



**Convention on the Elimination
of All Forms of Discrimination
against Women**

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**Committee on the Elimination of
Discrimination against Women**

Fifty-fourth session

11 February – 1 March 2013

**List of issues and questions to be taken up in connection with
the consideration of the seventh periodic report, adopted by
the CEDAW Committee at its working group for the fifty-
fourth session (30 July to 3 August 2012)**

Addendum

Replies of Greece to the list of issues

General

1. Please provide updated statistical data, disaggregated by sex and geographical location, pertaining to the main areas and provisions of the Convention, such as education, employment, health, violence against women. Please indicate what steps have been taken to establish regular collection and analysis of data to capture the real situation of women belonging to disadvantaged groups.

Statistical data on Education

Compulsory education (primary and secondary) and upper secondary education (non-compulsory)

Primary school Pupils by sex (at the beginning of the school year)

	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>
Total 2009/2010	633.406	325.725	307.681	51,4	48,6
Total 2011/2012	633.590	325.817	307.773	51,4	48,6

Change of number of pupils 2009 - 2011 by sex

	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>
	184	92	92	0,03	0,03

Pupils of (lower/compulsory) Secondary education by sex (at the beginning of the school year)

	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>
Total 2009/2010	335.602	175.082	160.520	52,2	47,8
Total 2011/2012	324.436	168.940	155.496	52,1	47,9

Change of number of pupils 2009 - 2011 by sex

	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>
	-11.166	-6.142	-5.024	-3,5	-3,1

Pupils of Upper Secondary education by sex (beginning of school year)

	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>
Total 2009/2010	248.927	116.363	132.564	46,7	53,3
Total 2011/2012	248.923	117.267	131.656	47,1	52,9

Change of number of pupils 2009 - 2011 by sex

	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>
	-4	904	-908	0,8	-0,7

Source: Hellenic Statistical Authority, Primary and Secondary Education Statistics

Data processing: General Secretariat for Gender Equality, Documentation & Information Directorate

Primary school Pupils by sex (at the beginning of the school year)

Primary school Pupils by sex (at the beginning of the school year 2011/2012)

	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>
GRADE A	108.799	56.073	52.726	51,5	48,5
GRADE B	106.249	54.656	51.593	51,4	48,6
GRADE C	104.595	53.787	50.808	51,4	48,6
GRADE D	104.759	53.494	51.265	51,1	48,9
GRADE E	103.882	53.805	50.077	51,8	48,2
GRADE F	105.306	54.002	51.304	51,3	48,7

Source: Hellenic Statistical Authority, Primary and Secondary Education Statistics

Data processing: General Secretariat for Gender Equality, Documentation & Information Directorate

Repatriated and foreign pupils at the beginning of the school year 2008/2009

	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>
TOTAL					
GREECE TOTAL	140.161	74.269	65.892	53,0	47,0
Repatriated	18.578	9.480	9.098	51,0	49,0
Foreign pupils	121.583	64.789	56.794	53,3	46,7

Source: Hellenic Statistical Authority, Primary and Secondary Education Statistics

Data processing: General Secretariat for Gender Equality, Documentation & Information Directorate

Pupil's school attendance discontinued during the year by sex 2010/2011

	<i>Total</i>	<i>Male</i>	<i>Female</i>
Primary schools	1.136	589	547
Lower Secondary	12.624	8.355	4.269
Upper Secondary	4.734	2.923	1.811

Source: Hellenic Statistical Authority, Primary and Secondary Education Statistics

Data processing: General Secretariat for Gender Equality, Documentation & Information Directorate

The percentage of boys and girls, from primary education till the completion year of compulsory education, is accordingly the birth rate of boys and girls. In contrast, at the levels of education beyond compulsory, the percentage of girls is higher. In Upper Secondary Education the percentage of girls was 53,3% and that of boys 46,7% in the beginning of the year 2009/2010. Two years later, in 2011/2012 the percentage of the boys improved and reached 47,1 and that of girls 52,9%.

Complementary data from life long education

Tertiary education

<i>Higher third-level education - Teaching staff: Change by sex and level, beginning of academic years 09/10-11/12</i>																		
<i>Regular teaching staff - researchers</i>																		
<i>Total educational institutions</i>	<i>General total</i>			<i>Total</i>			<i>Professors</i>			<i>Associate professors</i>			<i>Assistant professors</i>			<i>Lecturers</i>		
	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>
Total - 2011/12	100	68	32	100	70	30	100	80	20	100	71	29	100	65	35	100	61	39
Total - 2010/11	100	68	32	100	71	29	100	81	19	100	72	28	100	66	34	100	60	40
Total - 2009/10	100	67	33	100	71	29	100	81	19	100	72	28	100	66	34	100	60	40
Total - 2011/12	11113	7599	3514	9240	6505	2735	2754	2216	538	2085	1482	603	2895	1886	1009	1506	921	585
Total - 2010/11	12162	8276	3886	9366	6620	2746	2749	2226	523	2107	1510	597	2888	1908	980	1622	976	646
Total - 2009/10	13336	8895	4441	9430	6650	2780	2685	2175	510	2187	1564	623	2803	1860	943	1755	1051	704
Change 2009 - 2011	-2223	-1296	-927	-190	-145	-45	69	41	28	-102	-82	-20	92	26	66	-249	-130	-119
% Change 2009/10-2011/12	-16,7	-14,6	-20,9	-2,0	-2,2	-1,6	2,6	1,9	5,5	-4,7	-5,2	-3,2	3,3	1,4	7,0	-14,2	-12,4	-16,9

* (2) Including professors (regular and extraordinary, permanent or in tenure) and other teaching staff (appointed and non-salaried professors and assistant professors); including also instructors and teaching assistants.

Tertiary education - Teaching staff: Change by sex and level, beginning of academic years 09/10-11/12

	<i>Non regular teaching staff</i>			<i>Collaborating research staff Specialised laboratory teaching staff</i>						
	<i>Total</i>			<i>Total</i>	<i>Male Female</i>			<i>Total</i>	<i>Male Female</i>	
	<i>Total</i>	<i>Male</i>	<i>Female</i>		<i>Total</i>	<i>Male</i>	<i>Female</i>		<i>Total</i>	<i>Male</i>
<i>Total of educational institutions</i>										
Total - 2011/12	100	64	36	100	47	53	100	49	51	
Total - 2010/11	100	61	39	100	0	100	100	48	52	
Total - 2009/10	100	61	39	100	32	68	100	46	54	
Total - 2011/12	1045	665	380	17	8	9	503	244	259	
Total - 2010/11	1953	1201	752	2	0	2	520	252	268	
Total - 2009/10	2539	1542	997	19	6	13	553	254	299	
Change	-1494	-877	-617	-2	2	-4	-50	-10	-40	
% Change 2009/10 2011/2012	-58,8	-56,9	-61,9	-10,5	33,3	-30,8	-9,0	-3,9	-13,4	

Tertiary Education: Students by sex and semester, beginning of years 2009/10, 2010/11, 2011/12

<i>Educational Institution</i>	<i>Regular semesters</i>			<i>1st semester</i>			<i>Regular semesters exceeded</i>			<i>Total students</i>		
	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>
academic year 2011 / 2012	100	40	60	100	41	59	100	52	48	100	47	53
academic year 2010 / 2011	100	40	60	100	41	59	100	54	46	100	47	53
academic year 2009 / 2010	100	39	61	100	40	60	100	52	48	100	46	54

Source: Hellenic Statistical Authority, Tertiary Education Survey - beginning of year

Data processing: General Secretariat for Gender Equality, Documentation & Information Directorate

Tertiary education - Post graduate Students by sex, level of studies, beginning of academic years 09/10-11/12

	<i>Level of post graduate studies</i>								
	<i>General Total</i>			<i>Master degree</i>			<i>PHD</i>		
	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>
Total 2011/2012	100	46	54	100	40	60	100	55	45
Total 2009/2010	100	48	52	100	43	57	100	56	44
Change		-2	2		-3	3		-2	2

Source: Hellenic Statistical Authority, Tertiary Higher Education Survey - beginning of year

Data processing: General Secretariat for Gender Equality, Documentation & Information Directorate

Statistical data on Employment

Employment, part - time workers %, temporary contract % - annual averages by sex 2008 - 2011

Males	2008	2009	2010	2011	change 08-11
Total employment (resident population concept - LFS)	2.775,3	2.717,8	2.626,8	2.441,5	-333,8
Part-time workers in % of total employment	2,8	3,2	3,7	4,5	1,7
Percentage of employees with temporary contracts	9,9	10,6	10,9	10,5	0,6
Females	2008	2009	2010	2011	change 08-11
Total employment (resident population concept - LFS)	1.784,1	1.790,9	1.761,8	1.649,2	-134,9
Part-time workers in % of total employment	9,9	10,4	10,4	10,2	0,3
Percentage of employees with temporary contracts	13,7	14,1	14,4	12,9	-0,8

