring/evaluations)	The empowerment, development, networking and extroversion of women businesses in Greece

7. Maternity protection and work-life balance for both parents

Over the years a protection system was drafted for pregnant workers, workers who have recently given birth or who are breastfeeding based of the fact they need specific measures with regard to their safety and health and to avoid some types of activities which may pose a specific risk. The protection system also provides for pregnant workers the right to maternity leave. This protection system does not conflict with the directives concerning equal treatment for men and women.

Work-life balance remains a considerable challenge for many parents and workers with caring responsibilities, in particular because of the increasing prevalence of extended working hours and changing work schedules, with a negative impact especially on women's employment.

The care-giving responsibilities are, in fact, some of the main reasons why women tend to work less than men and in lower-paid sectors, take more career breaks and have fewer and slower promotions.

Improving the work-life balance of all workers (women and men) and promoting equal care responsibilities between parents are therefore crucial for addressing the gender gaps in the labour market. Both parents need in fact to feel responsible and entitled when it comes to family care.

Currently the lack of paid paternity and parental leave in many Member States, instead, contributes to the low take- up of leave by fathers.

Parental leaves and flexible working arrangements for all workers are therefore among the most effective measures to promote work-life balance and equal sharing of caring responsibilities between parents.

Regulatory treatment and main legislative references

According to **CEDAW** (art. 11, par. 2, a, b, c, d), in order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, States Parties shall take appropriate measures in order to prohibit dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status, to introduce maternity leave with pay without loss of former employment, to encourage the provision of a network of child-care facilities to enable parents to combine family and work responsibilities, as well as to provide special protection to women during pregnancy in types of work harmful to them.

The **ILO Maternity Protection Convention, 2000 (No. 183)** establishes that each Member shall adopt appropriate measures to ensure that pregnant or breastfeeding women are not obliged to perform work which has been determined to be prejudicial to the health of the mother or the child, or where an assessment has established a significant risk to them (art. 3). Women shall be entitled to a period of maternity leave of not less than 14 weeks (including a compulsory period of six weeks after childbirth, unless otherwise agreed at the national level (art. 4), as well as shall be entitled a leave in case of illness or complications (art. 5). In both cases, according to art. 6, cash benefits shall be provided to women and the amount of such benefits for maternity leave shall not be less than two-thirds of the woman's previous earnings. Cash benefits shall also ensure that the woman can maintain herself and her child in proper conditions of health and with a suitable standard of living. Where a woman does not meet the conditions to qualify for cash benefits under national laws, she shall be entitled to adequate benefits out of social assistance funds. Finally, medical benefits shall be provided for the woman and her child that include prenatal, childbirth and postnatal care, as well as hospitalization care when necessary. A

woman shall be provided also with the right to one or more daily breaks or a daily reduction of hours of work to breastfeed her child and these breaks or reductions shall be counted as working time and remunerated accordingly (art. 10).

With regards the provisions about maternity and discrimination for access to employment (art.9) and the right to return to the same position after maternity (art. 8) see the previous fiche on gender equality in job access and women's career paths and leadership positions topics.

Directive 92/85/EEC on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding in particular provides for the employer obligation to assess any work activity risks to the worker safety or health and if it is necessary to modify temporarily the working conditions and or the working hours of the worker or to move her to other job (artt. 4, 5). The Directive also provides cases in which exposure is prohibited (art.6), the prohibition of night work (art. 7), the right of maternity leave for at least 14 weeks (art. 8), the prohibition of dismissal during the period from the beginning of the pregnancy to the end of the maternity leave (art. 10) and specific employment rights relating to the employment contract, including the maintenance of a payment and/ or the entitlement to an adequate allowance (art. 11).

The **Directive 2006/54/EC** regulate the return from maternity leave (art. 15). It specifies that a woman on maternity leave shall be entitled, after the end of her period of maternity leave, to return to her job or to an equivalent workplace on terms and conditions which are no less favourable to her and to benefit from any improvement in working conditions to which she would have been entitled during her absence.

