



**HELLENIC REPUBLIC**  
Ministry of Labour  
and Social Affairs



# **3<sup>RD</sup> ANNUAL REPORT ON VIOLENCE AGAINST WOMEN**

GENERAL SECRETARIAT FOR  
DEMOGRAPHY AND FAMILY POLICY  
AND GENDER EQUALITY

**ATHENS, NOVEMBER 2022**





MINISTRY OF LABOUR AND SOCIAL AFFAIRS

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FOR DEMOGRAPHY AND FAMILY  
POLICY AND GENDER EQUALITY

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**3RD ANNUAL  
REPORT ON  
VIOLENCE  
AGAINST  
WOMEN**

The following operational units of the General Secretariat for Demography and Family Policy and Gender Equality (GSDFPGE) worked together to prepare the 3rd Annual Report on Violence Against Women: (a) Directorate for Social Protection and Counseling Services, (b) Directorate for Planning, Standard-Setting and Monitoring Gender Equality Policies, and (c) Independent Department of European and International Cooperation, with the following working group:

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# ABBREVIATIONS

Abbreviations	
Supreme Administration of Greek Civil Servants Trade Unions	<b>ADEDY</b>
Higher Education Institutions	<b>AEI</b>
Higher Military Academies	<b>ASEI</b>
Centres for Disease Control and Prevention	<b>CDC</b>
Convention on the Elimination of All Forms of Discrimination Against Women	<b>CEDAW</b>
Counseling centres	<b>CoCe</b>
Criminal Code	<b>CrCo</b>
Teaching and Research Staff	<b>DEP</b>
Municipal Committees on Gender Equality	<b>DEPIS</b>
Municipal Public Benefit Enterprise of Thiva	<b>DIKETH</b>
Public Employment Agency	<b>DYPA</b>
Hellenic Aviation Industry	<b>EAV</b>
Laboratory Teaching Staff (E.D.I.P.)	<b>EDP</b>
Special Education Staff	<b>EEP</b>
Hellenic Society for Local Development and Local Government	<b>EETAA</b>
European Institute for Gender Equality	<b>EIGE</b>
National School of Public Administration and Local Government	<b>EKDDA</b>
National Centre for Social Solidarity	<b>EKKA</b>
National Centre for Social Research	<b>EKKE</b>
Hellenic Police	<b>EL.AS.</b>
Hellenic Police	<b>EL.AS.</b>
National Referral Mechanism for the Protection of Human Trafficking Victims	<b>EMA</b>
European Parliament	<b>EP</b>
National Action Plan for Gender Equality	<b>ESDIF</b>
Special Technical Laboratory Staff	<b>ETEP</b>
European Union	<b>EU</b>
European Union Agency for Fundamental Rights	<b>FRA</b>
Group of Experts on Action against Trafficking in Human Beings	<b>GRETA</b>
Group of Experts on Action against Violence against Women and Domestic Violence	<b>GREVIO</b>
General Confederation of Greek Workers	<b>GSEE</b>
International Organisation for Migration	<b>IOM</b>
Council of Europe Convention on preventing and addressing violence against women and domestic violence	<b>Istanbul Convention</b>
Central Union of Greek Municipalities	<b>KEDE</b>

Central Union of Greek Municipalities	<b>KEDE</b>
Centre for Security Studies	<b>KEMEA</b>
Research Centre for Gender Equality	<b>KETHI</b>
Social Action and Innovation Centre	<b>KMOP</b>
Lesbian, Gay, Bisexual, Transgender, Transsexual, Queer, Intersex, Asexual	<b>LGBTQIA</b>
Mass media	<b>Media</b>
Non-governmental organisation	<b>NGO</b>
Organisation for Security and Co-operation in Europe	<b>OSCE</b>
Regional Committees on Gender Equality	<b>PEPIS</b>
Reception and Identification Centres	<b>RIC</b>
Greek Association of Women Entrepreneurs	<b>SEGE</b>
Hellenic Federation of Enterprises	<b>SEV</b>
Shelters	<b>Sh</b>
United Nations	<b>UN</b>
United Nations High Commissioner for Refugees	<b>UNHCR</b>
United Nations Children's Fund	<b>UNICEF</b>
World Health Organisation	<b>WHO</b>
Ministry of Foreign Affairs	<b>YPEX</b>



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# OPENING MESSAGES



## Opening message by the Deputy Minister for Labour and Social Affairs, Ms Maria Syrengela

**T**his the third year in a row that the Annual Report on Violence Against Women is published, setting out the increasing efforts made by the Hellenic State to prevent and address gender-based and domestic violence. We stand firmly opposed to violence that compromises women's rights, using a concrete strategy. We keep fighting, day in and out, both to protect women from violence and support them when they experience such violence. We are implementing a set of holistic actions and planning new ones to raise awareness in society and combat gender-based violence.

The vision of eliminating gender-based violence is complex and hard to achieve. However, we are taking more and more systematic and concrete steps, with a specific strategy and specific actions. The 3rd Annual Report on Violence Against Women focuses on sexual violence. Sexual violence is defined as any actual or attempted sexual act, any sexual comment or touch without the victim's voluntary and freely given consent.

The Greek #MeToo movement emerged in Greece in 2021, bringing to light a number of gender-based sexual violence cases. These cases were revealed by public figures, showing that this can happen to every girl and every woman, thus encouraging others to speak out. Just like on a global scale, in Greece this movement helped increase significantly the need for both society and the Hellenic State to delve into and take increased steps to combat sexual violence.

Empowering female victims of violence is as important as protecting them. Therefore, under the National Action Plan for Gender Equality 2021-2025, priority is given, among other things, to 'Preventing and combating gender-based and domestic violence' with a number of actions launched at school and extended to all the areas of life.

The actions aim to strengthen our social system. The comprehensive GSDFPGE network of structures operates on a 24/7 basis to support every woman and every girl who has fallen victim to violence using the SOS 15900 Helpline, the counselling centres and the shelters, regardless of nationality, financial or educational status or other criteria. At the same time, we have made a number of important changes to the legislation and to the practices followed in Greece, such as ratifying Convention No 190 of the International Labour Organisation concerning the elimination of violence and harassment in the world of work, and applying Law 4808/2021 on the protection of labour. All this contributes to setting up a dense system for protecting victims and punishing perpetrators.

This year's report is published amid ongoing reports of actual or attempted sexual abuse against both children and women. The fact that the number of such cases that come to light is rising demonstrates that this serious issue is no longer a taboo in contemporary Greece. The Hellenic State is there to listen to every woman who has fallen victim to sexual violence or any other form of violence, to support her and help her with actions. However, society also appears to be determined to act. It appears to be resolved not to allow incidents of violence to be concealed, not to allow anyone but the perpetrators to be embarrassed.

Protecting the rights of women, which are human rights, is a duty that we all have towards future generations. Public and private sector action, civil society action, and inter-institutional cooperation, in addition to everybody's awareness, are crucial for addressing gender-based and domestic violence. We must all work together to create a society in which every girl and every woman will live free, without any fear, violence and all kinds of harassment.

Maria Syrengela

*Deputy Minister for Labour and Social Affairs  
responsible for Demographic Policy, Family  
and Gender Equality*

# OPENING MESSAGES



## Opening message by the General Secretary for Demography and Family Policy and Gender Equality, Ms Kalypso Goula

In November 2020, GSDFPGE published the 1st Annual Report on Violence Against Women in an effort to present comprehensively the phenomenon of violence against women and capture the actions taken at an institutional level to prevent, combat and eliminate it.

Now that two years have gone by, COVID-19 has clearly contributed to the increase in domestic and gender-based violence. Disclosure of incidents of gender-based and domestic violence is on the rise, and in recent years we have witnessed numerous cases of women murdered by their spouses and partners. Since November 2018, when Eleni Topaloudi was murdered on the island of Rhodes, the term ‘femicide’ has made its way into public debate. ‘Femicide’, a term used in sociology, refers to crimes against females, which are motivated by sexist motives and are driven by patriarchal attitudes. Women fall victim just because they are women. Fatal violence against women as an extreme form of gender-based violence is a major social issue and concerns us all. Consequently, we are called upon to show zero tolerance for gender-based violence.

Thus, in 2022, the pivotal role of institutional mechanisms was highlighted, which are guided by the statutory principle of making sure that victims are aware of their rights and that they can go to court.

In this context, the actions undertaken by GSDFPGE included advertising more extensively the 24-hour SOS 15900 Helpline, to inform victims, urge them to seek help, and provide them with support and guidance with a view to breaking the cycle of violence. The comprehensive GSDFPGE network of structures, comprising 44 counselling centres and 19 shelters for women and their children, was launched and is still in operation to actively support women who have fallen victims to domestic and gender-based violence. At the same time, Law 4808/2021 on the protection of labour, which ratified Convention No 190 of the International Labour Organisation, put in place a coherent and modern framework for preventing, addressing and combating violence and harassment in the private and public sectors, contributing to the creation of a work environment which respects, promotes and safeguards the right of every person in a world of work that is free from violence and harassment, and institutionally reinforcing the role of the Labour Inspectorate.

The National Action Plan for Gender Equality (2021-2025), underlying the setup of sectoral policies, highlights the need to prevent and address violence against women and has set this objective as its first axis of action, as required by the principles and guidelines of the Istanbul Convention, which we are implementing by developing other actions too such as, for example, the pilot implementation of a tool for assessing the degree of risk of domestic violence and the study on the profile of domestic violence perpetrators.

At the same time, GSDFPGE actions are expanded to defending the rights of women experiencing multiple discrimination, providing them with information and further encouraging them to seek help.

In this context, to protect women affected by the war in Ukraine, we undertook to prepare information material in Ukrainian and Russian, in cooperation with UNHCR, and include in the SOS 15900 Helpline the option of direct interpretation in Ukrainian and Russian, with assistance from a cultural mediator, to provide women hosted in Greece with information on the support provided by the Hellenic State in case of violence and abuse.

It is our priority to provide constant security and protection to all women through the ongoing elaboration of policies aimed at protecting women's rights and contributing to the effort made towards a society of true equality, which is free from violence, stereotypes and discrimination.

However, tackling violence and abusive behaviour cannot be ensured just by having a legislative framework in place or by making policy. Each and every one of us needs to provide, individually and personally, assistance to victims and help report and combat such cases.

Kalypso Goula

*Opening message by the General Secretary for Demography and Family Policy and Gender Equality*

# INTRODUCTION

The 3rd Annual Report on Violence Against Women of the General Secretariat for Demography and Family Policy and Gender Equality (GSDFPGE) is part of the General Secretariat's ongoing and uninterrupted effort to prevent, address, combat and eliminate violence against women. The Report covers the period from November 2021 to October 2022. In this context —the General Secretariat being the supervisory authority for monitoring the Council of Europe Convention on preventing and combating violence against women and domestic violence— this year's report focuses on sexual violence in particular. It also sets out the developments concerning gender-based violence at legislative and political levels, the actions and initiatives taken by GSDFPGE, the different bodies included in the National Mechanism for Gender Equality<sup>1</sup>, as well as statistics from the Equality Observatory and the network structures for preventing and combating gender-based violence. More specifically:

Chapter one sets out legislative developments at European and national levels. More specifically, reference is made to the **'Proposal for a Directive of the European Parliament and of the Council of Europe on combating violence against women and domestic violence'**, published on 8 March 2022. This proposal for a Directive aims to prevent and combat violence against women and domestic violence to ensure a high level of security and the full enjoyment of fundamental rights within the Union, including the right to equal treatment and non-discrimination between women and men. Then reference is made to the **'European Parliament resolution of 5 May 2022 on the impact of the war against Ukraine on women'**. Among other things, the Resolution strongly condemns the use of sexual and gender-based violence as a weapon of war.

At national level, reference is made to the **amendment to the Criminal Code and the Code of Criminal Procedure by Law 4855/2021**, which provides for tightening the provisions on acts that compromise sexual dignity and freedom at work or in the context of job search, changing the start of the limitation period for crimes against sexual freedom and economic exploitation of sexual life when committed against minors, and generally modernising the provisions of criminal law and aligning them with the European conventions on the protection of the rights of underage and adult victims of criminal activity. Moreover, under **Article 38 of Law 4947/2022 (Article 346 of the Criminal Code)**, **revenge pornography** became a criminal offence.

Finally, **Law 4957/2022** concerning new horizons for higher education institutions: Strengthening the quality and functionality of higher education institutions and their connection with the society, and other provisions, broadened the powers of the Committees on Gender Equality. Furthermore, **Article 177** stipulates, among other things, that disciplinary offences include the occurrence of all forms of violence and harassment at work while carrying out one's duties and the perpetration of acts that compromise another person's **sexual freedom** and/or sexual dignity, or any acts of economic exploitation of sexual life, as well as sexual harassment.

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<sup>1</sup> Article 4 of Law 4604/2019 (Government Gazette, Series I, No 50).

Chapter two begins by presenting the forms of gender-based violence, focusing on **sexual violence**. More specifically, it defines ‘sexual violence’, makes detailed reference to its forms and describes the culture of rape, in the context of which sexual violence occurs. It also looks into the factors that prevent a victim from reporting rape and sexual assault, and refers briefly to how sexual violence affects the victim’s health. This section also sets out legislative developments at international and European levels, referring in detail to Spanish law ‘**Ley Organica 10/2022, de 6 de septiembre, de garantía integral de la libertad sexual**’, also known as the ‘Solo si es si’ (meaning ‘Only yes is yes’) Law, as well as to the provisions of Greek law on rape and sexual assault.

The following section sets out the **GSDFPGE actions**, broken down into: actions to address and combat gender-based and domestic violence in the context of implementing the National Action Plan for Gender Equality (ESDIF) 2021-2025; awareness and information actions; monitoring actions; the General Secretariat’s international and European contribution; specific actions; and actions of network structures.

The third section of Chapter two presents two bodies included in the **National Mechanism for Gender Equality**, namely the work of the Research Centre for Gender Equality (**KETHI**) and the contribution of the Regional and Municipal Committees on Gender Equality (**PEPIS** and **DEPIS**) towards preventing, addressing, combating and eliminating gender-based violence in the reporting period. Finally, the fourth section of Chapter two refers to initiatives to prevent, address and eliminate sexual and moral harassment in the world of work.

Then, Chapter three cites statistics provided by the GSDFPGE **Equality Observatory** concerning the different forms of violence against women, as recorded by the competent State bodies, the Hellenic Police (EL.AS.), judicial authorities and the National Centre for Social Solidarity (EKKA), etc., as well as information from the GSDFPGE network of structures and the SOS 15900 Helpline.



# INSTITUTIONAL FRAMEWORK

# A. Legislative developments at European level

## Proposal for a Directive on combating violence against women and domestic violence

On 8 March 2022, Women's Day, the European Commission published its Proposal for a Directive on combating violence against women and domestic violence.

This Proposal for a Directive<sup>2</sup> aims to prevent and combat violence against women and domestic violence to ensure a high level of security and the full enjoyment of fundamental rights within the Union, including the right to equal treatment and non-discrimination between women and men. The Proposal thus contributes to the establishment of an **area of freedom, security and justice**. To achieve these objectives, the proposal:

- makes the current EU legal instruments relevant to combating violence against women and domestic violence more effective;
- creates upwards convergence and fills gaps in protection, access to justice, support, prevention and coordination and cooperation; and
- aligns EU law with established international standards.

The proposal criminalises certain forms of violence that disproportionately affect women and strengthens victims' rights, using the existing legal bases as set out in Articles 82(2) and 83(1) TFEU. It thereby ensures such offences are effectively prosecuted and contributes to the elimination of violence against women and domestic violence and to better support and protection for victims.

In particular, the following measures are proposed:

- **Criminalizing certain forms of violence** that disproportionately affect women and that are not sufficiently addressed at national level and fall within the EU's remit, based on existing legal bases. This concerns **the criminalisation of rape based on lack of consent** (in some Member States, the use of force or threats is required), **female genital mutilation**, and **certain forms of cyber violence**.

<sup>2</sup> European Parliament and Council of Europe (2022). Proposal for a Directive on combating violence against women and domestic violence - Explanatory Memorandum; Strasbourg, 8.3.2022; COM(2022) 105 final; 2022/0066 (COD). <https://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:52022PC0105&from=EN>

- **Strengthening victims' access to justice and rights to appropriate protection** responding directly to the specific needs of victims of violence against women and domestic violence. Such measures include:
  - ensuring that national authorities are appropriately equipped to address violence against women and domestic violence;
  - ensuring that national authorities treat victims in a gender-sensitive manner;
  - providing for an individual needs assessment for protection and support tailored to the specific needs of victims of violence against women or domestic violence;
  - providing for specific safeguards for child victims of violence against women or domestic violence;
  - ensuring protection through emergency barring and protection orders;
  - ensuring that victims can effectively claim compensation from the offender;
  - ensuring the removal of online content in relation to offences of cyber violence, and a possibility of judicial redress for the affected users; and
  - ensuring that government bodies exist to assist, advise and to represent victims in court proceedings in matters of violence against women or domestic violence.

Providing **victim support** tailored to the specific needs of victims of violence against women or domestic violence. This includes specific support in cases of sexual violence and female genital mutilation, access to national helplines, increased accessibility of shelters and comprehensive support for victims of sexual harassment at work. It also entails targeted support for victims with specific needs and groups at risk, including women fleeing armed conflict.

**Preventing** violence against women and domestic violence, including by raising awareness, training professionals who are likely to come in contact with victims, and working with offenders.

**Strengthening coordination and cooperation at national and EU-levels** by ensuring a multi-agency approach and enhanced data collection on violence against women and domestic violence.

The Proposal for a Directive is in line with the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) and proposes that the process for the EU's accession to this Convention—which began in 2016 following a proposal from the Commission and was signed in March 2017—be finalised. Since then, the accession process has remained stagnant as the Council has not yet issued a final decision.

## Resolution on the impact of the war against Ukraine on women

On 5 May 2022, the European Parliament adopted a resolution on the impact of the war against Ukraine on women<sup>3</sup>.

The resolution:

- strongly condemns the use of sexual and gender-based violence as a weapon of war;
- expresses its concern about the growing number of reports of human trafficking, sexual violence, exploitation, rape and abuse faced by women and children fleeing Ukraine and arriving in Europe;
- calls on EU countries to address the specific needs of women and girls in reception centres for refugees and to ensure that gender-based violence services and referral pathways and complaints mechanisms are immediately available within communities in languages and formats accessible to all groups;
- underlines that women and girls need continued access to sexual and reproductive health services (SRHS) throughout conflict and displacement, including access to safe delivery, family planning services, legal and safe abortion or clinical management of rape.

The EU has also launched a set of measures to support Ukraine and the Ukrainian people in terms of reception of refugees, humanitarian aid, civil protection, financial assistance, support from Member States, etc. Then, the OSCE Special Representative and Co-ordinator for Combating Trafficking in Human Beings, Mr. Valiant Richey, made recommendations to national authorities on the optimal management of the refugee wave caused by the Russian attack against Ukraine, with emphasis on refugee women and children.

More specifically, the first<sup>4</sup> set of recommendations focused on taking immediate prevention measures, including responding to pressing needs of persons seeking refuge, as well as adopting legislative and policy measures to facilitate the integration in society of victims of the Ukrainian crisis, to lessen their vulnerability and potential sexual and labour exploitation by organised criminal networks. The second set of recommendations<sup>5</sup> focused on how to deal with risks of online exploitation. These recommendations are

<sup>3</sup> European Parliament resolution of 5 May 2022 on the impact of the war against Ukraine on women | EP resolutions | Documents | D-UA | Delegations | European Parliament. (n.d.). [www.europarl.europa.eu](https://www.europarl.europa.eu/delegations/en/product/product-details/20220510DPU32903). Retrieved on 4 November 2022, from <https://www.europarl.europa.eu/delegations/en/product/product-details/20220510DPU32903>

<sup>4</sup> OSCE (2022). Recommendations of the OSCE Special Representative and Co-ordinator for Combating Trafficking in Human Beings on the need to enhance anti-trafficking prevention amid mass migration flows (9 March 2022). Available at <https://www.osce.org/cthb/513784>

<sup>5</sup> OSCE (2022). Recommendations on enhancing efforts to identify and mitigate risks of trafficking in human beings online as a result of the humanitarian crisis in Ukraine (22 April 2022). Available at <https://www.osce.org/cthb/516423>

addressed to law enforcement authorities active in the field of cybercrime and the fight against trafficking in human beings, technology companies and NGOs working to prevent and combat online exploitation.

## B. Legislative developments at national level

### Law 4855/2021 amending the Criminal Code and the Code of Criminal Procedure

In the context of the implementation of Law 4531/2018, which ratified the Istanbul Convention, the Hellenic State made further amendments to the Criminal Code (CrCo) in order to fulfil the obligations under the Convention. Law 4855/2021<sup>6</sup> amending the Criminal Code and the Code of Criminal Procedure, and other emergency provisions provides for tightening the provisions on acts of assault on **sexual dignity** and freedom at work or in the context of job search, changing the start of the limitation period for crimes against sexual freedom and economic exploitation of sexual life when committed against minors, and generally modernising the provisions of criminal law and aligning them with the European conventions on the protection of the rights of underage and adult victims of criminal activity.

More specifically, following are the main changes of **Law 4855/2021** relating to violence against women:

- Now the offence of malice murder (Article 299 CrCo 'Malice murder') is now punishable by life imprisonment, as there is no longer a choice offered between the sentences of 'temporary imprisonment of at least ten years' and 'life imprisonment'.
- A stricter sentence has been provided for the offence of causing grievous bodily harm in the event that the perpetrator had the intention of causing such harm, as malicious grievous bodily harm is now punishable by temporary imprisonment of up to fifteen years, as opposed to the previous sentence of temporary imprisonment of up to ten years. Furthermore, disability and permanent deformation were added to the scope of grievous bodily harm (Article 310 CrCo 'Grievous bodily harm').

The scope of the sentence provided for trafficking in human beings has been tightened in order to protect vulnerable social groups, such as third-country nationals and victims of sexual abuse and exploitation. More specifically, trafficking in human beings is now punishable by a fine and imprisonment of up to fifteen years, as opposed to the previous sentence of imprisonment of up to ten years. Where the act at issue results in the death of a person, it is punishable by life imprisonment, as opposed to the previous sentence of imprisonment of at least ten years (Article 323A CrCo 'Trafficking in human beings').

<sup>6</sup> Law 4855/2021 amending the Criminal Code and the Code of Criminal Procedure, and other emergency provisions (Government Gazette, Series I, No 215/12.11.2021).

- This is the first time that explicit provision is made for **rape of a minor**, which is punishable by life imprisonment. Gang rape is also punishable by life imprisonment, having repealed the provision that allowed imprisonment of at least ten years (Article 336 CrCo 'Rape'). This provision strongly stresses the legislator's will to ensure the absolute protection of the legal goods of life, sexual freedom and minority, as specifically stated in the explanatory memorandum of Law 4855/2021.
- Indecent assault (assault on sexual dignity) is now prosecuted on an *ex officio* basis, as opposed to the previous provision that required the victim to file a complaint before proceedings were brought<sup>7</sup>, where the victim is a minor aged twelve to eighteen, given that, where the victim is younger than twelve years of age, the act is considered more serious and is prosecuted on an *ex officio* basis. Furthermore, protection of minors is further enhanced by repealing the provision that required the victim to file a complaint before proceedings were brought for serious indecent assault on persons younger than fifteen years of age. Moreover, indecent assault perpetrated in the workplace is now punishable only by imprisonment, having repealed the provision that allowed imposing a fine in the alternative (Article 337 CrCo 'Indecent assault').
- The sentences provided for abusing a person who is incapable of resisting a sexual act have been tightened, as this offence is now punishable by imprisonment of up to fifteen years, as opposed to ten years previously (Article 338 CrCo 'Abusing a person who is incapable of resisting a sexual act').
- A very important change was made for engaging in sexual acts with, or in the presence of, minors (corruption of minors), which is now an offense punishable in its basic form only as a felony, as the provision allowing for its being punishable as a misdemeanour was repealed (Article 339 CrCo 'Sexual acts with, or in the presence of, minors').
- The general provision of Article 340 CrCo, which had been repealed —providing that, where any of the acts referred to in Articles 338 and 339 resulted in the death of the victim, they would be punishable by life imprisonment— was reinstated (Article 340 CrCo 'General Provision').
- In respect of the abuse of minors, the age limits for minors have been adjusted and the relevant sentences have been tightened. Namely, an adult engaging in sexual acts with a minor entrusted to his/her supervision or care, even temporarily, is punished by imprisonment of at least ten years and a fine where the minor is younger than fourteen years of age, or with imprisonment and a fine where the minor is fourteen years of age or older (Article 342 CrCo 'Abuse of minors').
- Sexual abuse is now punishable, and indecent assault committed in the context of a dependent relationship, such as in the workplace, is prosecuted on an *ex officio* basis (Article 343 CrCo 'Sexual abuse' and Article 344 CrCo 'Filing a complaint').
- Incest committed by an ascendant relative against a descendant relative is now a felony punishable by imprisonment of up to ten years (Article 345 CrCo 'Sexual acts between relatives').

<sup>7</sup> The crimes for which the victim has to file a complaint before proceedings are brought are specified in law, otherwise they are prosecuted on an *ex officio* basis. The complaint is filed by the direct victim for the purpose of criminal prosecution of a criminal offence. In fact, if the party entitled to file a complaint fails to do so within 3 months from the date on which he/she became aware of the act committed and of the perpetrator, or at least of an accomplice, the act concerned is time-barred.

- Article 349(3) CrCo reinstates the crime of pimping **against adults**. More specifically, *‘whoever by profession or for profit, promotes or forces another person to prostitution or appropriates another persons’ revenue from prostitution shall be punished by imprisonment of at least 18 months and a fine’* (Article 349 CrCo ‘Pimping’).
- The requirements for granting parole to a prison inmate have been tightened. More specifically, as detailed in the explanatory memorandum of Law 4855/2021, persons imprisoned for murder, rape of a minor, trafficking in human beings and all crimes against sexual freedom may be released on parole only if they have served 4/5 of their sentence and have earned extra credit while in prison. So, instead of the previous requirement for 3/5 of the sentence, now one has to actually serve 4/5 of his/her sentence. Moreover, perpetrators of the above crimes will have to actually serve 3/5 of their sentence in prison (actual time in prison). So, instead of the previous requirement for 2/5 of the sentence, now one has to actually serve 3/5 of his/her sentence. In addition, provision has been made that any persons sentenced to life imprisonment for the above offences will have to actually stay in prison for at least 18 years, as opposed to 16 years previously (actual time in prison). Provision has also been made that any persons convicted of the above felonies may not be released and allowed to serve their sentence under an arrangement for house arrest with electronic monitoring (Article 105B CrCo ‘Conditional release subject to revocation’ and Article 110A CrCo ‘Conditional release subject to an arrangement for house arrest with electronic monitoring’).
- The limitation period for child abduction and trafficking in human beings, as well as for crimes against sexual freedom and economic exploitation of sexual life committed against a minor, **starts** one year after the minor reaches the age of majority for misdemeanours and three years after that date for felonies. As regards these offences, which are highly disapproved, this allows sufficient time for the minor to report them, so that they are prosecuted and do not go unpunished. In fact, as stated in the explanatory memorandum of the Law, the start point of the limitation period for the above crimes is set with the aim of fulfilling a relevant obligation under the Istanbul Convention (Article 113 CrCo ‘Suspension of limitation’).
- The Public Prosecutor of the Hellenic Supreme Civil and Criminal Court of Greece (*Areios Pagos*) has been given explicit authorisation to order that the interrogation and hearing of cases involving the felonies listed in Chapter 19 of the Special Part of the Criminal Code, i.e. crimes against sexual freedom and economic exploitation of sexual life, be given absolute priority (Article 32 of the Code of Criminal Procedure ‘Top-level supervision of inquiry’).
- As regards the examination as a witness of a victim of the acts referred to in Article 228 of the Code of Criminal Procedure, the following offences have been added to the list of offenses of paragraph 1: child abduction, rape, indecent assault in the workplace, abuse of a person who is incapable of resisting a sexual act, sexual abuse, sexual act between relatives, and pimping. When victims of the above offenses are examined as witnesses, ‘a psychologist or a psychiatrist shall be appointed to attend the process as an expert’. As pointed out in the explanatory memorandum of the Law, this provision is meant to protect vulnerable social groups, as well as victims of sexual abuse and exploitation, who find it hard to give testimony to the authorities without expert support. This obviously aims to prevent them from secondary victimisation or even to eliminate the victim’s fear that this could happen during the legal process.



## Law 4947/2022 Article 38 ‘Revenge pornography’

Revenge pornography was established as an offence by Article 38 of Law 4947/2022 (**Government Gazette, Series I, No 124/23.6.2022**) (**Article 346 CrCo**). More specifically, Article 346 CrCo provides as follows:

1. Whoever, without having the right to do so, discloses to a third party or posts in public view a true, distorted or sketched image or any kind of visual or audiovisual material depicting another person’s non-public act relating to that person’s sexual life shall be punished by imprisonment of at least 3 years and a fine.
2. Whoever threatens to commit the acts referred to in paragraph 1 against another person shall be punished by imprisonment of at least 1 year. If the perpetrator of the act referred to in the previous subparagraph forces another person to take, fail to take, or tolerate an act without that person being obliged to do so, he shall be punished by imprisonment of at least two 2 years.
3. The act referred to in paragraph 1 shall be punished by imprisonment of up to 8 years if it is committed:
  - (a) by making a post on the **Internet** or on a social network with an indefinite number of viewers;
  - (b) by an **adult regarding a minor**;
  - (c) against the **current or former spouse or partner** of the perpetrator or against a person living with him/her or having a working or service relationship with him/her or being under his/her care or protection or cannot defend himself/herself;
  - (d) in order for the perpetrator to obtain material advantage for himself/herself or another person.
4. If any of the acts referred to in the previous paragraphs has led the victim to **attempt** suicide, it shall be punished by imprisonment and a fine. If any of the acts referred to in the previous paragraphs has caused **death** , it shall be punished by imprisonment of at least 10 years and a fine.

## Law 4957/2022 concerning new horizons for higher education institutions: Strengthening the quality and functionality of higher education institutions and their connection with the society, and other provisions

**Law 4957/2022** on the operation of higher education institutions<sup>8</sup> upgraded the role of Committees on Equality by transforming them into Committees on Gender Equality and Anti-Discrimination. The mission and responsibilities of the Committees on Gender Equality and Anti-Discrimination are enshrined in **Article 218** and are broad.

These committees are tasked to promote gender equality and the fight against gender-based, racial, ethnic and religious discrimination, as well as discrimination based on one's beliefs, disability, age or sexual orientation, at all operating levels and in all procedures and activities of academic life. Its responsibilities include providing academics with training on **gender equality, LGBTQIA+** rights, the fight against all forms of discrimination, addressing sexual harassment and all other forms of harassment, the registration of reports and complaints about incidents of discrimination and sexual harassment or gender-based harassment, as well as the provision of assistance to victims of discrimination, sexual harassment and other forms of harassment when they report discrimination or harassment.

**Article 177** stipulates, among other things, that disciplinary offences include the occurrence of all forms of violence and harassment at work while carrying out one's duties and the perpetration of acts that compromise another person's **sexual freedom** and/or sexual dignity, or any acts of economic exploitation of sexual life, as well as sexual harassment.

Where a university teacher commits crimes against sexual freedom or crimes of economic exploitation of sexual life, he/she may be punished by permanent termination, and in any event at least by temporary termination, including where the teacher has been found guilty of sexual harassment (Article 179).

<sup>8</sup> Law 4957/2022 concerning new horizons for higher education institutions: Strengthening the quality and functionality of higher education institutions and their connection with the society, and other provisions (Government Gazette, Series I, No 141/21.7.2022).

# **VIOLENCE AGAINST WOMEN AND GSDFPGE ACTIVITIES**



## A. Forms of violence against women

The 1st Annual Report on Violence Against Women, presented all forms of violence as follows:

- Forms of violence against women<sup>9</sup>
- Female genital mutilation (FGM)
- Violence between sexual partners
- Femicide
- Honour killings
- Gender-based violence
- Domestic violence
- Forced marriages
- Forced sterilisation
- Economic violence
- Stalking
- Sexual violence
  - Sexual harassment
  - Rape
- Physical violence
- Psychological violence
- New emerging forms of violence against women
- Cyber violence
- Image-based abuse
  - Revenge Pornography
- Cyber stalking
- Cyber harassment
- Non-consensual pornography

The 3rd Annual Report on Violence Against Women provided details on 'sexual violence' for the period covered by the report.

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<sup>9</sup> Detailed description in the 1st<sup>Annual</sup> Report on Violence Against Women, *ibid.*, pp. 18-20

## Sexual violence

Sexual violence can affect any person in any socio-cultural context. However, research indicates that the vast majority of victims of sexual violence are female and most perpetrators are male<sup>10</sup>. For the purposes of this report, which focuses on violence against women, references to this type of gender-based violence will be limited to the sexual violence suffered by women and girls.

The World Health Organisation (WHO) defines **sexual violence**<sup>11</sup> any non-consensual sexual act or attempt to obtain a sexual act against any person regardless of the perpetrator's relationship to the victim, in any setting, including but not limited to home and work.

Sexual violence acts infringe the right to sexual freedom, autonomy, control, integrity and security, as well as a person's right to experience pleasure and to have a healthy, safe and satisfying sexual life.

On the basis of information from the European Agency for Fundamental Rights (FRA) survey<sup>12</sup> of 2014<sup>13</sup>, an estimated **3.7** million women in the EU had experienced sexual violence in the course of 12 months before the survey interviews, corresponding to 2% of women aged 18-74 years in the EU.

Also according to the findings:

- **One in three women** (33%) has experienced some form of physical and/or sexual assault since she was 15 years old.
- Some 8% of women had experienced physical and/or sexual violence in the course of 12 months before the survey interviews.
- Out of all women with a (former/ current) partner, 22% have experienced physical and/or sexual violence by their partner since the age of 15.
- In total, **11% of women** have **experienced some form of sexual violence since they were 15 years old**, either by a partner or some other person. While some women indicate they have experienced one form of sexual violence, other women indicate they have experienced multiple forms of sexual violence.
- 5% of women have been forced into sexual intercourse.
- 6% of women indicate that somebody has attempted to force them into sexual intercourse.

<sup>10</sup> WHO. (2003). *Guidelines for medico-legal care for victims of sexual violence*. <https://apps.who.int/iris/bitstream/handle/10665/42788/924154628X.pdf?sequence=1&isAllowed=y>

<sup>11</sup> WHO. (2012). *Understanding and addressing violence against women Sexual violence Sexual violence encompasses acts that range from verbal harassment to forced penetration, and an array of types of coercion, from social pressure and intimidation to physical force*. [http://apps.who.int/iris/bitstream/handle/10665/77434/WHO\\_RHR\\_12.37\\_eng.pdf](http://apps.who.int/iris/bitstream/handle/10665/77434/WHO_RHR_12.37_eng.pdf)

<sup>12</sup> FRA. (2014). *Violence against women: an EU-wide survey. Results at a glance*. Available at <https://fra.europa.eu/en/publication/2014/violence-against-women-eu-wide-survey-results-glance>

<sup>13</sup> The results of the survey were based on interviews of 42,000 women across all 27 EU Member States (2014).

- 6% of women say that somebody has made them take part in sexual activity when they did not want to or when they were unable to refuse.
- 6% of women have agreed to sexual activity because they were afraid what would happen if they did not.
- Of those women who indicate they have been victims of sexual violence by a non-partner, almost one in 10 women indicates that more than one perpetrator was involved in the incident when describing the details of the most serious incident of sexual violence they have experienced.
- Of all women surveyed, 12% of women indicate that they experienced some form of sexual abuse or incident by **an adult** before the age of 15. This corresponds to about **21 million women** in the EU.