Employment, part - time workers %, temporary contract % - annual averages by sex 2008 - 2011

Males	2008	2009	2010	2011	absolute change 08-11	percentage change 08-11
Total employment (resident population concept - LFS)	2.775.300	2.717.800	2.626.800	2.441.500	-333.800	-12,0
Part-time workers in % of total employment	2,8	3,2	3,7	4,5	1,7	60,7
Percentage of employees with temporary contracts	9,9	10,6	10,9	10,5	0,6	6,1
Females	2008	2009	2010	2011	absolute change 08-11	percentage change 08-11
Total employment (resident population concept - LFS)	1.784.100	1.790.900	1.761.800	1.649.200	-134.900	-7,6
Part-time workers in % of total employment	9,9	10,4	10,4	10,2	0,3	3,0
Percentage of employees with temporary contracts	13,7	14,1	14,4	12,9	-0,8	-5,8
Difference Females - Males						
Total employment (resident population concept - LFS)	-991.200	-926.900	-865.000	-792.300		
Part-time workers in % of total employment	7	7	7	6		
Percentage of employees with temporary contracts	4	4	4	2		
Gender gap						
Total employment (resident population concept - LFS)	-36	-34	-33	-32		

Part-time workers in % of total employment	254	225	181	127
Percentage of employees with temporary contracts	38	33	32	23

Source of data: Eurostat

Table extraction: General Secretariat for Gender Equality

The above data which indicate the development of total employment, part-time employment and fixed-term employment disaggregated by sex, show that during the period between 2008-2011 total employment of males decreased by 12%, while the employment of females decreased by 7.6%.

Part-time employment of males (at 4.5%) increased by 60.7%, while part-time employment of females (at 10.2%) increased by 3%.

Fixed-term employment of males (at 10.5%) increased by 6.1%, while fixed-term employment of females (at 12.9%) decreased by 5.8%.

In all the above indices it is evident that the gender gap in employment, during the period under consideration, was reduced, due to the severe deterioration of the indices for men.

Salaries

Average monthly cost of work in Euro, by economic activity sector and sex, for the years: 2007 and 2012 B trimester.

Average monthly cost of work in Euro, by economic activity sector and sex, by trimester, for the years: 2007 and 2012 B trimester

Revised data

Economic activity sectors– men	2007	2012	Absolute change 2007-2012	% Change 2007-2012
Primary sector	1.240	1.080	-160	-13
Secondary sector	1.780	1.592	-188	-11
Tertiary sector	2.013	1.777	-236	-12
Total of people employed	1.918	1.708	-210	-11
Economic activity sectors– women	2007	2012	Absolute change 2007-2012	% Change 2007-2012
Primary sector	1.013	994	-19	-2
Secondary sector	1.564	1.473	-91	-6
Tertiary sector	1.625	1.492	-133	-8
Total of people employed	1.614	1.486	-127	-8

Source: G.S. NSSG Manpower Survey combine with data from administration sources

<i>Average Labour Cost Women / Average Labour Cost Men</i>					
<i>Pay gap - labour cost</i>					
<i>Economic activity sectors</i>	<i>2007</i>	<i>2012</i>	<i>2007</i>	<i>2012</i>	<i>Pay gap reduction Average Labour Cost 2007-2012</i>
Primary sector	82	92	18	8	-10
Secondary sector	88	93	12	7	-5
Tertiary sector	81	84	19	16	-3
Total of people employed	84	87	16	13	-3

Source: G.S. NSSG Manpower Survey combine with data from administration sources

Processed data show that the existing and considerable pay gap in the Average Monthly Labour Cost in Euro by economic activity sector and sex, which was at 16% in 2007, still exists in 2012, but has been reduced to 13% in the total of people employed. This, according to the above data, is explained by the higher reduction of the Average Monthly Labour Cost for men as compared to the same reduction for women, during the period 2007-2012 (the reduction being -11% for men and -8% for women).

Data on health and violence against women can be found in the answers to questions 17-18 and 7 respectively.

2. Please provide detailed information on the process of the preparation of the report, including to what extent consultations were held with civil society, in particular, with women NGOs. Please also explain whether the report was adopted by the Government and submitted to Parliament.

An Inter-Ministerial Working Group was set up with the initiative of the General Secretariat for Gender Equality aiming at the drafting of the 7th Periodic CEDAW Report. In addition, all the Women's NGOs and NGOs active in the field of gender equality were invited to submit their contribution to the 7th Periodic Report. After the collection of the material, a Working Group composed of senior officials by the General Secretariat for Gender Equality prepared the final version of the Report in Greek and it was sent to the National Committee of Human Rights for comments and remarks. When that process finished, the Greek version was translated into English by the Translation Service of the Hellenic Ministry of Foreign Affairs and it was forwarded to the competent Directorate of the Hellenic Ministry of Foreign Affairs for the CEDAW Committee. It has to be underlined that the 7th Periodic Report has been printed by the National Printing House both in Greek and in English and has been disseminated to all Ministries, Public Authorities, the Hellenic Parliament, NGOs, civil society and other relevant stakeholders in Greece and on abroad.

3. Please provide updated data and information on the effects of the financial crisis on poverty and of budget cuts affecting the status of women. Please elaborate on the measures taken to redress or mitigate the effects of the financial crisis on women since 2010.

Assessing the effects of the crisis is a prerequisite for every form of response to it.

The General Secretariat for Gender Equality has launched a number of actions in order to assess the consequences of the crisis by sex and minimize the effects and causes:

Studies on the gendered impact of the crisis and budget cuts on women in Greece

In the context of the NSRF (European funds) Project “Organizing services for the incorporation, monitoring and assessment of gender equality policies in the entire spectrum of public action” of the Operational Programme “Administrative Reform 2007-2013”, which is in progress, an open public request for tenders is under way, looking for agents to carry out surveys and studies on the following subjects:

Subject of survey/study

- Unemployment and Gender Inequalities: Consequences of the economic crisis on women and households in Greece.
- Prostitution and trafficking in women, aiming at their sexual and financial exploitation in Greece.
- Violence against women in Greece.
- The health of men and women in Greece: State of health, use of health services and defining factors.

There will also be a call for tenders, within the year 2012 and in the context of the same Project, for the following surveys/studies:

- Consequences of the economic crisis on single parent families.
- Women and one person households, with emphasis on ages over 65 years.
- Women farmers in Greece
- Gender, Reproductive Rights and Sexual health of Women in Greece: HIV/AIDS, abortion
- The homeless. Engendered dimensions of homelessness in urban space.
- Harmonization of professional, personal and family life: Parental leave take-up by sex in the public sector.
- The gender pay-gap

Constitutional, legislative and institutional framework

4. **The report indicates (annex 1, para. 6)¹ that in July 2012, a Specialized Legislative Commission has been established and at the moment of the submission of the report, the Specialized Legislative Commission was drafting a new law on substantial equality of the sexes (annex 1, para. 12) and redrafting the legislation related to combating violence against women (annex 1, para. 6). Please provide detailed information on the mandate of this Commission and its composition, as well as updated information on whether the above mentioned legislation has been drafted and amended.**

The composition of **the Specialized Legislative Committee for the drafting of a new law on substantial equality of the sexes** is described in the Government Official Gazette (FEK 270/YODD/4-8-2010, FEK 424/YODD/31-12-2010, FEK 146/YODD/25-5-2011). It is composed of academics, renowned lawyers, specialists in gender matters and gender equality, specialists and officials of the General Secretariat for Gender Equality.

¹ Unless otherwise indicated, paragraph numbers refer to the 7th periodic report of the State Party (CEDAW/C/GRC/7)

The Committee's mandate was to establish active policies for the implementation of the principle of gender equality in all sectors (education, health, work, the mass media, decision-making centres etc.) as well as create mechanisms to monitor and control their results. The Committee has completed its work with a draft final conclusions document, having at the same time laid down the following specific proposals for the legislative regulation:

- 1) To the Minister of the Interior, about the funding of political parties (Ref. No. GSGE/2358/17-5-11)
- 2) To the Special Secretary of the Hellenic Labour Inspectorate, about the proposed (by the Ministry of Labour) bill, for the restructuring of the Hellenic Labour Inspectorate (Ref. No. GSGE/2320/16-5-11)
- 3) To the Secretary General of the Ministry of Justice, Transparency and Human Rights about "the rationalization and the optimization of civil justice procedures" (Ref. No. GSGE/2659/31-5-11)

The composition of **the Specialized Legislative Committee for the drafting of a new law on combating violence against women** is described in the Government Official Gazette (FEK 270/YODD/4-8-2010, FEK 253/YODD/8-8-2011). It is composed of academics, renowned lawyers, specialists in gender matters and gender equality, specialists and officials of the General Secretariat for Gender Equality.