The Directive also provides the right of Member States to recognise paternity and adoption leave specifying that they shall take the necessary measures to protect working men and women against dismissal due to exercising of those rights and ensure that, at the end of such leave, they are entitled to return to their jobs or to equivalent workplaces on terms and conditions which are no less favourable to them, and to benefit from any improvement in working conditions to which they would have been entitled during their absence (art 16).

The recent **European Directive 2019/1158 on work-life balance for parents and carers** (repealing Council Directive 2010/18/EU)³⁴ lays down minimum requirements related to paternity leave provided for 10 working days on the occasion of the birth of the worker's child (art. 4), parental leave – individual right quantified at least in four months for each parents of which two not transferable months and which can be requested in flexible ways (art. 5) and carers' leave provided for five working days per year (art. 6), the right to time off from work on grounds of force majeure for urgent family reasons (art. 7). This directive also provides the right to payment or allowance for workers who exercise their right to leave (art. 8) and the right to request flexible working arrangements for caring purposes for workers with children over 8 years hold and carers (art.9).

All employment rights shall be maintained during the leaves or time off from work and at the end of leaves workers are entitled to return to their jobs or to equivalent posts on conditions which are no less favourable and to benefit from any improvement in working conditions (art. 10). Any Discriminations on the ground that they have taken leaves or exercised time off from work should be prohibited provided (art. 11) as well as the dismissal of workers for the same reasons (art. 12).

³⁴ It builds on the rules laid down in Directive 2010/18/EU and complements them by strengthening existing rights and by introducing new rights

Current and future European policies and relevant examples of instruments adopted

The insufficient access to quality and affordable care services and the unequal sharing of care responsibilities between parents are two of the key drivers of gender inequality in the labour market.

The **Barcelona targets for high quality and affordable childcare** set in 2002 by the European Council, formed over the years a crucial part of the European Commission's strategy to ensure women can participate fully in the labour market. These targets are today mostly met but some Member States are significantly lagging behind³⁵. For these reasons, the Commission will revise the Barcelona targets in 2022 in order to ensure further upwards convergence among Member States of early childhood education and care. In addition, the Commission continues supporting Member States' work on improving the availability and affordability of quality care services for children and other dependents through investments from the European Social Fund Plus, the European Regional Development Fund, the InvestEU programme and the European Agricultural Fund for Rural Development.

The principles of gender equality and work-life balance are currently reaffirmed in the **European Pillar of Social Rights**, proclaimed by the European Parliament, the Council and the Commission on 17 November 2017 and in the most recent **European Pillar of Social Rights Action Plan** (COM (2021) 102 final)³⁶ tabled by the European Commission in 2021.

7.1. THE GREEK CONTEXT

In Greece the attunement between family and professional life is one of the matters that preoccupies the whole of society and especially women, since they are the main receivers of discrimination from employers, especially women of reproductive age. A significant obstacle in the job market participation is the absence of quality childcare and elderly care services, which are tasks that traditionally fall upon women. It is characteristic that the percentage of women stating that childcare affects their work is more than double of that of men (32.0% in comparison to 14.6%)(ELSTAT 2018). In particular, the suspension of career in order to raise children is mainly concerning women (49.7% in comparison to men's 4.0%), while the 10.9% of women did not work in order to raise their children. Additionally, there is a retardation in women's professional development because of their low participation percentage in directorial positions. The protection of maternity, paternity and family life is supported by law 3896/2010m while recently, through law 4808/2021, EU guideline 2019/1158, was incorporated and concerns the balance of professional and private life for parents and carers.

As far as maternity protection and security is concerned, Greece mainly implements the law 1483/1984, which stipulates the protection and provides benefits to professionals with family responsibilities; specifically, article 14 mentions: "The family responsibilities of professionals of paragraph 1 of article 1 are not cause for denouncement of their work contract." Also, article 15 of the same law refers exclusively to maternity protection. **Law 3896/2010** refers extensively to maternity, paternity and family life protection. Specifically, article 20 of said law says: *"1. With the present law there is no impingement of special law clauses, decrees or rules regulating matters of protection of pregnancy, maternity, paternity,*

³⁵ https://ec.europa.eu/info/sites/info/files/bcn_objectives-report2018_web_en.pdf.