### *Commitments undertaken by Greece*

Upon ratification of the Istanbul Convention by **Law 4531/2018**, Greece is required to take measures to prevent, combat and eliminate sexual violence. More specifically, **Article 6** on sexual violence, including rape, provides that the Parties shall take the necessary legislative or other measures to ensure that the following intentional conducts are criminalised:

- a. engaging in non-consensual vaginal, anal or oral penetration of a sexual nature of the body of another person with any bodily part or object;
  - b. engaging in other non-consensual acts of a sexual nature with a person;
  - c. causing another person to engage in non-consensual acts of a sexual nature with a third person.
2. Consent must be given voluntarily as the result of the person's free will assessed in the context of the surrounding circumstances.
  3. The Parties shall take the necessary legislative or other measures to ensure that the provisions of paragraph 1 also apply to acts committed against former or current spouses or partners as recognised by domestic law.

### *Forms of sexual violence*

#### **Rape**

In accordance with Article 336 of the Criminal Code [Law 4619/2019 (Government Gazette, Series I, No 95/11.6.2019), as amended by Law 4855/2021), rape covers the following conducts: (a) forcing another person to participate in or accept a sexual act through the use of physical violence or the threat of serious and immediate risk to life or physical integrity; (b) the aggravated crime of mass rape; (c) the aggravated crime of rape resulting in death; (d) the aggravated crime of rape of a minor; and (e) a sexual act (other than that referred to in paragraph 1) without the consent of the victim.

The crime of rape may be committed within or outside an intimate partner relationship, with or without the use of toxic substances and for cultural reasons, as detailed below.

- **Marital rape**

Non-consensual vaginal, anal or oral penetration of the body of another person where the penetration is of a sexual nature, with any bodily part or with an object, as well as any other non-consensual acts of a sexual nature, by a spouse or ex-spouse or by a former or current partner with whom a victim of rape is or has been living in an intimate partner relationship [Article 8 of Law 3500/2006 (Government Gazette, Series I, No 232/24.10.2006)].

- **Date rape<sup>14</sup>**

Non-consensual vaginal, anal or oral penetration of the body of another person where the penetration is of a sexual nature, with any bodily part or with an object, by an acquaintance or dating partner of the rape victim.

**Substance facilitated rape**

This form of rape occurs when toxic substances, such as alcohol, drugs, tranquilisers, sleeping pills, etc., are used by the perpetrator (rapist) to inhibit the would-be victim's ability to resist (Article 13D CrCo) by diminishing his/her sensory and mental capacity and thus rendering him/her unable to freely consent to sexual activity<sup>15</sup>. Not only do these substances inhibit the victim's ability to resist, but they may also diminish, depending on the substance, the victim's ability to remember the incident totally or partially.

- **Virgin rape<sup>16</sup>**

Those who commit a so-called 'virgin rape' believes that a person having a sexually transmitted disease can cure the infection by having sexual intercourse with a virgin by transferring their infection to an uninfected body. Women with disabilities are an easy target of such a form of sexual assault and abuse as they are unable to detect the perpetrator easily and incapable of resisting as effectively as women without disabilities.

**Sexual assault on women<sup>17</sup>**

Any sexual act committed against a non-consenting woman, even if she does not show signs of resistance, which makes her feel uncomfortable, frightened or terrified.

<sup>14</sup> European Institute for Gender Equality (EIGE). *Glossary and Thesaurus*. Available at <https://eige.europa.eu/thesaurus/terms/1072?lang=en>

<sup>15</sup> Peace Over Violence. Types of sexual violence. <https://www.peaceoverviolence.org/i-types-of-sexual-violence>

<sup>16</sup> UNFPA. (2018). *Women and Young Persons with Disabilities*. [www.unfpa.org](http://www.unfpa.org). <https://www.unfpa.org/featured-publication/women-and-young-persons-disabilities>

<sup>17</sup> European Institute for Gender Equality (EIGE). *Glossary and Thesaurus*. Available <https://eige.europa.eu/thesaurus/terms/1373?lang=en>

### Trafficking in women for sexual exploitation

This is a form of trafficking in women and girls, aiming at their sexual and economic exploitation.

### Sexual violence in armed conflict<sup>18</sup>

Sexual violence in particular has been used during armed conflicts, including as a form of torture, to inflict injury, to extract information, to humiliate, intimidate and destroy communities. The rape of women has been used to humiliate the opponent, expel communities and groups from their area, and deliberately spread HIV. Women have been forced to sexual slavery and many have been abducted and forced to become 'wives' as a reward to fighters. The forms that sexual violence can take during armed conflict are:

- **Rape** (as per the above)
- **Sexual slavery**  
Form of sexual exploitation of individuals through the use or threat of force, often occurring in times of armed conflict or belligerent occupation.
- **Forced sterilisation**  
Procedure to have the reproductive behaviour of a woman or a specific group of women controlled by one or more other individuals. Performing surgery which has the purpose or effect of terminating a woman's capacity to naturally reproduce **without her prior and informed consent** or understanding of the procedure and of its consequences in her life<sup>19</sup>.
- **Forced abortion.**  
Intentional termination of pregnancy without the prior and informed consent of the pregnant woman or girl. 'Termination of pregnancy' means any procedure involving miscarriage of the foetus. It includes any abortion performed **without the pregnant woman or girl's informed decision**<sup>20</sup>.
- **Early and forced marriage**  
Intentionally forcing an adult or child to marry without him/her being able to freely and fully consent. 'Forced marriage' includes, among other things, marriage of underage female children and girls with older men<sup>21</sup>.

<sup>18</sup> European Institute for Gender Equality (EIGE). *Glossary and Thesaurus*. Available <https://eige.europa.eu/thesaurus/terms/1427?lang=en>

<sup>19</sup> European Institute for Gender Equality (EIGE). *Glossary & Thesaurus*. <https://eige.europa.eu/thesaurus/terms/1139?lang=en>

<sup>20</sup> European Institute for Gender Equality (EIGE). *Glossary & Thesaurus*. <https://eige.europa.eu/thesaurus/terms/1135?lang=en>

<sup>21</sup> The Stop Violence Against Women website (STOPVAW). (2020). *Violence Against Women with Disabilities*. (20 September 2020). [www.stopvaw.org](http://www.stopvaw.org). [https://www.stopvaw.org/violence\\_against\\_women\\_with\\_disabilities](https://www.stopvaw.org/violence_against_women_with_disabilities)



### Forced prostitution

Physical and mental abuse and sexual exploitation of women and children who are forced to engage in prostitution, a form of sexual slavery which is incompatible with human dignity and fundamental human rights. 'Forced prostitution' entails deprivation of personal freedom, violence (beatings, sexual and other torture, psychological violence), withholding of personal belongings, documents, etc. resulting in the moral, mental and physical obliteration of women and loss of their identity, which often leads to suicide.<sup>22</sup>

### Sexual harassment

'Any form of unwanted verbal, non-verbal or physical conduct of a sexual nature that 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'<sup>23</sup>. Sexual harassment can also take place at work, in education and sports facilities, in places of worship, in social institutions, and in any area of social life where hierarchy and power relations can cause vulnerability and victimisation, creating a climate of shame, embarrassment, restraint, even humiliation or hostility which becomes suffocating for the person being harassed, in particular where the broader environment accepts such behaviours as jokes or where a person becomes the subject of such behaviours when nobody else is present<sup>24</sup>.

### Image-based sexual abuse

It is defined as the non-consensual taking, sharing or threats to share nude or sexual images (photos or videos) of a person. It also includes digitally altered imagery in which a person's face or body is superimposed or 'stitched into a pornographic photograph or video, known as 'false pornography', the taking of 'upskirt' images of persons in public spaces for voyeurism purposes and in order to digitally alter and upload them on pornographic websites, the transmission of unwanted photos of sexual content, such as the sharing of personal photographs of sexual content without the consent of the person depicted in them, sextortion and revenge pornography<sup>25</sup>.

### The rape culture

The manifestation of sexual violence and its forms is based on rape culture. Rape culture comprises '*a complex set of socio-cultural beliefs that encourage male sexual aggression and support violence against women. In a rape culture, women perceive a continuum of threatened violence that ranges from sexual remarks to sexual touching to rape itself. A rape culture condones physical and emotional terrorism against women as the norm [...]. In a rape culture both men and women assume that sexual violence is a fact of life, inevitable [...]*'<sup>26</sup>.

<sup>22</sup> European Institute for Gender Equality (EIGE). Glossary and Thesaurus. Available at <https://eige.europa.eu/thesaurus/terms/1138?lang=en>

<sup>23</sup> Law 4604/2019 on promoting essential gender equality

<sup>24</sup> European Institute for Gender Equality (EIGE). Glossary and Thesaurus. Available at <https://eige.europa.eu/thesaurus/terms/1138?lang=en>

<sup>25</sup> Henry, N., Flynn, A., & Powell, A. (2020). Technology-Facilitated Domestic and Sexual Violence: A Review. *Violence Against Women*, 26(15-16), 1828-1854. <https://doi.org/10.1177/1077801219875821>

<sup>26</sup> Buchwald, E., & Fletcher, P., & Roth, M. (1993). *Transforming a Rape Culture*. Minneapolis: Milkweed Editions.

There are five underlying components that make up a rape culture: traditional gender roles, sexism, adversarial sexual beliefs, hostility toward women, and acceptance of violence<sup>27</sup>. More specifically:

**Traditional gender social roles** may be defined as assumed social roles, responsibilities, and interests of men and women based on the cultural norms about the gender-based social roles in each society<sup>28</sup>. Following are some examples of traditional gender social roles:

- men are aggressive and women are passive
- men are aggressive and women are fragile
- men are sexual and women are pure<sup>29</sup>.

**Sexism** consists in acts or attitudes that discriminate against people based solely on their gender and is a practice that degrades individuals on the basis of their gender. This belief encourages the notion that women are merely objects for men's pleasure and therefore normalises rape<sup>30</sup>.

**Adversarial sexual beliefs** include the notions that women are sly and manipulative, and men are only after sex<sup>31</sup>. The cultural contexts that adopt such beliefs allow the justification and rationalisation of rape, date rape in particular<sup>32</sup>.

**Hostility toward women** includes perceptions and beliefs about women being deceitful and would do anything to go ahead and are therefore not to be trusted<sup>33</sup>.

**Acceptance of violence** is justified in certain circumstances, e.g. violence in war.

<sup>27</sup> Johnson, N. L., & Johnson, D. M. (2017). An Empirical Exploration Into the Measurement of Rape Culture. *Journal of Interpersonal Violence*, 36(1-2), 088626051773234. <https://doi.org/10.1177/0886260517732347>

<sup>28</sup> *ibid*

<sup>29</sup> *ibid*

<sup>30</sup> Johnson, N. L., & Johnson, D. M. (2017). An Empirical Exploration Into the Measurement of Rape Culture. *Journal of Interpersonal Violence*, 36(1-2), 088626051773234. <https://doi.org/10.1177/0886260517732347>

<sup>31</sup> Johnson, N. L., & Johnson, D. M. (2017). An Empirical Exploration Into the Measurement of Rape Culture. *Journal of Interpersonal Violence*, 36(1-2), 088626051773234. <https://doi.org/10.1177/0886260517732347>

<sup>32</sup> *ibid*

<sup>33</sup> *ibid*

Rape culture manifests itself through **victim blaming**, **slut shaming** and **rape myths**. Victim blaming means that the victim is deemed responsible for what happened to them, despite being the victim of rape. Victim blaming happens in many ways, from comments about possible intoxication, the clothes that the victim was wearing, to the place where the victim was when the rape took place<sup>34</sup>. Behind **slut shaming** there is a sexual double standard, i.e. that men can have multiple sexual partners but women can't. Rape myths consist of beliefs about a sexual assault that create false ideas of the rape, the victim and the rapist, which are based on stereotypes and prejudices<sup>35</sup>, and may lead to victim blaming, secondary victimisation by the authorities and agencies responsible to receive rape reports and support victims.

The most common rape myths are<sup>36</sup>:

MYTH	FACT
Sex is the primary motivation for rape.	Power, anger, dominance and control are the main motivators for rape.
Only certain types of women are raped.	Any woman can be a victim of rape. However, many people believe women who are of high moral character don't get raped and that females of low moral character do get raped.
Women falsely report rape.	Only a very small percentage of reported rapes are thought to be false reports.
Rape is perpetrated by a stranger.	The vast majority of rapes are perpetrated by a known assailant.
Rape involves a great deal of physical violence and the use of a weapon.	Most rapes do not involve a great deal of physical force. The majority of victims report that they were afraid of receiving serious injuries or of being killed and so offered little resistance to the attack. This may also explain why little force or weapons are needed to subdue victims.

<sup>34</sup> Grubb, A., & Turner, E. (2012). 'Attribution of blame in rape cases: A review of the impact of rape myth acceptance, gender role conformity and substance use on victim blaming' In: *Aggression and Violent Behaviour*, volume 17 (5), P. 443- 452. <https://doi.org/10.1016/j.avb.2012.06.002>

<sup>35</sup> Johnson, N. L., & Johnson, D. M. (2017). An Empirical Exploration Into the Measurement of Rape Culture. *Journal of Interpersonal Violence*, 36(1-2), 088626051773234. <https://doi.org/10.1177/0886260517732347>

<sup>36</sup> WHO. (2003). Guidelines for medico-legal care for victims of sexual violence. <https://apps.who.int/iris/bitstream/handle/10665/42788/924154628X.pdf?sequence=1&isAllowed=y>

MYTH	FACT
Rape leaves obvious signs of injury.	Because most rapes do not involve a significant amount of force there may be no physical injuries. Just because a person has no physical injuries does not mean they were not raped. Only approximately one-third of rape victims sustain visible physical injuries.
When women say 'no' to sex, they actually mean 'yes'.	'No' means 'No'; a woman's wishes in this regard should be respected at all times.
Sex workers cannot be raped.	Any sex worker can be raped. Studies show that a significant proportion of male and female sex workers have been raped by their clients, the police or their partners.
A man cannot rape his wife.	Any forced sex or forced sexual activity constitutes rape, regardless of whether or not the woman is married to the perpetrator.
Rape is reported immediately to the police.	The majority of rapes are never reported to the police. Of those that are reported, most are done so more than 24 hours after the incident. Victims do not report at all or delay reporting because they think nothing will be done, the perpetrator may have made threats against them or their families, they are afraid of family or community responses or they are ashamed. Some victims simply feel that it is a private matter or do not know where to report the incident.

### ***Risk and protective factors for sexual violence perpetration***

Please note that the risk factors for sexual violence referred to below, according to the Centre for Disease Control and Prevention (CDC), are linked to a greater likelihood of sexual violence perpetration. They are contributing factors and might not be direct causes of sexual violence<sup>37</sup>. Given the above clarification, these risk factors for sexual violence perpetration are broken down into individual, relationship and social risk factors<sup>38</sup>. Protective factors can reduce the likelihood of sexual violence perpetration and victimisation<sup>39</sup>.

<sup>37</sup> Centres for Disease Control and Prevention (CDC). (2019). Risk and Protective Factors|Sexual Violence|Violence Prevention|Injury Centre|CDC. Centres for Disease Control and Prevention.  
<https://www.cdc.gov/violenceprevention/sexu- alviolence/riskprotectivefactors.html>

<sup>38</sup> To adapt the CDC classification to the Greek context, community and social actors were merged into the 'social factors' category.

<sup>39</sup> Centres for Disease Control and Prevention (CDC). (2019). Risk and Protective Factors|Sexual Violence|Violence Prevention|Injury Centre|CDC. Centres for Disease Control and Prevention.  
<https://www.cdc.gov/violenceprevention/sexu- alviolence/riskprotectivefactors.html>

**Risk factors for sexual violence perpetration****Individual risk factors**

- Alcohol and drug use
- Delinquency
- Lack of concern for others
- Aggressive behaviour and acceptance of violent behaviours
- Early sexual initiation
- Coercive sexual fantasies
- Preference for impersonal sex and sexual-risk taking
- Exposure to sexually explicit media
- Hostility towards women
- Adherence to traditional gender role norms
- Hyper-masculinity
- Suicidal behaviour
- Prior sexual victimisation or perpetration
- Previous sexual victimisation or assault

**Relationship risk factors**

- Family history of conflict and violence
- Childhood history of physical, sexual, or emotional abuse
- Emotionally unsupportive family environment
- Poor parent-child relationships, particularly with fathers
- Association with sexually aggressive, hypermasculine, and delinquent peers
- Involvement in a violent or abusive intimate partner relationship

**Social risk factors**

- Poverty
- Lack of employment opportunities
- Lack of institutional support from police and judicial system
- General tolerance of sexual violence within the community
- Weak community sanctions against sexual violence perpetrators
- Societal norms that support sexual violence
- Societal norms that support male superiority and sexual entitlement
- Societal norms that maintain women's inferiority and sexual submissiveness
- Weak laws and policies related to sexual violence and gender equity
- High levels of crime and other forms of violence

**Preventive factors for perpetration**

- Families where caregivers work through conflicts peacefully
- Emotional health and connectedness
- Empathy
- Knowledge of consent<sup>40</sup>
- Knowledge of the legal framework on sexual violence and rape<sup>41</sup>

<sup>40</sup> Salazar, L. F., Swartout, K. M., Swahn, M. H., Bellis, A. L., Carney, J., Vagi, K. J., & Lokey, C. (2018). Precollege sexual violence perpetration and associated risk and protective factors among male college freshmen in Georgia. *Journal of Adolescent Health*, 62(3). <https://doi.org/10.1016/j.jadohealth.2017.09.028>

<sup>41</sup> *ibid*

### ***Reasons why a victim of sexual assault or rape does not report the incident<sup>42</sup>***

- The victim is shocked by the violence she has suffered.
- The perpetrator of the sexual assault or rape is someone the victim knows. More specifically, if :
  - the victim's current/ former partner/ spouse
  - is an acquaintance/ friend/ relative

The perpetrator of the sexual assault or rape is someone in a position of power.

Fear of retaliation; the victim is afraid that if she reports the incident, the perpetrator will retaliate. This is particularly true where the perpetrator is someone the victim knows.

Feeling of shame: The victim is afraid that she will be humiliated and/or stigmatised by her family, the police, judicial authorities, friends, etc., as they will blame her of the rape (victim blaming), especially if there are no obvious signs of resistance on her body, despite the most common reaction of victims of sexual assault being to freeze and not react. The same is true of victims of sexual assault who had consumed alcohol or other substances before being raped.

The victim is not sure whether the sexual assault she has suffered can be classified as rape.

Rape culture blames the victim for her rape either because of having caused it or because of having failed to avoid it.

Lack of faith in the police and judicial authorities, fearing they will not prosecute the perpetrator. [See Annex 1 for the guidelines on rape and the rape protocol published by the Hellenic Public Health Organisation (EODY) for refugee camps.]

### ***Health effects of sexual violence<sup>43</sup>***

The table below lists the effects of sexual violence on victims of sexual violence according to WHO.

<sup>42</sup> Marie Stopes South Africa. (9 December 2017). 10 Reasons people don't report rape & sexual assault. Marie Stopes. <https://www.mariestopes.org.za/10-reasons-people-dont-report-rape-sexual-assault/>

Psychology Today. (21 December 2021). Why Women Don't Immediately Report Sexual Assault | Psychology Today. [www.psychologytoday.com](http://www.psychologytoday.com).

DORDULIAN LAW Group. (4 November 2021). Top 10 Reasons People Do Not Report Sexual Abuse. Dordulian Law Group. <https://www.dlawgroup.com/reasons-people-do-not-report-sexual-abuse/>

<sup>43</sup> Based on: Understanding and addressing violence against women (2012) and Guidelines for medico-legal care for victims of sexual violence WHO (2003)

<b>Reproductive health</b>	<ul style="list-style-type: none"> <li>• Gynaecological trauma</li> <li>• Unwanted pregnancy</li> <li>• Unsafe abortion</li> <li>• Sexual dysfunction</li> <li>• Sexually transmitted infections including HIV</li> <li>• Traumatic fistulas</li> <li>• Infertility</li> </ul>
<b>Mental health</b>	<ul style="list-style-type: none"> <li>• Depression</li> <li>• Rape trauma syndrome</li> <li>• Post-traumatic stress disorder</li> <li>• Phobias</li> <li>• Anxiety</li> <li>• Sleep disturbances</li> <li>• Physical complaints</li> <li>• Suicidal behaviour</li> <li>• Panic attacks</li> <li>• Substance abuse</li> <li>• Eating disorders</li> </ul>
<b>Behaviour</b>	<ul style="list-style-type: none"> <li>• Engaging in high-risk behaviours (e.g. unprotected sex)</li> <li>• Consensual sexual initiation, multiple partners, alcohol and drug abuse</li> <li>• Higher risk of perpetration (for men) or experience</li> <li>• Subsequent sexual violence (for women)</li> </ul>
<b>Disastrous-fatal effects/ consequences</b>	Death by: <ul style="list-style-type: none"> <li>• Suicide</li> <li>• Pregnancy complications</li> <li>• Unsafe abortion</li> <li>• AIDS</li> <li>• Murder during rape or 'honour' killing</li> <li>• Infanticide of a child born of rape</li> </ul>

### *Legislative initiatives at EU and international levels*

#### UN

On 2 September 2022, the UN unanimously adopted a resolution<sup>44</sup> entitled 'International Cooperation for Access to Justice, Remedies and Assistance for Survivors of Sexual Violence'<sup>45</sup>. The text was passed by the General Assembly by consensus, without any amendment, and urges all nations to:

- Recognise rape in peacetime within the framework of national and international law.
- Take effective measures in providing victims and survivors access to justice.

<sup>44</sup> United Nations. (2 September 2022). General Assembly Adopts Four Resolutions, including Contested Text Addressing Justice for Victims of Sexual Violence | UN Press. Press.un.org. <https://press.un.org/en/2022/ga12438.doc.htm>

<sup>45</sup> International cooperation for access to justice, remedies and assistance for survivors of sexual violence

- Provide survivors access to reparations and assistance.
- Condemn all forms of sexual and gender-based violence<sup>46</sup>.

### The case of Spain

On 25 August 2022, the Spanish Parliament passed a Law entitled '**Ley Orgánica 10/2022, de 6 de septiembre, de garantía integral de la libertad sexual**'—also known as the 'Only yes is yes' Law—with 205 votes in favour, 141 against and 3 abstentions. The law makes 'consensus' a key element, stressing that it should be 'expressed freely by acts (...) clearly demonstrating the individual's will'<sup>47</sup> and eliminates the distinction between sexual assault and abuse<sup>48</sup>. The preamble to the draft law stated that 'sexual violence may be one of the most frequent and best hidden human rights violations in the Spanish society, affecting specifically and disproportionately women and girls, as well as boys'<sup>49</sup>.

Sexual violence is defined as acts of a sexual nature for which there is no consent and which occur in public and/or private spaces. Such acts include sexual assault, sexual harassment, exploitation of the prostitution of others, just like all other offenses provided for in the Criminal Code and aiming specifically at minors<sup>50</sup>. When it comes to behaviours and acts which violate sexual freedom and take place without the explicit consent of the victim, there will be a different range of penalties depending on severity and the existence of aggravating circumstances<sup>51</sup>.

This Law aimed to ensure full protection of the right to sexual freedom and eliminate all forms of sexual violence<sup>52</sup>. The purpose of this change of perspective is to avoid secondary victimisation of women and children who have fallen victims to violence.

The scope of the law, in accordance with Article 3, covers sexual violence, meaning any non-consensual act of a sexual nature which presupposes the free development of sexual life in any public or private sphere, including in the digital sphere. It also includes collecting statistics and making reparation to victims, as well as femicide caused by sexual violence, meaning homicide or murder of women and girls<sup>53</sup>.

<sup>46</sup> DORDULIAN LAW Group. (7 September 2022). United Nations Passes 'Historic' Resolution Recognising Survivors of Sexual Violence. Dordulian Law Group. <https://www.dlawgroup.com/united-nations-passes-resolution-recognizing-survi-vors-sexual-violence/>

<sup>47</sup> *Naftemporiki*. (26 August 2022). Spain: Consent is a key element of anti-sexual-violence legislation. [www.naftemporiki.gr](http://www.naftemporiki.gr). <https://www.naftemporiki.gr/story/1898048/ispantia-i-sunainesi-basiko-stoixeio-tis-nomothesias-kata-tis-seksoualikes-bias>

<sup>48</sup> Lefebvre. (26 August 2022). Luz verde a la Ley Orgánica de garantía integral de la libertad sexual. *El Derecho*. <https://elderecho.com/luz-verde-ley-organica-garantia-integral-libertad-sexual>

<sup>49</sup> Congreso de los Diputados. (2022, August 25). Notas de prensa - Congreso de los Diputados. [www.congreso.es](http://www.congreso.es). [https://www.congreso.es/notas-de-prensa?p\\_p\\_id=notasprensa&p\\_p\\_lifecycle=0&p\\_p\\_state=normal&p\\_p\\_mode=view&\\_notas-prensa\\_mvcPath=detalle&\\_notasprensa\\_notaid=42889](https://www.congreso.es/notas-de-prensa?p_p_id=notasprensa&p_p_lifecycle=0&p_p_state=normal&p_p_mode=view&_notas-prensa_mvcPath=detalle&_notasprensa_notaid=42889)

<sup>50</sup> *ibid*

<sup>51</sup> Gallardo, V. M. (25 August 2022b). Consentimiento, reforma de los delitos sexuales y otras claves de la ley del solo si es si. *Elperiodicodeespana*. <https://www.epe.es/es/igualdad/20220825/claves-ley-solo-si-es-si-13706893>

<sup>52</sup> Congreso de los Diputados. (2022, August 25). Notas de prensa - Congreso de los Diputados. [www.congreso.es](http://www.congreso.es). [https://www.congreso.es/notas-de-prensa?p\\_p\\_id=notasprensa&p\\_p\\_lifecycle=0&p\\_p\\_state=normal&p\\_p\\_mode=view&\\_notas-prensa\\_mvcPath=detalle&\\_notasprensa\\_notaid=42889](https://www.congreso.es/notas-de-prensa?p_p_id=notasprensa&p_p_lifecycle=0&p_p_state=normal&p_p_mode=view&_notas-prensa_mvcPath=detalle&_notasprensa_notaid=42889)

<sup>53</sup> BOE-A-2022-14630 Ley Orgánica 10/2022, de 6 de septiembre, de garantía integral de la libertad sexual. (7 September 2022). [www.boe.es](http://www.boe.es). <https://www.boe.es/buscar/act.php?id=BOE-A-2022-14630>



The Law introduced amendments to the Spanish Criminal Code as regards the criminalisation of forms of sexual violence for which no criminal proceedings had been provided for explicitly. More specifically,

- The law criminalised image-based sexual abuse, such as the creation of false social media profiles and the sharing with third parties of pictures or videos without authorisation/ permission from the persons shown therein, in breach of the privacy of those persons<sup>54</sup>
- It criminalised sexual violence perpetrated through the use of chemicals against the victim, to diminish the victim's resistance. Perpetrators may also include current or former partners or any other aggressor or perpetrator who has used substances to diminish the victim's resistance<sup>55</sup>.
- Advertising of prostitution is now prohibited and the Law on gender-based violence was amended to include economic violence. Furthermore, mothers whose children have been murdered will be recognised as direct victims and will have access to State aid for victims of violent crime<sup>56</sup>.
- Women victims of sexual violence who are in Spain irregularly will have the right to a residence permit and a work permit<sup>57</sup>.

As far as support services are concerned, the Law stipulates that immediate and comprehensive support and assistance will be provided to victims of sexual violence, just like in the case of gender-based violence. Victim care services will be required, and victims will be entitled to full reparation. Provision was also made for setting up, by 2024, crisis centres in each region, to provide 24-hour interdisciplinary support and assistance to victims of sexual violence and their relatives or friends. Provision was also made for setting up special centres for underage victims of sexual violence, whether girls or boys, who will be provided with comprehensive care and support<sup>58</sup>.

<sup>54</sup> Congreso de los Diputados. (2022, August 25). Notas de prensa - Congreso de los Diputados. [www.congreso.es. https://www.congreso.es/notas-de-prensa?p\\_p\\_id=notasprensa&p\\_p\\_lifecycle=0&p\\_p\\_state=normal&p\\_p\\_mode=view&\\_notasprensa\\_mvcPath=detalle&\\_notasprensa\\_notaid=42889](https://www.congreso.es/notas-de-prensa?p_p_id=notasprensa&p_p_lifecycle=0&p_p_state=normal&p_p_mode=view&_notasprensa_mvcPath=detalle&_notasprensa_notaid=42889)

<sup>55</sup> Gallardo, V. M. (25 August 2022b). Consentimiento, reforma de los delitos sexuales y otras claves de la ley del solo si es si. *Elperiodicodeespana*. <https://www.epe.es/es/igualdad/20220825/claves-ley-solo-si-es-si-13706893>

<sup>56</sup> *ibid*

<sup>57</sup> *ibid*

<sup>58</sup> *ibid*

Sex education will be introduced at all levels of education, with special reference to the digital world as a primary tool for preventing and deterring behaviours that compromise sexual freedom<sup>59</sup>.

The Law entered into force on 7 October 2022.

### The case of Greece

In Greece, rape is classified as a crime in Article 336 CrCo [Law 4619/2019 (Government Gazette, Series I, No 95/11.6.2019), as amended by Law 4855/2021], as mentioned above, which provides as follows<sup>60</sup>:

1. Rape (a) by the use or threat of violence: It is punished by imprisonment of at least 10 years. If it was performed by two or more perpetrators who acted together or resulted in the death of the victim or if the victim is a minor, life sentence is imposed; (b) without the consent of the victim: It is punished by imprisonment of up to 10 years.
2. Indecent assault: It is punished by imprisonment of up to 1 year or a fine. Criminal prosecution requires a complaint, unless the victim is a minor. If the victim is younger than 12 years of age, it is punished by imprisonment of up to 2 years or a fine.
3. Whoever makes gestures of a sexual nature or makes proposals for the performance of sexual acts to a person who is dependent on same for employment or by taking advantage of the position of a person who is in search of employment shall be punished by imprisonment of up to 3 years.
4. Domestic indecent assault: It is punished by imprisonment of up to 2 years. It is punished by imprisonment of at least 6 months and up to 3 years if the victim is a minor.
5. Abuse of a person incapable of resisting a sexual act: It is punished by incarceration<sup>61</sup>. If it was performed by two or more perpetrators acting together, a sentence of at least 10 years is imposed (Article 338 CrCo). If the above act resulted in the death of the victim, a life sentence is imposed (Article 340 CrCo).

In the case of an underage victim

- Whoever engages in a sexual act with a person under the age of 15 or deceives that person into engaging in or being subjected to such an act is punished, if there is no way to be punished more severely under Articles 342 and 351A, as follows: (a) if the victim has not reached the age of 12, by imprisonment of at least 10 and up to 15 years; (b) if the victim has reached the age of 12 years. If any of the above acts resulted in the death of the victim, a life sentence is imposed.
- Sexual acts attended by minors: Whoever forces or seduces a minor who has not reached the age of 15 to attend a sexual act, among other things, without the minor taking part in that act, is punished by imprisonment of at least 2 years and a fine if the minor is less than 14 years of age, or by imprisonment of up to 3 years or a fine if the minor has reached the age of 14 (Article 339 CrCo).

<sup>59</sup> *ibid*

<sup>60</sup> The information was derived from the Progress Report on the implementation of the Istanbul Convention submitted to GREVIO by GSDFPGE as coordinator on 31 March 2022 <https://rm.coe.int/inf-2022-4-state-report- greece/1680a60a4e>

<sup>61</sup> Where incarceration means temporary imprisonment of 5 to 15 years (Article 52 CrCo).

- As far as rape statistics are concerned, according to information from the Hellenic Police, there were 353 solved and unsolved cases of rape recorded in 2021, of which 330 were felonies and 23 were misdemeanours. The highest number of rapes, i.e. 36 rapes, and 15 attempted rapes were reported in August, according to data from the Hellenic Police 2021 Yearbook of Statistics<sup>62</sup>. An average of 200 rapes per year were reported by female victims in the period 2010-2020, with a total number of 202 in 2021, according to data from the Gender Equality Observatory. As regards reported rapes within the family, there were 45 cases recorded in 2021, involving 45 male perpetrators and 45 victims. There were 41 (91.1%) adult and 3 (6.7%) underage female victims of domestic rape in 2021, and one adult male (2.2%) reported being raped by a man in his family environment (for more details see the chapter on statistics). As regards statistics from the counselling centres and shelters of the GSDFPGE network of structures, 2.4% of the cases concerned sexual harassment and 2% related to rape (for more details see the chapter on statistics). The information falls short of the magnitude of rape in Greece, and statistics fail to capture incidents of sexual assault or other forms of sexual violence apart from rape.

<sup>62</sup> Hellenic Police. 2021 Yearbook of Statistics <http://www.astynomia.gr/images/stories/2022/files22/epetirida2021.pdf>

## B. The General Secretariat

The **General Secretariat for Demography and Family Policy and Gender Equality** (GSDFPGE) is the governmental body responsible for planning, implementing and monitoring the application of policies on equality between women and men in all areas.

GSDFPGE is also the leading governmental body responsible for preventing and combating violence against women. Since 2010, it has been implementing the 'National Programme for preventing and combating violence against women'. A comprehensive network of structures is now in place across Greece to prevent and address all forms of violence against women and to support and protect victims.

In 2016, in response to the needs resulting from the economic and refugee crisis, GSDFPGE expanded its target group to include in the 'National Action Plan for Gender Equality 2016-2020' female victims of multiple discrimination. It also broadened the services already provided (psychosocial support, legal counselling, legal aid, hospitality) to include job counselling, in order to meet the needs of women in search of employment.

The project has been in operation uninterruptedly since launch, being co-financed with NSRF funds through Regional Operational Programmes (ROPs), and was extended up to the end of 2023 by Circular No 117366/5.11.2021 of the Special Service for Coordination and Monitoring of ESF Actions on extending the operation of structures and broadening the services provided with co-financing under ROP thematic target 9.

The network of structures comprises 64 structures:

- The nationwide **SOS 15900 Helpline**, offering its services on a 24X365 basis free of charge (to Vodafone, Wind and Cosmote subscribers). Its services are available in Greek and English, as well as in Arabic, Farsi, Ukrainian and Russian after making an appointment. Moreover, the line is supported by the email address [sos15900@isotita.gr](mailto:sos15900@isotita.gr).
- **44 counselling centres** across Greece, where female victims of gender-based violence are provided with the following services:
  - social, psychological, legal and employment support (from a gender-based perspective);
  - referral or escort —where necessary— to shelters, police and public prosecutor authorities, courts, hospitals, health centres, mental health centres, agencies responsible for welfare or other benefits, agencies responsible for the promotion of employment and entrepreneurship, agencies responsible for providing child protection and support services, etc.;
  - legal aid, in cooperation with bar associations.

- **19 shelters** , providing safe accommodation to female victims of gender-based violence and their children. They also provide additional psychosocial support as well as employment and legal advice through counselling centres and facilitate access to health services and enrolment of children in schools.

Both counselling centres and shelters are implementing prevention actions, as well as actions intended to inform and raise awareness among the local community on gender equality and on addressing violence and multiple discrimination against women.

The provision of services is based on the principle of voluntary consent of the victim, the principle of confidentiality (especially in terms of keeping hostel addresses secret), with a view to empowering female victims of violence and helping them regain their self-esteem, so that they are able to take responsibility for their professional, personal and family life and make the best possible decisions for their future.

Interpretation is also possible at all network structures and in all languages; since July 2022, the relevant service is monitored and coordinated by GSDFPGE.

## 1. GSDFPGE actions to address and combat gender-based and domestic violence in the context of implementing the ESDIF 2021-2025

In implementing the ESDIF 2021-2025 with a view to addressing gender-based and domestic violence, GSDFPGE has implemented the following actions, classified under **Priority Axis 1 'Prevention and control of gender-based and domestic violence'** and **Priority Axis 4 'Mainstreaming the gender perspective into sectoral policies'**. More specifically:

In the **Priority Axis 1 'Prevention and control of gender-based and domestic violence'**, the progress made in connection with the following actions will be presented:

### *Tool for assessing the risk of domestic violence*

The setup of a cross-cutting tool for assessing the risk of domestic violence falls under '**Action 1.1.2 Introducing other measures to achieve the objectives of the Istanbul Convention**', which is part of Greece's obligations following the ratification of the Istanbul Convention by Law 4531/2018 I) ratifying the Council of Europe Convention on preventing and addressing violence against women and domestic violence and adjusting Greek legislation, particularly in Article 51 on risk assessment and management. Moreover, Article 22 of Directive 2012/29/EU establishing minimum standards on the rights, support and protection of victims of crime provides that tailored measures should be taken to protect victims, i.e. using a case-by-case approach. The tool for assessing the risk of domestic violence was developed by GSDFPGE using this very approach, as provided for in Directive 2012/29/EU<sup>63</sup>.