The Committee's mandate was the elaboration of measures for awareness raising and protection regarding women-victims of violence, the protection of their rights and the enhancement of existing legislation on combating violence against women (domestic violence, violence in the workplace and violence in society). The Committee dealt with all form of violence against women, i.e. physical, psychological and sexual violence. The Committee regarded violence committed within the domestic sphere as a form of violence worse than others. Gender violence was considered on the following axes:

- Prevention (education-information-awareness raising, implementation of relative measures proposed)
- Programmes focused on perpetrators
- Assistance to women-victims of violence (which presupposes the creation of psycho-social and legal support structures)
- Penal repression

In January 2012, the Committee issued the relative Conclusions. There where proposals for amendments in the Penal Code and the Code of Criminal Procedure, relative to the matters of combating domestic violence, rape and sexual harassment.

5. The report indicates (annex 1, para. 25) that the Specialized Legislative Commission was examining, at the moment of the submission of the report, the current family law provisions in order to "modernize and improve them" with regard to the contradictions in the application of national law and sharia law in the State Party. Please provide information on whether these revisions have been undertaken, and if so, what was their outcome.

The **Specialized Legislative Committee for the amendment of the provisions of family law** dealt with matters pertaining to the re-establishment of the non-changeable surname of the spouses, the modernization of the provisions on adoption, parental responsibility in case of a divorce, the abolition of Sharia Law and the institutional framework of the civil partnership.

The Committee filed a draft bill and the relative Explanatory Memorandum with the Minister of Justice, Transparency and Human Rights (28/12/2010)

The above mentioned draft bill proposes:

- Harmonization of the Greek law with the European Convention on the Adoption of Children - Revised (2008)
- The abolition of collateral affinity as a bar for marriage.
- The abolition of the ability of the spouses to define (as far as their legal relationships are concerned) their surname through mutual agreement
- The establishment of the compound surname for the child in the case of lack of relevant agreement between the parents and the abolition of (the contrary to the principle of equality) rule that defines that in such a case the child takes the surname of the father.
- The abolition of Sharia. The Committee considering -inter alia- that the power of Sharia is in flagrant contradiction to:
 - The UN Convention on gender equality
 - The European Convention on Human Rights
 - The principles that form the basis of the Greek Constitution
- The legal recognition of the partnership of homosexual couples through the establishment of their ability to contract civil partnership, but not civil marriage. The adoption of children by a homosexual couple is not regulated by the draft bill in question, as it has been considered that this issue should be addressed at a later stage, after the new alternative form of family that is institutionalized by the draft law has been in effect for a time period and has been socially accepted.

The above mentioned draft law has not yet been presented to Parliament for discussion and possible vote.

Access to Justice

6. **The report indicates (para. 23) that in order to facilitate the access to justice for women, the General Secretariat for Gender Equality was planning to conduct a systematic study in 2011 on the current legislation on gender equality in public and private sectors in order to improve and simplify regulations for their effective implementation in administration, courts and monitoring mechanisms. Please provide updated and detailed information on the status of this study, as well as on the concrete steps taken to improve women's access to justice in the State Party.**

There is no special provision to facilitate generally access of women to Justice. In principle, the general legislative framework in place is implemented for all citizens equally, without exception.

However, due to the intervention of the Special Legislative Committee for the drafting of a new law on combating violence against women to the Ministry of Justice, Transparency and Human Rights, in 2012, a provision was passed by the Greek Parliament (Law 4055/2012, Art. 28, Par. 2) which stipulates that no examination fee is required for crimes against sexual freedom and economic abuse of sexual life as well as crimes of domestic violence. The requirement of paying a special fee was abolished for victims of domestic violence, who are financially weak, which makes the cost of the special fee a deterrent to their exercising their legal rights.

Violence against Women

7. The report indicates (annex 1, para. 3) that the General Secretariat for Gender Equality established Advisory Centres to be operational from 2011 in all regions of the country to provide specialized legal information and combat gender based violence across the country and free legal representation of women victims of violence. The report further indicates (annex 1, para. 5) that some SOS hotlines for victims of domestic violence have been established and were supposed to be fully operational in 2011. Please provide updated information on whether these centres and hotlines are operational. Please indicate if any evaluation mechanism has been established to assess the impact of the National Action Plan to Prevent and Combat Violence against Women 2009-2013 (annex 1, para. 5) and provide information on the progress achieved so far through its implementation.

Preventing and combating violence against women in Greece is the goal of the National Programme for Preventing and Combating Violence against Women 2009-2013 which was launched in November 2009. The Programme includes actions such as the creation of Counselling Centres and Shelters at the seat of every Region, the operation of a nationwide SOS Telephone Helpline, conducting a campaign for raising awareness in public opinion aiming towards prevention from the phenomenon, et.c.

Specifically, regarding the creation of Counselling Centres:

The following four (4) Counselling Centres were inaugurated in 2012 and are in operation:

- **Women's Counselling Centre "MultiCentre"** (opening 27/3/2012) opened in **the center of Athens**, aiming at comprehensive support for women to cover their needs in four (4) key areas: **psychosocial** support, information and counselling on **employment** and **entrepreneurship**, by the staff of the Research Centre for Gender Equality, **legal counselling** and information and counselling on **sexual** and **reproductive health**. The services are offered to all women and girls (over 15 years) by a specialized scientific staff to approach women from a gender perspective. Information and counselling on reproductive and sexual health is carried out at the offices of the "MultiCentre" by the specialized staff of the Maternity Hospital "Helena Venizelos" and the Centre for Disease Control and Prevention (KEELPNO),
- with which the GSGE has an ongoing collaboration. The "MultiCentre" is an extension of the GSGE Counselling Centre of the Athens, created and operated since 1988, providing psychosocial support and legal counselling to women victims of violence.
- Women's Counselling Centre in **Patras** (opening 28/3/2012) supports women with services of: psychosocial support, information and counselling on employment and entrepreneurship, as well as legal counselling and information.
- Women's Counselling Centre in **Lamia** (opening 5/4/2012) was opened to support women in need of psychosocial support, as well as legal counselling and information.
- Women's Counselling Centre in **Heraklion-Crete** (opening 6/4/2012), was also opened to support women in need of psychosocial support, information and counselling on employment and entrepreneurship, as well as legal counselling and information.

The launch of Counselling Centres is forthcoming in the cities: Thessaloniki, Ioannina, Komotini, Larissa, Tripoli, Piraeus, Ermoupoli, Kerkyra, Kozani and Mytilene.

Developing new Support Structures and Services in Local Communities, to Tackle Violence against Women

The Project “Development of Structures and Services of Local Authorities to Tackle Violence against Women” involves the development of structures and services on a nationwide scale to support women victims of violence.

GSGE has designed and allocated funding for the creation of nineteen (19) shelters for women victims of violence and their children, and for the creation of twenty-five (25) Counselling Centres for women victims of violence chosen to be placed in 44 Greek Municipalities that were selected with objective criteria (geographical areas and per population).

The Project completes and supports the goals of prevention and combating violence against women, as well as the support of women victims. The Municipal Counselling Centres and Shelters will operate in addition to the fourteen (14) GSGE Counselling Centres – creating thus a closely knit network of 61 nationwide structures (including the two shelters of the National Centre for Social Solidarity [EKKA]). GSGE will provide Municipalities and EKKA with expert knowledge and training materials for the standard implementation of gender sensitive Counselling work.

The programme-contracts have already been signed between the GSGE and the respective Municipalities and the operation of these structures is on route.

Cooperation with Bar Associations

The GSGE has developed cooperation with the Bar Associations of the respective cities to organize the provision of legal assistance and legal aid to women victims of violence, with funding by the NSRF. The Protocol of cooperation was signed with the Bar Associations of Athens, Patras, Heraklion and Lamia.

The SOS Telephone Helpline 15900

On 11/3/2011, the SOS Telephone Helpline began its operation. It is also supported by the e-mail address sos15900@isotita.gr. The Helpline operates 24 hours / 365 days a year and offers information and counselling over the phone, in Greek and in English, to women victims of all forms of violence. It is staffed by twelve (12) trained counsellors and one (1) coordinator. Between 11/3/2011 and 11/9/2012, the Helpline received seven thousand, six hundred and seventy-six (7676) calls, and 53 emails.