³⁶ Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the regions empty. The European pillar of social rights action plan, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=COM%3A2021%3A102%3AFIN&qid=1614928358298>

or family life. 2. The employer cannot refuse hiring a woman due to pregnancy or maternity. In jobs where hiring demands the presentation of a medical certificate, pregnant women are hired without the certificate, if the medical tests required are dangerous for her or the embryo's health. In this case the presentation of the medical certificate takes place after the end of maternity leave, under proviso of the decrees of P.R. 176/1997 (ΦΕΚ 150 Α) and P.R. 41/2003 (ΦΕΚ 44 Α). 3. The protection of the article 16 of the present law also applies to employees making use of any leave stipulated for childbirth, child-rearing or adopting a child.” Law 3655/2008³⁷, article 142, stipulates the special provision of maternity protection and law 3528/2007³⁸ (clerical code), in articles 52 and 53, stipulates maternity leave and leave correspondingly. Finally, every working father is entitled to a 14 working day paid paternity leave, which must be given at the time of the childbirth, according to article 27 of law 4808/2021.

In the present time and as a continuation of past years, the Home Office contributes to Action 3.2: Conciliation between professional and family life of NAPGE, materializing the program *Conciliation between professional and family life*, which facilitates mothers and fathers that have custody of their children by providing care and protection services in public or private infant and nursery full daycare stations, kindergartens and centers of creative activities, and the Program “Financial support of families with preschool age children” for the families of people working in the Public Sector, in Legal Persons of Public Law and in Local Government Bodies (1st and 2nd degree) as well as children of families of people working in the private sector.

Through the Share project of the General Secretariat for Gender Equality, actions are materialized concerning the granting of an Emblem of Equality to companies and businesses that have been proven to develop policies for the implementation of friendly work terms and conditions.

Axis 3.4: “Increase of access to efficient and non-exclusive social policies” of the Greek Recovery and Resilience Plan provisions the establishment of Childcare Units in Workplaces, for the private sector, so as to facilitate young parents, especially mothers, to search for employment opportunities, or return fast and smoothly to their work.

The “Neighborhood Nannies” program of the Ministry of Work and Social Cases³⁹, is part of the action axis that strives to conciliate family and professional and/or personal life, an axis that is one of the main targets of the European Strategy for equality, for the next years. The project will be materialized, initially on a pilot level in 2021, aiming for a complete implementation during the new 2021-2027 program period.

This program is mainly concerned with the care of infants aged 6 months to 2.5 years, and provisions the financial support of (mainly) working parents, single parent families, legal guardians and in general families, aiming for childcare either within the family house, or at the house of one of the childcarers.

³⁷ <http://www.epsilonnetwork.gr/attachments/meni/n.3655.2008.pdf>

³⁸ [http://www.gspa.gr/\(9312290057116256\)/documents/%CF%85%CF%80%CE%B1%CE%BB%CE%BB%CE%B7%CE%BB%CE%B9%CE%BA%CE%B-F%CF%83%CE%BA%CF%89%CE%B4%CE%B9%CE%BA%CE%B1%CF%83.pdf](http://www.gspa.gr/(9312290057116256)/documents/%CF%85%CF%80%CE%B1%CE%BB%CE%BB%CE%B7%CE%BB%CE%B9%CE%BA%CE%B-F%CF%83%CE%BA%CF%89%CE%B4%CE%B9%CE%BA%CE%B1%CF%83.pdf)

³⁹ <https://ypergasias.gov.gr/isotita-ton-fylon/programma-ntantades-tis-geitonias/>

TABLE 6 – RELEVANT NATIONAL MEASURE/TOOL/PRACTICE (GOOD PRACTICE)