<sup>63</sup> Directive 2012/29/EU of the European Parliament and of the Council establishing minimum standards on the rights, support and protection of victims of crime and replacing Council Decision 2001/220/JHA <https://eur-lex.europa.eu/legal-content/EL/TXT/PDF/?uri=CELEX:32012L0029&from=FR>

The tool is intended for assessing:

- deadly violence;
- the seriousness of the situation; and
- the risk of recurrence of violence against victims of domestic violence / violence against women;

given that:

- it raises awareness among the organisations involved so that they are informed of the dangers of domestic violence and creates a common language for understanding the risk factors among the organisations involved. Developing a common language among the organisations involved is a key step in the process of ensuring group communication and cooperation, which is necessary to address domestic violence;
- targeted and specific questions are used which are able to bring to surface memories of abuse, helping both victims to realise the extent of the violence they are suffering and experts to determine the level of risk of domestic violence;
- it facilitates the collection of detailed and important information about the victim and the perpetrator;
- the voice of victims of domestic violence is taken into account, thus creating a real antidote to the defence mechanisms of 'denial' and 'naturalisation'<sup>64</sup> often accompanying gender-based violence.

The pilot phase of the tool implementation was completed on 5 November 2022 after it was used for six months by competent agencies of 3 Greek municipalities. The participating municipalities were Peristerion, Herakleion and Kavala. The methodology used in the pilot phase included desk research, research on data and incidents recorded by the organisations directly involved in the process, namely the counselling centres of the GSDFPGE network, the Hellenic Police (Hellenic Police Department of Combating Domestic Violence, operating 73 offices across Greece), Public Prosecutor Offices, hospitals, the Forensic Medicine Service and the social services of Greek municipalities. A draft version of the tool was also created, which was discussed with the project team, experts from abroad and 14 consultation groups in the form of focused discussions.

Upon completion of the pilot phase, the evaluation of the pilot implementation of the tool was launched, as planned, in focused discussion groups with professionals from the organisations that used the tool, in order to decide on its final form and on how to implement it.

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<sup>64</sup> Naturalisation in English.

This tool is intended to be used on a cross-cutting basis by all State first reception organisations (e.g. health services, police, social services). To make sure that it is used properly, training will be provided and an implementation guide will be prepared for the tool.

### **GBV Pocket Guide**

Under “**Action 1.3.1- Support for coordination and networking of structures – Provision of information material and support with new digital applications**” of the ESDIF 2021-2025, the Directorate for Social Protection and Counseling Services of GSDFPGE, in cooperation with the UNICEF Greece Country Office, adapted the **Gender-Based Violence Pocket Guide** (GBV Pocket Guide) to the Greek language. The key changes made concerned information on the Greek context, references and terminology used in the national context. The Pocket Guide is a digital application that uses global standards to provide key support and information to professionals such as health professionals, social workers as well as other staff taking the lead in assisting vulnerable groups.

The Gender-Based Violence Application is designed as a practical tool for professionals as well as any individual who becomes aware of an incident of gender-based violence. It includes a easy-to-read flow chart, a brief reference to ‘**Dos and Don’ts**’ and brief navigation on a **step-by-step list of response actions**, based on the principles of an approach that focuses on the person experiencing or having survived an incident of sexual violence. **Furthermore, the application itself contains a newsletter from GSDFPGE and the Hellenic Police in printed format (PDF), a User Guide and the Pocket Guide. The support material aims to ensure** that all public and private sector professionals as well as anyone who becomes aware of an incident of gender-based violence will support those asking for help, providing them with all available information regarding the response services provided by the GSDFPGE network of structures and other general services, without causing further damage and in a way that strengthens a survivor-centred approach. The Gender-Based Violence Application was adapted and translated in 11 languages, including English, French, Spanish, Portuguese, Russian, ,Arabic, etc.

The guide is available to all at [www.gbvguidelines.org](http://www.gbvguidelines.org) and [www.gbvaor.net](http://www.gbvaor.net) for high-resolution and low-resolution printouts, or it can be downloaded from **Google Play** or the **Apple Store**. Search for ‘Gender-Based Violence Pocket Guide - GBV Pocket Guide’.

### **‘Panic button’ application**

GSDFPGE, together with the Ministry of Citizen Protection and in cooperation with the Ministry of Digital Governance and VODAFONE, is creating a ‘panic button’ application, to help women who are in immediate danger to safely call for quick help. This is an application that will allow a woman in danger to ask for help by pressing a button on her mobile phone. Thanks to technology, women’s telephones will be connected to the police, and the authorities will identify the location and intervene immediately to protect them.

GSDFPGE and the Hellenic Police will be responsible for providing the application.

### ***Study on the special needs of the children of women hosted in shelters of the GSDFPGE network of structures***

This study is included in **'Action 1.1.2 Introducing other measures to achieve the objectives of the Istanbul Convention'**, and in the reporting period the study *'Programmatic Review of Services available and accessible to Children in the shelters of the Network of the General Secretariat for Demography and Family Policy and Gender Equality'* was completed. This study was prepared by the Child Health Institute in cooperation with the UNICEF Greece Country Office and GSDFPGE.

The study aimed to take stock of the current situation in hostels with regard to the children hosted therein together with their mothers and to provide children who have witnessed or suffered domestic violence with the services rendered by the GSDFPGE network of structures. The study also aimed to develop guidelines for upgrading the services provided to children as part of the hospitality offered at the GSDFPGE network of shelters, with particular emphasis on the children of refugee and migrant women.

As you may well know, the scientific approach and methodology followed in the network of structures is based on gender perspective and emphasises the protection and support of women suffering violence or multiple discrimination. At this stage, GSDFPGE recognises the need for further adopting a child-centred approach that will holistically cover the needs and rights of children hosted in the hostels, who have either suffered or witnessed violence.

In this context, GSDFPGE pitched in to implement the research concerned, whereas the research findings and the action plan for taking additional measures to be launched next year will be part of the overall effort made by GSDFPGE towards the ongoing upgrading of the services rendered by the network of structures.

The research findings indicate that GSDFPGE has to evaluate and redefine the very design of shelters, to make them more child-friendly and fully meet the safety requirements in all cases. Furthermore, it is necessary to strengthen creative pastime programmes for children, to keep them occupied when their mothers leave the hostel to look for employment or for other reasons. Updating and revising the operating regulations, as well as training staff on how to provide services in a child-centred manner were also identified as issues that need attention.



### ***Study on the profile of perpetrators of domestic violence, evaluation of treatment programmes for perpetrators, proposals for improving treatment programmes aimed at preventing domestic violence***

Under '**Action 4.8.3 Preparing studies and surveys on the development and improvement of gender equality actions**', a study on the profile of perpetrators of domestic violence is in progress, based on the treatment programmes offered to male and female perpetrators through the arrangement for mediation in criminal cases. (February 2022 - June 2023)

The study aims to update the existing GSDFPGE Observatory mapping of organisations providing related programmes, to evaluate them and to highlight effective early proactive intervention practices for preventing recurrence of domestic violence.

It will also serve as a point of reference and comparison with similar studies in the other EU Member States and a basis for dialogue and cooperation with the organisations involved, to effectively and holistically address violence against women.

### ***Study on designing an integrated system for the management of sexual harassment, abuse and authoritarian violence reports in Greece (#MeToo movement)***

The Greek #MeToo movement started early in the second year of the COVID-19 pandemic, when Olympic medallist Sophia Bekatorou reported having suffered sexual violence in sports while taking her first steps in sailing. Other male and female athletes from various sports followed suit, as she ignited the spark that encouraged other celebrities from the fields of culture and media to report incidents of sexual harassment and violence, and in some cases the reports led to criminal proceedings.

In this context, the Greek Government set up the #MeToGreece platform in February 2021. The online portal <http://www.metoogreece.gr> aims to collect information on sexual harassment, abuse and authoritarian violence and highlight available pathways for supporting victims and reporting incidents. In the first phase, the website lists the telephone lines operated by State organisations to receive reports or complaints of incidents of sexual harassment and violence, such as:

- 15900: GSDFPGE SOS Helpline for violence against women
- 1555: Helpline of the Ministry of Labour and Social Affairs for reports to the Labour Inspectorate
- 11188: Reports to the Hellenic Police Cyber Crime Unit
- 100: Reports to the Hellenic Police Emergency Response Unit
- 1056: SOS Helpline for children, adolescents and parents
- GSDFPGE website <http://www.womensos.gr>: Information on matters pertaining to violence against women and details on the counselling centres and shelters of the GSDFPGE network of structures.

The website encourages people who have suffered sexual harassment and violence to break their silence and report the incidents they have experienced, with support from the Hellenic State. The information provided includes the definitions of 'domestic violence', 'sexual harassment' and 'rape'.

To better support the #MeTooGreece platform and further coordinate governmental and non-governmental organisations, a Project Management Team<sup>65</sup> has been set up, to ensure uniform recording and management of reports of sexual harassment, abuse and authoritarian violence.

The following organisations have participated in the action so far, coordinated by GSDFPGE:

- General Secretary for Public Sector Human Resources (Ministry of the Interior)
- SEPE (Ministry of Labour)
- National Centre for Social Solidarity (EKKA) (Ministry of Labour)
- National Referral Mechanism for the Protection of Human Trafficking Victims (EMA) – Managed by EKKA and supervised by the Office of the National Rapporteur for Trafficking).
- National Transparency Authority – Independent Authority
- Special Secretariat for the Protection of Unaccompanied Minors – Ministry of Migration and Asylum
- Asylum Service – Ministry of Migration and Asylum
- Reception and Identification Service (YPYT) – Ministry of Migration and Asylum
- Ombudsman
- Ministry of Justice
- Child's Smile – Voluntary Non-Profit Organisation
- Hellenic Police – Ministry of Citizen Protection:

Under '**Action 4.2.3 Cooperation with other ministries**' and in support of the #MeTooGreece platform, in March 2022 GSDFPGE received the study on designing the system for the management of sexual harassment, abuse and authoritarian violence reports.

The study aimed initially to look into the 5 organisations listed at <http://www.metoogreece.gr> and classify them in order to clearly reflect possible gaps in the processing of cases reported to these call centres or overlaps between the organisations. It also made reference to the institutional framework that governs each organisation's action and its scope of intervention in terms of the receipt, management or referral of reports from victims/ survivors of incidents of gender-based and domestic violence or from third parties. Then, the study aimed to look for other relevant organisations operating in Greece and consider whether they could possibly be included in the uniform procedure. Whereas, in addition to the organisations engaging in the report and investigation procedure, the search will also look for other organisations engaged in awareness-raising and ones providing purely psychological support to victims of sexual harassment, abuse and authoritarian violence. The second part of the study focused on looking into European and national standards, to disclose good and proven practices for tackling related issues, as well as practices that would be contribute to the broader objective of the project. Finally, the study included proposals for promoting and presenting the

<sup>65</sup> Decision No 56549/29.7.2021 (Internet Posting No: 6KP46MTLK-N3N) of the Deputy Minister for Labour and Social Affairs on the setup, establishment and appointment of members of the Project Management Team for the uniform recording and management of reports of sexual harassment, abuse and authoritarian violence.

organisations at <https://metoogreece.gr> , also providing specific policy recommendations and further steps to improve the operating method and interconnection of the organisations, ultimately aiming to more effectively prevent and respond to incidents and behaviours of authoritarian violence and repression and improve the quality of victim support services provided in such cases.

### ***Survey on the situation of women with disabilities and the needs of parents and guardians of children with disabilities***

Under ***'Action 4.3.2 Mainstreaming the disability perspective in gender equality policies and programmes'***, provision was made for conducting a survey on the situation of women with disabilities and the needs of parents and guardians of children with disabilities. The survey is being carried out by the National Centre for Social Research (EKKE) in cooperation with KETHI and GSDFPGE. This project includes the conduct of qualitative and quantitative research with a view to identifying the problems and obstacles faced by women and girls with disabilities, with an emphasis on multiple discrimination on grounds of gender and disability, as well as on the risk of suffering gender-based and domestic violence due to increased vulnerability. The survey also focuses on two separate categories of women: Roma women with disabilities and female refugees and asylum seekers with disabilities. Finally, the survey also focuses on the needs of parents and guardians of children with disabilities and of caregivers of persons with disabilities.

As a follow-up to the above survey, under ***'Action 1.3.4 Preventing and combating violence against women and girls with disabilities'***, GSDFPGE, with assistance from the National Confederation of People with Disabilities (ESAmEA), designed, drafted and created two very important tools for the first time in Greece:

'Guide on Ethical and Professional Behaviour for Employees in social care structures for women and girls with disabilities who are victims of gender-based violence'; and

'Handbook of Guidelines on women and girls with disabilities in all agencies involved in the reception of asylum seekers'.

The *'Guide on Ethical and Professional Behaviour'* provides guidance on how to address incidents of gender-based violence against women and girls with disabilities detected and reported in care and social care structures, aiming to inform workers employed thereat of the risk of gender-based violence against women and girls with disabilities in the hands of the staff of the structures, and how to address and eliminate such violence. The Guide was based on existing codes of conduct for health professionals and binding decisions of professional associations such as the Medical Code of Conduct and the Nursing Code of Conduct, on binding decisions of relevant professional associations such as the Association of Greek Social Workers, the Association of Greek Psychologists and the Hellenic Society of Systemic Therapy, as well as on similar foreign-language guides and codes of conduct for professionals dealing with people with disabilities. The Guide is meant to provide guidance only, as it is not a binding code of conduct.

The *'Handbook of Guidelines on women and girls with disabilities in all agencies involved in the reception of asylum seekers'* is included in Action 4.3.1 'Protecting the rights of migrant, refugee and asylumseeking women and girls' of the National Action Plan for Gender Equality 2021-2025 and aims to serve as a tool for professionals working at Reception and Identification Centres (KYTs), Closed Controlled Structures on Islands

(KEDN) or Accommodation/ Temporary Reception Structures or those in contact with people with disabilities. The handbook focuses on women and girls with disabilities who are refugees and have survived gender-based violence and is intended to help professionals grasp the concept of disability, the need to address it differently depending on the type of disability and the forms of violence that affect women and girls with disabilities disproportionately.

## 2. Information and awareness actions

Following are the actions taken by GSDFPGE to **prevent, address and combat gender-based violence and multiple discrimination against women** in the reporting period:

The Ministry of Labour and Social Affairs launched an information and awareness campaign to eliminate violence against women with the message **‘Words can stab you’**<sup>66</sup>, intended for female survivors of gender-based and domestic violence as well as the general public, in an effort to remind people that ‘from one point onwards, some words stab you like a knife’.



<sup>66</sup> 'Words can stab you' ('Λέξεις μαχαιρία' in Greek) – YouTube campaign to combat violence against women, available at <https://www.youtube.com/watch?v=PAkSVptMPu4>

On 9 and 10 October 2021, 21 organisations jointly organised a festival on preventing and combating gender-based violence at the Serafeion Complex of the Municipality of Athens in the context of the **‘Strong-me’** movement, under the auspices of GSDFPGE, the Municipality of Athens and the Central Union of Greek Municipalities (KEDE)<sup>67</sup>. On the occasion of this campaign, the Deputy Minister for Labour and Social Affairs Ms Maria Syrengela voiced in the Hellenic Parliament a message of **‘zero tolerance towards incidents of violence against women and of setting up of a strong network for the protection of victims’**.

In November 2021, a series of seminars entitled **‘Not just one unfortunate moment’** were organised by the ‘Lean in Network Greece’ under the auspices of GSDFPGE, to train and inform the family environment about signs of abusive behaviour. The Deputy Ministry of Labour and Social Affairs Ms Maria Syrengela presented in the main news programme of ‘Kontra Channel’ the GSDFPGE national network of structures for combating violence against women and referred to actions taken to eliminate that violence, such as introducing a gender equality subject in schools as part of skills laboratories. On 10 December 2021, the Ministry of Labour and Social Affairs, in the presence of the President of the Republic and the Prime Minister, presented the new National Action Plan for Gender Equality 2021-2025. The National Plan is a follow-up to efforts for a society of true equality, which is free from violence, stereotypes and discrimination<sup>68</sup>.



As part of the 16 Days of Activism against Gender-Based Violence (25 November to 10 December), the GDOFIF building was illuminated in orange, with support from the UN High Commissioner for Refugees (UNHCR). At the same time, various (governmental, international, non-governmental and civil-society) organisations participating in the working group for addressing gender-based violence, chaired by UNHCR and co-chaired by GSDFPGE, created posters with messages against violence against women;<sup>69</sup>.

<sup>67</sup> MOVEMENT for PREVENTING AND COMBATING GENDER-BASED VIOLENCE, posted online at <https://strong-me.com/>

<sup>68</sup> Presentation of the National Action Plan for Gender Equality 2021-2022, available on YouTube at <https://www.youtube.com/watch?v=jd95OJNrnVs>

<sup>69</sup> The initiative was supported by: UNHCR, GSDFPGE, UNICEF, Coordination Centre for Migrant and Refugee Issues, Municipality of Athens, Keratsini-Drapetsona Counseling Centre, Athens Counseling Centre (POLYCENTRO), Danish Refugee Council (DRC), International Organisation for Migration (IOM), *Diotima* Centre, *Melissa* Network, Action Aid, Social Action and Innovation Centre (KMOP).

Furthermore, the President of the House of Representatives of the Republic of Cyprus Ms. Annita Dimitriou and the Deputy Minister for Labour and Social Affairs Ms Maria Syrengela visited the Athens Counseling Centre as part of the cooperation between the two countries in the fight against gender-based and domestic violence, the empowerment of women and implementation of women's equality policies<sup>70</sup>.

In a meeting with Ms Stella Ronner-Grubacic, Ambassador for Gender and Diversity at the European External Action Service (EEAS), the Deputy Minister for Labour and Social Affairs Ms Maria Syrengela presented the Ministry's policies as well as the projects and actions that are being planned and implemented by the Ministry to eliminate inequalities between the sexes and promote equality in practice.

The Deputy Minister also took part in an online event of the National Council of Greek Women concerning 'Sexual Crimes on the Internet'. Emphasis was placed on issues relating to safe Internet browsing, modern cyber-terrorism in human relations, and non-consensual/ revenge pornography.

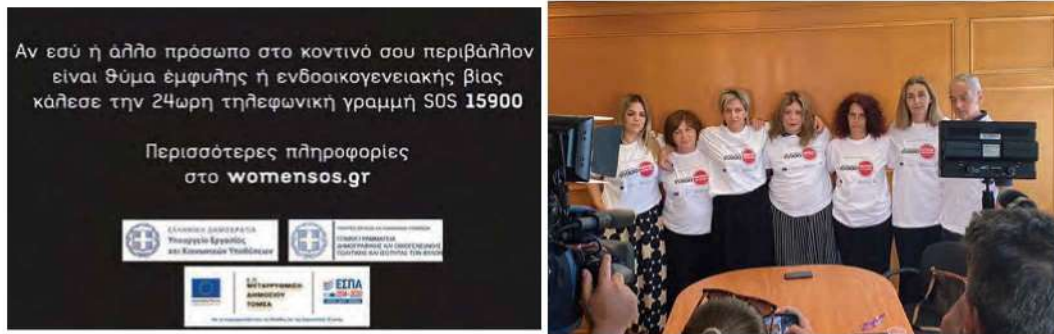
The Ministry of Labour and Social Affairs, in cooperation with Alpha TV, voiced a resounding social message on preventing and addressing gender-based violence through the 'Lies' TV series. The following message was shown at the end of each episode: 'If you have, or another person close to you has, fallen victim to gender-based or domestic violence, call the 24-hour **SOS 15900 Helpline**'.

On 30 June 2022, the Deputy Minister met parents of victims of femicide and voiced a strong message against violence. The parents made proposals to the Deputy Minister in their effort to help eliminate violence. They were dressed in T-shirts with the logo 'You can talk now' to encourage girls and boys, women and men to reveal and denounce violent behaviours and to call the **SOS 15900 Hotline**.

A representative of the Department of Social Protection and Combating Multiple Discrimination was a guest speaker at a seminar organised by the Greek Council for Refugees, as part of the EU co-financed SARAH project, where the gender-based violence situation in Greece was presented, focusing on women refugees. The project focuses on female victims of gender-based violence, and the seminar was attended by representatives of the project partners from Finland, Italy and Germany (24 November 2021).

<sup>70</sup> The President of the House of Representatives of the Republic of Cyprus Ms. Annita Dimitriou at the Athens Counseling Centre with the Deputy Minister for Labour and Social Affairs Ms Maria Syrengela. Posted on the website of the Ministry of Labour and Social Affairs at <https://ypergasias.gov.gr/i-proedros-tis-voulis-ton-antiprosopon-tis-ky-priakis-dimokratias-annita-dimitriou-sto-symvouleftiko-kentro-athinas-me-tinyfypourgo-ergasias-kai-koinonikon-ypoth-eseon-maria-syrengela/>





On 10 December 2021, the Directorate for Social Protection and Counseling Services took part in a memorial service for femicide victims organised by UNHCR in Klafthmonos Square, together with the Hellenic Police. In February 2022, the Directorate took part in the following online meetings and workshops: (a) in the committee online meeting entitled ‘Refugee women and gender-based discrimination’ of the Athens Coordination Centre for Migrant and Refugee Issues (ACCMR) (2 February 2022); (b) the Networking Event for organisations, implemented by the Greek Council for Refugees as part of the EU co-financed project ‘SARAH / Safe, Aware, Resilient, Able and Heard’, on supporting victims of gender-based violence (14 February 2022); and (c) the online information workshop on sexual harassment in the workplace, implemented by the Social Action and Innovation Centre (KMOP) as part of the project ‘TEAMWORK: Combat harassment in the workplace’ (16 February 2022).

In May 2022, the Department of Combating Violence Against Women cooperated with **EMA** to organise an online meeting to inform the staff employed at the GSDFPGE network of structures.

In June 2022, the General Secretary Ms. Kalypso Goula gave a speech at the meeting organised by the Municipality of Nafplion, the Municipal Committee on Gender Equality and the Municipal Organisation for Culture, Environment, Sports and Tourism on issues of domestic and gender-based violence and femicide.

### 3. Coordination actions

On 31 March 2022, GSDFPGE, being the competent body for the implementation of the Istanbul Convention in Greece (according to Law 4531/2018), submitted the 1st National Evaluation Report to GREVIO, i.e. the Council of Europe independent expert body responsible for monitoring the implementation of the Convention. The Report was posted on the Council of Europe website<sup>71</sup>. Following submission of the 1st National Report on the implementation of the Convention, the monitoring and evaluation process by GREVIO will continue through an evaluation visit by members of this committee to Greece. The visit is expected to take place in February 2023.

<sup>71</sup> Greece – Initial key assessment. Posted on the Council of Europe website <https://www.coe.int/en/web/istanbul-convention/greece>

- As part of the Second Periodic Evaluation of Greece regarding the progress made in implementing the Council of Europe Convention on Action Against Trafficking in Human Beings (Law 4216/2013), a delegation of the Council of Europe Experts Group (**GRETA**) visited Greece<sup>72</sup> in the period from 28 February to 4 March 2022. GSDFPGE participated by making reference to its actions. Information was also provided on the total number of victims of trafficking in human beings who were hosted in the shelters of the GSDFPGE network of structures in the period 2017-2021 and on the measures adopted to support the social inclusion of victims of trafficking in human beings, including access to employment and education.
- GSDFPGE is carrying on its cooperation with the Public Employment Service (DYPA) [former Hellenic Manpower Organisation (OAED)] to have women provided with services by the structures included in the special programme for vulnerable social groups as a category of beneficiaries. As of October 2022, 147 certificates had been issued and 24 beneficiaries had been placed in jobs.

Under Action 4.3.1 'Protecting the rights of migrant, refugee and asylumseeking women and girls' of the National Action Plan for Gender Equality 2021-2025, UNHCR completed the first list generated by the tool for mapping non-governmental/ civil society organisations.

#### 4. International and European Contribution

The Deputy Minister for Labour and Social Affairs Ms Maria Syrengela took part in the 66th session of the Commission on the Status of Women (CSW) held in New York on 14-25 March 2022. More specifically, the Deputy Minister participated in the general debate '*Achieving gender equality and the empowerment of all women and girls in the context of climate change, environmental and disaster risk reduction policies and programmes*', in the ministerial round table discussion entitled '*Women's voice and agency: good practices towards achieving women's full, equal and meaningful participation and decision-making in the context of climate change, environmental and disaster risk reduction policies and programmes*', in the informal ministerial EU meeting entitled '*Women's empowerment and access to governance: how can the role of women in the fight against climate change be reinforced?*' and in the following side events: Special Event organised by the Chairman of the General Assembly entitled '*Ending Violence against Women in Politics*' and virtual side event with Mexico '*Global Alliance for Care*'. The agenda of the Deputy Minister's visit to New York included high-level meetings and participation in other events on the sidelines of the session.

<sup>72</sup> Members of the delegation of the Council of Europe Expert Group (GRETA): Ms Petya Nestorova (Executive Secretary of the Convention), Ms Asja Zujo (from the Secretariat of the Convention), Mr Kevin Hyland (expert from Ireland) and Mr Peter Vanumei (expert from Belgium).



In this context, and accompanied by the Permanent Representative of Greece to the United Nations Ms Maria Theofili, she met with Ms Sima Bahous, UN Under-General Secretary and UN Women Executive Director, to discuss further cooperation between Greece and UN Women on female empowerment and promotion of gender equality.

At a service level, GSDFPGE made a contribution to the annual report of the Council of Europe on monitoring of the implementation of the Council of Europe Gender Equality Strategy for the periods from November 2020 to October 2021 and from November 2021 to December 2022.

Following are some of GSDFPGE's additional steps:

- Compilation and electronic submission of a questionnaire of the Office for Democratic Institutions and Human Rights (ODIHR), which is part of a project concerning good practices on institutional mechanisms for the advancement of women and gender equality in the OSCE region (57 countries) (15 December 2021).
- Submission to the Directorate for International Relations of the Ministry of Labour and Social Affairs, in English, of the GSDFPGE contribution in view of the drafting of the 2nd Voluntary Evaluation Report (VNR) on the implementation of policies linked to the 17 Sustainable Development Goals. This was coordinated by the General Secretariat for Coordination of the Presidency of the Government. Eliminating all forms of violence against women and girls, both in private and public life, including trafficking in human beings and sexual and other exploitation, is included in Sustainable Development Goal 5 on achieving gender equality.
- Submission to the Ministry of Foreign Affairs of GSDFPGE's contribution to the US Annual Report on Trafficking in Human Beings.
- Submission of a contribution to the Office of the Special Rapporteur for Combating Trafficking in Human Beings for the drafting of the fourth report on the progress made in combating trafficking in human beings (2019-2021)
- Officials from GSDFPGE Directorate 2, as members of the Gender Equality Commission for drafting the text of the Council of Europe Recommendation on protecting the rights of migrant, refugee and asylumseeking women and girls, completed their contribution together with other Commission members, and therefore the text of Recommendation CM/Rec (2022)17 on protecting the rights of migrant, refugee and asylumseeking women and girls was published on 20 May 2022<sup>73</sup>.
- Study and submission of comments in a draft questionnaire of the Council of Europe Equality Commission concerning the impact of the COVID-19 pandemic on women's access to justice (17 May 2022).

<sup>73</sup> <https://edoc.coe.int/fr/droit-international/11094-protecting-the-rights-of-migrant-refugee-and-asylumseeking-women-and-girls-recommendation-cmrec202217.html#:~:text=Migration%2C%20asylum%20and%20integration%20policies,and%20asylumseeking%20women%20and%20girls.>

- Drafting and submission of GSDFPGE's contribution to the Directorate for International Relations of the Ministry of Labour and Social Affairs for the State Department 2021 Country Report on Human Rights Practices: Greece
- Participation of GSDFPGE in the 58th meeting of the Advisory Committee on Equal Opportunities for Women and Men (Brussels, 23 June 2022).
- Participation of GSDFPGE in the EU Good Practice Exchange Programme entitled 'Preventing sexual harassment'
- Monitoring and study of the Proposal for a Directive on violence against women and its explanatory memorandum, with a view to providing comments on compliance with the principles of proportionality and subsidiarity.

## 5. Special actions

### *GSDFPGE actions for Ukrainian women and girls*

From the very start, Greece has stood by the suffering people of Ukraine who have been facing a huge humanitarian crisis and other forms of hardship for months, unequivocally condemning violent practices and acts against the freedom of states and democracy and providing, in cooperation with the EU Member States, practical support and assistance where needed. As regards women and girls in particular, who are, in times of crisis and disaster, faced with additional gender-related issues, such as violence and harassment (even the risk of trafficking in human beings), it is necessary to support them with gender-sensitive empathy and action.

**In the context of actions to prevent and combat gender-based violence, accommodation has already been provided in shelters to female victims of violence and refugee or asylumseeking women and children, in an effort made by GSDFPGE, within the scope of its remit, to provide assistance in the face of the refugee crisis. From 2014 to the first quarter of 2022, more than 2,500 refugee women were provided with services by the network structures and more than 500 children of refugee women were accommodated in shelters.**

Moreover, as part of tailored interventions for refugee women and their children, GSDFPGE is working together with a number of State organisations, NGOs and international organisations such as UNHCR, UNICEF and the International organisation for Migration (IOM). Counseling centres provide psychosocial support, legal advice and information on the rights of victims, the relevant legislation, the necessary procedures for reporting an incident or filing a lawsuit, etc., legal aid (in cooperation with the local bar associations), referral services and/or escort services (where necessary), i.e. accompanying victims to shelters, police and public prosecutor authorities, courts, hospitals or health centres, social policy organisations, employment agencies, childcare and support institutions.

Shelters provide safe accommodation and food to female victims of violence and their children. All structures (counselling centres and shelters are accessible for the disabled) and all services are free.

The Ministry of Labour and Social Affairs and GSDFPGE have made available to Ukrainian refugee women the network of structures for preventing and combating violence against women, comprising the 24-hour SOS 15900 Helpline, 44 counselling centres and 19 shelters for women. It should be stressed that women from Ukraine are already staying in a network shelter.



Given its solidarity in the face of the new refugee crisis and being aware of the increased risks faced by Ukrainian women, representing the vast majority of the refugee population, GSDFPGE published a **brief information brochure entitled 'We are here for you'** and distributed it, in cooperation with the UNHCR, at the points of entry to Greece and at structures of the Ministry of Migration and Asylum. The brochure was translated into Ukrainian, Russian and English and has a QR code referring to the GSDFPGE website and [womensos.gr](http://womensos.gr), in particular to the updated list of counselling centres translated into English, Ukrainian and Russian. The brochure contains useful information on network structures and on the services provided to female victims and survivors of all forms of violence and their children.

This was followed by a comprehensive information campaign on preventing and combating violence against Ukrainian women hosted by GSDFPGE in Greece.

In addition, since September 2022, **the SOS 15900 Helpline offers the option of direct interpretation in Russian and Ukrainian**, and there is a cultural intermediary available on the Helpline. This action is implemented with support from UNHCR as part of its cooperation with GSDFPGE. This service is available on a daily basis, **Monday to Friday from 14: 00 to 16: 00**. One may also contact the Helpline by email, using the above languages, at [soci15900@isotita.gr](mailto:soci15900@isotita.gr).

With regard to this action, GSDFPGE issued a Communication to inform Ukrainian refugee women in Greece, and information on the provision of this service was also provided by the UNHCR working group for addressing gender-based violence. This information was also disseminated at the organisations participating in the Athens Coordination Centre for Migrant and Refugee Issues and at the Migrant and Refugee Integration Centres, as well as among immigrant communities, to make sure that the population concerned are kept up-to-date.

Finally, as given its co-chairmanship of the working group for addressing gender-based violence with UNHCR, GSDFPGE presented the tool for assessing the needs of displaced Ukrainians in Greece (Protection Monitoring Tool for the Ukrainian population), consisting of a questionnaire designed to capture the specific needs of that population. The representative of Ukrainian women in Greece was given the opportunity to speak at a special group meeting, to present information about the needs of displaced Ukrainians in Greece and get in touch with organisations which (are able to) assist these people. New communication channels were created and existing ones were strengthened among civil society organisations, State and international organisations providing refugees with support in the form of shelter, basic necessities and useful information. More specifically, representatives of the Municipality of Athens, UNHCR, the Migrant Integration Centre, the *Melissa* Network, the Coordination Centre for Migrant and Refugee Issues, the *Diotima* Centre for Gender Rights and Equality, *METAdrasi*, the Danish Refugee Council and the Hellenic Red Cross presented their actions in support of displaced Ukrainian people. In this context, the General Secretariat for the Reception of Asylum Seekers (Ministry of Migration and Asylum) was present to explain how it has been providing assistance to Ukrainian refugees. Moreover, useful material was circulated in English, Ukrainian and Russian through the working group, to properly inform refugees.

## 6. Actions by GSDFPGE network structures

In the reporting period, the staff of GSDFPGE network structures implemented various actions (information talks in schools, interviews, press releases, articles in local electronic and printed media, etc.), to provide information and raise awareness about gender-based violence in local communities. Municipalities, Municipal and Regional Committees on Gender Equality (DEPIS-PEPIS), Police Divisions and other State organisations and NGOs took part in several of those actions. The activities in view of 25 November, International Day for the Elimination of Violence Against Women, and 8 March, International Day for the Rights of Women, stand out.

**Following are some of these actions per region:**

### REGION OF EAST MACEDONIA AND THRACE

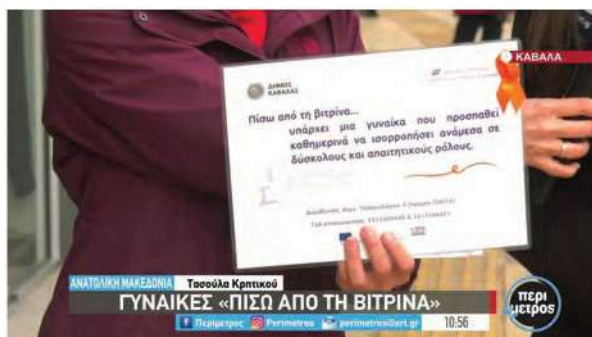
- The **Alexandroupolis** Counseling Centre organised a #MeToo event in front of the orange-lit City Hall building of Alexandroupolis, on the occasion of the International Day for the Elimination of Violence Against Women. Attendees were symbolically dressed in white masks, to show deep empathy by putting themselves in the shoes of victims of gender-based violence for a while. Also, 13 orange blank frames were put up on the wall of the City Hall building as a tribute to the 13 murders that had occurred in Greece, with candles forming this number. The action was carried out in cooperation with UNHCR, the Alexandroupolis Chamber of Commerce, the Greek Women's Association (Alexandroupolis Branch) and the Alexandroupolis Ladies and Gentlemen's Association (25 November 2021)<sup>74</sup>.

<sup>74</sup> (2022). Municipality of Alexandroupolis.

Also, the President of the Hellenic Republic Ms Aikaterini Sakellaropoulou visited Alexandroupolis and was given a tour of the photo exhibition entitled 'Violence against women: The unspeakable word...' held *the 'Dimokritos' Alexandroupolis State Airport* (21 April 2022). The opening of the exhibition was held in the presence of the Mayor of Alexandroupolis Mr Giannis Zampoukis and officials of the **Alexandroupolis** Counseling Centre on 8 March, i.e. the International Day for the Rights of Women.

Furthermore, the **Alexandroupolis** Counseling Centre and Action Aid organised an event entitled 'Women visible in cities' at the Municipal Library, under the auspices of the Municipality of Alexandroupolis. The event included a photo exhibition (27 June 2022)<sup>75</sup>.