In order to make the operation of the Helpline known, as well as to raise public awareness on matters of gender violence, a nationwide campaign was designed and is being implemented. **The campaign includes:**

- **Brochures** of SOS Telephone Helpline15900 were produced to address all forms of violence against women (domestic violence, rape, sexual harassment, human trafficking). The brochure was translated into various languages (including English, French and Albanian, Arabic and Russian).
- **Radio campaign:** With the launch of the SOS Helpline a radio spot was created, entitled “**Do not tolerate**”. It broadcasted between September 2011 and November 2011 as a social message by numerous radio stations across the country (broadcast in Athens 1251 times and 1867 times in Thessaloniki).
- **TV campaign:** The TV spot “**She was hit here**”, duration 48”, broadcasted 912 times (November 2011-January 2012) by public and private channels. The previous TV spot “**The last time**” on violence against women as a social message by nationwide TV stations (388 broadcasts in the period 10/3/2011 to 31/5/2011).

The **assessment** of the structures against gender violence is conducted through recording and analyzing the cases they receive and serve, thus acquiring comparable data that help assess the demand for these services.

This recording has showed an upward trend of the demand during periods of information campaigns (when TV spots or radio messages et.c. are broadcast).

The recording and analysis mentioned above show to what extent the implemented policies are necessary and to what extent there is need for their enhancement.

8. Please provide information on steps taken to ratify the Council of Europe Convention Preventing and Combating Violence and Domestic Violence against Women, which the State Party has signed.

On the initiative of the General Secretariat for Gender Equality of the Ministry of the Interior, the full text of the Convention has been translated in the Greek language by the Translation Services of the Ministry of Foreign Affairs and has already been uploaded on the website of the General Secretariat for Gender Equality.

The ratification of the Convention by the Greek Parliament will support the actions of the General Secretariat for Gender Equality within the framework of the “National Programme for Combating Violence against Women”. At present, the General Secretariat for Gender Equality, in collaboration with the Special Legal Service-International Conventions Bureau of the Ministry of Foreign Affairs, has already launched the process of the ratification of the Convention by the Greek Parliament, which involves the compilation of an Explanatory and Special Report.

Trafficking and exploitation of prostitution

9. The report provides some data on trafficking with human beings (para. 79), however this is not disaggregated by sex and location, on trafficking in women and exploitation of prostitution, in particular, on the number of victims, including minors, the number of complaints received, investigations, prosecutions, convictions and penalties imposed on the perpetrators of such crimes. Please provide information on measures to address the root causes of prostitution.

As of 2010, the “Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children” is in force, as the United Nations Convention against Transnational Organized Crime and its three Protocols has been ratified by **Law 3875/2010** “Ratification and Implementation of the United Nations Convention against Transnational Organized Crime and its three Protocols and related provisions” (*FEK 158 A /20-09-2010*)

Also in 2010, **Law 3904/2010** “Rationalization and optimization of administration of Criminal Justice and other provisions” has been passed and is in force.

According to statistical data provided by the Headquarters of the Greek Police of the Ministry of Public Order and Citizen Protection (in particular, by the Direstorate of Public Safety, Department of Analyzing Combating Crime):

During the year **2005**, the Greek Police dealt with **60** cases of Trafficking in Human Beings, in **17** of which the perpetrators were members of criminal organizations. After investigations, charges were pressed against **202** perpetrators, both Greek and foreign, while there were **137** victims (**29** men, **104** women and **4** underage persons) of economic and sexual abuse.

Assistance by the units of assistance and protection of the State, as well as by non-governmental organizations (NGOs) was provided for **57** victims. A decree by the competent Prosecutor was issued for **20** of the victims, suspending their deportation, according to Article 12 of Law 3064/02.

During the year **2006**, the Greek Police dealt with **70** cases of Trafficking in Human Beings (**66** cases of sexual abuse and **4** cases of labour abuse), in **20** of which the perpetrators were members of criminal organizations. After investigations, charges were pressed against **206**

perpetrators, both Greek and foreign, while there were **83** victims (**6** men, **76** women and **1** underage person) of economic and sexual abuse. Of the victims, **39** asked for and were provided with assistance and protection by the State.

During the year **2007**, the Greek Police dealt with **41** cases of Trafficking in Human Beings (**29** cases of sexual abuse, **11** cases of labour abuse and **1** case of illicit adoption), in **17** of which the perpetrators were members of criminal organizations. After investigations, charges were pressed against **121** perpetrators, both Greek and foreign, while there were **100** victims (**31** men, **64** women and **5** underage persons) of economic and sexual abuse. Of the victims, **35** asked for and were provided with assistance and protection by the State.

During the year **2008**, the Greek Police dealt with **40** cases of Trafficking in Human Beings (**37** cases of sexual abuse, **2** cases of labour abuse and **1** case of illicit trade in human organs), in **14** of which the perpetrators were members of criminal organizations. After investigations, charges were pressed against **161** perpetrators, both Greek and foreign, while there were **76** victims (**8** men, **61** women and **7** underage persons) of economic and sexual abuse. Of the victims, **36** asked for and were provided with assistance and protection by the State.

During the year **2009**, the Greek Police dealt with **66** cases of Trafficking in Human Beings (**52** cases of sexual abuse and **14** cases of labour abuse), in **18** of which the perpetrators were members of criminal organizations. After investigations, charges were pressed against **303** perpetrators, both Greek and foreign, while there were **121** victims (**21** men, **87** women and **13** underage persons) of economic and sexual abuse.

During the year **2010**, the Greek Police dealt with **49** cases of Trafficking in Human Beings (**47** cases of sexual abuse, **1** of which was at the same time a case of illicit trade in human organs, and **2** of both sexual and financial abuse). After investigations, charges were pressed against **246** perpetrators, both Greek and foreign, while there were **92** victims (**9** men, **66** women and **17** underage persons) of economic and sexual abuse. Of the victims, **64** asked for and were provided with assistance and protection by the Greek State.

During the year **2011**, the Greek Police dealt with **41** cases of Trafficking in Human Beings (**35** cases of sexual abuse, **2** cases of labour abuse and **4** cases of beggary), in **16** of which the perpetrators were members of criminal organizations. After investigations, charges were pressed against **220** perpetrators, both Greek and foreign, while there were **97** victims (**28** men, **56** women and **13** underage persons) of economic and sexual abuse. Of the victims, **51** asked for and were provided with assistance and protection by the Greek State.

In the framework of the NSRF project “Organizing services for the integration, monitoring and evaluation of gender equality policies throughout the spectrum of public activity” of the Operational Programme “Administrative Reform 2007-2013”, which is being implemented at present, the General Secretariat for Gender Equality has called for Proposals on “**Conduct of Studies, Research and National Reports to support the operation of the Monitoring Structure Mechanism, for Gender Equality**”.

A research to be conducted is one by the title “Prostitution and Illicit Trafficking in Women aiming at their sexual/financial abuse in Greece”. The research will focus on tracing and investigating the phenomenon of prostitution and illicit trafficking in women in order to abuse them sexually and financially, on locating and illustrating issues related to the matter, as well as proposing ways to combat the phenomenon.

Political participation and decision-making

10. **The report indicates (para. 136) that despite the several steps taken by the State Party to increase women’s participation in decision-making, women continue to be underrepresented in politics, political parties, parliament, government and public administration, as well as in the foreign service and in tertiary education. Please**

provide information on measures taken to ensure that more women enter into decision making bodies in all sectors and at all levels. Please also indicate whether these measures include awareness-raising campaigns about the importance of women's participation in decision-making for society as a whole and monitoring of the impact of these measures.

As far as the creation of policies to encourage women to participate in decision-making centres, the General Secretariat for gender equality has designed and is implementing the following Projects, funded by the NSRF:

Local Government Elections 2010

An awareness-raising campaign in light of the November 2010 regional and municipal elections was carried out to support and empower women candidates in local and regional elections. More specifically, the GSGE carried out the following actions:

- **Campaign** entitled **“Defy Stereotypes in this elections, vote also for women”**. The Campaign focused both on raising public awareness and reverse gender stereotyping in the political arena, and on supporting women candidates by disseminating informational materials. The awareness campaign included: a) production of **materials** (badges, leaflets and posters in Greek and Albanian languages in order to inform immigrants about their right to vote in these elections), b) production of two (2) **TV spots**, c) production of **radio spot**, d) organization of a **workshop** on strengthening women's participation in decision making, e) airing of the TV spot on selected internet sites, and f) operation of an **information stand** in the center of Athens for three (3) days (2-4/11/2010).
- A **formal letter** was sent by the **Secretary General** to the **General Secretaries of the parliamentary political parties** in order to encourage them to include gender-sensitive criteria in the selection of the heads of the ballots thus to actively promote more women in decision-making.