TITLE OF THE MEASURE	Neighborhood Nannies
BODY RESPONSIBLE FOR IMPLEMENTATION	Ministry of Labor and Social Affairs
PERIOD OF IMPLEMENTATION	2021
TERRITORIAL COVERAGE (national, regional, local)	2021 Pilot local 2022 National
TARGET	Working parents, single-parent families and foster parents will be able to receive financial support for the care of infants aged six months to two and a half years.
MAIN PARTNERS/ STAKEHOLDERS INVOLVED (promoter and partners of the project/policy/ measure; Roles of actors involved)	Operational Program “Human Resources Development and Education and Lifelong Learning” of the Ministry of Development and Investment Ministry of Labor and Social Affairs
SHORT DESCRIPTION OF MEASURE (objectives and actions)	<p>This program is mainly concerned with the care of infants aged 6 months to 2,5 years, and provisions the financial support of (mainly) working parents, single parent families, legal guardians and in general families, aiming for childcare either within the family house, or at the house of one of the childcarers.</p> <p>The “neighborhood nannies” will be either graduate nurses, kindergarten teachers or women with no relevant studies who can work in the program to boost their income. In both cases the “nannies” will be certified by participating in special seminars. Then the educators - caregivers who have received the appropriate certification will be able to register for the program through a special platform, from which parents will be able to choose the educator who will take care of their baby.</p>
MAIN RESULT TO DATE AND EXPECTED LONGER TERM IMPACTS (according to available monitoring/evaluations)	The reconciliation of family and professional and / or personal life

8. Occupational social security, health protection and safety in working conditions

*The principle of equal treatment for men and women in matters of social security refers to the **statutory social schemes** which provide protection against the risks of sickness, invalidity, old age, accidents at work, occupational diseases and unemployment, **social assistance** as well as **occupational social security schemes** in so far as it is intended to supplement or replace the abovementioned statutory social schemes.*

*The right to safety in working conditions also includes the **prevention and the protection from harassment and sexual harassment**. They both are considered discriminations on basis of sex and contrary to the European rules on equal treatment between men and women at work. These forms of discrimination occur not only in the workplace, but also when accessing to employment, vocational training and promotion. Harassment and violence can potentially affect any workplace irrespective of the size of the company, field of activity or form of the employment contract.*

Regulatory treatment and main legislative references

According to **CEDAW** (art. 11), States Parties shall take all appropriate measures to eliminate discrimination and ensure, on a basis of equality of men and women, **the right to social security**, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave (e); and **the right to protection of health and to safety in working conditions**, including the safeguarding of the function of reproduction (f).

The recent **ILO Convention No 190 concerning the elimination of violence and harassment in the world of work** (2019) acknowledges that harassment in the workplace affects a person's psychological, physical and sexual health. It also recognises that violence and harassment may prevent people – particularly women – from accessing, remaining and advancing in the labour market. It calls for States to establish specific rights in order to protect workers (sanctions, effective complaint mechanisms, support, and remedies etc.); and to adopt laws and regulations requiring also employers to take appropriate steps to prevent “violence and harassment in the world of work”, including “gender-based violence and harassment”.

At European level, the **Council Directive 79/7/EEC of 19 December 1978** is the first European legislation **in matters of social security**, that affirmed the principle of equal treatment, that is the prohibition of discrimination on ground of sex, either directly or indirectly, by reference in particular to marital or family status, with reference to **statutory schemes** which provide protection against sickness, invalidity, old age, accidents at work and occupational diseases, unemployment as concerns as well as **social assistance**, in so far as it is intended to supplement or replace the former (art. 3). The directive specifies that the principle of equal treatment shall be without prejudice to the provisions relating to the protection of women on the grounds of maternity (art. 4, par 2). Moreover, a number of other exceptions to the principle have been introduced to allow for positive discrimination for women who interrupted their careers for child care: determination of pension age, acquisition of benefit entitlements after career breaks for child care, increases of pensions for a dependent wife and the granting survivor's pensions.