- The Women's Counseling Centre of the Municipality of **Kavala**, the Municipality of Kavala and the members of the Municipal Committee on Gender Equality, in cooperation with the Commercial Association and the Chamber of Kavala and with the support from Women Act, implemented the action '**Behind the shop window**'. Under this action, any store owners could, if they so wished, put up pro-women and pro-women's rights messages prepared by Counseling Centre officials on their shop windows from 8 March to the end of the month. The action was presented on radio and broadcast live on the 'Perimeter' TV show by ERT3.<sup>76</sup>



- Officials of the **Komotini** Counseling Centre (KETHI) and the Women's Shelter of the Municipality of **Komotini** took part in an awareness-raising action to eliminate violence against women entitled 'My steps against fear', held at the central square of Komotini together with the Office for Domestic Violence of the Rodopi Police Department, the Committee of the Municipality of Komotini and other organisations in the Prefecture of Komotini, as part of the actions of the six-day event '144 hours against VIOLENCE and in support of WOMEN', in cooperation with the *Exagono* Youth and Volunteer Centre of the Municipality of Komotini (25 November 2021)<sup>77</sup>.

<sup>75</sup> SUMMARY INFORMATION ON THE ACTIONS OF THE COUNSELING CENTRE FROM 01/04/2022 TO 30/06/2022. (2022). Municipality of Alexandroupolis.

<sup>76</sup> General Secretariat for Demography and Family Policy and Gender Equality (2022). 7th Newsletter on violence against women - (January - March 2022). General Secretariat for Demography and Family Policy and Gender Equality, <https://isotita.gr/7o-enimerotiko-deltio-jan-mar-2022/>

<sup>77</sup> *Paratiritis tis Thrakis* (26/11/2021). *Steps against fear in the Central Square of Komotini*. *Paratiritis tis Thrakis*. <https://www.paratiritis-news.gr/koinonia/vimata-enantia-sto-fovo-stin-kentriki-plateia-tis-komotinis/>



In the same context and in cooperation with the Hellenic Basketball Federation, the basketball team GAS Komotini, the basketball team AS Makedonikos, the female athletes of GAS, coaches and referees, sports figures carried out a symbolic action before the start of the basketball game of GAS KOMOTINI, to voice a resounding message against VIOLENCE and in support of WOMEN (25 November 2021).



Also, on the initiative of the **Komotini** Counseling Centre officials, an information meeting was held at the lecture theatre of the multi-purpose building of the Municipality of Komotini, to bring together different organisations pursuing similar objectives, which was very well responded to by various organisations in the Prefecture of Rodopi: Society for Social Psychiatry and Adult and Minor Mental Health, Therapy Centre for Dependent Individuals (KETHEA), *Perpato* Association, *Exagono* Youth and Volunteer Centre, 'Help at Home' programme, Municipal Library, Community Centre, Social Service of the Municipality of Komotini, etc. (20 May 2022).<sup>78</sup>



## REGION OF ATTICA

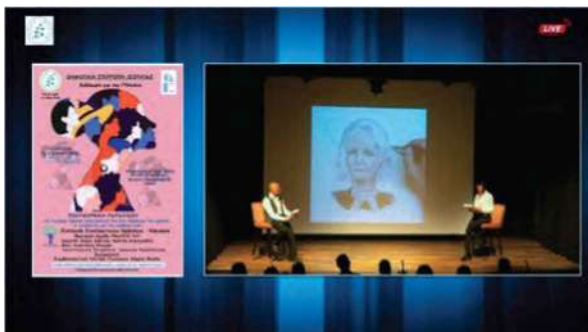
- The **Keratsini-Drapetsona** and **Piraeus & Salamina** Counseling Centres jointly participated in an online information action organised by the Hellenic Police, namely by the Office for Addressing Domestic Violence of the Piraeus Police Division. The action aimed to consolidate the legal framework on domestic violence and develop constructive dialogue on the management of incidents of gender-based and intimate partner violence in order to strengthen protection and support of women through coordinated actions by directly involved agencies (25 November 2021)<sup>79</sup>.



<sup>78</sup> General Secretariat for Demography and Family Policy and Gender Equality (2022). *8th Newsletter on violence against women* - (April 2022 - June 2022).

<sup>79</sup> General Secretariat for Demography and Family Policy and Gender Equality (2022). *6th Newsletter on violence against women* - (October 2021 - December 2021). [https://isotita.gr/6%ce%bf-enimerotiko-gia-ti-via\\_ggdopif/](https://isotita.gr/6%ce%bf-enimerotiko-gia-ti-via_ggdopif/)

- ▶ The GSDFPGE **Athens** Counseling Centre participated by delivering an address in the three-day scientific conference of the programme 'Initiative for preventing domestic violence' of the Youth and Family Foundation of the Holy Archdiocese of Athens entitled 'Dialogues on preventing and addressing violence', focusing on gender-based violence. At the conference, attended by a large number of organisations, the Deputy Minister for Labour and Social Affairs Ms Maria Syrengela delivered a greeting and took part in a round table discussion coordinated by former Secretary for Gender Equality Ms Vaso Kollia, along with criminology professor Ms Vasiliki Artinopoulou (Panteion University), Deputy Minister for Health Ms Zoi Rapti, UNICEF Head of Child Protection Ms Antigoni Angelaki and father Antonios Kallergis, coordinator of the programme 'Initiative for preventing domestic violence' (24-26 June 2022).
- ▶ The **Salamina** Counseling Centre organised an event entitled 'Violence against women in fairytales and true stories', where popular tales and true stories about violence against women were narrated by the group *Paramythanthos*: Dimitris Mallis - Kalliroi Moula (16 May 2022).<sup>80</sup>
- ▶ The Counseling Centre of the Municipality of **Fyli** participated in the multidimensional performance dedicated to the International Women's Day entitled 'Woman weaving her roles over time and emerging with her truth', organised by the Committee on Gender Equality of the Municipality of Fyli, in cooperation with the *Namaste* Association for Alternative Action and the theatre group of PRAXEIS 11+1 in the Zephyri Theatre (15 April 2022)<sup>81</sup>...



<sup>80</sup> General Secretariat for Demography and Family Policy and Gender Equality (2022). 8th Newsletter on violence against women - (April 2022 - June 2022).

<sup>81</sup> *ibid*

- ▶ The Counseling Centre of the Municipality of **Chalandrion** participated in an online event entitled 'Femicide: the extreme form of gender-based violence' organised by the Committee on Gender Equality of the Municipality of Chalandrion (23 November 2021)<sup>82</sup>. Also, the Women's Association of the Municipality of **Chalandrion**, in cooperation with the Dedicated Employment Promotion Centre (KPA Athens) of the GSEE Labour Institute, conducted group workshops with beneficiaries of the Counseling Centre, to highlight and cultivate the skills of women, with a view to having them included in the labour market and re-plan their careers (23 March to 13 April 2022).

## REGION OF NORTH AEGEAN

- ▶ The **Mytilini** Counseling Centre took part in an action carried out by the Lesvos Runners Association and the Legal Person Governed by Public Law for Sports and Culture of the Municipality of Mytilini in the area of Tsamakia on the occasion of the Mother's Day, with the message 'Run for Life' (8 May 2022).



- ▶ On the occasion of the Women's Day, the **Chios** Counseling Centre, in cooperation with the Municipal Committee on Gender Equality, carried out a public awareness campaign on the walkway of Aplotaria. The action included distributing printed material and informing citizens about the operation and services of the Counseling Centre. Primary School pupils took part, holding pink balloons and shouting slogans for the International Women's Day (8 March 2022).<sup>83</sup>
- ▶ A joint action was carried out on 8 March by the **Women's Shelter of Mytilini** in cooperation with UNHCR and the **Diotima** Centre for Gender Rights and Equality at the Statue of Mother from Asia Minor in the area of Epáno Skála, Mytilini. In a symbolic act, roses were planted in memory of women and girls murdered in Greece<sup>84</sup>.

<sup>82</sup> General Secretariat for Demography and Family Policy and Gender Equality (2022). *6th Newsletter on violence against women - (October 2021 - December 2021)*. [https://isotita.gr/6%ce%bf-enimerotiko-gia-ti-via\\_ggdopif/](https://isotita.gr/6%ce%bf-enimerotiko-gia-ti-via_ggdopif/)

<sup>83</sup> General Secretariat for Demography and Family Policy and Gender Equality. (2022). *7th Newsletter on violence against women - (January - March 2022)*. <https://isotita.gr/7o-enimerotiko-deltio-jan-mar-2022/>

<sup>84</sup> *Event on the island of Mytilini on the occasion of the International Women's Day*. (2022) UNHCR Greece. <https://www.unhcr.org/gr/25217-ekdi-losi-sti-mitilini-gia-tin-pagosmia-imeragynaikas.html>



## REGION OF WEST GREECE

- ▶ The **Patras** Counseling Centre conducted experiential information and awareness workshops for students of the Department of Primary Educational of the University of Patras (9 and 16 May 2022)<sup>85</sup>.
- ▶ On the occasion of the International Day for the Elimination of Violence Against Women on 25 November, the Women's Shelter of the Municipality of **Agrinion** organised a photo exhibition entitled 'Shedding light on invisible violence' in the old municipal market of the Municipality of Agrinion, where aspects of abuse were presented (25-28 November 2021). Furthermore, on the occasion of the celebration of the International Women's Day, the Women's Shelter of the Municipality of **Agrinion** carried out an information action (information booth, distribution of brochures) at a central part of the city, which was promoted by local media. There was also a message against abuse of women displayed on screens throughout the day at city squares.<sup>86</sup>



## REGION OF WEST MACEDONIA

- ▶ A common message on gender equality was voiced by the Municipality of Kozani and the women's handball team of Ethnikos Kozanis during a girls' championship game against the team of Elpides Amynteou at the Municipal Sports Centre. The action was an initiative taken by the Shelter in cooperation with the Counseling Centre and Committee on Gender Equality of the Municipality of **Kozani** (DEPIS), following the online workshop entitled 'The team of 'Ethnikos Kozanis' has found its motto against gender-based violence' (2 April 2022).<sup>87</sup>



<sup>85</sup> General Secretariat for Demography and Family Policy and Gender Equality (2022). *8th Newsletter on violence against women - (April 2022 - June 2022)*.

<sup>86</sup> *Women's Shelter of the Municipality of Agrinion: Actions on the occasion of the International Women's Day*. Agriniopress. (8/03/2022). <https://www.agriniopress.gr/xenonas-filoxenias-gynaikon-dimoy-agriniy-drasis-gia-tin-pagkosmia-imera-tis-gynaikas/>

<sup>87</sup> General Secretariat for Demography and Family Policy and Gender Equality (GSDFPGE). (2022). *8th Newsletter on violence against women - (April 2022 - June 2022)*.

The Department of Psychology of the University of Western Macedonia organised a workshop entitled 'Gender-based violence as a phenomenon in today's reality', where addresses were delivered by the scientific staff of the Counseling Centres of the Municipalities of **Florina** and **Kastoria** and of the Shelter of the Municipality of **Kozani**.<sup>88</sup>

Also, the **Kozani** Counseling Centre and Shelter, together with the Office for Addressing Domestic Violence of the Kozani Police Division, carried out an action to raise awareness in the local community by distributing information brochures and setting up a special booth at the central square of the city.



- ▶ On the occasion of the International Women's Day, the **Florina** Counseling Centre, in cooperation with the Municipality of Florina, organised a week of activities dedicated to women, entitled 'Find your voice', including participation in events, street work, lighting of a monument and a music event dedicated to women's rights, featuring songwriter Alexandros Daikos. Finally, short films were screened in cooperation with the Drama Festival, which were free to watch, and a discussion with the public was held after the end of the show<sup>89</sup>.
- ▶ A workshop entitled 'International Day for the Rights of Women: Giving voice to local women' was organised by the **Women's Counseling Centre of the Municipality of Kastoria** in cooperation with the Committee on Gender Equality of the Municipality of Kastoria, in which the General Secretary for Demography and Family Policy and Gender Equality, Ms Kalypso Goula took part.

## REGION OF EPIRUS

- ▶ The Counseling Centre of the Municipality of **Arta** distributed information brochures and calendars for the new year at the central square of the city, with the details of the Women's Counseling Centre, in an effort to spread the message 'Talk to us! Find the power that lies within you' to all women.<sup>90</sup> Also, the Counseling Centre of the Municipality of **Arta** held an awareness action at the central square of the city, placing 17 pairs of women's shoes there as a tribute to the femicides that took place in 2021. Information material was also distributed. In addition, on the afternoon of the same day, the Municipality of Arta held an event in the Cultural Centre Hall of the Holy Diocese of Arta on the occasion of the International Women's Day. During the event, where women were awarded prizes for their contribution to the local community, the legal advisor to the Counseling Centre delivered a greeting (8 March 2022)<sup>91</sup>.

<sup>88</sup> General Secretariat for Demography and Family Policy and Gender Equality (GSDFPGE). (2022). 6th Newsletter on violence against women - (October 2021 - December 2021). [https://isotita.gr/6%ce%bf-enimerotiko-gia-ti-via\\_ggdopif/](https://isotita.gr/6%ce%bf-enimerotiko-gia-ti-via_ggdopif/)

<sup>89</sup> General Secretariat for Demography and Family Policy and Gender Equality (GSDFPGE). (2022). 7th Newsletter on violence against women - (January - March 2022). <https://isotita.gr/7o-enimerotiko-deltio-jan-mar-2022/>

<sup>90</sup> General Secretariat for Demography and Family Policy and Gender Equality (GSDFPGE). (2022). 6th Newsletter on violence against women - (October 2021 - December 2021). [https://isotita.gr/6%ce%bf-enimerotiko-gia-ti-via\\_ggdopif/](https://isotita.gr/6%ce%bf-enimerotiko-gia-ti-via_ggdopif/)

<sup>91</sup> General Secretariat for Demography and Family Policy and Gender Equality (GSDFPGE). (2022). 7th Newsletter on violence against women - (January - March 2022). <https://isotita.gr/7o-enimerotiko-deltio-jan-mar-2022/>

- ▶ On the occasion of the International Women's Day, the Counseling Centre of the Municipality of **Preveza** participated by delivering an address in an information event organised by the Chamber of Preveza entitled 'When women prosper, society prospers'.

The Counseling Centre of the Municipality of **Preveza** also participated in an open educational event organised by the 1st Junior High School of Lefkada by delivering an address and taking part in an open discussion between officials and attendees (25 May 2022).

- ▶ The Shelter of the Municipality of **Ioannina** and the *Amities* Visual Arts Association jointly organised an art and photo exhibition entitled 'Feminine voices and silences' at the Cultural Centre of Ioannina (23-26 November 2021)<sup>92</sup>.



## REGION OF THESSALY

- ▶ The Karditsa Women's Shelter took part in an event entitled 'Flowers? No, thanks! I'd rather have equal rights', organised by the Labour Centre of Karditsa in cooperation with various organisations in the city of Karditsa on the occasion of the Women's Day. During the event, issues related to gender equality in modern society were discussed, along with the activity of organisations and structures making an significant contributing in this direction (8 March 2022).
- ▶ The officials of the **Larisa** Counseling Centre, in cooperation with the President of the Women's Union of Larisa, spoke on women-related issues, praising the multiple roles played by women in our era, at the exhibition 'Half of the sky' organised by the Larisa photography club at 'Mylos tou Papa' on the occasion of the International Women's Day (12 March 2022).<sup>93</sup>



<sup>92</sup> General Secretariat for Demography and Family Policy and Gender Equality (GSDFPGE). (2022). 6th Newsletter on violence against women - (October 2021 - December 2021). [https://isotita.gr/6%ce%bf-enimerotiko-gia-ti-via\\_ggdopif/](https://isotita.gr/6%ce%bf-enimerotiko-gia-ti-via_ggdopif/)

<sup>93</sup> General Secretariat for Demography and Family Policy and Gender Equality (GSDFPGE). (2022). 7th Newsletter on violence against women - (January - March 2022). <https://isotita.gr/7o-enimerotiko-deltio-jan-mar-2022/>

Also, the **Larisa** Counseling Centre took part in the 1st International Female Entrepreneurship Forum jointly organised by the Chamber of Larisa, the Municipality of Larisa and other organisations in the city of Larisa. Officials from the Counseling Centre were at the booth of the Municipality of Larisa, to inform interested women and distribute printed information material (3-6 July 2022).<sup>94</sup>



- The Women's Counseling Centre of the Municipality of **Trikala** carried out an action to combat violence against women, where a theatrical event was presented by the Adult Theatre Workshop entitled 'Break the silence', based on the well-known Epirus song 'Menousis', which tells the story of a woman. This was followed by a silent protest against femicides at the centre of the city of Trikala, in which the 'Act4V V for Volunteers' team and the percussion group of the Municipal Conservatory of Trikala took part (27 November 2021).<sup>95</sup>

The Women's Association of the Municipality of **Trikala** participated in the event entitled 'Domestic violence and the Greek countryside', organised as part of the nationwide campaign '#don't accept it' by author Iliada Kothra and journalist Alexandra Tambou, which took place at the Tsitsanis Museum. The Centre's legal advisor referred to the legal and social implications of gender-based violence and femicide as well as to the work, actions and counselling services provided by the Counselling Centre (26 May 2022).<sup>96</sup>



In June, the Centre also carried out an action to inform and raise awareness among the local community at the City Hall Square of Kalambaka, in cooperation with the Community Centre of the Municipality of Meteora, about the services provided by the two structures, by distributing promotional material such as brochures, badges and bookmarks (3 June 2022).<sup>97</sup>

<sup>94</sup> Larisa: The 1st Female Entrepreneurship Forum was inaugurated at the main square (Photo). (03-06-2022). LarisaNew. <https://www.larisanew.gr/larisa-egkainiastike-to-1o-foroum-gynaikeias-epicheirimatikotitas-stin-kentriki-plateia-foto/>

<sup>95</sup> General Secretariat for Demography and Family Policy and Gender Equality (GSDFPGE). (2022). 6th Newsletter on Violence against Women - (October 2021 - December 2021).

<sup>96</sup> General Secretariat for Demography and Family Policy and Gender Equality (GSDFPGE). (2022). 8th Newsletter on violence against women - (April 2022 - June 2022).

<sup>97</sup> General Secretariat for Demography and Family Policy and Gender Equality (GSDFPGE). (2022). 8th Newsletter on violence against women - (April 2022 - June 2022).



- ▶ The Shelter of the Municipality of **Volos** carried out a three-day action to inform and raise public awareness about violence, as part of which the Hostel's advisors were present at central parts of the city to inform citizens about the operation of the Shelter and explain how to help a woman at risk and how to refer women to counselling centres and shelters across Greece. Information material and a rose were distributed in a paper bag with the Hostel's logo on it (3-25 November 2021). The Shelter also participated in an information and awareness campaign to eliminate violence against women, organised by the Regional Committee on Gender Equality in cooperation with the Committee on Gender Equality of the Municipality of Volos. A city bus was used to inform citizens, carrying the message 'You are not alone, you are not alone' and the contact details of the national SOS Helpline and the Shelter's email (27 November 2021). Also, the Shelter of the Municipality of **Volos** took part in an event organised by CineDoc Volos, where the documentary 'FEMICIDIO' was screened, followed by a discussion with the director and Hostel advisors on how to prevent and address gender-based violence (7 May 2022).<sup>98</sup>
- ▶ The **Larisa** Hostel organised an experiential workshop entitled 'Gender-based violence: Deconstructing myths and prejudices' at the *Iliachtida* Art and Culture Centre (26 November 2021).<sup>99</sup>

## REGION OF IONIAN ISLANDS

- ▶ The Counseling Centre of the Municipality of **Zakynthos** took part in the Student Festival of Zakynthos entitled 'Our rights become a celebration', organised by the Association of Friends of Xenopouleios Library at Stranis Hill. The Centre psychologist carried out an action intended for 5th grade students entitled 'Consent for children: Limits, respect and self-sovereignty' (5 June 2022). The lawyer of the Counseling Centre of the Municipality of **Zakynthos** also published an article in the online magazine *analuseto.gr* entitled '*Revenge porn* and how it is dealt with under Greek law'.<sup>100</sup>
- ▶ The **Corfu** Women's Counseling Centre carried out an open information and awareness action in cooperation with the Regional Police Division of Corfu (Department of Combating Domestic Violence) in a central part of the city. A banner with the details of the SOS 15900 Helpline was put up and available printed material from the Corfu Counseling Centre was distributed, to provide information about the services rendered and raise awareness regarding gender-based violence and multiple discrimination against women.



<sup>98</sup> General Secretariat for Demography and Family Policy and Gender Equality (GSDFPGE). (2022). 6th and 8th Newsletters on violence against women

<sup>99</sup> General Secretariat for Demography and Family Policy and Gender Equality (GSDFPGE). (2022). 6th Newsletter on violence against women - (October 2021 - December 2021). [https://isotita.gr/6%ce%bf-enimerotiko-gia-ti-via\\_ggdopif/](https://isotita.gr/6%ce%bf-enimerotiko-gia-ti-via_ggdopif/)

<sup>100</sup> K. Petta (2022). '*Revenge porn* and how it is dealt with under Greek law'. *Analuseto.gr*. <https://analuseto.gr/to-fenomeno-revenge-porn-ke-i-antimetopisi-tou-apo-tin-elliniki-nomothesia/>

- ▶ On the occasion of the International Women's Day, the Municipality of Argostolion, the **Kefalonia** Women's Counseling Centre and the Department of Culture in cooperation with the '**Strong-me**' movement, under the auspices of KEDE, joined their voices against gender-based violence. A monument was erected at the *Kefalos* Municipal Theatre, to spread the message that murdered women and girls have not been forgotten, but show us the way to 'change' as a society<sup>101</sup>.



- ▶ As part of the promotion of the **Kefalonia** Women's Counseling Centre and its services, the Centre organised an information campaign entitled 'You are not alone, you are not alone' for the Kefalonia Women's Centre. As part of the campaign: (a) a spot with the voice of Aphroditi Simiti was broadcast on local radio stations, making a call to all women subjected to any form of violence and/or multiple discrimination, and (b) posters/ banners displaying messages about violence against women were created and put up in central parts of the city of Argostolion from 1 to 30 November 2021<sup>102</sup>. A radio spot was also created, featuring actor Aimilios Cheilakis, which was broadcast free of charge by local radio stations from 15 June to 15 July 2022.

## REGION OF CENTRAL MACEDONIA

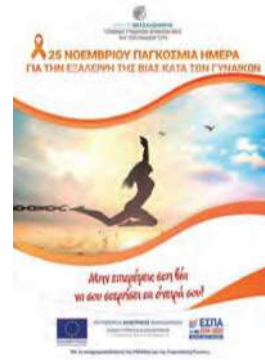
- ▶ On the occasion of the International Women's Day, the '**Strong-me**' movement for preventing and combating gender-based violence and the Municipality of Thessaloniki, under the auspices of KEDE, brought together the entire Greece in the fight against gender-based violence. An interactive campaign against femicide was carried out, aiming to have the term legally recognised and the legal framework changed. The Municipality of Thessaloniki became the connecting link for the whole of Greece. It was in the landmark area of the 'Umbrellas' in Nea Paralia, Thessaloniki that the signal was given to simultaneously illuminate monuments in 33 cities across Greece in memory of the women who were murdered<sup>103</sup>.

<sup>101</sup> General Secretariat for Demography and Family Policy and Gender Equality (GSDFPGE). (2022). 7th Newsletter on violence against women - (January - March 2022). <https://isotita.gr/7o-enimerotiko-deltio-jan-mar-2022/>

<sup>102</sup> General Secretariat for Demography and Family Policy and Gender Equality (GSDFPGE). (2022). 6th Newsletter on violence against women - (October 2021 - December 2021). <https://isotita.gr/6%ce%bf-enimerotiko-gia-ti-via-ggdopif/>

<sup>103</sup> General Secretariat for Demography and Family Policy and Gender Equality. (GSDFPGE). (2022). 7th Newsletter on violence against women - (January - March 2022). <https://isotita.gr/7o-enimerotiko-deltio-ian-mar-2022/>

- The Counseling Centre and the Shelter of the Municipality of **Thessaloniki**, in cooperation with the Gender Equality Assembly (GEA) Action, took part in the workshop jointly organised by GEA and the Municipality of Thessaloniki, under the auspices of the Ministry of Labour, to present the structures and provide information on equality (26/11/2021).



A bazaar was also organised for handmade and reusable objects made by students of the Philosophy and Education Department, in cooperation with the Women's Shelter of the Municipality of **Thessaloniki** (24 November 2021)<sup>104</sup>.

Also, in May 2022, General Secretary Ms. Kalypso Goula visited the Thessaloniki Counseling Centre and the shelters for female victims of sexual violence and their children (Municipality of Thessaloniki, EKKA, Kordelio-Evosmos) in Thessaloniki and met social workers, psychologists, child psychologists and legal advisors working at the structures.

- On the occasion of the International Day for the Rights of Women, the **Serres** Counseling Centre, in cooperation with the Medical Association of Serres, the Municipal Prevention Centre and the Medical and Social Centre of Strymoniko, organised an awareness action on preventive medicine for women, including free breast palpation and free PAP smears.<sup>105</sup>

In April, the **Serres** Counseling Centre took part in an event organised by the Municipality, in cooperation with the Medical Association and the Chamber of Serres, entitled 'Women and health: Care and prevention', on the occasion of World Health Day (6 April 2022). In May, the Centre organised a workshop entitled 'Work and employment': Opportunities and empowerment' in cooperation with the Chamber of Serres, the Greek Association of Women Entrepreneurs (SEGE), the GSEE Labour Institute and the Public Service of Greece (31 May 2022).

Moreover, the Women's Counseling Centre of the Municipality of **Serres** undertook and completed the adaptation of the relevant programme of the Municipality of Athens for preventing and combating sexual harassment to the needs and circumstances of the Municipality concerned, upon invitation from the competent Deputy Mayor and in cooperation with KEDE's Committee on Gender Equality. The programme was approved by decision of the Municipal Council, under which the Municipality of Serres committed to 'Zero tolerance' of sexual harassment (11 May 2022). In the Action Plan itself, the Counseling Centre was explicitly designated as a support organisation for persons reporting sexual harassment<sup>106</sup>.



<sup>104</sup> General Secretariat for Demography and Family Policy and Gender Equality (GSDFPGE). (2022). 6th Newsletter on violence against women - (October 2021 - December 2021). [https://isotita.gr/6%ce%bf-enimerotiko-gia-ti-via\\_ggdopif/](https://isotita.gr/6%ce%bf-enimerotiko-gia-ti-via_ggdopif/)

<sup>105</sup> General Secretariat for Demography and Family Policy and Gender Equality (2022). 6th Newsletter on violence against women - (October 2021 - December 2021). [https://isotita.gr/6%ce%bf-enimerotiko-gia-ti-via\\_ggdopif/](https://isotita.gr/6%ce%bf-enimerotiko-gia-ti-via_ggdopif/)

<sup>106</sup> General Secretariat for Demography and Family Policy and Gender Equality (2022). 8th Newsletter on violence against women - (April 2022 - June 2022).

## REGION OF CRETE

- ▶ The **Herakleion** Counseling Centre and the Women's Shelter of the Municipality of **Herakleion**, together with IOM and in cooperation with the Office for Addressing Domestic Violence of the Herakleion Police Department and the *Ploigos* Educational Development Society, under the auspices of the Region of Crete, held an event for the World Refugee Day as part of the Culture Festival 'Refugee Week Greece 2022' (23 June 2022).<sup>107</sup>



- ▶ The Women's Counseling Centre of the Municipality of **Rethymnon** created and screened a video with anti-violence messages dedicated to 25 November, with participation of women from organisations in Rethymno [YWCA Greece, Soroptimist Group, Hellenic Police, Women's Polo Team, Hellenic Ambulance Service (EKAV), Local Community of Rethymno, etc.].

In addition, they organised, together with the *Asteras* women's football team of Rethymnon, a joint action in which photographs were taken and published in the local press. More specifically, in a football game held on 14 November, the team players and Centre officials were dressed in T-shirts with anti-violence messages. A banner with anti-violence messages and information about the Counseling Centre was also put up in the stadium (the banner was given to the team, to have it posted in all their games)<sup>108</sup>.

- ▶ The **Herakleion** Women's Shelter distributed brochures and created a notebook for the general public to write down their thoughts on the International Women's Day, in cooperation with the Herakleion PEPIS and DEPIS (8 March 2022).
- ▶ On 25 November, the Women's Shelter of the Municipality of **Chania**, in cooperation with the Drama Short Film Festival, organised the screening of films on gender-based violence at a central city cinema. Before the films were screened, information was provided to viewers and information brochures were distributed<sup>109</sup>. The officials of the **Chania** Shelter also took part in a special event held by the Municipality of Kissamos on the occasion of the Women's Day, where they gave two different talks (8 March 2022). The two talks focused on the dimensions of domestic violence, the signs for recognising it and the practices used to address it.

<sup>107</sup> General Secretariat for Demography and Family Policy and Gender Equality (GSDFPGE). (2022). 8th Newsletter on violence against women - (April 2022 - June 2022).

<sup>108</sup> General Secretariat for Demography and Family Policy and Gender Equality (GSDFPGE). (2022). 6th Newsletter on violence against women - (October 2021 - December 2021). [https://isotita.gr/6%ce%bf-enimerotiko-gia-ti-via\\_ggdopif/](https://isotita.gr/6%ce%bf-enimerotiko-gia-ti-via_ggdopif/)

<sup>109</sup> *ibid*



## REGION OF SOUTH AEGEAN

- ▶ On 25 November, a seminar on identifying unlawful conduct was held in the hall of the Rhodes Bar Association, organised by the 'Lean in' women's circle of Rhodes, in cooperation with KETHI, the **Rhodes** Counseling Centre and the Women's Shelter of the Municipality Rhodes, and the Rhodes Bar Association. It was the first of a series of seminars organised by the 'Lean in Network Greece' under the auspices of the General Secretariat for Demography and Family Policy and Gender Equality, entitled 'Not just one unfortunate moment', to train and inform the family environment about the signs of abusive behaviour (5 November 2021)<sup>110</sup>.

On the occasion of the International Women's Day, the **Rhodes** Counseling Centre and Shelter, in cooperation with DEPIS, created posters to voice a resounding message against gender-based violence. The posters were put up in commercial stores on the island of Rhodes. Furthermore, as part of the International Day events, four evening events were held with the general title: 'WOMAN: An ever-present force', in which officials from the Rhodes Women's Counseling Centre took part<sup>111</sup>.

- ▶ On the occasion of the presentation by the General Secretariat for Demography and Family Policy and Gender Equality of the new National Action Plan for Gender Equality 2021-2025, the **Syros** Counseling Centre shared a newsletter on work-life balance for women, which was published in Cycladic electronic news media (9 June 2022).

## REGION OF PELOPONNESE

- ▶ The Women's Counseling Centre of the Municipality of **Kalamata** held an open house event on 25 November, to inform and raise awareness among the general public about gender-based violence (25 November 2021)<sup>112</sup>.

<sup>110</sup> General Secretariat for Demography and Family Policy and Gender Equality (GSDFPGE). (2022). 6th Newsletter on violence against women - (October 2021 - December 2021). [https://isotita.gr/6%ce%bf-enimerotiko-gia-ti-via\\_ggdopif/](https://isotita.gr/6%ce%bf-enimerotiko-gia-ti-via_ggdopif/)

<sup>111</sup> General Secretariat for Demography and Family Policy and Gender Equality (GSDFPGE). (2022). 7th Newsletter on violence against women - (January - March 2022). <https://isotita.gr/7o-enimerotiko-deltio-jan-mar-2022/>

<sup>112</sup> General Secretariat for Demography and Family Policy and Gender Equality (GSDFPGE). (2022). 6th Newsletter on violence against women - (October 2021 - December 2021). [https://isotita.gr/6%ce%bf-enimerotiko-gia-ti-via\\_ggdopif/](https://isotita.gr/6%ce%bf-enimerotiko-gia-ti-via_ggdopif/)

- ▶ The Counseling Centre for female victims of violence of the Municipality of **Corinth** set up an information booth and distributed brochures and ribbons in a women's volleyball game (ASP Corinth) in honour of Garyfalia, a victim of femicide on the island of Folegandros. The Centre also organised the screening of a film at a central city cinema and presented a theatrical monologue at the Municipal Theatre of Corinth (8 and 9 December 2021)<sup>113</sup>. On 8 March 2022, the **Corinth** Counseling Centre, with participation of the Domestic Violence Service of the Corinth Police Department, set up an information booth on the main city walkway.
- ▶ On the occasion of the International Women's Day, **the Tripolis** Shelter and Counseling Centre, in cooperation with the Community Centre and the Municipal Mobile Unit, carried out an action to inform citizens about women's rights. Information was provided during the event on the operation of the structures and relevant printed material was distributed<sup>114</sup>. The **Tripolis** Women's Shelter held an information meeting with refugee women hosted under the ESTIA II Programme of *Parnonas* Development Company SA entitled 'Gender-based violence, forms and support organisations; (11 April 2022)<sup>115</sup>.

## REGION OF CONTINENTAL GREECE

- ▶ The Counseling Centre for supporting female victims of violence of the Municipality of **Thiva**, in cooperation with the Ephorate of Antiquities of Voiotia, organised a photo exhibition entitled 'Violence – It's not just what you see...' at the Archaeological Museum of Thiva. Seventeen women were photographed, to raise **public** awareness on the issue of violence against women. Women at home, women in positions of responsibility, women working as caretakers of people with disabilities or special needs, women dedicated to defend the rights of other women, and through them all other women (25 November 2021)<sup>116</sup>.



<sup>113</sup> *ibid*

<sup>114</sup> *Tripolis: Action to inform citizens about women's rights.* (2022). Arcadia Portal. <https://www.arcadiaportal.gr/news/tripoli-drasi-enimerosis-ton-politon-gia-ta-dikaionomata-ton-gynaikon>

<sup>115</sup> General Secretariat for Demography and Family Policy and Gender Equality (GSDFPGE). (2022). 8th Newsletter on violence against women - (April 2022 - June 2022).

<sup>116</sup> General Secretariat for Demography and Family Policy and Gender Equality (GSDFPGE). (2022). 6th Newsletter on violence against women - (October 2021 - December 2021). <https://isotita.gr/6%ce%bf-enimerotiko-gia-ti-via-ggdopif/>

Furthermore, on 8 March, i.e. the International Day for the Rights of Women, the Counseling Centre for supporting female victims of violence of the Municipality of **Thiva** held:

- Narration of the story 'The Flower of equality' published by KETHI/ UNICEF and a presentation of the painting 'Woman – the girl I admire' at the nursery schools of Thiva and Vagia, in cooperation with the management and educators of the nursery schools of the Municipal Organisation of Thiva.
- Photoshoot of male and female athletes, sports clubs and teams of Thiva with messages on combating violence against women and promoting gender equality, in cooperation with the management and members of the teams and clubs.

Finally, the Counseling Centre for supporting women of the Municipality of **Thiva**, in cooperation with the Municipal Public Benefit Enterprise of Thiva (DIKETH) and the International Drama Short Film Festival, hosted the International Drama Festival in August, where a series of short films were screened that approach gender-based and social violence, as well as its commercialisation by the media, in different ways.

- ▶ The **Lamia** Counseling Centre took part by delivering an address, presenting the structure, the social and legal support, and the Istanbul Convention as an international legislative text on combating violence against women in an event organised by the Women's Association of Fokida, the Municipality of Delphoi and the 'P. Sakellariopoulos' Social Psychiatry Society in Amfissa entitled 'Domestic violence: A social pathogeny' (22 June 2022).
- ▶ On the occasion of Mother's Day, the **Chalkida** Counseling Centre took part by delivering an address on the multidimensional role of working mothers in an event organised by the Hellenic Aerospace Industry (EAV) at its premises in Tanagra, to honour working mothers (6 May 2022).

The Women's Shelter of the Municipality of **Lamia** organised an information and awareness walk on domestic violence, in cooperation with the creative pastime centres for children of the Municipality of Lamia, the Department of Combating Domestic Violence of the Hellenic Police and the Volunteer Office of the Municipality of Lamia. The walk was led by the Mayor of Lamia Efthymios Karaiskos, accompanied by the Deputy Mayor for Welfare Panagiotis Stasinou and SYRIZA MP Giannis Sarakiotis, to voice a message against gender-based violence (5 December 2021)<sup>117</sup>.