National and European Parliamentary Elections

A campaign entitled **“Awareness campaign for women's equal participation in political decision-making at national and European level”** (for the period of national elections and European Parliament elections, respectively) was prepared. The open tender to select the contractor has been published and offers are currently in the evaluation and selection process.

National Elections 2012

The collection, recording and processing of data regarding candidates and successful candidates disaggregated by gender, political party and region has been completed and a handbook-report was compiled, including full statistical data of the June 17 2012 National Elections. It can be found posted in the website of the General Secretariat for Gender Equality (<http://www.isotita.gr/index.php/statistics/c180/>).

Encouraging and Supporting the Participation of Women in Positions of Political Responsibility at Regional and Local Level

The Project **“Encouraging and supporting the participation of women in positions of political responsibility at regional and local level”** was designed and approved for funding by the NSRF. The implementation is being carried out by the Company PETA SA in collaboration with the **Central Union of Municipalities of Greece (KEDE)** and the **Association of Regions (ENPE)**.

The following actions have been completed:

- A **formal ceremony** was held on the 7th of November 2011 at the Acropolis Museum with the participation of Mayors who signed the “European Charter for Equality of Women and Men in Local Life”. On the 8th of November 2011 a **conference** took place, following the signing of the Charter, with the participation of 300 women involved in local politics, and was broadcasted live via internet (live streaming) on the website of GSGE.
- On the 2nd of March 2012, a **conference** was organized, with the participation of elected Regional Councilors and Members of the Regional Committees for Equality (PEPIS). In the conference the 2year Action Plans for Integration of Gender Equality Policies in the all Regions were presented the biennial of the country and the NSRF-funded operational and publicity support of the PEPIS by the GSGE.
- Publication of the “**European Charter for Equality of Women and Men in Local Life**”, which was distributed to all Greek Municipalities and Regions.
- Drafting and publication of the “**Implementation Guide of the European Charter for Equality of Women and Men in Local Life**”.
- Creation of a special **website www.airetes.gr** and creation of **Register of Elected Women** at Local and Regional Level.
- Organization of **thirteen (13) Regional Seminars** for 1000 elected women:
 - Western Macedonia in Kozani (15-16/12/2011), North Aegean in Athens (15-16/3/2012), Western Greece in Patra (29-30/3/2012), Peloponnese in Tripoli (5-6/4/2012), Thessaly in Larisa (31/5-1/6/2012). The remaining eight (8) Regional Seminars are scheduled for 2012.
- **Staffing of Equality Offices** in the Central Union of Municipalities of Greece (KEDE) and the Association of Regions (ENPE).

Encouraging and Supporting the Participation of Women in Positions of Political Responsibility at the National and European Level

The **Research Centre for Gender Equality** (KETHI) implements Project funded by the NSRF for the development of actions that **support the participation of women in positions of political responsibility** at the national and European level. Specifically, the Project addresses to the following target groups: a) women elected at national or European level, b) women candidates in elections (national and European elections) that have not yet been elected, and c) political parties and decision-making institutions regarding the electoral process. The Project includes:

- a) conducting surveys and studies on women’s participation in decisionmaking,
- b) organization of training seminars for women candidates in elections,
- c) creating a special website, and d) publication of relevant printed materials.

Projects Aimed at the Advancement of Women in Decision-making in Social Partners’ Organizations

Projects were designed in order to aiming at empowering women in administrative positions in Social Partners’ Organizations at all levels, with actions such as:

- a) creating gender equality structures at the offices of Social Partners’ Organizations, b) networking and transnational cooperation, c) organizing training seminars and awareness raising workshops. The following Projects are funded by the NSRF and are under implementation:

- “Actions for the promotion and support of women in senior ranks of the Labour Union of Public Sector (ADEDY) and its members”, implemented by the ADEDY Balkan Institute of Public Administration.
- “Enhancing and strengthening the participation of women in rural trade unions and other bodies representing the Rural Sector” implemented by the General Confederation of Agricultural Associations of Greece (GESASE).
- “Strengthening and support women to get involved in commercial entrepreneurship and the trade union movement” implemented by the National Confederation of Greek Commerce (ESEE).
- “Action Plan for the promotion of women in decision-making bodies of the Hellenic Confederation of Professionals, Craftsmen and Merchants (GSEVEE)” implemented by the Institute of Small Business of the GSEVEE.
- “Promotion and enhancement of women’s participation in representative bodies of trade unions” implemented by the Labor Institute of the General Confederation of Greek Workers (GSEE) (INE-GSEE).
- “Strengthening the women’s participation in positions of responsibility in business and business representatives”, implemented by the Association of the Greek Industry (SEV).

Improving Skills of Women Civil Servants in the Central Government, Public and Private Entities and Municipalities

The GSGE designed, in collaboration with the National Centre for Public Administration and Local Government (EKDDA), the Project entitled “**Strengthening and improving skills of women civil servants in central administration, public and private entities and local authorities to enable their promotion to higher level posts**”, funded by the NSRF. The drafting of the training manual has been completed, and the implementation of the EKDDA Project is underway. **Sixteen (16) workshops for empowering women civil servants** were held to enhance their participation in positions of responsibility, and **two (2) training seminars** for special committee members took place. Within the next period, the implementation of relevant awareness-raising workshops will begin.

11. **The report indicates (para. 47) that article 3 of Law 3636/2008 (G.G.11/A/1-2-2008) on the elections of members of parliament stipulates that a minimum of a third of the candidates within political parties – nation-wide, not per election region – must be of each sex. The report further provides some data (para. 143) on women’s participation in the National Parliament in 2007 and 2009. Please provide information on the implementation of the above Law, as well as information on the latest elections in the State party, in June 2012, and on the composition of the new Parliament with regard to the gender balanced representation.**

Regarding the electoral process at the national level, the recent Presidential Decree 26/2012 “Codification into a single text of the legislative provisions regarding the election of members of Parliament”, codifies finally the existing legislation on quotas in the number of candidates by gender (that is, it codifies Article 34 of Presidential Decree 96/2007 and Article 3 of Law 3636/2008) and, in Article 34, it stipulates that:

“For the proclamation of the electoral combinations of independent parties, coalitions of cooperating parties and independents, the number of candidates of each sex shall be at least equal to 1/3 of the total number of candidates, respectively, throughout the Territory. Any decimal number shall be rounded to the nearest integral, if the fraction is equal to half and upwards”

After the recent National Elections on June 17, 2012, the number of women members of Parliament is 63 out of a total of 300 members of Parliament, that is, 21% of the members

of Parliament are women. This is the highest percentage of women's representation in the last 16 years. It must be noted that after the National Elections of 1996 the percentage was only 6.3%. However, even at 21%, it is still lower than the European average for participation of women in National Parliaments of the European Union (which is 26%)

Throughout the country, the quota set for the percentage of women candidates has been upheld by all parliamentary parties, as stipulated by the existing legislation. The said quota is actually slightly higher for women than 1/3 of the total number of candidates, reaching 34,73%

The table that follows shows in detail the percentages of women candidates and successful candidates throughout the country, by political party, after the National Elections of June 17, 2012. According to the data, SYRIZA has the highest percentage of elected women (35,21%), followed closely by Anexartiti Ellines (35%) and the Greek Communist Party (KKE) with 33,33%.

Table

Women candidates and elected women by political party throughout the country after the National Elections of June 17, 2012

<i>Political Party</i>	<i>Total Number of Candidates</i>	<i>Percentage of women candidates (%)</i>	<i>Total of successful candidates (elected mps)</i>	<i>Total of successful women candidates (elected mps)</i>	<i>Percentage of successful women candidates (elected mps) (%)</i>
NEA DIMOCRATIA (ND)	423	33,33	129	18	13,95
SYRIZA- ENOTIKO KINONIKO METOPO (EKM)	424	33,25	71	25	35,21
PANELLINIO SOCIALISTIKO KINIMA (PA.SO.K.)	423	34,04	33	3	9,09
ANEXARTITI ELLINES	413	35,59	20	7	35,00
LAIKOS SYNDESMOS – CHRYSI AVGI	246	35,77	18	1	5,56
DIMOCRATIKI ARISTERA (DIMAR)	420	35,48	17	5	29,41
COMMUNISTIKO KOMMA ELLADOS (KKE)	424	36,08	12	4	33,33
TOTAL	2773	34,73	300	63	21,00

12. The report indicates (paras. 31 and 33) that laws 3387/2005 and 3448/2006, abolished the 10% quota for women's admission to the Firefighting Academy Schools of the Hellenic Fire Corps and the 15% quota on employment of women in the Municipal Police Force. Please clarify whether higher quotas have been established in order to achieve substantive equality of women and men. Please provide information on whether after the abolishment of these quotas women's admission to the above mentioned institutions has increased and provide comparative data on the period before and after this amendment.