The **Directive 2006/54/EC**⁴⁰ completes the previous legislation affirming the **principle of equal treatment in occupational social security schemes**, benefits to supplement those provided by statutory social security schemes or to replace them, which providing protection against sickness, invalidity, old age, including early retirement, industrial accidents and occupational diseases, unemployment. They can refer to other social benefits, such as survivors' benefits and family allowances, if such benefits are paid by the employer to the worker by reason of the latter's employment (art.8). The provisions do not prejudice to possibility of adopting positive actions with a view to ensuring full equality in practice between men and women in working life (art. 4).

Both Directives prohibit direct or indirect discrimination on grounds of sex as regards: the scope of such schemes and the conditions of access to them; the obligation to contribute and the calculation of contributions; the calculation of benefits, and the conditions governing the duration and retention of entitlement to benefits.

The right to safety in working conditions also includes the **prevention and the protection from harassment and sexual harassment**. In this purpose the **Directive 2006/54/EC (art. 26)** specifies that Member States shall encourage, employers and those responsible for access to vocational training to take effective measures to prevent all forms of discrimination on grounds of sex, among which harassment and sexual harassment in the workplace, in access to employment, vocational training and promotion.

Current and future European policies and relevant examples of instruments adopted

In the framework of safety in working conditions, to address harassment in work contexts, international and European policies promote an inclusive and gender-responsive approach, which tackles causes, including gender stereotypes, multiple and intersecting forms of discrimination and unequal gender-based power relations. As an employer, the Commission will adopt a new comprehensive legal framework with a set of both preventive and reactive measures against harassment in the workplace. Un example of European good practice is the **@MeTooEP** (2018), a blog publishing anonymous testimonies of sexual harassment in the European Parliament, where neither the victims' nor the perpetrators' names are mentioned. The blog was created to allow victims of sexual harassment to speak freely about the violence they have encountered.

8.1. THE GREEK CONTEXT

Social Security and Workplace Health and Security, is the multidisciplinary field that aims to protect the security, health and well-being of people at their workplace, through the improvement of work conditions, the reducing of work-related accidents and ailments, and the cultivation and advocacy of workplace hazards' prevention mindset. In Greece, legislation doesn't differentiate the employee on a gender basis, but is universally valid for all. Recently, with the law 4808/2021, the conventions 190 of the International Labor Organization (ILO) for the "Elimination of violence and harassment at the workplace" and 187 for the "Framework of health and safety at the workplace advocacy" were validated.

As far as vocational social security is concerned, Greek law implements law 3896/2010, particularly article 7 of the present, which mentions: "1. Any direct or indirect gender-based ordinances (especially those concerning marital or family status) that have the following aims are contrary to the principle of equal treatment: **a.** identify the persons entitled to participate in a vocational social security system,

⁴⁰ This Directive recast the main provisions of the Council Directive 86/378/EEC on the implementation of the principle of equal treatment for men and women in occupational social security schemes)

b. set the mandatory or optional character of participation in a vocational social security system, **c.** shape different rules about the age of entry to a vocational social security system or the minimum employment time or the enrollment in the vocational social security system in order to access its benefits, **d.** provision different rules, apart from cases stipulated in points h. and i. for the conferment of payments when the employee leaves the vocational social security system without having completed the requirements entitling him to future long-term benefits, **e.** determine different conditions for the provision of benefits or restrict them to employees of one sex or the other, **f.** enforce different age limits for retirement, **g.** interrupt the continuation or the obtaining of benefits during maternity or family leave, which is conditioned by law or contract, and during which emolument is paid by the employer, **h.** set different benefit levels, except if this is necessary in order for actuarial computational data which are different for the two genders, to be taken into account, in the case of systems of set levies.”

The Law **4808/2021** sanctions the Convention 190 of the International Labour Organization for the extinction of violence and harassment in workplaces and the Convention 187 of the International Labour Organization for the Purview of Advocacy of Work Safety and Health.

According to NAPGE 2021-2025, actions pertaining to priority axis 4 “Incorporation of the gender dimension in sectorial policies” are provisioned, concerning: Incorporation of the gender dimension in all policies (gender mainstreaming), Strengthening of the intersectoral confrontation of matters of gender equality, Improvement of the position of women that endure multiple forms of discrimination and lifting of their social isolation.