<sup>117</sup> We took a walk with the Women's Shelter of the Municipality of Lamia – PHOTOS. Mag24.gr. (5/12/2021). <https://www.mag24.gr/peripatos/>

## G. Initiatives to prevent, address and eliminate sexual harassment and mobbing in the world of work

As part of the public debate on sexual harassment at work that took place in Greece after the emergence of the #MeToo movement in the country and the passing of Law 4808/2021 ratifying Convention No 190 of the International Labour Organisation concerning the elimination of violence and harassment in the world of work, a series of research initiatives, co-funded projects and training activities were carried out and handbooks were developed for private and public sector employees by civil society organisations and other public and private bodies.

First, we should refer to the initiatives taken by the Ministry of Labour and Social Affairs to implement Law 4808/2021<sup>118</sup> as well as by the competent agency, GSDFPGE, for the joint coordination of actions with other bodies.

In November 2021, a Memorandum of Cooperation was signed between KEDE, GSDFPGE, KETHI and the National School of Public Administration and Local Government (EKDDA). The subject-matter of the Memorandum had to do with organising information and training workshops for members of DEPIs, municipal councils and municipal social service officials, to have them contribute to the achievement of true gender equality. The aim of the information workshops is to prevent and address incidents of harassment and gender-based violence, as well as to encourage women to engage in civic affairs, local government in particular. Four information workshops were held in the reporting period (Trikala, Kozani, Lamia, Thessaloniki), attended by Deputy Minister Ms Maria Syrengela and General Secretary Ms Kalypso Goula.

<sup>118</sup> Law 4808/2021 on the protection of labour; establishing a 'Labour Inspectorate' independent authority, ratifying Convention No 190 of the International Labour Organisation concerning the elimination of violence and harassment in the world of work, ratifying Convention No 187 of the International Labour Organisation on occupational safety and health, transposing into national legislation Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance, other provisions of the Ministry of Labour and Social Affairs and other emergency arrangements, Government (Government Gazette, Series I, No 101).

The National Action Plan for Gender Equality 2021-2025 includes Action 1.2.2 'Implementing a pilot programme called 'Eleni Topaloudi', focusing on the sexual harassment of female students at universities, the implementation of which is expected to begin next year. In the memory of university student Eleni Topaloudi, who fell victim to sexual violence, abuse and femicide, GSDFPGE included in the current National Action Plan for Gender Equality 2021-2025 the planning and implementation of a pilot programme for preventing and addressing sexual harassment and violence at universities, in cooperation with University Committees on Equality and Anti-Discrimination.

The programme aims to set up offices for receiving reports and complaints about incidents of sexual harassment at universities and providing direct psychological support to victims. In the meantime, protocols will be designed for the management of reports and complaints and for referring victims to dedicated social protection agencies, such as the counselling centres of the GSDFPGE network of structures, where they can be provided with multifaceted support.

Also, in the reporting period and as part of implementing Law 4808/2021, the Ministry of Labour and Social Affairs issued clarifying Circular No 18547/25-2-2022 (Internet Posting No: 9SET46MTLK-39C) entitled: 'Clarifications on the submission for ratification of staff labour regulations unilaterally drawn up by the employer, in accordance with the provisions of Legislative Decree 3789/1957, in compliance with Article 11 of Law 4808/2021 and Ministerial Decision No 82063/2021'. The Circular states that the policies under Article 11 of Law 4808/2021 shall be the subject of collective bargaining as they are contained in the Company Collective Bargaining Agreement or in the Labour Regulation, or they shall be drawn up by the employer, after consulting the representatives of the most representative trade union organisation of the company/ holding or the council of employees, or, in the absence of any trade union organisations and a council of employees, after informing the employees and posting the draft policy in the workplace or notifying it, to receive feedback. More specifically, as regards disciplinary offences, disciplinary proceedings and disciplinary penalties in the context of, or following, complaints about incidents of violence and harassment at work, these should necessarily be included in the content of the Labour Regulation where there is, or there must be, such a Regulation.

Furthermore, actions for preventing and addressing sexual harassment were also carried out by civil society organisations or other bodies in the context of implementing co-funded programmes or their own initiatives. Some of these actions were:

Three research initiatives on sexual harassment in the world of work were published in period 2020-2022:

- **Research and national report prepared as part of the co-financed TEAMWORK project<sup>119</sup> 'Combating sexual harassment in the workplace', which was coordinated by KMOP<sup>120</sup>.**

The project aimed to strengthen the fight against sexual harassment at work, focusing on Greece, Bulgaria, Spain and Italy. The research included taking stock of, and analysing, the national framework, conducting in-depth interviews with key actors and using anonymous online questionnaires targeting employees and employers. In Greece, 126 employees and 27 employers filled out the anonymous electronic questionnaires.

Following are some remarkable findings from the anonymous questionnaires: 52.3% of employees said they had experienced sexual harassment. 42.8% of employees said they had witnessed sexual harassment against a co-worker. 91.2% of employees had found that women were more exposed to sexual harassment. 77.7% of employers acknowledged that sexual harassment was a serious problem. 48% of employers said that there were no precautions in place in their businesses.

- **ActionAid research and report entitled 'This is not part of our job'**

As part of the Action Aid campaign 'Never and nowhere' for eliminating gender-based violence, a large two-part nationwide survey was conducted, the first one focusing on the broader female population and the second one focusing on women working in the tourism, food and overall hospitality industry. Emphasis was placed on these sectors as they employ most female workers in Greece and, unfortunately, sexual harassment is 'part' of the daily work routine for many of those workers.

Following are some noteworthy findings of the survey among the general female population: 85% of the sample reported having experienced sexual harassment in the workplace. 6% of women who have been sexually harassed filed a formal complaint.

As regards the findings of the survey among women working in the hospitality and tourism sectors, 85% said they had been sexually harassed in the workplace. 22% of the women reported having been sexually assaulted or raped.

- **Research and report by the ADEDY Social Centre on sexual harassment in the public sector**

In 2022, the scientific centre 'Social Centre' of ADEDY published its research on sexual harassment in the public sector workplace<sup>121</sup>. The research aimed to determine the extent to which female public sector workers are subjected to sexual and moral harassment at work and how these behaviours can be addressed by taking specific measures.

<sup>119</sup> TEAMWORK project, National report Greece, 2020, [https://www.teamworkproject.eu/wp-content/uploads/2020/12/Teamwork\\_national-report\\_Greece\\_vf-1.pdf](https://www.teamworkproject.eu/wp-content/uploads/2020/12/Teamwork_national-report_Greece_vf-1.pdf)

<sup>120</sup> <https://www.kmop.gr/el/>

<sup>121</sup> M. Stratigaki, A. Mavrommati-Lagani, A. Charalampi, Ch. Papakostantinou, A. Michalopoulou, (2022), Research on sexual harassment in the public sector workplace, Athens, Social Centre. Available at [https://kpolyken-tro.gr/wp-content/uploads/2022/05/SEXUAL-HARASSMENT-%CE%91%CE%A4-WORK\\_whole.pdf](https://kpolyken-tro.gr/wp-content/uploads/2022/05/SEXUAL-HARASSMENT-%CE%91%CE%A4-WORK_whole.pdf)

The research included taking detailed stock of policies implemented to combat sexual harassment in the public sector in France, Germany, Sweden and the UK and of the complete institutional framework in force in Greece.

A sample survey was conducted in the general population of civil servants along with an empirical study with interviews of female workers who had been sexually or morally harassed at work in the public sector. Participants in both surveys said they were aware of negative comments, hostile treatment or inappropriate behaviour and agreed that there were no consequences for those displaying such behaviours.

Then, ADEDY and the Social Centre released the 'Guide to Addressing Sexual Harassment in the Public Sector'<sup>122</sup>.

In short, the Guide contains:

- the findings of the relevant research of the ADEDY Social Centre;
- the international and Greek legal framework on addressing such behaviours;
  - policy proposals to supplement the legislative framework for the public sector; and
  - practical details on the agencies and organisations to which persons who are sexually harassed can turn to.

In addition, as far as the public sector is concerned, the Ministry of the Interior prepared and published, in cooperation with the National Transparency Authority and following consultation with the Ombudsman, the **Code of Ethics and Professional Conduct for Civil Servants**<sup>123</sup>, which defines and describes the rules of conduct for public administration officials in the performance of their duties, with a view to consolidating a professional ethical mindset and ensuring an exemplary and wholesome work environment.

The scope of the Code covers all public sector employees, regardless of employment relationship and irrespective of whether they hold a position of responsibility, as defined by point (a) of Article 14(1) of Law 4270/2014 (Government Gazette, Series I, No 143).

The following employees are excluded from the scope of the Code:

- Judicial officers, main staff of the State Legal Council and medical examiners.
- Members of the Research Teaching Staff (DEP), Laboratory Teaching Staff (EDIP), Special Teaching Staff (EEP), Special Technical Laboratory Teaching Staff (ETEP) and the temporary teaching staff of Higher Education Institutions and Higher Military Educational Institutions, as well as the training or teaching staff of any schools or agencies, regardless of name, operated by the Hellenic State, legal persons governed by public law, first- and second-level local government organisations and legal persons referred to in paragraph 1 of the above Article and Law.

<sup>122</sup> Social Centre - ADEDY. (2022). *Guide to Addressing Sexual Harassment in the Public Sector*. Available at: [https://kpolykentro.gr/wp-content/uploads/2022/06/4FOLD-BROCHURE\\_pages.pdf](https://kpolykentro.gr/wp-content/uploads/2022/06/4FOLD-BROCHURE_pages.pdf)

<sup>123</sup> Ministry of the Interior, General Secretary for Public Sector Human Resources (2022). *Code of Ethics and Professional Conduct for Civil Servants* Available at <https://www.ypes.gr/wp-content/uploads/2022/07/KodikasIthEpaSympYpalDimTom-Ioulaios2022-20220725.pdf>



- Military officers, civilian staff of the Ministry of Citizen Protection and of the Ministry of Maritime Affairs and Island Policy, the staff of the National Service.
- Religious ministers of the legal persons operated by the Eastern Orthodox Church of Christ, other churches, denominations and known religions in general.

The Code includes Chapter C.3.3 'Equal treatment and elimination of intimidation and harassment in the workplace'.

In accordance with its provisions, when working together with co-workers, citizens or representatives of other organisations and/or businesses, employees must display behaviours that indicate their respect for the value the human being, both as an individual and as a member of society, as well as their commitment to the need to consolidate equal treatment and avoid intimidation and harassment in the workplace.

More specifically, officials are expected to:

- Strictly observe the provisions of Parts I and II of Law 4808/2021 (Government Gazette, Series I, No 101) prohibiting harassment and violence in the workplace and the provisions of Law 4443/2016 (Government Gazette, Series I, No 232) on the principle of equal treatment of individuals, as in force in each case.
- Avoid behaviours that involve acts of intimidation, repression, sexual harassment or violence, which can be expressed verbally, physically or psychologically
- Avoid behaviours and attitudes that could lead to unfair discrimination, threats, any kind of harassment or abuse of power, or could reasonably be considered as such behaviours.
- Avoid actions and practices that aim, lead or may lead to physical, psychological, sexual or economic harm.
- Not to circulate offensive or indecent material on any medium or in any way.
- Avoid sexual/ racist jokes, comments and innuendos.
- Avoid comments about someone's outer appearance or character which cause shame or embarrassment.
- Not to behave in a way that would underestimate or make fun of a person's abilities, either in private or in front of others.
- Refrain from behaviours that diminish an employee's professional competence.
- Avoid fits of anger and threats or inappropriate comments.
- Refrain from any unjustified discrimination or mistreatment on grounds of race, colour, sex, national or ethnic origin, descent, religious or other beliefs, disability or chronic illness, age, family or social status, sexual orientation, identity or sex characteristics.



- Not to spread malicious comments against, or offend, anybody on grounds of race, colour, sex, national or ethnic origin, descent, religious or other beliefs, disability or chronic illness, age, family or social status, sexual orientation, identity or sex characteristics.

Protect any person suffering from any form of harassment or intimidation either by encouraging him/her to file a complaint or by voluntarily informing competent authorities.

Training handbooks were developed in the reporting period, to prevent and combat sexual harassment at work and in society at large. Following are some details on this:

The training kit was developed as part of the joint EU and Council of Europe project **Pro Safe Sport +: ‘Stop sexual harassment and abuse of children in sport’**<sup>124</sup>, which complements the other awareness measures developed under this project. Posted on the website of the General Secretariat for Sports at <https://gga.gov.gr/component/content/category/276-evropaika-programmata>, translated into Greek by the General Secretariat for Sports, Department of Sports Scientific Support and Training, Vasiliki Balta, November 2020.

This manual provides information and training material to help those holding positions of responsibility in sport to prevent and react to potential situations of sexual violence. The target groups of the kit are:

- Trainers / instructors
- Sports leaders
- Coaches
- Physical education teachers
- The objectives of the kit are:
  - To understand what sexual violence is in field of sport so as to prevent it from happening.
  - To react appropriately in cases of sexual violence or suspicion of sexual violence.
  - To provide information on existing support services and/or helplines.
  - To implement preventive measures so as to avoid/ reduce risk situations.

<sup>124</sup> Council of Europe. (2022) .Training kit to prevent and react to situations of potential sexual violence against children and young people in sport. Available at <https://rm.coe.int/toolkit-star-to-talk-pedagogical-sheets-greek-version/1680a2da7c>

As part of the EU co-funded **ASTRAPI Program 'Active Strategies for Prevention and Handling Sexual Harassment Incidents'**<sup>125</sup> at universities, in which the Centre for Gender Studies of the Panteion University took part as a Greek representative, along with other cross-border partners, a scientific policy paper, a Training Handbook to prevent and handle sexual harassment at work, and a European Toolkit for the effective implementation of policy to prevent and handle sexual harassment in the world of work were prepared.

The policy paper is based on the experience gained by the ASTRAPI project partners in five countries, i.e., Bulgaria, Cyprus, Denmark, Greece, and Spain. It gathered and attempted to combine information on the perceptions of the organisations involved concerning existing legislation and good practices on addressing sexual harassment in the five countries concerned. It is addressed to a broad audience that might be involved or interested in policies and practices relating to sexual harassment at work.

The Training Handbook is addressed to trainers who are familiar with the issue of sexual harassment in the world of work and who have experience in participatory training. The training programme is intended to help them master training skills and have a fair understanding of gender issues in sexual harassment in particular. And the ultimate beneficiaries will be a range of people occupying a variety of positions in the world of work (trade union representatives, health and safety officers, managers, HR managers, etc.), who are not necessarily knowledgeable about sexual harassment or even aware of the issue, or can express resistance about it.

The European Toolkit on effectively implementing a policy to prevent and handle sexual harassment in the world of work provides guidance and best practices on implementing a transformative, comprehensive and multi-dimensional approach to ending sexual harassment in the world of work. It is intended to raise awareness, inspire action and new ideas, and provide practical tools to prevent and effectively handle incidents of sexual harassment in the world of work.

Moreover, recognising that violence and harassment are pivotal issues and that the adoption of measures and policies by companies to prevent and combat violence and harassment at work is both mandatory and necessary, the SEV Working Group on Diversity, Equality and Inclusion prepared a guide on harassment and violence in the workplace.

<sup>125</sup> ASTRAPI EU Project (Active Strategies for Prevention and Handling Sexual Harassment Incidents). Available at [https:// astrapi-project.eu/#](https://astrapi-project.eu/#)

In this context, the SEV Working Group on Diversity, Equality and Inclusion developed the **Guide for Businesses ‘Harassment and Violence at Work: Measures and arrangements in Law 4808/21’**<sup>126</sup> as well as an **information brochure in the form of Questions and Answers (Q&A)**<sup>127</sup>.

Both tools aim to clarify the most important aspects of the Law, as regards in particular:

- the content of key concepts;
- the categories of persons covered by the relevant provisions;
- the general obligations resulting for employers;
- the obligation to adopt policies within businesses;
- the rights of affected persons and the respective obligations of employers;
- the procedure for settling relevant incidents.

<sup>126</sup> SEV. (2022). Guide for Businesses ‘Harassment and Violence at Work: Measures and arrangements in Law 4808/21’ Available at <https://www.sev.org.gr/ekdoseis/odigos-gia-tis-epicheiriseis-parenochlisi-kai-via-stin-ergasia-metra-kai-rythmiseis-tou-n-4808-21/>

<sup>127</sup> SEV. (2022). Guide for Businesses ‘Harassment and Violence at Work: Measures and arrangements in Law 4808/21’ Available at [https://www.sev.org.gr/wp-content/uploads/2022/05/QA\\_%CE%A0%CE%B1%CF%81%CE%B5%CE%BD%CF%8C%CF%87%CE%BB%CE%B7%CF%83%CE%B7-%CE%BA%CE%B1%CE%B9-%CE%B2%CE%AF%CE%B1-%CF%83%CF%84%CE%B7%CE%BD-%CE%B5%CF%81%CE%B3%CE%B1%CF%83%CE%AF%CE%B1.pdf](https://www.sev.org.gr/wp-content/uploads/2022/05/QA_%CE%A0%CE%B1%CF%81%CE%B5%CE%BD%CF%8C%CF%87%CE%BB%CE%B7%CF%83%CE%B7-%CE%BA%CE%B1%CE%B9-%CE%B2%CE%AF%CE%B1-%CF%83%CF%84%CE%B7%CE%BD-%CE%B5%CF%81%CE%B3%CE%B1%CF%83%CE%AF%CE%B1.pdf)

## D. National Mechanism for Gender Equality

Following are additional organisations included in the National Mechanism for Gender Equality. This report presents the actions of KETHI and of the Regional and Municipal Committees on Gender Equality (PEPIS-DEPIS) for preventing, addressing, combating and eliminating gender-based violence in the reporting period.

### 1. RESEARCH CENTRE FOR QUALITY ISSUES (KETHI)

The Research Centre for Gender Equality (KETHI) was founded in 1994 as a legal person governed by private law operating in the broader public sector (General Government Body) under the supervision of the Ministry of Labour and Social Affairs. Its objective is to carry out scientific research and studies and implement national and European gender equality action programmes. It carried out the following actions in the reporting period:

In the context of preventing, combating and eliminating violence against women, KETHI continued to be responsible for the operation, administration/ organisation and staffing of the 14 counselling centres located in region capital cities of the regions, which have been put in operation gradually since 2012, as well as for the scientific, organisational and administrative supervision/ monitoring and coordination of the overall work of the 64 structures of the GSDFPGE network for preventing and combating gender-based violence against women (counselling centres, shelters and SOS 15900 Helpline), which were put in operation in the NSRF programming period 2007-2013.

The actions below are part of this project:

- Coordination, scientific and organisational/ administrative monitoring of the overall project.
- Psychological supervision of officials: aiming to empower officials and support them in providing counselling and hospitality services to abused women. As a result of this action, a safe framework and limits have been determined in the performance of the structure officials' tasks, in particular prevention and/or better management of professional stress and fatigue, burn-out, etc. It was also deemed necessary to provide psychological supervision in order for the executives to offer optimal counselling services to the abused women, as this task is highly burdensome and painful for the officials carrying it out.
- Provision, in cooperation with bar associations, of free legal aid services to female victims of violence.

KETHI also provides interpretation services to all structures of the GSDFPGE network for preventing and combating violence against women, currently in Arabic, Farsi. Until June 2022, KETHI also provided interpretation services in other languages too, such as Urdu, Lingala and Albanian, on an outsourcing basis, to meet the needs of refugee and migrant women contacting the GSDFPGE network structures.

As regards KETHI's participation in the implementation of projects by other organisations, KETHI participated as a partner in the '***Ariadne 2 Programme: Developing and supporting multidisciplinary police reporting procedures to prevent and respond to domestic violence against migrant/ refugee women***'. The project aimed to support police personnel in relation to reporting incidents of domestic violence against women, as well as to strengthen cross-sectoral cooperation, with emphasis on protecting migrant and refugee women and interconnecting police authorities with civil society organisations. It was implemented between 15 April 2020 and 15 September 2022.

The project actions included:

- Field research to identify the needs of:
  - Migrant and refugee women who are victims of domestic violence
  - Police officers, preliminary investigators
  - Civil society representatives who are active in providing protection/ support for migrant and refugee women.
- Training of police officers in Athens, Karditsa and Thessaloniki on issues related to incidents of domestic violence and cross-sectoral cooperation.
- Pilot operation of cross-sectoral regular consultation working groups, comprising trained police officers, their commanders, representatives of civil society organisations and the local community. An important element of the project is enhancing the platform for electronic interconnection of police services with assistance and support structures for female victims, which was created and operated on a pilot basis during the implementation of the previous ARIADNE Project.
- Development of standard operating procedures (SOPs) for reporting, with a view to standardising, aligning and coordinating the work of all stakeholders (public authorities and bodies, NGOs, civil society organisations, etc.) which are active in protecting victims/ survivors of gender-based and domestic violence. The standard operating procedures for reporting focus on victims and human rights in interventions for preventing and addressing domestic violence and indicate which organisations and bodies are responsible for specific actions in the four main areas of support for victims/ survivors: **health, social welfare, security and justice**. Finally, please note that the standard operating procedures for reporting are not an independent document, but should be studied together with other relevant national and international documents, directives, recommendations on implemented policies, etc. regarding gender-based violence.

KETHI also took part in developing the action plan, reporting the research findings and analysing the information selected through the electronic questionnaire for stakeholders providing support to victims. It also took part in the development of training material for, and the education provided to, trainers under Work Package 3 'Capacity building activities for police officers to enhance intercultural communication and promote cross-sectoral cooperation with a view to protecting and supporting migrant and refugee women who are victims of gender-based violence'.

The project was coordinated by the **Centre for Security Studies** (KEMEA) of the Ministry of Citizen Protection, comprising the following partners in addition to KETHI: the Municipality of Athens, the *Diotima* Women's Studies and Research Centre, ActionAid and the Karditsa Women's Centre.

In line with its operating objective and in response to the needs that resulted from Convention No 190 of the International Labour Organisation concerning the elimination of violence and harassment in the world of work, ratified by Law 4808/2021<sup>128</sup> (Government Gazette, Series I, No 101/19.06.2021), KETHI proceeded to implement various actions, such as the Operation entitled '**Interventions to eliminate violence and harassment in the world of work**'. The operation aims primarily to combat violence and harassment in the world of work by effectively applying the law and informing stakeholders and persons involved. More specifically the project actions include initiatives to assist organisations with fulfilling the legal obligations regarding the development of policies, the provision of information and training to workers in accordance with the new legal framework on violence and harassment in the world of work, as well as the provision of broader information and awareness in this field through stakeholder cooperation (e.g. chambers, employee associations, employer associations).

KETHI also carried out a lot of work in the reporting period in terms of actions for preparing and/or commissioning studies and surveys. More specifically, a survey was carried out entitled '**Looking into the characteristics of time reallocation within couples during the COVID-19 crisis**'. The survey, carried out by the University Research Institute of Applied Economics and Social Sciences of the University of Macedonia, aimed to gather information on the time reallocation within couples during the COVID-19 crisis in Greece and looked into the changes that occurred with regard to paid and unpaid work (housework, childcare, home education of children due to the school shutdown) and with regard to free time, with special focus on existing gender gaps. More specifically, the survey looked into such issues as the use of rights to leave of absence (e.g. special-purpose leave of absence, reduced working hours, etc.), the use of teleworking, the psychosocial impact of COVID-19, the reallocation of free time between the sexes, etc.

The study entitled '**Approaches and proposals for effective intervention and change of attitude of male perpetrators of domestic violence**'. The study aimed to present new approaches and proposals in the context of effective intervention and change of attitude among men towards domestic violence, by looking into and taking stock of the following at national, European and/or international levels:

<sup>128</sup> Law 4808/2021 on the protection of labour; establishing a 'Labour Inspectorate' independent authority, ratifying Convention No 190 of the International Labour Organisation concerning the elimination of violence and harassment in the world of work, ratifying Convention No 187 (Government Gazette, Series I, No 101/19 6.2021)

- theoretical approaches/ perceptions and modern empirical data on working with male perpetrators;
- modalities for effective intervention to change the attitude and behaviour of male perpetrators of violence;
- information from the legislative frameworks of other countries which have adopted measures to increase security for female victims of violence;
- the framework for cooperation with victim support services and intervention mechanisms (justice bodies, social services, health services, women's support/ assistance services, child protection services, etc.);
- the methods used to provide tailored training to workers in counselling programmes intended for men with a view to tackling domestic violence;
- interventions and programmes for perpetrators, **to have them adopt a violent-free behaviour in their interpersonal relationships and understand the impact of domestic violence on themselves, their family and the broader environment.**

The survey entitled '**Survey on the situation of women with disabilities and the needs of parents and guardians of children with disabilities**', commissioned by KETHI to EKKE, aimed to mainstream in an documented manner actions intended for the target group categories (Women: Roma, refugees, parents/ guardians/ caregivers/ disabled people) in axes of the GSDFPGE ESDIF 2021-2025. The survey covered individuals in the following categories: (a) women with disabilities, (b) women and girls with disabilities among refugees, asylum seekers and persons facing a situation that is similar to that of asylum seekers, (c) Roma women with disabilities, and (d) parents, guardians, caregivers, by looking into the situation of women with disabilities, as well as taking stock of, and mapping, the needs of parents, guardians and caregivers of children with disabilities, in terms of work-life balance in particular. The survey identified the problems faced by women with disabilities by looking into such issues as the extent of the phenomenon, the forms of disability faced by women, the multiple discrimination and barriers faced by women with disabilities (e.g. access to health services, mass transportation, education, vocational training, employment, etc.), the forms and types of violence they are subject to, the information they receive about their rights, the services which they can turn to, etc. In the context of this survey, the bodies involved and the development of support policies for the population category concerned were mapped and recorded (Annex 2).

In terms of publishing training handbooks and books, KETHI released the '**Training Handbook: Violence and harassment in the world of work**' in March 2022. The handbook is to be added to a series of training initiatives and seminars undertaken by KETHI and is meant to contribute to the promotion of gender equality in the highly significant world of work. The handbook is broken down into two parts. Part One presents issues relating to sexism and how it manifests itself in the work environment (Chapter 1). It analyses sexual violence and harassment in the workplace (Chapter 2) by presenting a brief history of the term and focusing on its potential forms. It also analyses the factors contributing to the occurrence of such behaviours and their effects, and presents relevant theoretical approaches. Chapter 3 sets out recent empirical data at international, European and national levels. Part Two provides a brief presentation of milestone policies at international and European levels (Chapter 1) and of the pivotal role played by the UN, the International Labour Organisation, the Council of Europe and the EU in matters of gender discrimination and sexual harassment. It also analyses the legal and institutional framework in Greece, focusing on the recent ratification of ILO Convention No 190



(Chapter 2). Chapter Three describes the strategy framework for addressing violence and harassment in the world of work. The thematic sections are accompanied by creative ideas for the development of interactive activities with the attendees of training seminars.

As regards publishing books, KETHI, in cooperation with UNICEF, implemented the project '**Enhancing protection for refugee and migrant GBV survivors through increased access to GBV services and awareness raising activities**', which is a follow-up to a previous program. As part of this cooperation, the book '**Όλα από την Αρχή**' (**Everything from scratch**), authored by El. Katsama and illustrated by M. Delivoria, was published. The book focuses on the Istanbul Convention and places emphasis, for the first time, on the experiences and understanding of the roles ascribed to boys. The book 'Everything from scratch' attempts to demonstrate gender stereotypes relating to the behaviours, roles and expectations ascribed to boys and, quite often, associated with violent behaviours, and to make clear to all that victims —girls and boys— are never at fault or responsible for what happened to them. The book presents three stories of boys. Two of the stories focus on and present how social biases, gender stereotypes and social circumstances affect gender relations over time and influence the socialisation and behaviour of boys. Through these stories, an attempt is made to approach violence, with emphasis on masculinity-related stereotypes. The third story presents the case of a boy who is sexually harassed and emphasizes how gender stereotypes may influence the behaviour of boys as victims. The book 'Everything from scratch' has been published in four languages (Greek, English, Arabic and Farsi), has already been approved by the Ministry of Education for use in education and has been sent to all Directorates for Secondary Education in Greece, to be forwarded to the school under their jurisdiction.

Other actions include:

- Drawing up a **Gender Equality Plan** (in progress). The key aim is for the plan to achieve the main objective of substantially mainstreaming the gender perspective and promoting gender equality in the organisation's operating environment. **Training programme of the Ministry of Education and Religious Affairs** (November 2021 – June 2022): KETHI submitted a proposal to the Ministry in June 2021, which was approved, for implementing in secondary education schools the training programme entitled '*Informing and raising awareness among teachers and students about gender-based violence, discrimination and gender equality*'. The programme **aimed** to include gender equality, gender-based violence and gender-based discrimination in all years of secondary education schools, as well as to inform and raise awareness among teachers and students about such issues as changing stereotypes about gender relations, cultivating attitudes and developing skills for human rights respect, and preventing gender-based discrimination and violence. The program was implemented in the period from November 2021 to June 2022, had a duration of 2 teaching hours in each grade and included using the book 'The world from scratch' and the 'Guide to using the book for educational purposes', which were prepared as part of the cooperation between KETHI and UNICEF. In the context of implementing this training program, KETHI responded to all requests received from schools.



In June 2022, KETHI submitted another request for the training program to be implemented again in the new school year 2022-2023, which is pending approval.

## **2. PEPIS-DEPIS**

The Regional Committees on Gender Equality (PEPIS) established at a regional level and the corresponding Municipal Committees on Gender Equality (DEPIS) established at a municipal level are part of the National Mechanism for Gender Equality<sup>129</sup> and are responsible at regional and local levels for planning and implementing policies, measures and actions to promote gender equality and equal treatment of men and women, as well as monitoring and addressing discrimination on the basis of gender, gender identity and sexual orientation.

In this context, PEPIS and DEPIS take into account the policies of the General Secretariat for Demography and Family Policy and Gender Equality and the National Action Plan for Gender Equality in order to mainstream gender equality into the policies of regions and municipalities respectively. They also work closely together with the GSDFPGE network structures to prevent and combat violence against women in first- and second-level local government, as well as with civil society organisations.

In view of the above, this Report presents, for the first time, some of the actions implemented by PEPIS and DEPIS in the reporting period, to provide information and raise awareness about preventing and combating violence against women. More specifically, it lists actions taken by 3 Regional Committees on Gender Equality and 32 Municipal Committees on Gender Equality.

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<sup>129</sup> Article 4 of Law 4604/2019 (Government Gazette, Series I, No 50)

## Regional Committees on Gender Equality

### PEPIS of Crete

- ▶ The Regional Committee on Gender Equality of Crete launched a 16-day campaign to eliminate violence against women entitled 'Painting the world orange. Stopping violence against women NOW', in cooperation the DEPIS of Crete and local social organisations.

On 12 March 2022 the Committee organised an event entitled 'Breaking prejudice: Right to equality, right to life', and on 4 April 2022 and 16 June 2022 it sent information material on domestic violence (information brochures and posters) to the Regional Executive Health Consultant of the Regional Unit of Chania and the President of the DEPIS of Siteia, respectively. Finally, from 1 July to 31 August 2022, students of the University of Crete took part in a training programme at the Independent Gender Equality Office of the Region of Crete. Training was provided during the programme on planning and implementing information and awareness actions to prevent, combat and eliminate violence against women, and an action was carried out at the Department of Sociology of the University of Crete providing information to women's support structures in Crete and raising awareness about forms of violence and addressing violence in an intimate partner relationship.



### PEPIS of Thessaly

- ▶ The Regional Committee on Gender Equality of Thessaly, in cooperation with the Municipality of Larisa, organised an information campaign entitled 'Information passing in front of you' on 25 November 2021. The message of this information campaign on eliminating violence against women was conveyed by a city bus.

### PEPIS of Epirus

- ▶ The Regional Committee on Gender Equality of Ioannina, in cooperation with the Ioannina Women's Counseling Centre and the Ioannina Domestic Violence Office, gave a joint press conference to local TV networks, distributed information brochures and held an information event at the central square of Ioannina on 25 November 2021. In March 2022 the Committee organised online talks entitled 'Gender-

based violence against women' and issued a press release on violence against women on the occasion of the International Women's Day<sup>130</sup>.

## Municipal Equality Committees

### DEPIS of Almyros

- ▶ The month of July was dedicated to raising public awareness on domestic and gender-based violence by the Municipal Committee on Gender Equality of Almyros. More specifically, it organised a basketball tournament 'Against domestic and gender-based violence' in cooperation with the Sports Association of Almyros and the Region of Thessaly on 14-17 July 2022<sup>131</sup>, as well as a concert 'Against domestic and gender-based violence' at the central square of the Municipality of Almyros with the 'Yellow Bikes' band on 20 July 2022<sup>132</sup>. On 21 July, the Committee organised an event/ discussion to which the General Secretary for Demography and Family Policy and Gender Equality Ms Kalypso Goula was invited as the keynote speaker. The title of the event was 'Domestic violence - Gender-based violence'<sup>133</sup>. Finally, the Committee, in cooperation with the Region of Thessaly and the 'Argo' Beach Volleyball Sports Association, organised a beach volleyball tournament 'Against domestic and gender-based violence' on 30-31 July 2022.



### DEPIS of Almopia

- ▶ The Municipal Committee on Gender Equality of Almopia dedicated the month of June to actions against gender-based and domestic violence. More specifically, the Committee too part:

<sup>130</sup> Region of Epirus, 8 March, International Women's Day (php.gov.gr); Region of Epirus, Newsletter listing the actions carried out by PEPIS in 2021 (php.gov.gr)

<sup>131</sup> Almyros.gr. (19 July 2022a). Photos from the highly successful '3on3' basketball tournament in Kouri. *Laos tou Almyrou*. <https://www.almyros.gr/2022/07/19/to-fotoreportaz-apo-to-akros-petychimeno-toyrnoya-mpasket-3on3-st- koyri/>

<sup>132</sup> Almyros.gr. (25 July 2022b). The 'Yellow Bikes' band in Almyros: video and pictures from the fun concert. *Laos tou Almyrou*. <https://www.almyros.gr/2022/07/25/kitrina-podilata-ston-almyro-vinteo-kai-eikones-apo-tin-apolaystiki- synaylia/>

<sup>133</sup> Almyros.gr. (26 July 2022c). Comprehensive information event by the DEPIS of Almyros. *Laos tou Almyrou*. <https://www.almyros.gr/2022/07/26/plirestati-enimerotiki-ekdilosi-ap-ti-depis-almyroy/>

- in an online event organised in cooperation with the National Inter-Municipal Network of Healthy Cities for Promoting Health (EDDYPPY) on 29 June 2022 entitled 'Summer school for preventing violence with support from municipalities: "Do not underestimate the signs". For adolescents and adults';
- in the scientific conference organised by the Holy Archdiocese of Athens entitled 'Dialogues on preventing and combating violence' (22-24 June 2022),
- in the screening of the documentary 'Femicidio' (2022) by Nina-Maria Paschalidou (in the presence of the director and with a discussion held after the screening of the film), at the 'Ektos Charti - Papatzikou Gallery' café in Veroia (25 June 2022 - co-organised by the Women's Counseling Centre of the Municipality of Veoria and the Erasmus Social Intervention Association).

### DEPIS of Eastern Samos

- The Municipal Committee on Gender Equality of Eastern Samos participated in the online event organised by the Social Welfare Department of the Municipality in cooperation with the National Inter-Municipal Network of Healthy Cities for Promoting Health (EDDYPPY) on 29 June 2022 entitled 'Summer school for preventing violence with support from municipalities: "Do not underestimate the signs". For adolescents and adults'.

On 8 December 2021, the Committee, based on a collaboration between the Municipality, the *Alki Zei* Children and Family Support Centre of ARSIS and the *Diotima* Centre for Gender Rights and Equality, organised an open information event on gender-based violence entitled 'The road to prevention' (Samos City Hall, 8 December 2021).