Entry to Training Schools of military nature is free to citizens without any kind of discrimination based on the ground of gender. The measure of quotas in favor of female candidates has been adopted in order to promote their enrollment at these institutions and advance their status in private and public life away from prejudices and without stereotypes. For the time being, no additional information has been provided on this issue by the competent institutions but relevant material is expected to be received in the near future.

Education

13. The report acknowledges (para. 172) that in secondary education the number of boys is higher than the respective number of girls. Please provide information on root causes of this difference, the dropout rates and measures taken to retain girls in schools.

Comments - life long education

In Greece, Secondary Education consists of the Gymnasio - Junior High School (lower compulsory secondary education, ISCED 2 category according to the international model of categorization of Education created by UNESCO) and the Lykeio - Senior High School, which can be integrated or vocational as well as vocational schools (upper secondary education, category ISCED 3). Recent statistical evidence referring to school years 2009/2010 and 2010/2011 show that the number of boys enrolled in the first year of Junior High School were higher than those of girls, the percentage being 52.1% for boys, as opposed to 47.9% for girls. Respectively, the number of boys enrolled in the first year of primary education schools is higher than that of girls for both school years. (Source: Hellenic Statistical Authority, Primary and Secondary Education Statistics, Data Processing: General Secretariat for Gender Equality, Documentation & Information Directorate). The higher proportion of boys may be explained demographically by the fact that according to the general censurs survey of the population in 2001, men 0-39 years of age are more than women, the percentage being 51.5% men as compared to 48.5% women. In ages 40-85+ there are more women than men*.²

However, despite the fact that there are more boys than girls in the lower level of secondary education and, moreover, there are more boys than girls graduating, during the beginning of school years 2009/2010 and 2010/2011, the number of girls who enrol in the first year of Lykeio (upper secondary education) is higher than that of boys. (Source: Hellenic Statistical Authority, Primary and Secondary Education Statistics, Data Processing: General Secretariat for Gender Equality, Documentation & Information Directorate). It is obvious then that, for some reason, a percentage of boys drop out after the completion of compulsory secondary education.

² (Source: Hellenic Statistical Authority- http://www.statistics.gr/portal/page/portal/ESYE/PAGE-themes?p_param=A1602&r_param=SAM06&y_param=2001_00&mytabs=0, Data Processing: General Secretariat for Gender Equality, Documentation & Information Directorate)

According to Eurostat data, in Greece, the percentage of early school leavers is constantly higher in men than in women. In particular, the average percentage of dropping-out from 2004 to 2011 is 18.1% as compared to 10.6% for women. (**Source:** Eurostat, Early leavers from education and training by sex and employment status, Data Processing: General Secretariat for Gender Equality, Documentation & Information Directorate).

Below there are some more interesting data (Source: Hellenic statistical authority, Tertiary Education Survey – Tertiary Education Institutes. Data processing: documentation and information directorate):

Males and Females in Tertiary Education - Tertiary Education Institutes (AEI)

	<i>Males (%)</i>	<i>Females (%)</i>	<i>Males (%)</i>	<i>Females (%)</i>
	<i>Total number of students</i>		<i>1st semester of studies</i>	
Acad.year 2009/2010	46	54	40	60
Acad.year 2010/2011	47	53	41	59
Acad.year 2011/2012	41	59	40	60

Males and Females studying for Master's Degree or being candidates for PH.D.

	<i>Males (%)</i>	<i>Females (%)</i>	<i>Males (%)</i>	<i>Females (%)</i>
	<i>Total number of candidates for Master's Degree</i>		<i>Total number of candidates for PH.D.</i>	
Acad.year 2009/2010	43	57	56	44

14. **The report acknowledges (para. 173) that women's educational and professional choices remain defined by gender stereotypes. The report further indicates (annex 1, para. 16) that some measures have been taken, according to the National Action Plan for Substantive Gender Equality 2010 – 2013, to reform curricula for higher education to mainstream gender. Please provide information on measures taken to review teaching materials, curricula and textbooks, to integrate gender equality and human rights therein and eliminate sex and gender-based discrimination at all levels of education.**

The Ministry of Education has included in its responsibilities the review of teaching materials, curricula and textbooks aiming at the integration of the principle of gender equality in all levels of education, with a particular emphasis on primary and secondary levels. Actually, there has been an ongoing process of review and a significant number of professionals and experts in the fields of education, arts and gender equality have been involved in this target. Appropriate guidelines by the European Union and the Council of Europe are always taken into consideration by the members of the Working Groups during the planning and the implementation of the national educational policy.

According to statistical data, women's professional choices are not so strictly defined by gender stereotypes. Below there is data for women academic participation in traditionally male fields.

Annual data on participation in tertiary education according to ISCED97

Population - as a percentage of the population aged 20-29
 First and second stage of tertiary education (levels 5 and 6)

Females

Engineering, manufacturing and construction

GEO/TIME	2005	2010
Greece	4,09	4,66
Finland	4,66	4,62
Bulgaria	3,38	4,21
Slovenia	3,00	4,16

Females

Science, mathematics and computing

GEO/TIME	2005	2010
Greece	5,41	5,04
Finland	4,45	3,88
Ireland	2,72	3,05

Source of Data: Eurostat

Extracted on 20.09.12

In EU27, Greek women hold the first place in the “Annual data on participation in tertiary education according to ISCED97” index, in both areas of study.

Employment

15. **The report mentions (annex 1, para. 22) that the Labour Inspectorate has been reconstituted. Please provide information on the new composition, the mandate and measures taken by the new Labour Inspectorate and other State party’s bodies in order to address gender pay gap. The report further indicates (para. 232) that in the framework of developing new forms of employment organization, social partners have annexed to the 2008-2009 National General Collective Labour Contract a framework agreement on teleworking, the promotion of which is anticipated to contribute to the harmonization of family and professional life and the strengthening of women’s employability. Please provide information on the outcomes of this initiative, as well as on other recent measures taken to promote women’s equal opportunities in employment and equal sharing in family responsibilities between women and men.**

The following provisions are in effect regarding harmonization of family and professional life and the strengthening of women’s employability:

1. Law 4075/2012 (FEK A/89/2012) articles 48 – 54 (facilitating carrying out of [parental and professional responsibilities, horizontal coverage of all employees both in the private and the public sector regarding taking up the parental leave et.c.)
2. Presidential Decree 80/2012 (FEK A/138/2012) “Parental leave and leave of absence to employees with the Maritime Labour Convention in Greek-flagged merchant vessels, in accordance with Directive 2010/18/EU of 8 March 2010 on the

implementation of the revised framework agreement on parental leave concluded by the European umbrella organizations of social partners BUSINESSEUROPE, UEAPME, CEEP and ETUC and repealing Directive 96/34/EC”

3. Law 3896/2010 (FEK A/207/2010) “Application of the principle of equal opportunities and equal treatment of men and women in matters of work and employment - harmonization of existing legislation with the Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 and other related provisions”

16. The report of the International Labour Organization refers to the Act No 3846 of 11 May 2010 on “financial management and responsibility”, which institutionalized a range of flexible forms of employment and indicates that women have been identified as the ones most often offered flexible form of employment, notably part-time or rotation employment. The report further indicates that working mothers returning of maternity leave are being offered part-time and rotation work, reducing their levels of pay. Please provide statistical data, disaggregated by sex, on the use of part-time work, rotation work or flexible forms of employment and its impact on women’s level of pay. Please also provide information on measures taken to address the above issue.

Law 3846/2010 has covered the above mentioned annex to the National General Collective Labour Agreement. In article 5, it specifies the conditions under which teleworking may be implemented.

Law 4075/2012 has incorporated into Greek national law Directive 2010/18/EU of 8 March 2010 on the implementation of the revised framework agreement on parental leave concluded by the European umbrella organizations of social partners BUSINESSEUROPE, UEAPME, CEEP and ETUC and repealing Directive 96/34/EC.

In particular, Law 4075/2012 introduces two new types of parental leave, a leave in case of serious illnesses of the child and a leave in case of child hospitalization. The Law also stipulates that none of its provisions repeal any favourable provisions of earlier laws.

Paragraph 2 of article 49 stipulates that the scope of implementation of the law is significantly wider, including all employees, of any form of employment and employment relationship, regardless of the nature of services provided.