The General Secretariat for Demographic and Family Politics and Gender Equality has a complete national Network of Structures for the prevention and confrontation of violence and multiple forms of discrimination against women, consisting of:

- a.** 14 Counseling Centers, which function out of the Research Center for Matters of Equality (ΚΕΘΙ-ΝΠΙΔ, which is a watch organization under the General Secretariat for Demographic and Family Politics and Gender Equality),
- b.** 28 Counseling Centers which function in the corresponding Municipalities,
- c.** 1 Counseling Center which is organically contained within the General Secretariat
- d.** 18 Shelters of GSDFPGE and 2 Shelters of EKKA

The Counseling Centers and Shelters are staffed with scientific counseling personnel specialized in approaching women from a gender-specific view. They provide women that reach out with free information and counseling services, within a framework of complete psychosocial and legal actions of support and work counseling.

The General Secretariat for Demographic and Family Politics and Gender Equality, in cooperation with the corresponding organizations in other countries, developed a framework under the aegis of the **PEGASUS** Program; it is a user-friendly Digital Pension Calculator, aiming to help women and men to calculate the amount of their future pensions. By filling in 3 fields, the users can try different career scenarios and family and personal life organization, and estimate the impact of their choices in future pension income, so as to receive in the present, informed decisions which will lead them to higher pensions.⁴¹

⁴¹ <http://www.isotita.gr/wp-content/uploads/2021/01/25%CE%BF-%CE%95%CE%BD%CE%B7%CE%BC%CE%B5%CF%81%CF%89%CF%84%CE%B9%CE%BA%CF%8C-%CE%A3%CE%B7%CE%BC%CE%B5%CE%AF%CF%89%CE%BC%CE%B1-%CE%A0%CE%B1%CF%81%CE%B1%CF%84%CE%B7%CF%81%CE%B7%CF%84%CE%B7%CF%81%CE%AF%CE%BF%CF%85-%CE%88%CE%BC%CF%86%CF%85%CE%BB%CE%BF-%CE%A3%CF%85%CE%BD%CF%84%CE%B1%CE%BE%CE%B9%CE%BF%CE%B4%CE%BF%CF%84%CE%B9%CE%BA%CF%8C-%CE%A7%CE%AC%CF%83%CE%BC%CE%B1.pdf>

TABLE 7 – RELEVANT NATIONAL MEASURE/TOOL/PRACTICE (GOOD PRACTICE)

TITLE OF THE MEASURE	Network of Structures for the prevention and confrontation of violence and multiple forms of discrimination against women
BODY RESPONSIBLE FOR IMPLEMENTATION	General Secretariat for Demographic and Family Politics and Gender Equality
PERIOD OF IMPLEMENTATION	
TERRITORIAL COVERAGE (national, regional, local)	National
TARGET	The prevention and confrontation of violence and multiple forms of discrimination against women
MAIN PARTNERS/STAKEHOLDERS INVOLVED (promoter and partners of the project/policy/measure; Roles of actors involved)	General Secretariat for Demographic and Family Politics and Gender Equality 13 Regionals 28 Municipalities
SHORT DESCRIPTION OF MEASURE (objectives and actions)	The Counseling Centers and the Shelters are staffed with scientific counseling personnel specialized in approaching women from a gender-specific view. They provide women that reach out with free information and counseling services, within a framework of complete psychosocial and legal actions of support and work counseling
MAIN RESULT TO DATE AND EXPECTED LONGER TERM IMPACTS (according to available monitoring/evaluations)	The improvement of the position of women that endure multiple forms of discrimination and the lifting of their social isolation.

Partnership

ActionAid Italia, Italia

Istituto per la Ricerca Sociale (IRS), Italia

Rel.Azioni Positive Società Cooperativa Sociale, Italia

Center for Sustainable Communities Development, Bulgaria

Fondation Agir Contre l'Exclusion (FACE), Francia

Women's Center Of Karditsa (WCK), Grecia



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