### DEPIS of Astypalaia

- The Municipal Equality Committee of Astypalaia organised the first scientific meeting entitled 'Violence, media and society' in cooperation with the Society of Communication Scientists and Journalists, at the premises of the Cultural and Educational Association of Astypalaia (18-19 September 2022).

### DEPIS of Veroia

- The Municipal Committee on Gender Equality of Veroia organised an honorary event on 8 March 2022, a day of remembrance of the rights and struggles of women, in cooperation with, and with support from, numerous organisations (Municipal Social Service, Women's Counseling Support Centre, *Erasmus* Social Intervention Association, Municipal Community Centre, Commercial Association of Veroia, Association of Parents of the Municipality, Vocational Senior High School of Veroia, etc.). The rich program of the event included, among other things, distributing a brochure intended for organisations active in combating gender-based violence at a local level. The brochure was also distributed to all schools in the Municipality in the following days<sup>134</sup>.

<sup>134</sup> *Pliroforiodotis Imathias* (2022). Veroia: Event on the occasion of the International Women's Day of 8 March 2022. <https://www.>

### DEPIS of Gortyna

- On 25 December 2021, the Municipal Committee on Gender Equality of Gortyna posted on the Municipality's website a poster and the Mayor's message for the International Day for the Elimination of Violence Against Women. Also, information brochures were distributed in all municipal buildings, stores and houses, as well as to students of the Junior and Senior High Schools of Agioi Deka (capital city of the Municipality).



Female employees in the different municipal units put on an orange ribbon distributed to them on the initiative of the social worker and member of the DEPIS of Gortyna.

### DEPIS of Dafni-Ymittos

- In 2022, the Municipal Committee on Gender Equality of Dafni-Ymittos revived the cartoon exhibition entitled 'Gender equality and gender-based violence' that had been organised in the Municipality back in 2019 in cooperation with the local *Ergastiri* cultural association (putting up copies of the works in prominent places, e.g. at schools in the Municipality, and organising related meetings/ discussions by reason of exhibits, with assistance from psychologists and social scientists). More specifically, on 15 September 2022, copies of the works were put up in prominent places within school buildings, in cooperation with school principals. Meetings of psychologists and social workers with students and a discussion on issues of gender-based violence have also been planned for the school year 2022-2023. A briefing for parents was held on 10 May 2022 at the 1st General Senior High School of Ymittos, following cooperation of DEPIS with the Municipality of Dafni-Ymittos and the Community Centre. The topic of the briefing was 'Ways to manage the stress and psychological problems experienced by adolescents because of the pandemic and the war in Ukraine'. However, incidents of school bullying and gender-based violence were also discussed.



### DEPIS of Ellinikon-Argyroupolis

- ▶ The Municipal Committee on Gender Equality of Ellinikon-Argyroupolis organised a charity football game at the 1st Municipal Stadium of Argyroupoli 'Giorgos Kosikidis' on 4 April 2022, in which artists and elected officials took part, with the motto 'Let's play for Olga', aiming to provide financial support to the 40-year-old Olga, who had been abused by her partner.

### DEPIS of Zografou

- ▶ From 16 February to 9 March 2022 (every Wednesday afternoon), the Municipal Committee on Gender Equality of Zografou held an online seminar in cooperation with the Municipality's Social Service and Community Centre entitled '**The teachers' role in addressing domestic violence**'. **The online seminar was included in the actions taken by the Municipal Committee on Gender Equality against domestic violence.** Well-established scientists described abuse and domestic violence in their comprehensive and substantiated addresses and recommended methods for teachers to handle suspected or revealed incidents of child abuse/ neglect. The seminar was attended by 120 teachers and social workers.

### DEPIS of Igoumenitsa

- ▶ On the occasion of the International Day for the Elimination of Violence Against Women and in an effort to provide information and raise awareness about gender-based violence, the Municipal Committee on Gender Equality of Igoumenitsa lit up the City Hall building on 25 and 26 November 2021 and participated in the campaign 'Words can stab you' of the Ministry of Labour and Social Affairs. Information material on providing counselling support was also distributed to local citizens by the General Secretariat for Demography and Family Policy and Gender Equality on 25 and 26 November 2021.

In addition:

- DEPIS worked together with the Ioannina Counseling Centre for Abused Women in supplying brochures, which are available in all the municipal services that are open to the public (Directorate for Welfare, Community Centre, Social Pharmacy, Social Grocery, Citizen Service Centre).
- As part of the campaign for the 16 days of activism against gender-based violence, an event was held in memory of femicide victims in Greece on 10 December 2021, in cooperation with the UNHCR.



- DEPIs held an information meeting with the management team of the National Referral Mechanism for the Protection of Human Trafficking Victims (EMA) of the National Centre for Social Solidarity (EKKA) at the Community Centre of the Municipality of Igoumenitsa. The meeting was attended by representatives of the Hellenic Police, the Coast Guard, the Psychiatric Health Centre of Thesprotia, the Hospital of Filiates, the Directorate for Public Health and Social Welfare of the Regional Unit of Thesprotia.
- The Health Prevention Centre took part in a mental health programme by providing training the Municipality's psychologists and social workers to identify and handle incidents relating to violent behaviour, intimate partner violence and sexual abuse. A poster with the contact phone number and the motto 'Come and talk! Stop hiding your problem!' was put up in public places.
- DEPIs kept the SOS 15900 Helpline and the phone numbers of the Municipal Social Service and of the Police Division of Thesprotia posted on the Municipality's website.
- It organised an online workshop entitled 'Violence against women and how to address it'. On 10 March 2021, specialists from the Directorate for Welfare, the Hellenic Police, the Bar Association and the Ioannina Women's Counseling Centre informed the public about the forms of violence against women, the current dimensions of that violence, the methods used to address it and the pathways that a woman can look for.

#### **DEPIs of Thessaloniki**

- ▶ On 28 June 2022, the Municipal Committee on Gender Equality of Thessaloniki, in implementing the Memorandum of Cooperation executed by and between KEDE, the General Secretariat for Gender Equality, the National School of Public Administration and Local Government and the Research Centre for Gender Equality, organised a workshop in the City Council Hall of the Municipality of Thessaloniki entitled 'Information on sexual harassment and violence in the workplace'. The workshop was attended by the Mayor and members of the Municipal Council, of DEPIs and of the Social Services.

#### **DEPIs of Ilion**

- ▶ On 15 June 2022, the Municipal Committee on Gender Equality of Ilion organised a workshop entitled 'Domestic violence - Crime', in which the following persons delivered addresses: (1) Athanasios Katerinopoulos, retired Hellenic Police Brigadier, crisis management expert and hostage negotiator, adult training expert, Honourary President of Hellenic Police Officers, (2) Vasilios Mastrogianis, Doctor of Public Law, instructor at the Hellenic Open University, (3) Dr Myrsini Kostopoulou, clinical psychologist, psychotherapist.

#### **DEPIs of Ioannina**

- ▶ On 25 November 2021, on the occasion of the International Day for the Elimination of Violence Against Women, the Municipal Committee on Gender Equality of Ioannina planned and implemented the following actions:



- The Chairwoman of the Committee on Gender Equality of the Municipality of Ioannina took part in a workshop organised by YWCA Greece in cooperation with the University of the Aegean, entitled 'Violence against women'.
- The Municipality of Ioannina, in cooperation with UNHCR, voiced a message for eliminating violence against women and lit up in orange the City Hall of Ioannina.
- On 10 December 2021, an event was organised in memory of victims of femicide in Greece.

#### DEPIS of Kaisariani

- The actions of the Municipal Committee on Gender Equality of Kaisariani focused on 25 November 2021, a day dedicated to the elimination of violence against women. More specifically:
  - A photo exhibition was organised by the Mayor of Kaisariani Christos Voskopoulos at the City Hall, with works inspired by the International Day for the Elimination of Violence Against Women. The Photography Club of Ilioupolis, the Leica Academy and the 'Elpides Kaisarianis' Taekwondo Sports Association took part in the exhibition.
  - A discussion was held in the events hall of the City Hall, in which Ms Elena Batsouli, Athens lawyer at the Supreme Court, and Ms Xenia Dimitriou, public prosecutor at the Supreme Court, delivered addresses.
  - The documentary 'From dark to light' was screened, prefaced by its director Marianna Oikonomou. The documentary captures the story of a woman who was brutally beaten by her husband for ten years, as well as her struggle to break free and rebuild her life.
  - A dance event was performed by the dance group 'Celeste Dance Studio', inspired by the theme of the International Day.

#### DEPIS of Keratsini-Drapetsona

- The Municipal Committee on Gender Equality of Keratsini-Drapetsona worked together with the Keratsini-Drapetsona Women's Counseling Centre to organise actions for 8 March 2022 including the setup of a monument for femicides, to honour the female victims of gender-based violence who lost their lives in Greece in 2021, as part of the '**Strong-me**' movement for combating gender-based violence. DEPIS also took part in advertising the action, by getting traders involved by offering footwear and other materials for the completion of the monument. Also, a teacher who is a member of DEPIS assisted in getting students participate in a relevant performance during the all-day awareness actions, focusing on the monument.

The following actions were also implemented:

- Publishing a newsletter entitled 'TALK TO US'. The newsletter attempts to create a communication channel between DEPIS and local citizens, to inform them about its actions and to cultivate a culture of equality in the city of Keratsini-Drapetsona, March 2022
- Posting a DEPIS communication on femicides on the website and the Facebook account of the Municipality of Keratsini-Drapetsona - July 2021

### DEPIS of Kifissia

► On the occasion of the International Day for the Elimination of Violence Against Women celebrated on 25 November, the DEPIS of Kifissia organised a program of information, prevention and awareness actions in the Municipality of Kifissia. More specifically, the following actions were carried out:

- Pilot interactive workshops entitled '**VOICES AGAINST GENDER-BASED VIOLENCE**', intended for students of the 3rd grade of Senior High School, were organised by the *Diotima* Centre for Gender Rights and Equality, in cooperation with DEPIS, the Municipal Education Committee and the *Anaxagoreion* General Senior High School of Nea Erythraia.
- An information, prevention and awareness action was organised, including setting up an information booth in the Kifissia Mall, where qualified Community Centre staff distributed its own printed material as well material from DEPIS and the General Secretariat for Demography and Family Policy and Gender Equality.
- The City Hall was lit up in orange, which is the symbol of the struggle to eliminate violence against women.
- Online event entitled '**Domestic violence, an extra pandemic within the pandemic**'. As part of the event, the episode 'White bird' of the '10th Commandment' TV series directed by P. Kokkinopoulos was screened, followed by comments made by prominent social scientists and members of women's organisations.
- A brochure was published providing information on the operation of DEPIS and the counselling services rendered by the Community Centre to female victims of gender-based and domestic violence.
- An article authored by the President of DEPIS was published in the local newspaper 'Amarysia', entitled '**The right to a violence-free life is non-negotiable**'.
- On 9 May 2022, DEPIS took part in the 68th Flower Show by setting up an information booth and distributing the brochure on the counselling services rendered by the Community Centre to female victims of domestic and gender-based violence. On 27 June 2022, a book presentation took place entitled '**Gender, Discrimination and Gender-Based Violence**', in which the books *Όψεις φύλου και διακρίσεων* (Aspects of gender and discrimination) by Maria Kouroutsidou and Maria Gasouka and *Έμφυλη βία και εκπαιδευτικοί*



*θεσμοί* (Gender-based violence and educational institutions) by Maria Kouroutsidou and Nikolaos Raptis were presented (Gonis publications).

- On 4 July 2022 a visit was made to the Zanneion Foundation of Ekali, where single-parent families from Ukraine were hosted, to deliver basic necessities and distribute brochures printed by the General Secretariat for Demography and Family Policy and Gender Equality in Ukrainian/ Russian, informing women about domestic violence and providing them with all relevant details on the support services offered by the Hellenic State.
- DEPIS took part in the 2nd '**Strong-me**' Festival for preventing and combating gender-based violence, organised under the auspices of KEDE and held at the Serafeion Complex of the Municipality of Athens on 23-25 September 2022, as well as in the 1st Nationwide DEPIS Meeting, which took place on Friday, 23 September.
- General Secretary Ms Kalypso Goula took part in the event 'Building gender equality in local communities – Information and Awareness Workshop' held in October 2022, where the 2020 GSDFPGE Annual Report, the new ESDIF 2021-2025 and the European Charter for Equality of Men and Women in Local Life were presented.

#### DEPIS of Kozani

- The Municipal Committee on Gender Equality of Kozani organised the following actions in the period surrounding the day for the elimination of violence against women, i.e. 25 November each year, and following 16-day period of activism:
  - On 23 November 2021 a talk was given at the conference 'Gender-based violence as a phenomenon in today's reality'<sup>135</sup>.
  - On 25 November 2021 a press release was issued for 25 November on the website of the Municipality of Kozani and in local electronic and printed media on the subject: '25 November, International Day for the Elimination of Violence Against Women'.
  - On 11 December 2021 the Committee took part in the KEDE's workshop 'Information on sexual harassment and violence in the workplace'.
  - The Chairwoman of the Committee on Gender Equality, the Mayor's Executive Consultant on Social Policy and the Head of the Shelter for Abused Women took part in the workshop organised by KEDE's Committee on Gender Equality in the context of implementing the Memorandum of Cooperation between KEDE, GSDFPGE, the National School of Public Administration and Local Government and KETHI, entitled 'Information on sexual harassment and violence in the workplace', held in Trikala, Thessaly.

<sup>135</sup> See Initiatives and Actions of the GSDFPGE network structures for the period November 2021 - October 2022 / REGION OF WEST MACEDONIA.

- On 4 January 2022 a press release to advertise the 2nd GSDFPGE Annual Report on Violence Against Women was issued by the scientific staff of the Shelter for Abused Women, with information from the 2nd Annual Report on Violence Against Women published by the General Secretariat for Demography and Family Policy and Gender Equality.

The implementation of actions continued in the period before and after the International Women's Day, i.e. 8 March 2022. More specifically:

- ▶ On 21 February 2022, DEPIS and the 'Ethnikos Kozanis' Female Handball Team joined their forces on the occasion of 8 March to organise an online workshop with participation of female athletes of the 'Ethnikos Kozanis' handball team, the scientific staff of the Shelter and the Chairwoman of the Municipal Committee on Gender Equality of Kozani. The workshop aimed to highlight the message that the team wanted to spread regarding violence against women.
- ▶ In the context of the meeting, gender-based violence and the momentum created by the Greek #MeToo movement after the reports of sexual abuse of women in Greece were discussed.
- ▶ The message voiced by the athletes, 'WE ARE HERE FOR YOU TO BE HERE! #woman power', was printed on the athletes' T-shirts.
- ▶ On 8 March 2022 the action 'Kozani says no to gender-based violence' was carried out, consisting in the organisation of an open event and an online action on the occasion of the International Women's Day, in cooperation with the '**Strong-me**' movement, under the auspices of the Central Union of Greek Municipalities. On the occasion of the International Women's Day, the Municipality of Kozani and the '**Strong- me**' movement joined their forces to combat gender-based violence. The Municipality of Kozani, in cooperation with DEPIS and the Shelter for Abused Women, took part in an interactive campaign against femicide, aiming to consolidate the legal status of the term. In the Koventareios Municipal Library of Kozani, along with 29 other cities, the 'monument' for murdered women was lit up, while the Mayor of Kozani and the Chairwoman of the Municipal Committee on Gender Equality of Kozani voiced their own message.
- ▶ Also, on Tuesday, 8 March:
  - 17 works by artists from the Association of Visual Artists of the Prefecture of Kozani decorated the foyer of the Municipal Library of Kozani.
  - 17 musicians of the Municipal Conservatory of Kozani accompanied the event with a musical work.
  - 17 sports clubs in Kozani voiced their own message against gender-based violence on social media.

The following actions were also implemented:

- ▶ On 2 April 2022 a women's handball game took place with the motto 'Equality is in your hand'. On the sidelines of the girls' handball championship game between the teams of 'Ethnikos Kozanis' and 'Elpides Amyntaiou', held at the Municipal Sports Centre of Kozani, the Mayor of Kozani, the Chairwoman of the Municipal Committee on Gender Equality and the Executive Consultant for Social Policy distributed T-shirts against violence to the female athletes of the two teams with the message 'Equality is in your hand', and the staff of the Shelter and of the Counseling Centre distributed printed material (see Initiatives and

Actions of the GSDFPGE network structures for the period November 2021 - October 2022 / Region of West Macedonia).

- ▶ On 8 April 2022 a poster on zero tolerance for sexual harassment was put up in the workplaces of the Municipality of Kozani.
- ▶ On 11 April 2022 an online workshop was held by the scientific staff of the Shelter for Abused Women to inform about the operation of the Equality Network structures and raise awareness among students and teachers of the Second-Chance School of Kozani (and the Ptolemaida branch).
- ▶ On 12 April 2022 the Municipal Council unanimously passed a resolution on zero tolerance for sexual harassment in the workplaces of the Municipality of Kozani.
- ▶ On 13 April 2022 a workshop was organised, entitled 'Preventing and addressing sexual harassment in local communities', in which the General Secretary for Demography and Family Policy and Gender Equality Ms Kalypso Goula took part. The 2nd KEDE information and awareness workshop entitled 'Preventing and addressing sexual harassment in local communities' was held in the Municipality of Kozani, in cooperation with KEDE's Committee on Gender Equality. It was organised as part of the actions provided for in the Memorandum of Cooperation executed by and between KEDE, the General Secretariat for Demography and Family Policy and Gender Equality, EKDDA and KETHI). The Kozani Shelter and Counseling Centre and the Kastoria, Ioannina and Piraeus Counseling Centres took part in the workshop.
- ▶ On 28 June 2022 the General Secretary for Demography and Family Policy and Gender Equality Ms Kalypso Goula gave a talk at the 3rd KEDE workshop entitled 'Information on sexual harassment and violence in the workplace'. The President of DEPIIS and the Head of the Shelter for Abused Women took part in the 3rd consecutive meeting of KEDE's Committee on Gender Equality entitled 'Information on sexual harassment and violence in the workplace' held in Thessaloniki. An address was delivered with the theme 'Local Action Plans for Equality: From planning to implementing good practices'.
- ▶ On 23 September 2022 The Committee took part in the 2nd '**Strong-me**' Festival on preventing and combating gender-based violence. The Chairwoman of the Municipal Committee on Gender Equality and the Deputy Mayor for Social Protection, Education and Culture took part in the 1st Nationwide DEPIIS Meeting, in the context of the second '**Strong-me**' festival, organised in Athens by the Municipality of Athens under the auspices of GSDFPGE, with support from the Directorate for Social Solidarity and KEDE.
- ▶ In October 2022 a poster on zero tolerance for sexual harassment was put up in the workplaces of the Municipality of Kozani.

- ▶ A decision was made for putting up in municipal buildings, schools, etc. the poster on zero tolerance for sexual harassment designed to raise awareness among workers and promote protection of female workers.

#### **DEPIS of Lamia**

- ▶ The Municipal Committee on Gender Equality of Lamia organised an information and awareness walk on domestic violence from the Women's Shelter<sup>136</sup>.

#### **DEPIS of Lokroi**

- ▶ The Municipal Committee on Gender Equality of Lokroi organised an awareness event on violence against women on 27 November 2021.

#### **DEPIS of Malevizion**

- ▶ On 8-10 September 2022 a 'Second Hand Bazaar - Aid Bazaar' was organised at the Michail Katsamani Square in the City Hall of Malevizion, by the Union of Women's Associations of Herakleion and the Municipality of Malevizion, to raise awareness among citizens for supporting the Shelter for Abused Women and Children and the 'House of Angels' children's shelter.

On the occasion of 25 November, training will be provided to the general staff and officials of the Social Structures of the Municipality of Malevizion.

#### **DEPIS of Mytilini**

- ▶ In the period from November 2021 to date, an event entitled 'It happens here too' has been held, jointly organised by the Municipal Committee on Gender Equality of Mytilini, the Women's Shelter of the Municipality of Mytilini and the A21 Organisation, to highlight the problem of trafficking in human beings. The event was intended for social and medical service professionals, security forces and authorities, female students and young people, as well as citizens of Mytilini in general.

#### **DEPIS of Nea Propontida**

- ▶ In the context of its policy on gender equality, violence against women in particular, the Municipality of Nea Propontida implemented the following actions:

As part of the actions undertaken by the Committee on Gender Equality and the Board of Directors of KEDE, the Municipality of Nea Propontida co-signed the public commitment for zero tolerance for sexual harassment.

<sup>136</sup> See Initiatives and Actions of the GSDFPGE network structures for the period November 2021 - October 2022 / REGION OF CONTINENTAL GREECE.

An information and awareness event was organised, entitled 'I am a woman. I recognise violence. I don't overlook it'.

### DEPIS of Palaion Faliron

- ▶ On 9 March 2022, the Municipal Committee on Gender Equality of Palaion Faliron participated in the campaign on femicide as a tribute to murdered women, together with the '**Strong-me**' movement. It also organised the exhibition entitled 'Street Art' 2022 on 21 May 2022, in cooperation with the Municipality of Palaion Faliron.

At the core of this dynamic anti-violence action were the 6 sculptures of @iamnotadoll\_project, an interactive artistic event launched by sculptor Ioanna Paraskeva, which aimed to use art in order to motivate all citizens to adopt the idea of true gender equality through elimination of all forms of discrimination, harmful practices, exploitation and gender-based violence. More specifically, the 6 sculptures in the series @iamnotadoll\_project concerned:

- Sexual harassment/ rape
- Online abuse
- Female genital mutilation
- Forced/ early marriages
- Trafficking in women and girls<sup>137</sup>

### DEPIS of Pydna-Kolindros

- ▶ The Municipal Committee on Gender Equality of Pydna-Kolindros organised an evening event entitled 'Domestic Violence' on 24 June 2022 in cooperation with the Women's Counseling Centre of the Municipality of Katerini.

### DEPIS of Pyli

- ▶ On 17 and 18 December 2021, DEPIS of Pyli and the Community Centre of the Municipality of Pyli organised a two-day programme of actions in an effort to voice a strong message against gender-based violence<sup>138</sup>.

<sup>137</sup>PHOTOS FROM THE 'STREET ART' EXHIBITION. A loud anti-violence message was voiced by the alternative 'Street Art' exhibition, consisting of dynamic events, organised by ... | By the Committee on Gender Equality of the Municipality of Palaion Faliron | Facebook. (n.d.). [www.facebook.com](https://www.facebook.com). Retrieved on 4 October 2022, from <https://www.facebook.com/watch/?v=710980670158029>

<sup>138</sup> Municipality of Pyli (18 December 2021). 'Two-day programme of actions by the Community Centre of the Municipality of Pyli. Dimospylis.gr. <https://dimospylis.gr/diimero-drason-apo-to-kentro-koinotitas-dimou-pylis/>



### DEPIS of Rethymnon

- ▶ On 4 April 2022, the Municipal Committee on Gender Equality of Rethymnon organised an evening event entitled 'Gender Equality through the eyes of 2nd Junior High School students'. On the same date, the Committee also organised, in cooperation with the Women's Counseling Centre, the 2nd Junior High School of Rethymnon and the Gender Workshop of the University of Crete, an exhibition of children's drawings and a theatrical event on gender equality. On 10 June 2022, the Committee also took part in a workshop organised by the Regional Unit of Rethymnon by delivering an address entitled 'The different faces of violence'. Finally, on 22 June 2022, the Committee organised an experiential seminar on gender-based violence.

### DEPIS of Serres

- ▶ The Municipal Committee on Gender Equality of Serres supported the street work actions carried out by the Women's Counseling Centre of the Municipality of Serres, including provision of information, performance of music and a photo exhibition, on the occasion of the International Day for the Elimination of Violence Against Women celebrated on 25 November 2021.

### DEPIS of Tempi

- ▶ The Municipal Committee on Gender Equality of Tempi, in cooperation with the Shelter for Female Victims of Violence of the Municipality of Larissa, organised an event entitled 'Gender-based violence – Supporting women and children'.

### DEPIS of Hydra

- ▶ As part of its participation in the campaign to eliminate violence against women, the Municipal Committee on Gender Equality of Hydra lit up in orange 'Loren's Mill' on 25 November 2021.



### DEPIS of Chalandrion

- ▶ DEPIS of Chalandrion organised an online event entitled 'Femicide: the extreme form of gender-based violence' on 23 November 2021.<sup>139</sup>

### DEPIS of Chania

- ▶ DEPIS of Chania took part in a training seminar entitled 'Recognising potential incidents of trafficking in human beings', organised by the Department of Social Protection, Disability and Equality of the Municipality of Chania and the A21 Organisation on 28 June 2022. Following are some additional key actions carried out:
  - On 8 April 2022 information was provided to, and a discussion was held with, students of the General Senior High School of Kolymbari, Chania. Awareness was raised on gender stereotypes and gender-based violence at school.
  - On 1 April 2022 information was provided to, and a discussion was held with, students of the

<sup>139</sup> See Initiatives and Actions of the GSDFPGE network structures for the period November 2021 - October 2022 / REGION OF ATTICA.

'Eleftherios Venizelos' Vocational Senior High School, Chania. Awareness was raised on gender stereotypes and gender-based violence at school.

- On 17 March 2022 information was provided to, and a discussion was held with, students of the 4th General Senior High School of Rethymnon, as part of the educational program 'Gender-based violence: concerns and messages'.
- On 29 November 2021 the Committee took part by delivering an address in a workshop on gender-based violence organised by the Cultural Association.
- On 26 November 2021 officials visited a hostel at the 2nd Health Centre of Chania and provided information on gender-based and domestic violence to physicians and paramedics. Training was provided on the detection of violence and appropriate ways to approach women. Brochures were distributed.
- On 25 November 2021
  - Films on gender-based violence were screened at the 'Mikis Theodorakis' Theatre, in cooperation with the Drama Short Film Festival and the Public Benefit Enterprise for Culture and the Environment of the Municipality of Chania – Mediterranean Architecture Centre (KEPPEDICH-KAM). Information was provided to spectators and information brochures were distributed. In addition to that, a series of KETHI videos on intimate partner violence among adolescents were projected on the external walls of the theatre building. These were 3 consecutive videos subtitled in 4 different languages (Greek, English, Arabic, Farsi), to cover a wide range of people living in our city.<sup>140</sup>
  - Officials visited a hostel at the 1st Health Centre of Chania and provided information on gender-based and domestic violence to physicians and paramedics. Training was provided on the detection of violence and appropriate ways to approach women. Brochures were distributed.
- On 4 April 2022 and 16 June 2022 information material on domestic violence (information brochures and posters) was sent to the Regional Executive Health Consultant of the Regional Unit of Chania and the President of the DEPIS of Siteia, respectively.

### DEPIS of Chios

- On Tuesday, 15 March 2022, at 19:00 p.m., a training session on gender-based violence was held in one of the classrooms of the Evening Junior High School of Chios, intended for the students taking part in the School's health program entitled 'If it were you'. Psychologist Kalliopi Kouridou and sociologist Maria Moniodi, officials of the Women's Counseling Centre, took part in the session. Some of the topics covered by the presentation were gender-based violence – forms and causes, healthy and unhealthy relationships, management of incidents by the Women's Committee, referrals, statistics, etc.

<sup>140</sup> See Initiatives and Actions of the GSDFPGE network structures for the period November 2021 - October 2022 / REGION OF CRETE.

# STATISTICS

## A. Observatory: Indicators of violence against women

This Chapter is structured in accordance with the competent organisations from which the Observatory<sup>141</sup> obtains administrative data on gender-based violence. Hellenic Police data were provided by the competent Department of Combating Domestic Violence. Although efforts have been made in recent years to improve the statistics provided, and therefore we now have aggregated data on the sex of the victim and of the perpetrator, on the relationship between them and on how the offense was committed, the database that combines the above variables is still being developed, and thus it is not yet possible to combine the above variables.

As mentioned in previous annual reports on violence against women, the Ministry of Justice does not have an integrated information system to record domestic violence offenses across Greece. Therefore, data are collected upon request filed by the Observatory with the Hellenic Supreme Civil and Criminal Court of Greece (*Areios Pagos*), which is then notified to the 63 Court of First Instance Public Prosecutor Offices in Greece, whereupon these Offices are able to obtain statistics from previous years' case files and provide them to the Observatory. Therefore, this is an effort to approach domestic violence without, however, capturing the whole picture of it. As regards collection of 2021 data by the judiciary, following relevant consultations with Ministry of Justice officials, it was decided that the Observatory's request should be broken down as follows: indicators 11 (*criminal prosecutions*) and 14 (*mediation in criminal cases*) should continue to be collected from the Court of First Instance Public Prosecutor Offices, and indicators 10 (*restraining orders*) and 12 (*convictions*) should be collected from the Courts of First Instance in Greece. However, due to delayed transmission of our request by the President of *Areios Pagos* to the Courts of First Instance in Greece, the data regarding the latter indicators (10 and 12) are not included in this Report, and they will be included in the 2022 Report. The data regarding indicator 13 (*men in prison*) were obtained from the Department of Strategic Planning and Anti-Crime Policy Evaluation of the General Secretariat for Anti-Crime Policy of the Ministry of Citizen Protection.

<sup>141</sup> The GSDFPGE Gender Equality Observatory is responsible for applying Article 11 of the Council of Europe Convention on gender-based violence, as well as for coordinating the collection and the disclosure of statistics on all forms of violence covered by the Istanbul Convention (Article 4(8) of Law 4531/2018). 'For 2016-2018 data, see the 23rd Observatory Newsletter; for 2019 data, see the 27th Observatory Newsletter and the 1st GSDFPGE Annual Report on Violence Against Women; for 2020 data, see the 2nd GSDFPGE Annual Report on Violence Against Women.'

The data on active treatment programmes for perpetrators were obtained from competent EKKA Directorates<sup>142</sup>. Individuals who are subject to this procedure and reside in other areas of Greece are referred by the local Public Prosecutor Offices to municipal social services or hospitals, or to NGOs if there are no competent State organisations to take care of them. Data from the EKKA 197 Helpline for female victims of violence and third parties who have requested information on victims of gender-based violence are also presented in this Chapter.

This Chapter also presents data from the General Secretariat for Migration Policy and the Asylum Service of the Ministry of Migration and Asylum regarding immigrant and refugee women who have applied for and obtained a residence permit and asylum for reasons related to gender-based violence. Finally, data are also presented from the newly established Independent Department of monitoring violence and harassment at work of the Labour Inspectorate (SEPE) of the Ministry of Labour and Social Affairs, along with data from the Hellenic Authority for Compensation to Crime Victims of the Ministry of Justice.

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<sup>142</sup> EKKA is a key State organisation which, since 2008, has been implementing special counselling and treatment programmes for perpetrators of domestic violence who have been made subject to mediation in criminal cases (Chapter D of Law 3500/2006) in Athens, Piraeus and Thessaloniki.

## 1. HELLENIC POLICE

**Table 1: Indicators on violence against women, from Hellenic Police (2010-2021)**

Indicators available to us													EIGE indicators
	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	
1. Annual number of female victims of domestic violence			1,630	1,818	2,302	2,321	2,696	3,196	3,815	4,171	4,264	<b>7,375</b>	Annual number of female victims of intimate partner violence (18 years or older)
2. Annual number of reported domestic violence crimes	1,303	2,005	2,455	2,896	3,512	3,572	3,839	3,134	4,722	5,220	5,669	<b>8,776</b>	Number of reported forms of intimate partner violence (18 years or older), perpetrated by men
3. Annual number of male perpetrators of domestic violence			1,620	1,886	2,351	2,428	2,891	2,395	4,202	4,618	4,436	<b>7,571</b>	Number of male perpetrators (18 years or older) of intimate partner violence against women (percentage of the total population of male perpetrators)
4. Annual number of victims of physical violence (physical harm and illegal violence)											3,609	<b>6,873</b>	Annual number of female victims of physical violence (18 years or older), perpetrated by men (18 years or older)
5. Annual number of victims of psychological violence (threat)											2,906	<b>5,350</b>	Annual number of female victims of psychological intimate partner violence (18 years or older), perpetrated by men (18 years or older)

Indicators available to us													EIGE indicators
	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	
6. Annual number of victims of sexual violence (indecent assault)											69	141	Annual number of female victims of sexual intimate partner violence (18 years or older), perpetrated by men (18 years or older)
7. Annual number of victims of economic violence (unavailable data)											-	-	Annual number of female victims of economic intimate partner violence (18 years or older), perpetrated by men (18 years or older)
8. Annual number of female victims who have reported rape	263	226	234	222	194	183	217	215	204	217	202	202	Annual number of female victims who have reported rape (18 years or older)
9. Female victims of premeditated murder (Article 299 CrCo) in conjunction with the law on domestic violence	11	12	6	13	12	11	13	7	13	8	8	23	Female victims of femicide (18 years or older), perpetrated by a spouse/ partner (percentage of female victims of homicide)

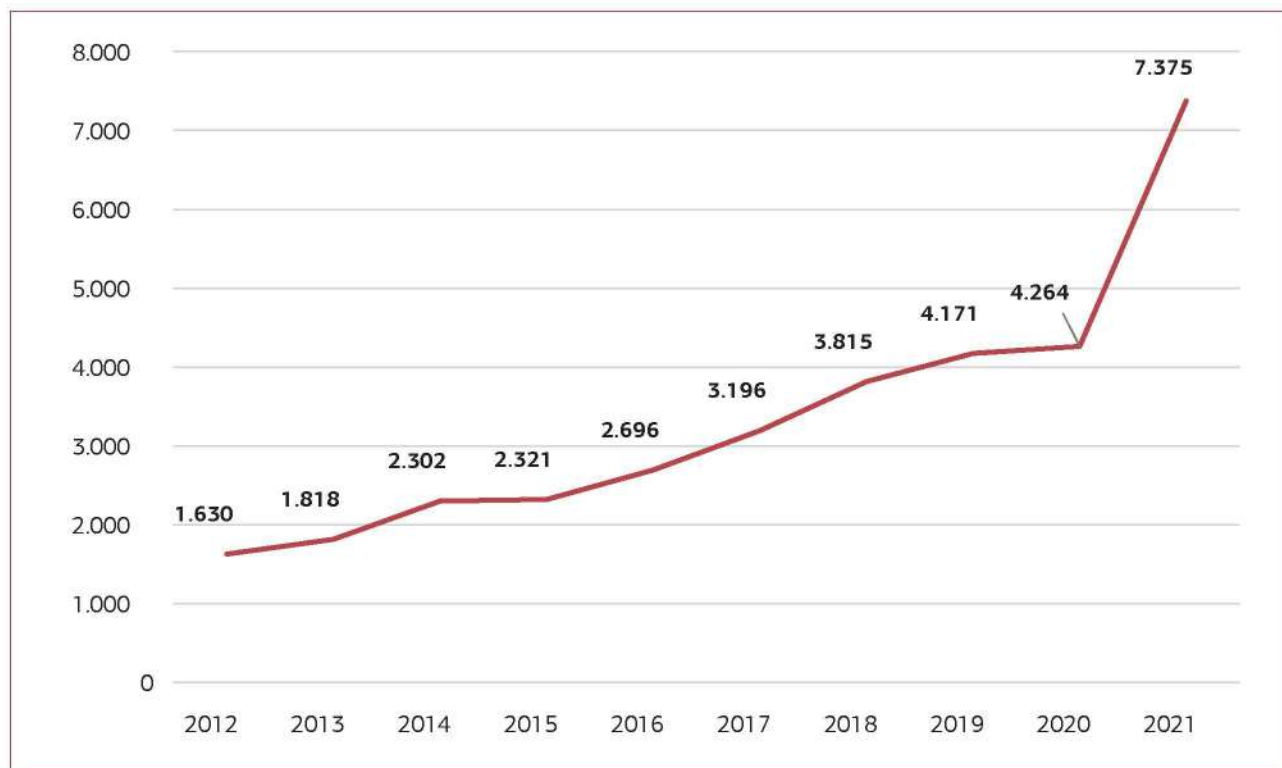
*Note: As the Hellenic Police database is now in the process of being revised, available data regarding indicators 4-7 are presented in aggregate, i.e. without the gender and victim-perpetrator relationship variables.*



### Indicator 1: Annual number of female victims of domestic violence

Graph 1 shows the **rapid increase** recorded in the total number of **female victims** of domestic violence who made a report to police in 2021. This increase is **73%** compared to 2020, as reports were made by 7 375 women in 2021 compared to 4,264 in 2020.