Article 50 provides for the right of parental leave without pay, up to four months and stipulates that single parents who apply for such a leave have absolute priority. The article also stipulates explicitly that the right to parental leave exists separately for each child and it covers every employee who is a parent, regardless of their marital status. In the case where the child has only one parent (either because of death or because of total deprivation of parental care as far as one of the parents is concerned) then the parent is entitled to double the time of the parental leave. Families with adopted children are covered equally by the provisions of the law.

Paragraph 1 of article 51 introduces a special, paid ten-day parental leave each year, for parents of children suffering from diseases that require blood transfusions, haemodialysis or children suffering from neoplastic disease or requiring transplant.

Paragraph 1 of article 51 introduces a special up-to-thirty-days leave without pay for each year, for parents whose children are being hospitalized. The parents are entitled to this leave after having used the parental leave of article 50 of the same law (in the case when the employee is entitled to the said parental leave).

Article 53 ensures labour rights for parents who make use of the leaves described in the previous articles of the law.

Article 54 explicitly stipulates that any earlier provision on matters regulated by the current law, which is unfavourable as compared with the provisions of the current law, is repealed. It also stipulates that any provision which regulates such matters more favourably remains in effect. Any collective or other employee-employer agreements which regulate such matters more favourably are valid.

Health

17. The report indicates (para. 19) that in 2007, the Hellenic Ministry of Health and Social Solidarity executed National Action Plans for sexual and reproductive health, HIV/AIDS and Sexually Transmitted Diseases. The report further indicates (para. 255) that the Ministry designed another plan for 2008-2012. Please provide updated information on the outcome of the first plan and on the current status of implementation of the second one. Please indicate the main achievements so far and the major challenges encountered.

According to information provided by the Directorate of Public Health of the Ministry of Health and the Hellenic Centre for Disease Control and Prevention (HCDCP), epidemiological data on HIV/AIDS are as follows:

In 2011, there have been declared 954 new cases, of which 829 (86%) were men and 134 (14%) were women. Most cases concerning women that were declared, involved women between 30-34 years of age.

The total number of HIV-positive persons (including AIDS cases) that were declared in Greece until December 31, 2011 is 11492. Of these cases, 9346 (81.3%) were men, 2098 (18.3%) were women, while a low percentage did not declare their sex.

HIV disease in Greece, within the first decade of the 21st century shows a clear upward trend. In 2011 there is an extremely important change, as the number of cases declared reached 954 persons. In comparison to 2010, the rise is over 57%.

Out of a total of 2631 persons who contracted the disease through heterosexual sexual contact, 33.7% were people who had lived or originated from countries where heterosexual transmission is frequent, 17.9% had sexual contact with HIV-positive persons whose source of transmission could not be identified and 35.5% were cases in which there was strong supportive evidence for heterosexual transmission.

In 2011 there were declared 4 cases of vertical transmission in Greece. The cases were 3 boys and 1 girl of Greek nationality, all children of HIV-positive mothers who used narcotic substances intravenously. In our country, a total of 86 HIV-positive children have been declared (younger than 13 years of age, according to their own declaration). Out of these, 51 (59.3%) were boys and 34 (39.5%) were girls. For approximately 73% of the HIV-positive children, the transmission has occurred through their mothers.

18. The report is silent on the tobacco and alcohol consumption by the population of the State party. Please provide information on the extent of tobacco and alcohol consumption by women, on measures taken to address illnesses resulting from this consumption, and on the campaigns, if any, designed to reduce tobacco and alcohol consumption.

According to the Greek Documentation and Monitoring Centre for Drugs, data referring to the general population in Greece have been collected in the framework of a panhellenic research on health and the use of addictive substances, conducted in 2004 in the general population between 12-64 years of age and referring to the twenty years between 1984 and 2004. The data presented here also draw from the international HBSC (Health Behaviour in School-Aged Children) research.

It is shown that:

Smoking is a widespread habit throughout the country. Greeks come first in smoking among all the peoples of the EU, as in 2004, almost half (39%) the population of the country between 16 and 64 years of age mentioned that they smoke. About 15% of the populations are heavy smokers. Smoking seems to be increasing to the age of 44 and it is gradually reduced by older people. More men smoke and they smoke more than women do, although the numbers are gradually converging within the past 20 years as less men and more women tend to smoke. There is a reduction of the age at which smoking begins in women. It is also interesting that the number of boys who smoke is decreasing.

Alcoholic drinks: One in four persons between the ages 12-64 has mentioned that they drink at least twice a week. However, significantly less Greeks (as compared to residents of other European countries, USA, Canada and Australia) use alcohol excessively and men who drink are more than women. As with other European countries, during the past years the use of alcoholic drinks by the population is decreasing, barring the age group 18-35.

Data regarding the consumption of alcoholic drinks in Greece (from the international research HBSC, conducted to school-aged children 11-15 years old) show that:

- The consumption of alcoholic drinks refers more to boys rather than girls and the differences become greater with regard to frequency and amount of consumption
- 1 out of three 15-year-old adolescents consumes some kind of alcoholic drink once a week.
- 1 out of 4 boys and 1 out of 5 girls have at least 3 drinks one after the other during their regular night out.
- 2 out of 5 15-year-old adolescents have been drunk at least once in their life.
- 1 out of five adolescents of 11 to 15 years of age mentioned that many of their friends consume alcoholic drinks
- In 2010, as compared with 2006 there has been a significant increase (from 27,6% to 35,3%) of 15-year-old schoolchildren who consume alcoholic drinks weekly, while the respective percentage of 11-year-olds and 13-year-olds has decreased.

Prevention actions are not limited to illegal substances but are integrated in the wider spectrum of preventing addiction and the promotion of health, therefore they apply to abuse of alcoholic drinks, as well.

As regards schools the main implementation framework consists of the Health Education Programmes of the Ministry of Education. At the same time, Prevention Centres organize informational meetings in schools, focusing on the use and abuse of alcohol. There have also been programmes of primary and secondary education teacher's training on the use and abuse of alcoholic drinks by minors and the role of the school in prevention.

The Prevention Centres of many Prefectures in Greece also implement actions in the form of open discussions, as well as distributing printed informational material in stores frequented by minors and creating television and radio spots for information and awareness-raising.

19. The report indicates (para. 256) that one of the objectives of the National Action Plan for Sexual and Reproductive Health 2008 – 2012 is to update the national legislation on abortion. Please provide information on the steps taken in this regard, and on its outcomes.

The specific Action Plan has been in a long process of public consultation among the relevant stakeholders and no further steps have been taken by the competent Ministry of Health & Social Solidarity.

Refugee and asylum-seeking women

20. Information before the Committee indicates that despite the adoption of the Presidential Decree 114/2010, which incorporates the Asylum Procedures Directive into domestic law and provides that women applicants are assisted by women interpreters during the application procedure, refugee and asylum-seeking women do not know about their rights and experience discrimination. The report provides no official statistical data on refugee and asylum-seeking women, or on asylum claims based on gender-related persecution. Please provide recent statistical data, disaggregated by sex and geographical location, on refugee and asylum-seeking persons, on the number of facilities available to them, as well as information on the quality of these facilities. Please also indicate whether training and guidelines provided to the law enforcement officials and border guards on how to deal with gender-related persecution and provide protection to refugee and asylum-seeking women.

The following provisions are in effect regarding refugee and asylum seeking women:

Law 3907/2011 (FEK 7/A/2011) Article 42: Amendments to Law 3386/2005

Article 44 of Law 3386/2005 is replaced as follows: “Article 44 Issuance and renewal of residence permits for humanitarian reasons 1. By joint decision of the Ministers of Interior, Decentralization and e-Government and Labour and Social Security may be granted a residence permit for humanitarian reasons to third country nationals who belong to one of the following categories, on condition that the above mentioned individuals they are not a danger to public order and security:

- a. Victims of trafficking in human beings who do not cooperate with law enforcement on condition that there is a relevant Act of Characterization by the Prosecutor of the Court of First Instance, as defined in paragraph 2, case a, of Article 1.
- b. Adults, victims of domestic violence or unable to deal with their legal transactions due to health reasons, or minors for whom it has been proven that they require protective measures and are currently accommodated in shelters run by institutions or other charitable entities, provided that their return to a safe environment is impossible.

The General Secretariat for Gender Equality also promotes actions regarding women refugees and asylum seekers:

- The General Secretariat for Gender Equality in collaboration with the United Nations High Commissioner for Refugees and the Ministry of Citizen Protection drafted a Guide (manual) entitled “Guidelines for the protection of women and girls when they are first received in Greece as well as for the procedure of granting asylum”. THE Guide is intended for public administration officials working for the services which receive immigrants. The Guide highlights, inter alia, the particular risks and challenges faced by women refugees and asylum seekers, stressing the factors which must be taken into consideration to ensure that women and girls can have protection and receive help on an equal basis to men and boys. On 26th June 2011, on the occasion of the World Day for Refugees, the General Secretariat for Gender Equality organized a workshop on “Protection for refugee women and girls”, during which the Guide was presented and discussed.

<i>Applications by sex and age 2011</i>							
	<i>Total</i>	<i>0-13</i>	<i>14-17</i>	<i>18-34</i>	<i>35-64</i>	<i>65+</i>	<i>Unknown</i>
Total	9.311	249	305	7.122	1.543	62	30
Males	7.120	132	249	5.660	1.009	40	30

Females	2.191	117	56	1.462	534	22	0
Total	100	100	100	100	100	100	100
Males	76	53	82	79	65	65	100
Females	24	47	18	21	35	35	0
Total	100	3	3	76	17	1	0
Males	100	2	3	79	14	1	0
Females	100	5	3	67	24	1	0

Source: Hellenic Police, Ministry of Public Order and Citizen Protection

Data processing: General Secretariat for Gender Equality, Documentation & Information Directorate

Applications by sex and age 2010

	Total	0-13	14-17	18-34	35-64	65+	Unknown
Total	10.273	177	290	7.951	1.827	4	24
Males	8.682	105	270	6.934	1.348	1	24
Females	1.591	72	20	1.017	479	3	0
Total	100	100	100	100	100	100	100
Males	85	59	93	87	74	25	100
Females	15	41	7	13	26	75	0
Total	100	2	3	77	18	0	0
Males	100	1	3	80	16	0	0
Females	100	5	1	64	30	0	0

Source: Hellenic Police, Ministry of Public Order and Citizen Protection

Data processing: General Secretariat for Gender Equality, Documentation & Information Directorate

Granting of political asylum by nationality, sex and age

Country of Citizenship	Total	Males	Females	NOD	Total	Males	Females	NOD
TOTAL	240	146	50	44	100,0	60,8	20,8	18,3
Iraq	85	59	23	3	100,0	69,4	27,1	3,5
Afghanistan	59	44	15		100,0	74,6	25,4	0,0
Unknown	41			41	100,0	0,0	0,0	100,0
Iran (Islamic Republic of)	18	14	4		100,0	77,8	22,2	0,0
Somalia	8	3	5		100,0	37,5	62,5	0,0
Turkey	5	5			100,0	100,0	0,0	0,0
Palestinian Territory, Occupied	4	4			100,0	100,0	0,0	0,0
Syrian Arab Republic	3	3			100,0	100,0	0,0	0,0
Stateless	3	3			100,0	100,0	0,0	0,0
Albania	2	1	1		100,0	50,0	50,0	0,0
Cameroon	2	1	1		100,0	50,0	50,0	0,0
Congo, the Republic of the	2	1	1		100,0	50,0	50,0	0,0
Sudan	2	2			100,0	100,0	0,0	0,0
Recognised non-citizen	1	1			100,0	100,0	0,0	0,0
Burundi	1	1			100,0	100,0	0,0	0,0
Eritrea	1	1			100,0	100,0	0,0	0,0
Guinea	1	1			100,0	100,0	0,0	0,0
Pakistan	1	1			100,0	100,0	0,0	0,0
Sri Lanka	1	1			100,0	100,0	0,0	0,0

Source: Hellenic Police, Ministry of Public Order and Citizen Protection

Data processing: General Secretariat for Gender Equality, Documentation & Information Directorate

Granting of political asylum by nationality, sex and age

Country of Citizenship	Total	Males	Females	Unknown	Total	Males	Females	Unknown
TOTAL	182	115	23	44	100	63	13	24
Iraq	51	48	1	2	100	94	2	4
Unknown	41			41	100	0	0	100
Afghanistan	30	27	3		100	90	10	0
Georgia	11	7	4		100	64	36	0
Uzbekistan	10	6	4		100	60	40	0
Stateless	6	4	1	1	100	67	17	17
Turkey	5	3	2		100	60	40	0
Iran (Islamic Republic of)	4	4			100	100	0	0
Pakistan	4	4			100	100	0	0
Sudan	3	3			100	100	0	0
Albania	2	1	1		100	50	50	0

Cameroon	1	1	100	0	100	0
Central African Republic	1	1	100	0	100	0
Congo, the Republic of the	1	1	100	100	0	0
Ethiopia	1	1	100	0	100	0
Guinea	1	1	100	100	0	0
Libyan Arab Jamahiriya	1	1	100	100	0	0
Madagascar	1	1	100	0	100	0
Rwanda	1	1	100	100	0	0
Armenia	1	1	100	100	0	0
Bangladesh	1	1	100	100	0	0
China (including Hong Kong)	1	1	100	0	100	0
Indonesia	1	1	100	0	100	0
Myanmar	1	1	100	100	0	0
Syrian Arab Republic	1	1	100	0	100	0
Palestinian Territory, Occupied	1	1	100,0	100,0	0,0	0,0

Source: Hellenic Police, Ministry of Public Order and Citizen Protection

Data processing: General Secretariat for Gender Equality, Documentation & Information Directorate

Granting of temporary residence permits for humanitarian reasons by nationality, sex and age

<i>Country of Citizenship</i>	<i>Total</i>	<i>Males</i>	<i>Females</i>
TOTAL	100,0	100,0	100,0
Georgia	6,0	6,1	17,4
Uzbekistan	5,5	5,2	17,4
Afghanistan	16,5	23,5	13,0
Turkey	2,7	2,6	8,7
Iraq	28,0	41,7	4,3
Stateless	3,3	3,5	4,3
Albania	1,1	0,9	4,3
Cameroon	0,5	0,0	4,3
Central African Republic	0,5	0,0	4,3
Ethiopia	0,5	0,0	4,3
Madagascar	0,5	0,0	4,3
China (including Hong Kong)	0,5	0,0	4,3
Indonesia	0,5	0,0	4,3
Syrian Arab Republic	0,5	0,0	4,3
Unknown	22,5	0,0	0,0
Iran (Islamic Republic of)	2,2	3,5	0,0
Pakistan	2,2	3,5	0,0
Sudan	1,6	2,6	0,0
Congo, the Republic of the	0,5	0,9	0,0

Guinea	0,5	0,9	0,0
Libyan Arab Jamahiriya	0,5	0,9	0,0
Rwanda	0,5	0,9	0,0
Armenia	0,5	0,9	0,0
Bangladesh	0,5	0,9	0,0
Myanmar	0,5	0,9	0,0
Palestinian Territory, Occupied	0,5	0,9	0,0

Source: Hellenic Police, Ministry of Public Order and Citizen Protection

Data processing: General Secretariat for Gender Equality, Documentation & Information Directorate

Granting of subsidiary protection by nationality, sex and age

<i>Country of Citizenship</i>	<i>Total</i>	<i>Males</i>	<i>Females</i>	<i>NOD</i>	<i>Total</i>	<i>Males</i>	<i>Females</i>	<i>NOD</i>
TOTAL	165	106	25	34	100,0	64,2	15,2	20,6
Afghanistan	51	48	3		100,0	94,1	5,9	
Unknown	36	2	0	34	100,0	5,6	0,0	94,4
Iraq	18	16	2		100,0	88,9	11,1	
Guinea	7	5	2		100,0	71,4	28,6	
Somalia	7	4	3		100,0	57,1	42,9	
Uganda	6	3	3		100,0	50,0	50,0	
Iran (Islamic Republic of)	6	4	2		100,0	66,7	33,3	
Central African Republic	4	2	2		100,0	50,0	50,0	
Sudan	4	3	1		100,0	75,0	25,0	
Pakistan	4	4	0		100,0	100,0	0,0	
Cote d'Ivoire	3	3	0		100,0	100,0	0,0	
Palestinian Territory, Occupied	3	3	0		100,0	100,0	0,0	
Burkina Faso	2	2	0		100,0	100,0	0,0	
Bangladesh	2	2	0		100,0	100,0	0,0	
Georgia	2	0	2		100,0	0,0	100,0	
Philippines	2	0	2		100,0	0,0	100,0	
Eritrea	1	0	1		100,0	0,0	100,0	
Ghana	1	1	0		100,0	100,0	0,0	
Morocco	1	0	1		100,0	0,0	100,0	
Nigeria	1	0	1		100,0	0,0	100,0	
Rwanda	1	1	0		100,0	100,0	0,0	
Tunisia	1	1	0		100,0	100,0	0,0	
Sri Lanka	1	1	0		100,0	100,0	0,0	
Syrian Arab Republic	1	1	0		100,0	100,0	0,0	

Source: Hellenic Police, Ministry of Public Order and Citizen Protection

Data processing: General Secretariat for Gender Equality, Documentation & Information Directorate