**Graph 1:** Annual number of female victims of domestic violence (2010-2021, Hellenic Police)



In relation to the total number of victims of domestic violence, women represent the overwhelming majority of victims making reports to the police, i.e. 74.2% (see Table 2).

**Table 2: Number and age of victims per sex (2021, Hellenic Police)**

<i>Victim's sex</i>	Female victims		Male victims	
<i>Victim's age</i>	Under 18 years of age	Above 18 years of age	Under 18 years of age	Above 18 years of age
Number of victims by age and sex	671 (6.8)	6,704 (67.4%)	530 (5.3%)	2,037 (20.5%)
Total victims per sex	7,375 (74.2%)		2,567 (25.8%)	
Total number of victims	9,942 (100%)			

In most of the cases, the victim appears to have been in an intimate partner relationship or a marital relationship with the perpetrator either at the time of the crime or earlier. Police data on the victim-perpetrator relationship show that 59.5% of recorded relationships are intimate partner partnerships. More specifically, the majority of perpetrators are spouses of the victims (34.9%). Permanent partners of victims represent 11.7% of the perpetrators of domestic violence crimes, whereas the rates of former spouses/ partners are lower, i.e. 6.5% and 6.3% respectively.

The three largest categories of victims of domestic violence, after victims of intimate partner violence, are the perpetrators' children (14.3%), their parents (9.8%) and their siblings (7.2%). More specifically, the victim-perpetrator relationships are shown in Table 3 below.

**Table 3: Number of victims per victim-perpetrator relationship (2021, Hellenic Police)**

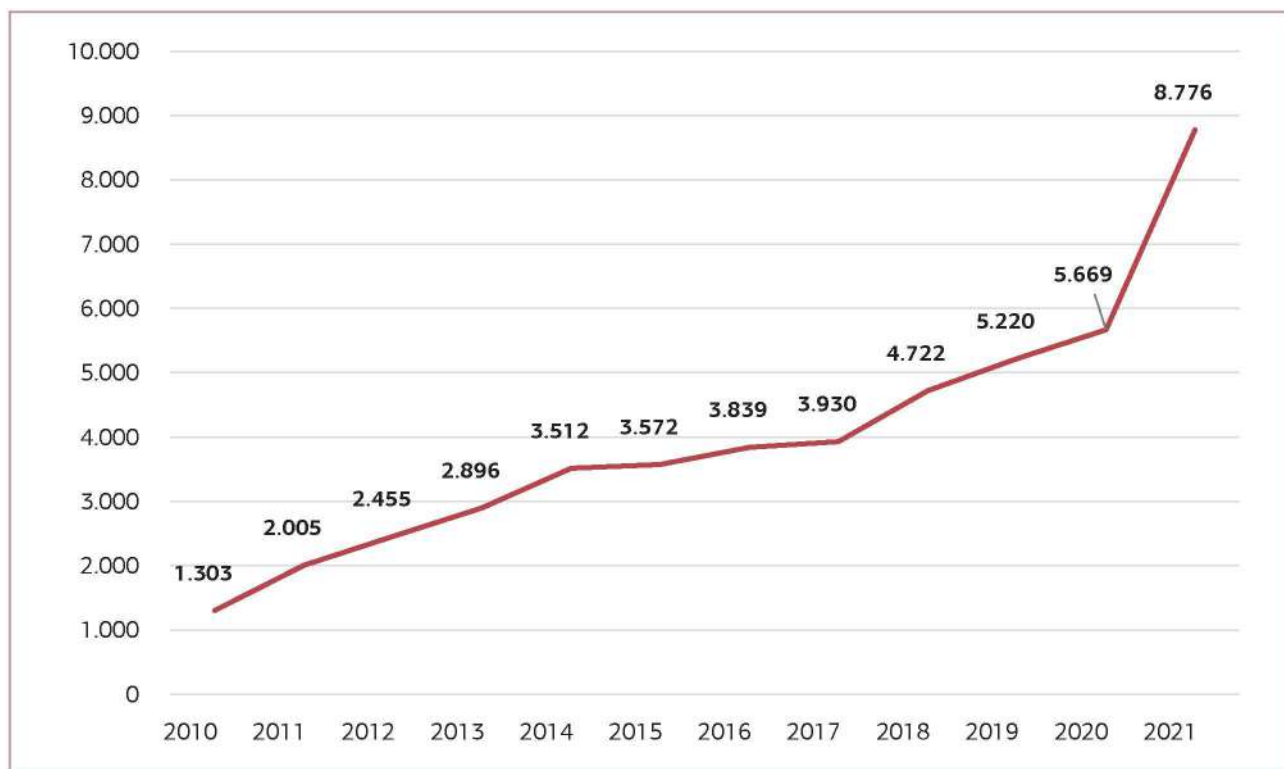
<i>Victim-perpetrator relationship</i>	<i>Number of victims</i>	<i>Percentage of victims</i>
Spouses	3,614	34.9
Former spouses	675	6.5
Permanent partners	1,206	11.7
Former partners	652	6.3
Registered partnership	11	0.1
Child	1,479	14.3
Parent	1,018	9.8
Sibling	742	7.2
Nephew/ niece	80	0.8
Grandson	62	0.6
Grandparent	57	0.6
Uncle/ Aunt	47	0.5
Cousin	20	0.2
Relatives	330	3.2
Other	354	3.4
<b>Total</b>	<b>10,347</b>	<b>100</b>

*Note: the total number of relationships is greater than the total number of victims, as victims are likely to be linked to more than one offender with a different type of kinship.*

**Indicator 2: Annual number of reported domestic violence crimes**

The annual number of **reported crimes** of domestic violence in 2021 rose by **54.8%** compared to 2020.

**Graph 2:** Annual number of reported crimes of domestic violence (2010-2021, Hellenic Police)



### Indicator 3: Annual number of male perpetrators of domestic violence

The annual number of **male perpetrators** of domestic violence rose by **70.7%** in 2021 compared to 2020, i.e. an increase similar to that of the annual number of female victims. Naturally, there was also an increase in the total number of perpetrators of domestic violence (71.5%) and an equally significant increase in the annual number of female perpetrators (75.2%) in 2021.

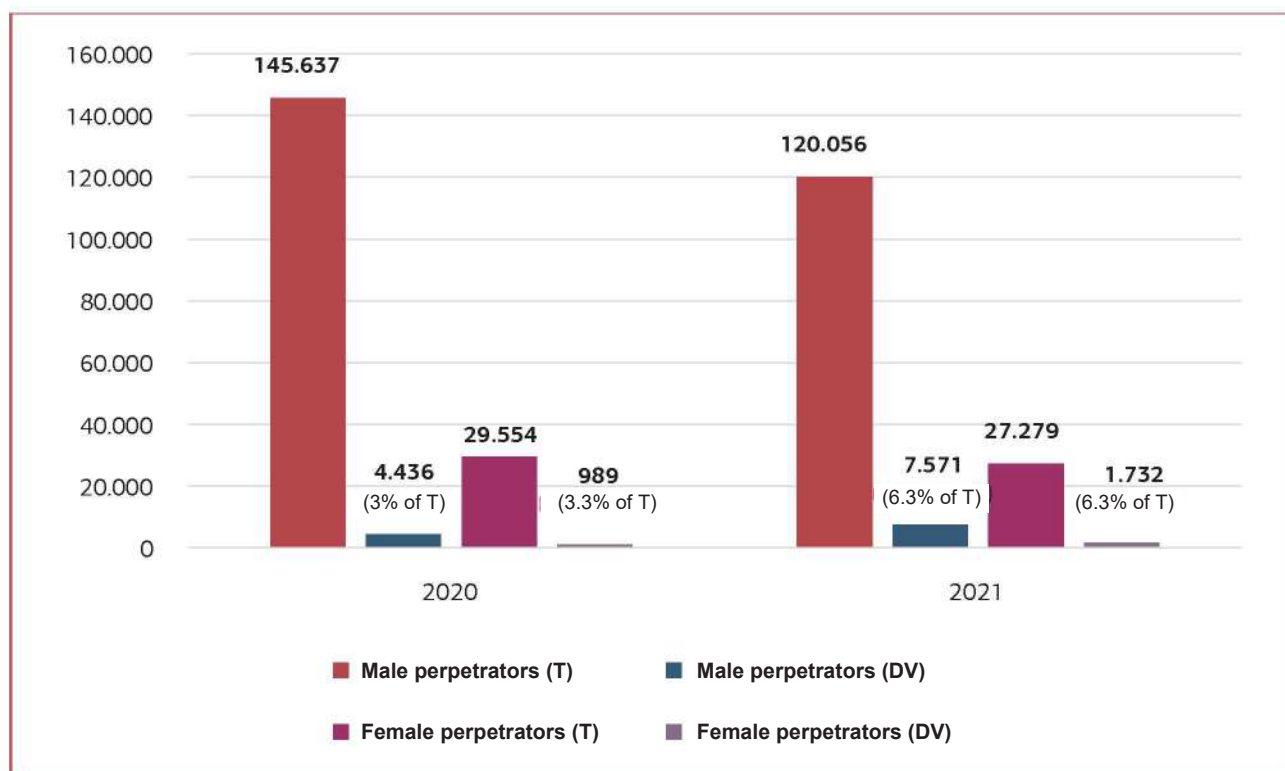
**Graph 3: Annual number of perpetrators of domestic violence crimes**



On the basis of the above data, it is concluded that the number of reported domestic violence crimes has increased overall.

Yet another fact that is taken into account when looking into domestic violence is the percentage of perpetrators of this crime in relation to the total number of perpetrators reported to the police for all crimes (see Graph 4). In this respect, the percentage of male perpetrators of domestic violence in relation to the total number of male perpetrators recorded in police files in 2020 was 3%, the corresponding rate for female perpetrators being 3.3%. However, the percentages for both sexes rose in 2021, standing at the same exact level, i.e. 6.3%.

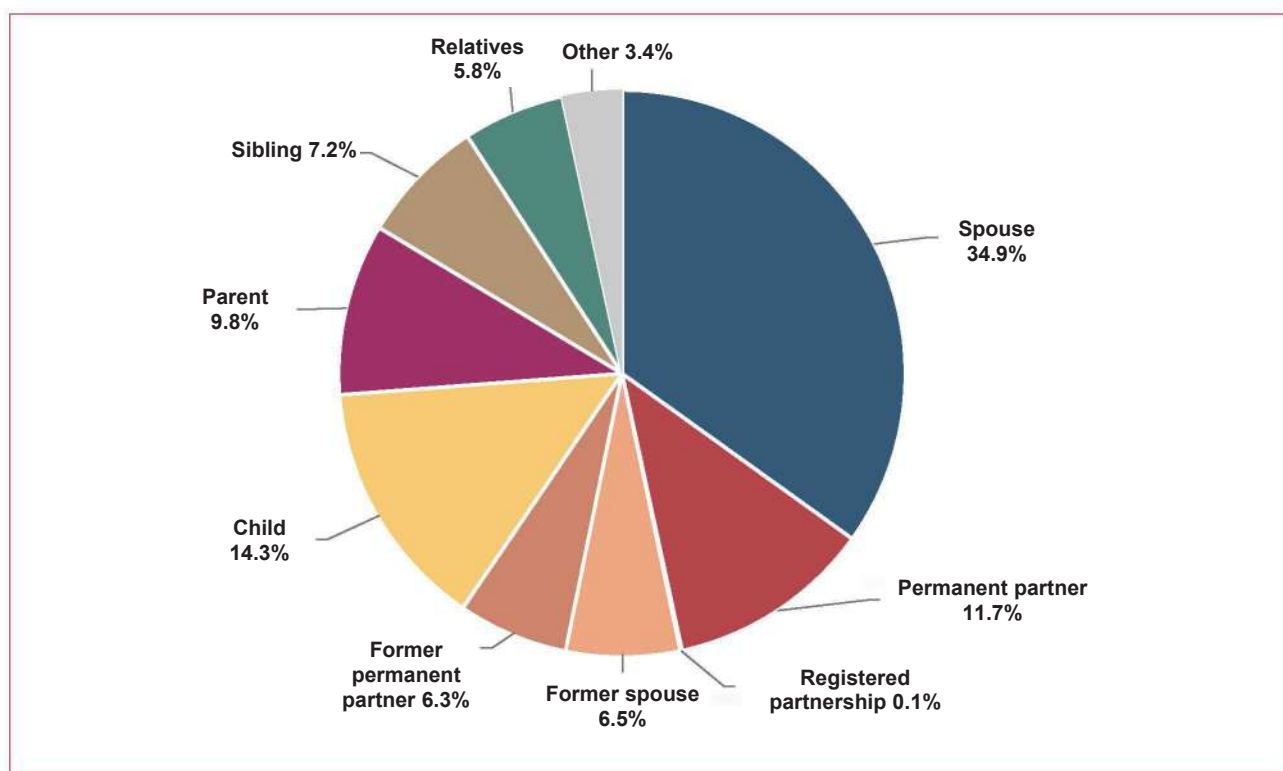
**Graph 4:** Annual number of perpetrators of all crimes (T) and of crimes of domestic violence (DV) per sex (2020-2021, Hellenic Police)



The information on reported incidents of domestic violence available to the Hellenic Police also indicates the victim-perpetrator relationship. However, it was impossible to include the sex variable, both concerning the victim and the perpetrator, before the revision of the Hellenic Police database.

Therefore, in accordance with Graph 5 below, the highest percentage of victims (59.5%) was in an intimate partner relationship with the perpetrator either at the time of the crime or earlier. In 34.9% of the cases the perpetrator was the victim's spouse, in 11.7% the victim's permanent partner, in 6.5% the victim's former spouse, in 6.4% the victim's former permanent partner and only in 0.1% the partner with whom the victim had signed a registered partnership.

Of all other relationships which are subject to the law on addressing domestic violence and for which there are available data for 2021, in 14.3% of cases the victim was the perpetrator's child, in 9.8% the perpetrator's parent, in 7.2% the perpetrator's sibling. The 'Relatives' category, representing 5.8% of relationships relating to incidents of domestic violence, also includes victims who are the perpetrators' nephews/ nieces, grandchildren, uncles/ aunts, cousins or grandparents.

**Graph 5:** *Victim-perpetrator relationship in cases of domestic violence (2021, Hellenic Police)*

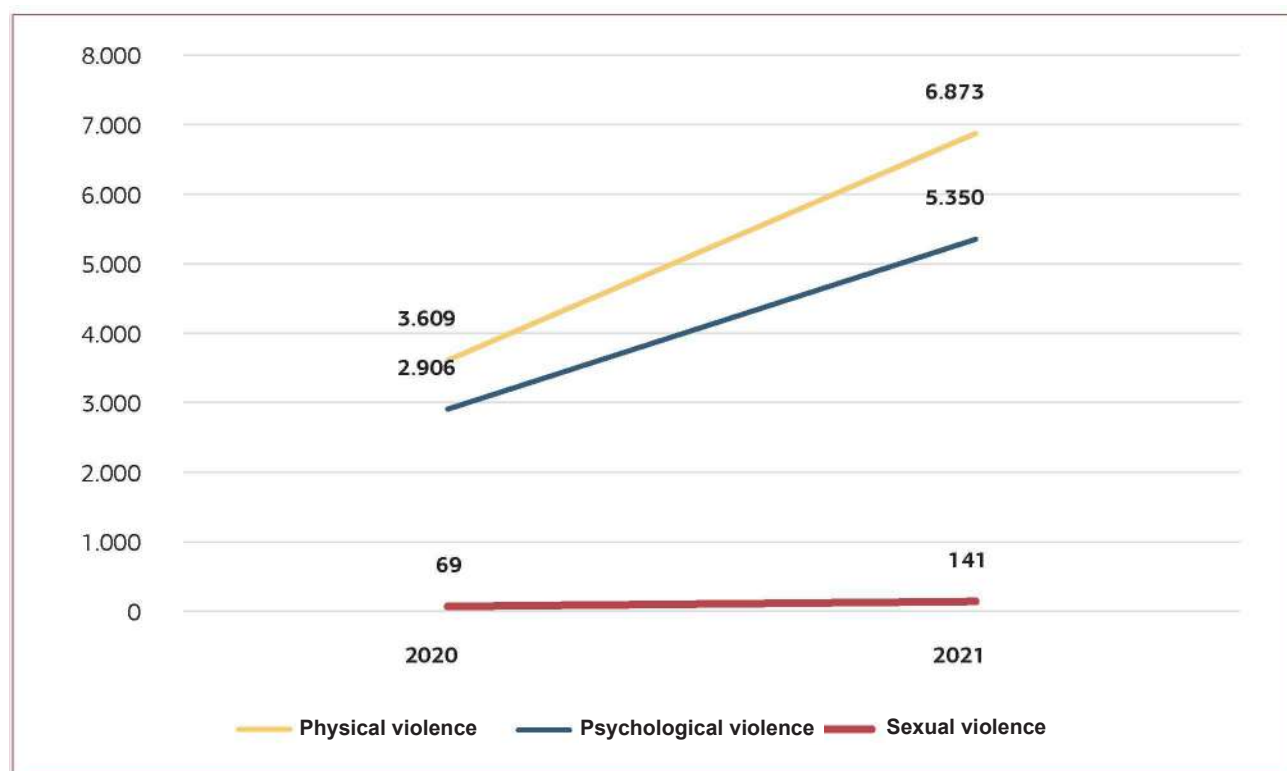
After modifying the Hellenic Police system for recording offenses, it is now possible to record the types of violence. However, as the database is still under revision, it is not currently possible to export data by combining the sex and victim-perpetrator relationship variables.

Thus, as regards indicator 4 (*annual number of female victims of physical domestic violence, perpetrated by men*) in 2021, there are 6,873 recorded incidents of physical violence. Please note that more than one type of violence may have been used in one incident. Compared to the corresponding incidents in 2020, there was a sharp increase of 90.4%.

As regards indicator 5 (*annual number of female victims of psychological domestic violence, perpetrated by men*), on the basis of available data, there were 5,350 incidents of threat in 2021, recording an equally significant increase of 84.1% compared to 2020.

As regards indicator 6 (*annual number of female victims of sexual domestic violence, perpetrated by men*), reports of indecent assault were recorded. The number of reports made to the police doubled in 2021 compared to 2020 (the number rose from 69 to 141).

Due to revising the Hellenic Police database, data for indicator 7 (*annual number of female victims of economic domestic violence, perpetrated by men*) are temporarily unavailable.

**Graph 6:** Annual number of incidents of domestic violence per form of violence (2020-2021, Hellenic Police)

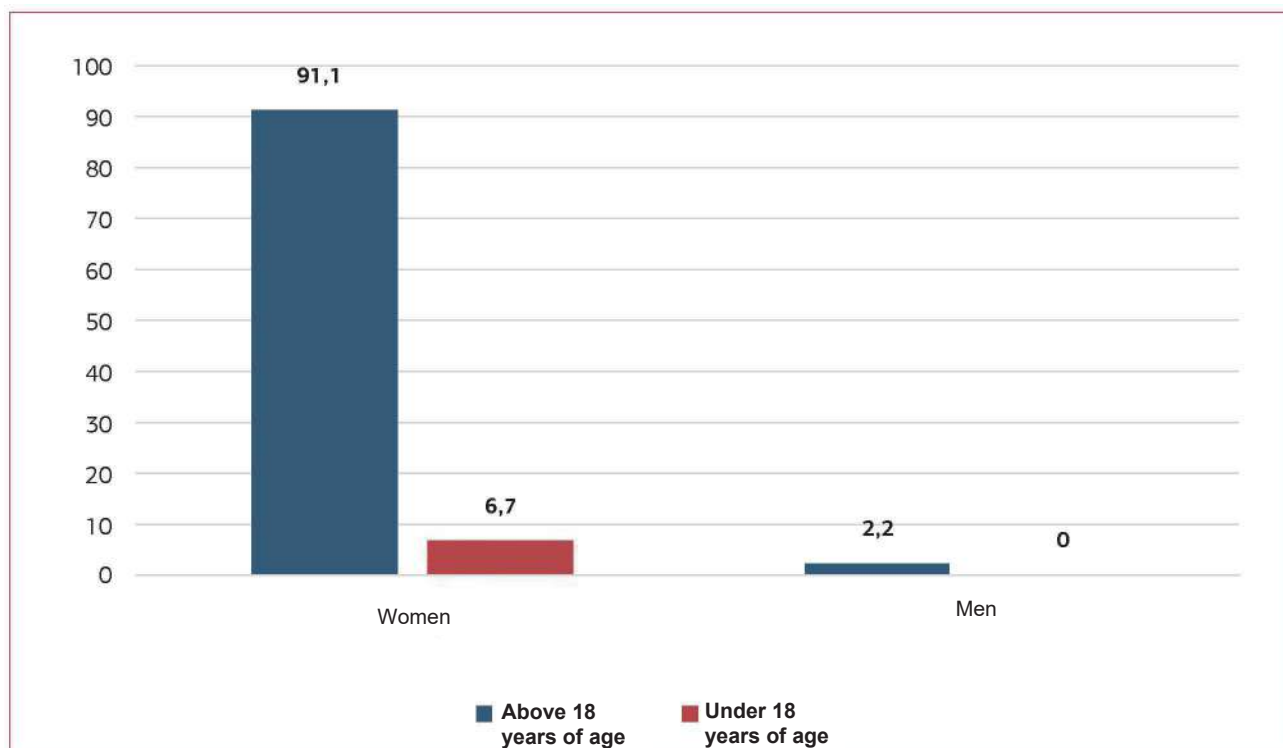


### Indicator 8: Annual number of female victims who have reported rape

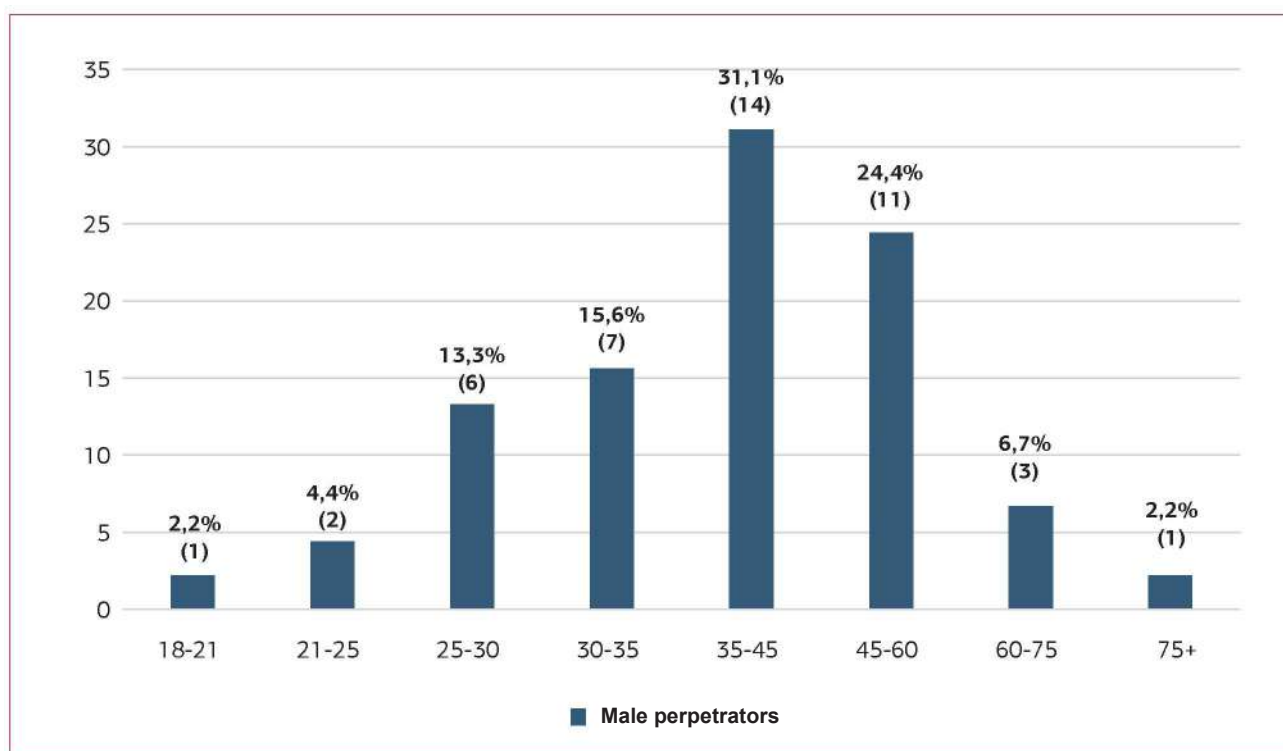
A total of 204 rape cases were reported by women to the police in 2021. As regards reported rapes within the family, there were 45 cases recorded in 2021, involving 45 male perpetrators and 45 victims.

As shown in Graph X, there were 41 adult female victims of domestic rape (91.1%) and 3 underage female victims (6.7 %) in 2021. Also, one adult man (2.2%) reported having been raped by a man in his family environment.

**Graph 7: Percentage of victims of domestic rape per sex and per victim age (2021, Hellenic Police)**

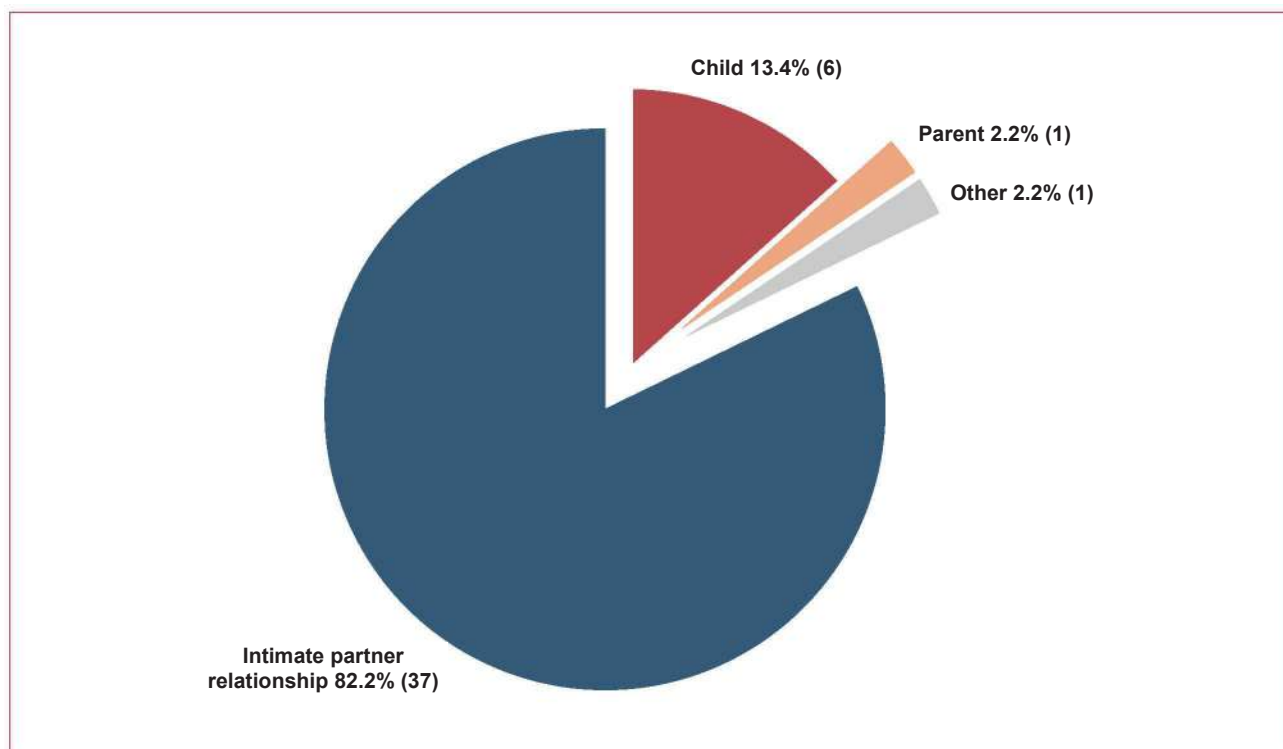


Most perpetrators of domestic rape in 2021 were above 35 years of age. More specifically, 14 of the total number of 45 male perpetrators were 35 to 45 years old (31.1%), 11 men were 45 to 60 years old (24.4%), 7 men were 30 to 35 years old and 6 men were 25 to 35 years old. The age groups of men who raped 44 women and 1 man within the family environment are detailed in Graph 8 below.

**Graph 8:** *Percentage of male perpetrators of domestic rape per age group (2021, Hellenic Police)*

In the vast majority of cases, perpetrators were in an intimate partner relationship with the victim of the rape either at the time of the crime or earlier. In 18 of 45 cases (40%) the perpetrator was the victim's spouse, in 10 cases (22.2%) the victim's former permanent partner, in 8 cases (17.8%) the victim's permanent partner and in 1 case (2.2%) the victim's former spouse.

**Graph 9:** *Percentage of male perpetrators of domestic rape per victim-perpetrator relationship (2021, Hellenic Police)*

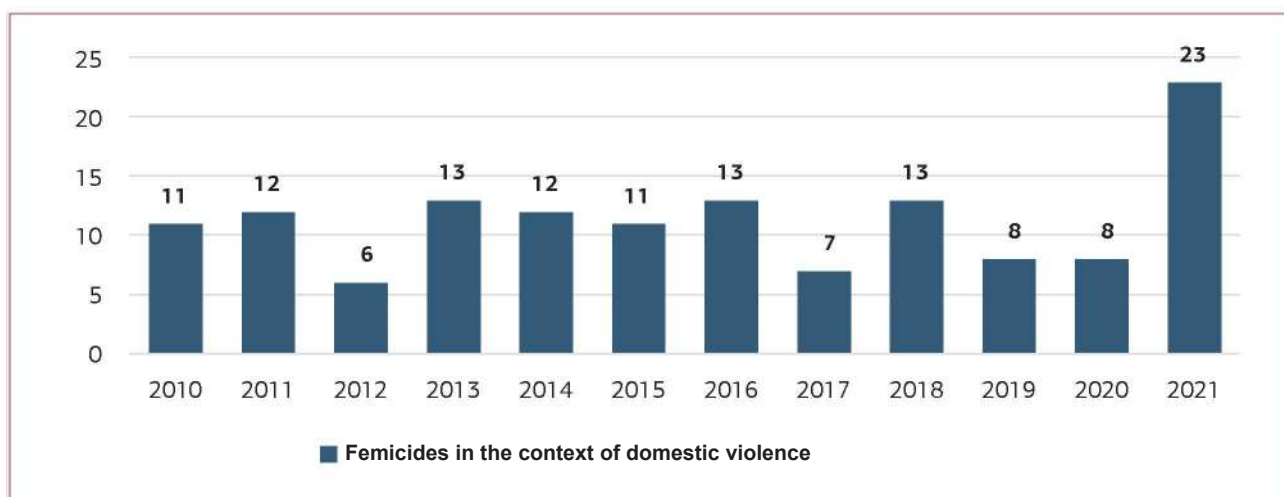


### Indicator 9: Annual number of femicides

As there is no distinct provision in Greek law on bringing criminal proceedings for femicide, this type of crime is monitored by aggregating the total number of female victims of homicide (Article 299 CrCo), and the victim's relationship with the perpetrator is determined in conjunction with the law on addressing domestic violence (Law 3500/2006).

According to police data, in 2021 there was an increase in both the number of femicides compared to previous years and the percentage of femicides in relation to the total number of female victims of homicide.

**Graph 10: Annual number of femicides (2010-2021, Hellenic Police)**



Compared to 2020 and 2019, when a total of 8 women were murdered by men in their family environment each year, in 2021 this number almost tripled as 23 women in Greece lost their lives in the hands of members of their family.

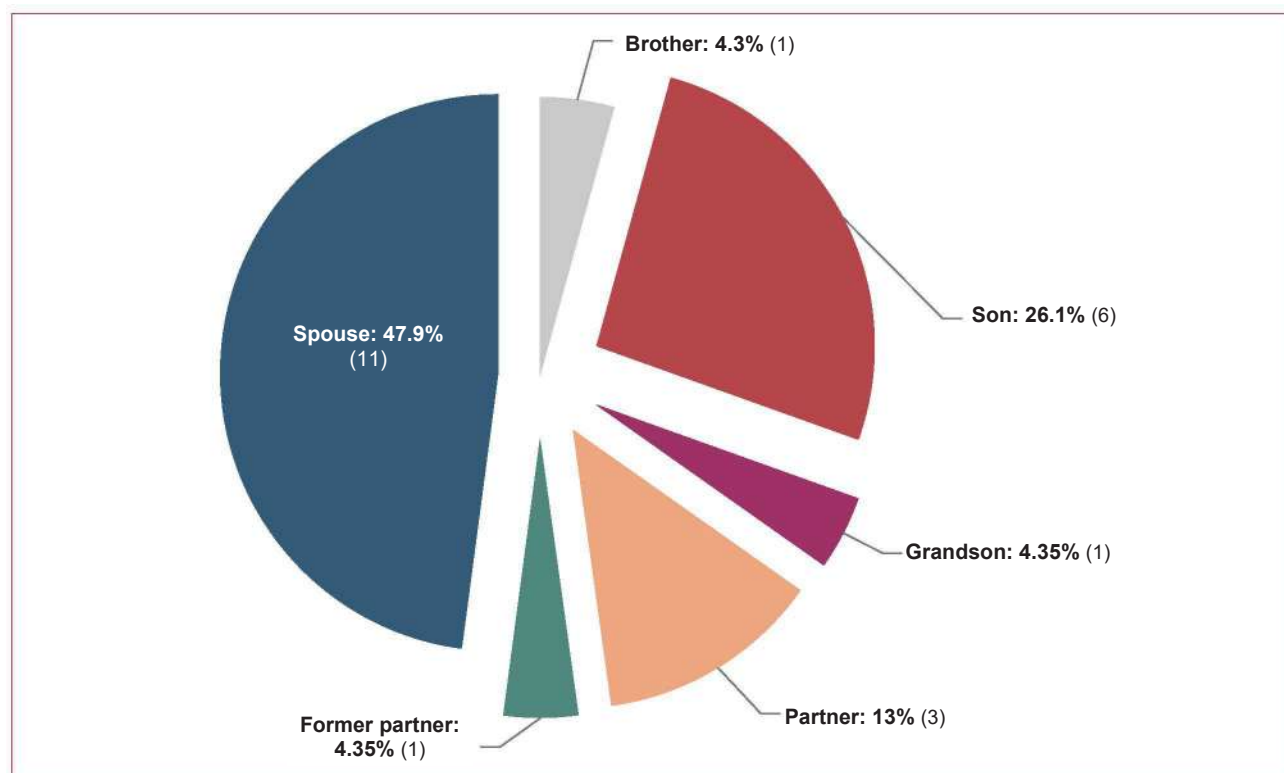
Moreover, despite the fact that the total number of female victims of homicide increased too (33), this was the first time in the 12 years covered by the survey that the vast majority of registered homicides involving female victims (69.7%) were femicides.

**Table 4:** Annual number of female victims of homicide (18 years or older) under the law on domestic violence (Law 3500/2006) as a percentage of female victims of homicide (2010-2021, Hellenic Police)

Year	Femicides in the context of domestic violence	Murders involving female victims	% of femicides in relation to the total number of female victims of homicide
2021	23	33	69.7%
2020	8	18	44.4%
2019	8	19	42.1%
2018	13	29	44.8%
2017	7	23	30.4%
2016	13	26	50%
2015	11	30	36.7%
2014	12	27	44.4%
2013	13	52	25%
2012	6	40	15%
2011	12	31	38.7%
2010	11	33	33.3%

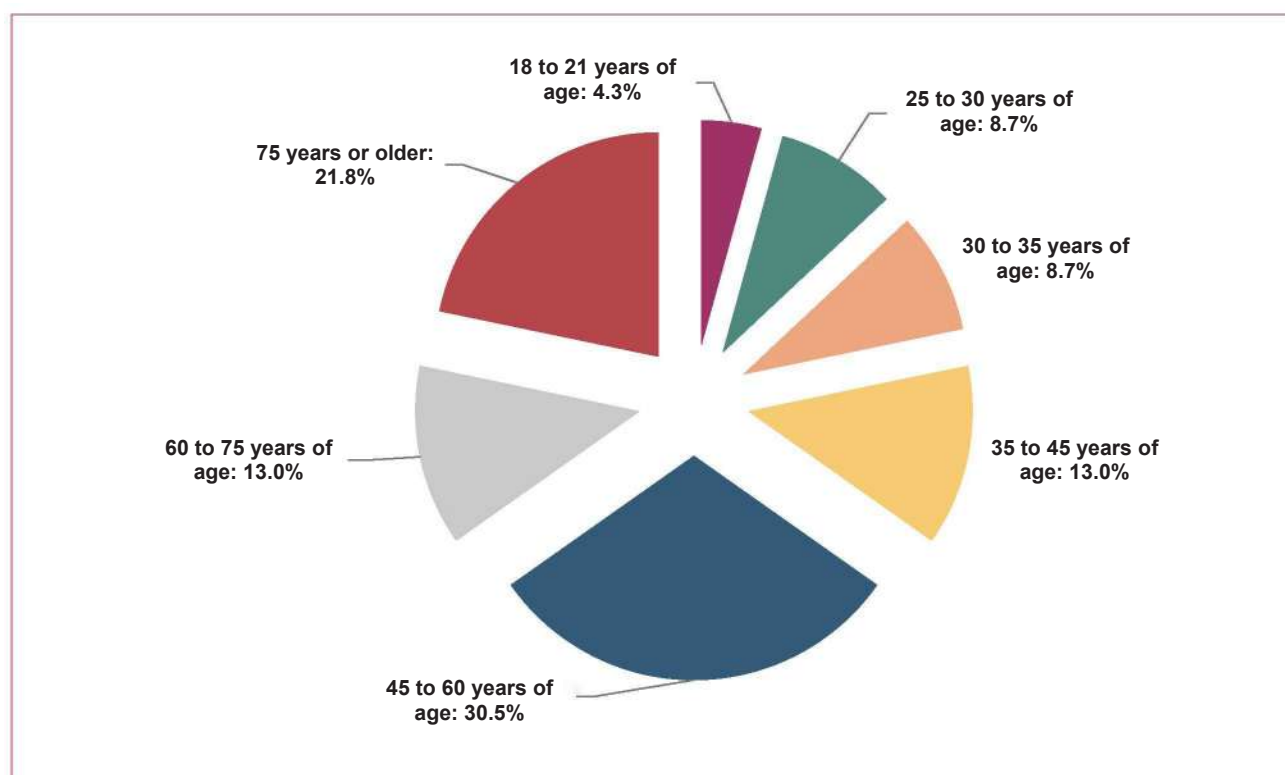
As regards the victim-perpetrator relationship, it appears that in most of the cases there is intimate partner violence, as 15 women were murdered by their current or former partner or spouse (65.3%), compared to 6 women murdered by their son (26.1%), 1 woman murdered by her grandson (4.35%) and 1 woman murdered by her brother (4.35%).

**Graph 11:** Victim-perpetrator relationship (2021, Hellenic Police)



The age groups of victims of femicide are shown in Graph 12. Most victims of femicide were older than 60 years of age, as 8 women in this age group were murdered by a partner or family member, representing 34.8% of the total number of femicides. Whereas, 7 women aged 45 to 60 years (30.5%) were murdered by a person close to them. One victim of femicide was in the age group of 18 to 21 years, 2 victims were between 25 and 30 years of age, 2 victims were between 30 and 35 years of age, and 3 victims were between 35 to 45 years of age.

**Graph 12:** Age groups of victims of femicide (2021, Hellenic Police)



Percentage of female victims of homicide. Total number of female victims of homicide. There were a total of 34 victims of premeditated homicide murdered by somebody within their family environment, in 2021, broken down as follows: 23 female victims (67.6%) and 11 male victims (32.4%). 88.2% of those murders were perpetrated by men (30 male and 4 female perpetrators).

Also, in 2021 there were 24 attempted murders by persons within the family/ an intimate partner relationship; 62.5% of the victims of those attempts being women (15 women). The vast majority of perpetrators were men (19 men, 79.2%).

## 2. JUDICIARY

**Table 5: Indicators on violence against women, from the judiciary**

Judiciary indicators	2016		2017		2018		2019		2020		2021		Correlation of indicator with EIGE
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
10. Annual number of restraining orders imposed (in accordance with Article 18 of Law 3500/2006)	17	2	45	2	33	3	46	7	57	1			Indicator 10: Annual number of protection orders issued in cases of sexual intimate partner violence against women by type of court
11. Annual number of criminal proceedings brought against men (18 years or older) for committing a criminal offense against a family member (Articles 6, 7, 8, 9 of Law 3500/2006)	2,890	463	3,628	688	4,082	697	4,097	736	3,132	551	3,902	706	Indicator 11: Annual number of men (18 years or older) prosecuted for intimate partner violence against women
12. Annual number of convictions against men (18 years or older) for committing a criminal offense against a family member (Articles 6, 7, 8, 9 of Law 3500/2006)	634	49	797	58	785	66	1,320	115	656	59			Indicator 12: Annual number of men (18 years or older) convicted of intimate partner violence against women



Judiciary indicators	2016		2017		2018		2019		2020		2021		Correlation of indicator with EIGE
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
13. Annual number of men (18 years of older) being in prison for having committed a crime against a family member (Articles 6, 7, 8, 9 of Law 3500/2006)	104	4	104	6	81	3	79	2	90	0	126	0	Indicator 13: Annual number of men (18 years or older) convicted of intimate partner violence against women and imprisoned or sentenced to some other form of restriction of freedom
14. Annual number of cases made subject to mediation in criminal cases (in accordance with Article 11 of Law 3500/2006)	493	60	589	100	529	94	712	125	685	114	1,274	267	This indicator resulted from a proposal of the General Secretariat for Human Rights and cannot be correlated to any proposed EIGE indicator

*Note:* As mentioned at the beginning of this Chapter, data for indicators 10 and 12 will be presented in the following GSDFPGE Annual Report on Violence Against Women.

Indicator 11 refers to criminal proceedings brought by all 63 Court of First Instance Public Prosecutor Offices in Greece against perpetrators of domestic violence. Of the total number of perpetrators prosecuted for domestic violence in 2021, 84.7% were men (3,902) and only 15.3% were women (706). Percentages of criminal proceedings in previous years were similar, as men represented 85% of prosecuted perpetrators in 2020, 84.8% in 2019, 85.4% in 2018 and 84% in 2017.

Indicator 13 refers to the annual number of new convicts, i.e. those convicted in the current year who are now in prison on grounds of domestic violence against a family member. The data were collected from the Department of Strategic Planning and Anti-Crime Policy Evaluation of the General Secretariat for Anti-Crime Policy of the Ministry of Citizen Protection and cover all prisons in Greece. In 2021, **the total number of perpetrators of domestic violence who have been sentenced to imprisonment and are now in prison are men** (126 men, no women). The **victim-perpetrator relationship** is unknown in 36.6% of cases. As for

the remaining 64.4%, it is known that in 31% of the cases the convicts were in an intimate partner relationship with the victim (in 23% of the cases the victim and the perpetrator were spouses, in 4.6% they were ex-spouses, in 3.4% they were partners and former partners). In 9.2% of cases the perpetrator was the victim's parent and in 14.9% the perpetrator was the victim's son. The **sex of the victim** is known in 83% of cases, adult women representing 43.4% of the victims who had suffered violence in the hands of imprisoned male perpetrators, underage girls represented 29.2% and underage boys represented 6.6%.

The offenses for which the 126 men were sentenced to imprisonment in 2021 are as follows: in **41.3%** of the cases it was **physical violence** (34.9% on the basis of Article 6 and 6.3% on the basis of Article 7 of Law 3500/2006), in **36.5%** of the cases it was **rape**, followed by threat in 17.5% of the cases, abuse of a person who is incapable of resisting a sexual act in 3.2% of the cases (4 men), and domestic indecent assault in 1.6% of the cases (2 men).

The final indicator used in the above table, referring to the annual number of perpetrators made subject to mediation in criminal cases, was not proposed by EIGE, but it was proposed by the Ministry of Justice with a view to monitoring the procedure concerned. The data collected indicate that most perpetrators are men in this procedure too and in all years covered by the survey. In 2021 82.3% of the perpetrators made subject to mediation in criminal cases were men, with a similar percentage (85.7%) in 2020.

Furthermore, the total number of orders for mediation in criminal cases issued by the Court of First Instance Public Prosecutor Offices in Greece almost doubled in 2021 compared to 2020 (799 orders in 2020, 1,574 orders in 2021). Please note that the public prosecutor may consider the possibility of making an offender subject to mediation in criminal cases only for misdemeanours, and if the offender has complied with the terms of that mediation for three years, no criminal proceedings may be brought against him/her for the crime concerned.

The total number of orders for mediation in criminal cases issued in the period 2016-2019 represented 13-17.3% of the total number of criminal proceedings. The increase observed in 2021 creates a different picture, as the orders for mediation in criminal cases represented almost one third of all criminal proceedings (see Table 6). Although the reasons for this increase cannot be demonstrated on the basis of available data and need further investigation, it was deemed appropriate to point out the above observation.

**Table 6:** *Percentage of orders for mediation in criminal cases in relation to the total number of criminal proceedings brought each year (2016-2021, Court of First Instance Public Prosecutor Offices)*

Year	2016	2017	2018	2019	2020	2021
<b>Criminal proceedings</b>	3,353	4,316	4,779	4,833	3,683	4,608
<b>Orders for mediation in criminal cases</b>	553	689	623	837	799	1,541
<b>Percentage of mediation in criminal cases in relation to the number of criminal proceedings</b>	<b>16.5%</b>	<b>16%</b>	<b>13%</b>	<b>17.3%</b>	<b>21.7%</b>	<b>33.4%</b>

### 3. PROGRAMMES FOR PERPETRATORS

Mediation in criminal cases (Article 11 of Law 3500/2006) is a compromise used to avoid referring a case to trial, in which the perpetrator promises not to commit any act of domestic violence in the future and agrees to leave the common home if the victim so proposes, to attend a special treatment programme on addressing domestic violence organised by a State organisation, and to remedy the damage caused to the victim, also paying financial compensation.

The competent State organisation responsible for implementing treatment programmes for perpetrators [point (b) of Article 11(2) of Law 3500/2006] is the National Centre for Social Solidarity.

**Table 7:** *Annual number of perpetrators who have attended EKKA treatment programmes (2020-2021, EKKA)*

Victim-perpetrator relationship	2020			2021		
	Current or former partners/spouses	Parents - children	Relatives	Current or former partners/spouses	Parents - children	Relatives
<b>Number of perpetrators who have applied to join a programme</b>	142	31	20	286	22	13
<b>Number of perpetrators who have completed a programme</b>	31	6	4	62	7	6
<b>Percentage of perpetrators who have completed a programme</b>	<b>21.8%</b>	<b>19.4%</b>	<b>20%</b>	<b>21.7%</b>	<b>31.8%</b>	<b>46.2%</b>

The above data indicate, firstly, a significant increase in the number of perpetrators who have applied to join an EKKA programme and of those who have completed such a programme. They also indicate that most of the perpetrators of domestic violence who joined an EKKA treatment programme continue to be the current or former partners or spouses of the victims, their number almost doubling, as 286 partners or spouses of the victims applied to join a treatment programme in 2021. Most of the perpetrators (83.8%) who joined a programme had physically abused the victims, and the rest of them (16.2%) had threatened the victims with violence. In 2021, men represented 91% of those who applied to join a programme.

The rate of completion of treatment programmes appears to be relatively low both in 2020 and 2021. Only 21.7% of the victims' partners completed a relevant programme for perpetrators in 2021 and 21.8% in 2020.

#### 4. SUPPORT TO VICTIMS: EKKA 197 HELPLINE

The calls received by the EKKA 24-hour 197 Helpline also included incidents of gender-based/ domestic violence. Helpline officials provide psychosocial support services to victims of domestic violence and set direct social intervention mechanisms in motion. The table below shows data collected by the Observatory in the period 2018-2021 concerning female victims of violence, as well as third persons who called the EKKA 197 Helpline.

**Table 8:** Annual number of calls to the 197 Helpline concerning gender-based/ domestic violence (2018-2021, EKKA)

2018			2019		2020		2021	
EKKA 197	Female victims of violence	Third persons	Female victims of violence	Third persons	Female victims of violence	Third persons	Female victims of violence	Third persons
	104	59	106	56	114	92	196	103
Total	163		162		206		299	

In 2021, 81% of the victims of violence who called the 197 Helpline were women. One of the 196 women victims of violence who called on the Helpline was a minor, and 103 female third persons, all of them adults, also called the Helpline to report an incident gender-based/ domestic violence.

## 5. MIGRATION

Data for the Gender Equality Observatory regarding victims of domestic violence who have obtained a residence permit in Greece are collected in accordance with point (c) of Article 19A(1) of Law 4251/2014, as per the provisions of Law 3500/2006. In accordance with the above Article, victims of domestic violence are entitled to a one-year residence permit, which can be renewed for up to two years each time if the same conditions are met. Moreover, underage children of victims of domestic violence are also granted a one-year residence permit.

**Table 9:** Annual number of residence permits granted to third-country nationals on humanitarian grounds as victims of domestic violence, per gender and per year (2018-2021, General Secretariat for Migration Policy)

	2018		2019		2020		2021	
	Men	Women	Men	Women	Men	Women	Men	Women
<b>Residence permit issued</b>	2	9	1	4	0	0	0	0
<b>Residence permit renewed</b>	0	1	2	1	1	1	2	15
<b>Total</b>	<b>2</b>	<b>10</b>	<b>3</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>15</b>

For a second year in a row, no women or men were granted a residence permit on humanitarian grounds as victims of domestic violence in 2021, and apparently the residence permits of 15 women and 2 men were renewed.

## 6. ASYLUM

As pointed out in 1st GGOPIF Annual Report on Violence Against Women (2020), gender-based or domestic violence is not included in the categories of vulnerability of the data kept by the Asylum Service. That is why vulnerability associated with torture, rape, or other forms of psychological, physical or sexual violence or exploitation, and vulnerability associated with trafficking in human beings were chosen.

However, the Asylum Service pointed out that the statistics presented below may be incomplete either due to incorrect entry in the database or because applicants disclosed any potential vulnerabilities later on (i.e. during the interview, not during initial registration). Also, the vulnerabilities listed below may not be the main reason for granting refugee status or subsidiary protection.

**Table 10:** Annual number of third-country nationals granted asylum due to vulnerability associated with torture, rape or other forms of psychological, physical or sexual violence or exploitation, per gender and per status granted (asylum and subsidiary protection) (2018-2021, Asylum Service)

	2018		2019		2020		2021	
	Men	Women	Men	Women	Men	Women	Men	Women
<b>Refugee status granted</b>	106	46	82	36	67	41	19	44
<b>Subsidiary protection granted</b>	17	8	3	1	2	10	2	4
<b>Total</b>	<b>123</b>	<b>54</b>	<b>85</b>	<b>37</b>	<b>69</b>	<b>51</b>	<b>21</b>	<b>48</b>

The total number of refugee men and women who are granted asylum or subsidiary protection due to vulnerability associated with violence in recent years has been decreasing, from 177 in 2018 to 69 in 2021. It also appears that the largest decrease is recorded in the total number of men who are granted protection status (from 123 in 2018 to 21 in 2021), whereas the total number of women who are granted protection status on the above grounds has remained almost the same (54 in 2018, 48 in 2021).

**Table 11:** Percentage of women granted asylum on grounds of vulnerability associated with torture, rape or other forms of psychological, physical or sexual violence or exploitation in relation to the total number of female asylum seekers in Greece (2018-2021, Asylum Service)

	2018	2019	2020	2021
	Women	Women	Women	Women
Refugee status granted	46	36	41	44
Subsidiary protection granted	8	1	10	4
Total number of female asylum seekers	21,727	25,513	12,725	6,707
Percentage of women granted asylum or subsidiary protection in relation to the total number of female asylum seekers	0.2%	0.1%	0.4%	0.7%

Taking into account the limitations of Asylum Service data, we can see that the number of women granted refugee status by the Hellenic State on grounds of vulnerability associated with gender-based violence is almost negligible in relation to the total number of female asylum seekers. The percentage, as shown in the table above, is very small, being consistently below 1% of the total number of asylum applications submitted by women in the period 2018-2022. The percentage decrease in the period 2020-2021 was due to a significant decrease in the total number of asylum applications, which dropped in 2021 to less than half of that of 2020, whereas the total number of asylum applications filed by women dropped to less than one fourth of that of 2019.

Finally, Table 10 shows the four cases of asylum and one case of subsidiary protection granted in the last four years to victims of trafficking in human beings.

**Table 12:** *Annual number of third-country nationals granted asylum due to vulnerability associated with trafficking in human beings, per gender and per status granted (asylum and subsidiary protection) (2018-2021, Asylum Service)*

	2018		2019		2020		2021	
	Men	Women	Men	Women	Men	Women	Men	Women
Refugee status granted	0	0	0	2	0	1	0	1
Subsidiary protection granted	0	1	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>

## 7. VIOLENCE AND HARASSMENT AT WORK

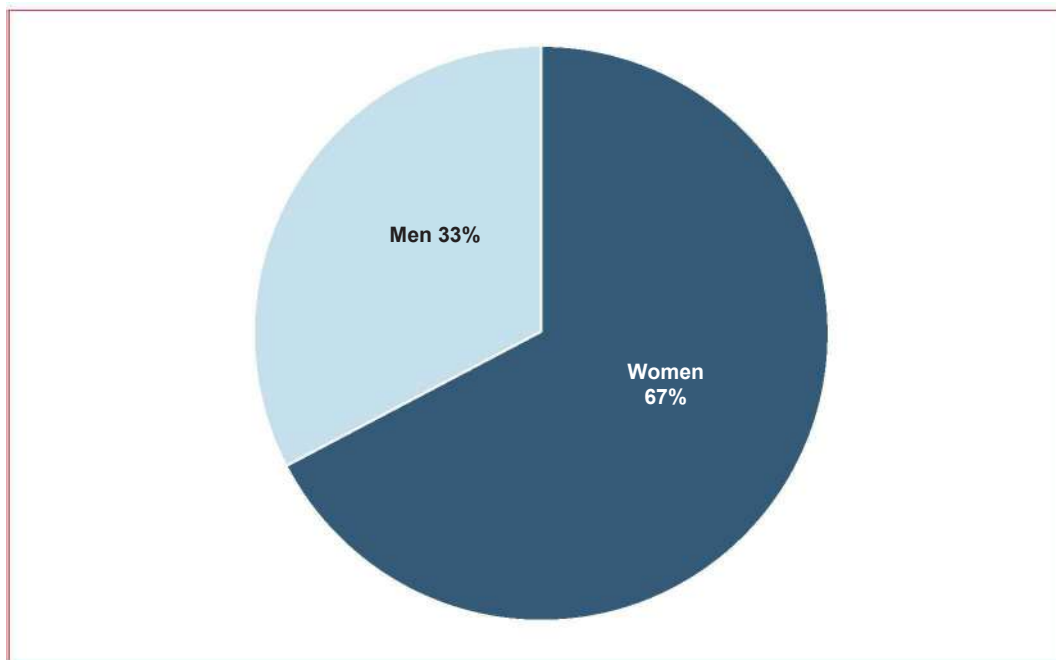
Following the ratification of Convention No 190 of the International Labour Organisation concerning the elimination of violence and harassment in the world of work (Law 4808/2021), the Independent Department of monitoring violence and harassment at work was established at the Labour Inspectorate (SEPE) (Article 16(1) of Law 4808/2021). Following are data published in the 1st Annual Report for 2021.<sup>143</sup>

In accordance with the 1st Annual Report for the period from 5 July 2021 to 31 December 2021, the Independent Department was called upon to process 97 applications concerning 101 applicants.

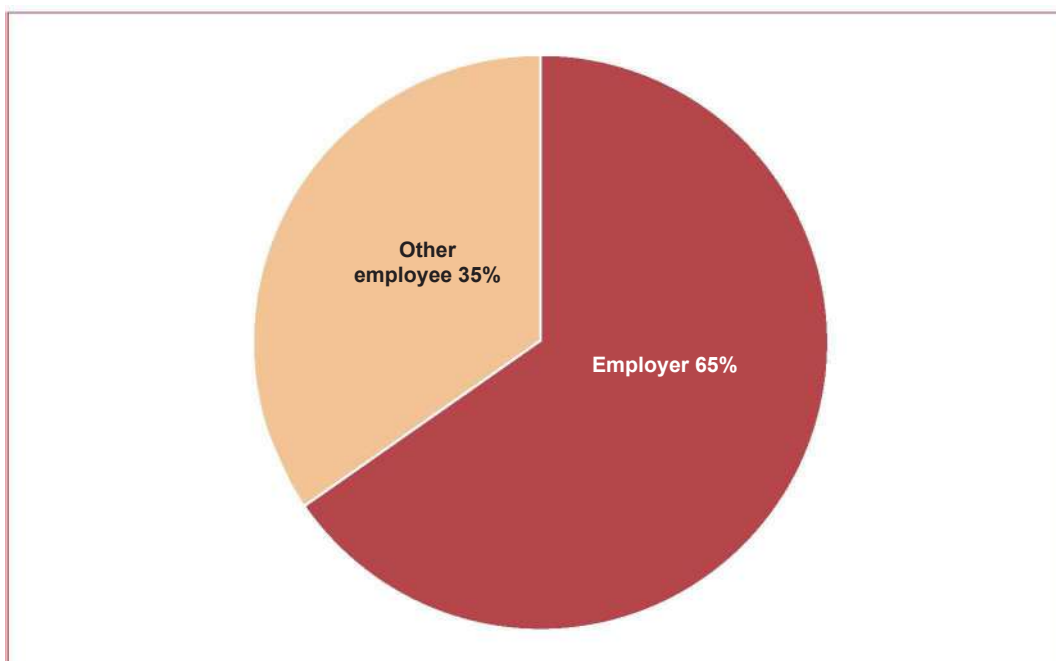
<sup>143</sup> <https://www.sepe.gov.gr/organismos/ektheseis-pepragmenon/ektheseis-pepragmenon-parakolouthisis-tis-vias-kai-tis-parenochlisis-stin-ergasia/>



**Graph 14:** Applicants concerning incidents of violence and harassment at work, per gender (7-12/2021)



**Graph 15:** Position of persons reported against in incidents of violence and harassment at work (7-12/2021)



In 67% of the cases the victim of harassment or violence at work was a woman, and in 65% of the cases the perpetrator was the victim's employer. It should also be stressed that 13 out of 97 cases involved sexual harassment and the victim was a woman. The other 84 cases were related to incidents of verbal, physical and psychological violence and harassment in general.

## 8. COMPENSATION

In accordance with Law 3811/2009 (Government Gazette, Series I, No 231), the Hellenic Authority for Compensation to Crime Victims is the competent body responsible for payment of compensation to female victims of violence applying for such compensation.

**Table 13:** *Annual number of applications for compensation to female victims of violence (Hellenic Authority for Compensation) (2006-2020)*

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Annual number of applications	-	-	-	-	1	2	-	1	1	-	1	-	-	-	-	1
Annual number of compensations granted	-	-	-	-	0	0	-	0	0	-	0	-	-	-	-	0

On the basis of data collected by the Observatory for the period 2006-2021, a total of 7 applications for compensation were submitted by victims of domestic violence to the Hellenic Authority for Compensation, and no compensation has been paid for any of these applications.

The fact that the competent Authority received no relevant applications at all at least in the period 2018-2020, when the Istanbul Convention (Law 4531/2018) was in force, and the fact that the only application submitted in 2021 did not lead to the award of compensation raise questions as to whether the relevant Article (Article 30 'Compensation') of the Convention is applied.

## B. Statistics from the network of structures

The data presented in this Annual Report are based on an analysis of the statistics obtained from the EETAA database<sup>144</sup> (data recorded regarding the counselling centres and shelters of the GSDFPGE network of structures), as well as on data from the 24-hour **SOS 15900 Helpline**<sup>145</sup>, covering the period from **November 2021 to September 2022**<sup>146</sup>.

### Counseling centres<sup>147</sup>

44 Συμβουλευτικά Κέντρα σε όλη την επικράτεια			
Αθήνα (3)	Καβάλα	Κως	Ρόδος
Αλεξανδρούπολη	Καλαμάτα	Λαμία	Σαλαμίνα
Αργοστόλι	Καρδίτσα	Λάρισα	Σέρρες
Άρτα	Καστοριά	Μυτιλήνη	Σύρος
Βέροια	Κατερίνη	Πάτρα	Τρίκαλα
Ελευσίνα	Κερατσίνι-Δραπετσώνα	Πειραιάς	Τρίπολη
Ζάκυνθος	Κέρκυρα	Περιτέρι	Φλώρινα
Ηράκλειο	Κοζάνη	Πρέβεζα	Φυλή
Θεσσαλονίκη	Κομοτηνή	Πύργος	Χαλάνδρι
Θήβα	Κόρινθος	Ρέθυμνο	Χαλκίδα
Ιωάννινα			Χίος

Περισσότερες πληροφορίες:  
24ωρη τηλεφωνική γραμμή SOS 15900

womensos.gr metoogreece.gr isotita.gr

<sup>144</sup> EETAA, in its capacity as Beneficiary Coordinator, supports the setup and operation of GSDFPGE structures with a number of actions, including the setup and maintenance of a database in which data are collected from all structures, relating to female survivors of violence provided with services and officials working thereat.

<sup>145</sup> The website to combat violence against women: <http://womensos.gr/15900-24ori-tilefoniki-grammi/>

<sup>146</sup> A beneficiary may have received services from all three GSDFPGE support structures (counselling centres, shelters and SOS 15900 Helpline). For example, a beneficiary may call the SOS 15900 Helpline, go to a counselling centre and finally find accommodation in one of the available shelters.

<sup>147</sup> The Annual Report does not contain any details on the characteristics of the 'third persons' provided mostly with useful information from the counselling centres of the GSDFPGE network of structures.

In the reporting period, a total of **5,295** female survivors of violence and multiple discrimination (4,865) provided with counselling services as well as third parties (430) provided mostly with information on gender-based violence were supported by the counselling centres of the GSDFPGE network across Greece.

In all eleven months of the reporting period, the entries made for gender-based violence against women (4,320) exceeded those for incidents of multiple discrimination against women (545), the relevant percentages being **89%** and **11%** respectively<sup>148</sup>. In the reporting period, beneficiaries obtained information on the specialised services provided by the network counselling centres from the following main sources: **30%** from another organisation, **23%** from the SOS 15900 Helpline, **11%** from a friend/ acquaintance, **10%** from the Internet, **6%** from another beneficiary, and **6%** from another source. Only **1%** of those beneficiaries obtained information from various publications and TV, and **12%** did not explain who they were informed from.

<b>BENEFICIARIES AND THIRD PERSONS COUNSELING CENTRES Period: 01-11-2021 to 30-09-2022</b>	<b>In person</b>	<b>Third persons</b>	<b>Totals</b>
<b>Reception form</b>	<b>4,865</b>	<b>430</b>	<b>5,295</b>

<b>BENEFICIARIES COUNSELING CENTRES Period: 01-11-2021 to 30-09-2022</b>	<b>Violence</b>	<b>Multiple</b>	<b>Totals</b>
<b>Reception form</b>	<b>4,320</b>	<b>545</b>	<b>4,865</b>

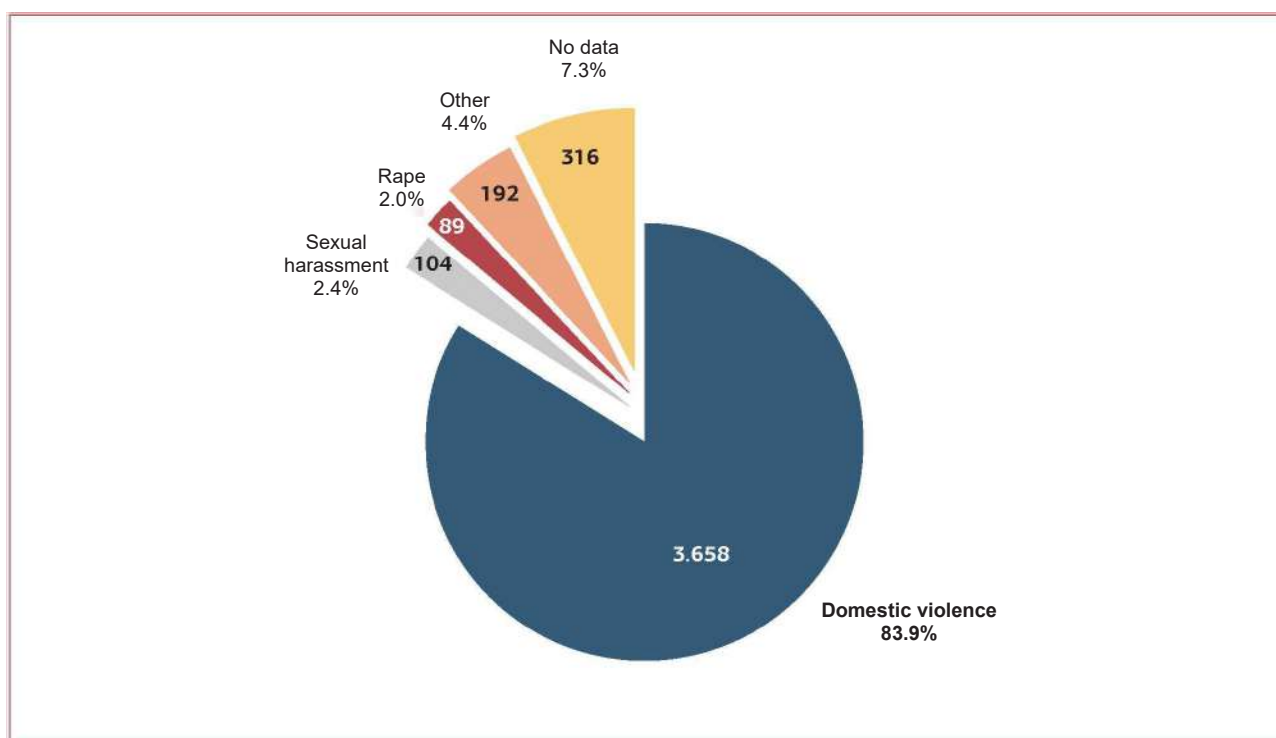
More specifically, in all eleven months of the reporting period, **40.8%** of them (women provided with services and third persons) were provided with services at counselling centres in Attica, **6.9%** at counselling centres in Thessaloniki, **5.2%** at counselling centres in Crete, **2.9%** at counselling centres in Patras, **2.9%** at counselling centres in Kavala and **2.9%** at counselling centres in Larissa, and almost **38.4%** of them were provided with services at other network counselling centres<sup>149</sup>.

<sup>148</sup> Refugee women, migrant women, women with disabilities, drug addicts, long-term unemployed women, single mothers, etc. One beneficiary provided with services in a counselling centre may report both a case of gender-based violence and a case of discrimination.

<sup>149</sup> The analysis is affected by several factors such as awareness activities carried out by the structures, combined with increased needs due to concentrated population in these areas. That is why this analysis cannot be used to draw concrete conclusions.

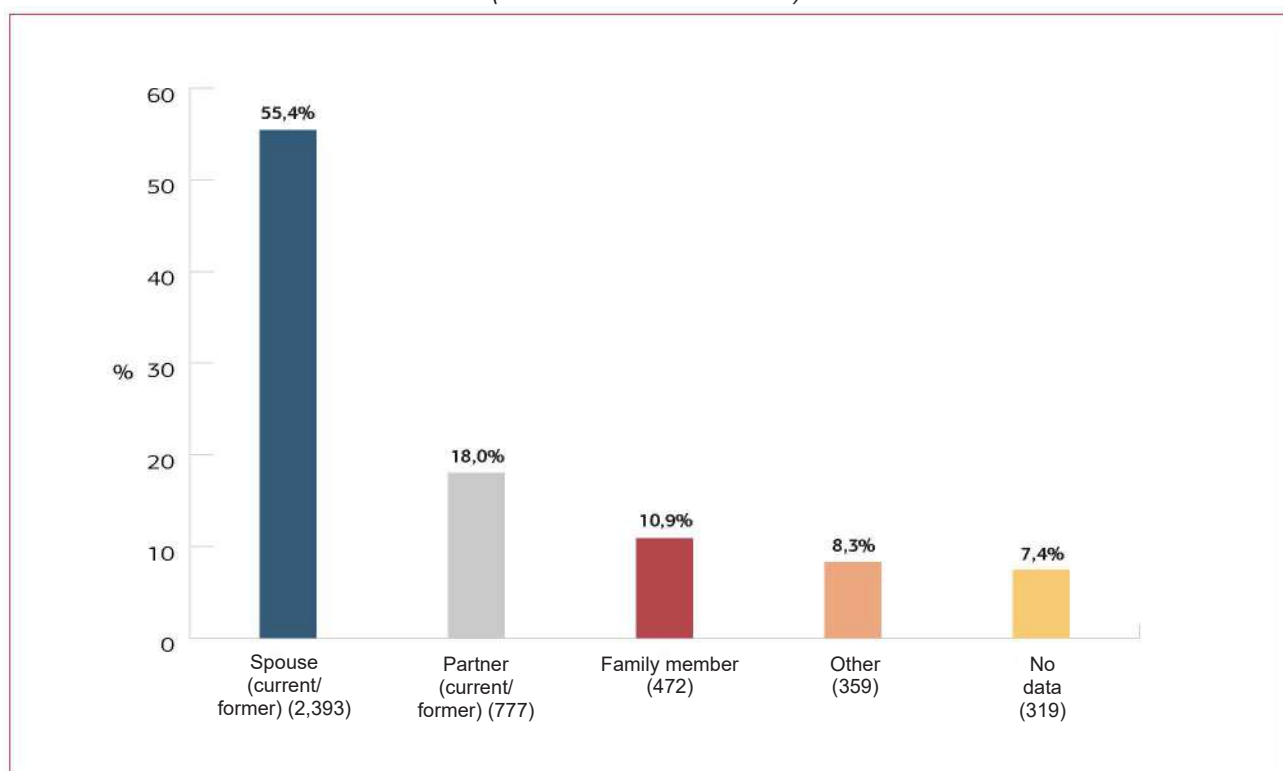
**Table 1: Women provided with services and third persons at counselling centres across Greece (01-11-2021 to 30-09-2022)**

44 Counseling centres: <ul style="list-style-type: none"> <li>GSDFPGE counselling centres, based on their administrative function (Number of structures: 15)</li> <li>Municipal counselling centres, based on their administrative function (Number of structures: 44)</li> </ul>	Total	Percentage (%)
Attica: (Athens Counseling Centre (Nikis), Athens Counseling Centre (Social Centre), Counseling Centre of the Municipality of Athens, Counseling Centre of Piraeus, Counseling Centre of the Municipality of Keratsini-Drapetsona, Counseling Centre of the Municipality of Peristerion, Counseling Centre of the Municipality of Fyli, Counseling Centre of the Municipality of Chalandrion, Counseling Centre of the Municipality of Elefsina, Counseling Centre of the Municipality of Salamis)	2,158	40.8%
Thessaloniki Counseling Centre	368	6.9%
Crete (Rethymnon Counseling Centre, Herakleion Counseling Centre)	276	5.2%
Larisa Counseling Centre	152	2.9%
Tripolis Counseling Centre	145	2.7%
Counseling Centre of the Municipality of Kavala	156	2.9%
Counseling Centre of the Municipality of Serres	110	2.1%
Patras Counseling Centre	152	2.9%
Ioannina Counseling Centre	118	2.2%
Lamia Counseling Centre	100	1.9%
Counseling Centre of the Municipality of Chios	85	1.6%
Counseling Centre of the Municipality of Veroia	103	2.0%
Mytilini Counseling Centre	93	1.8%
Komotini Counseling Centre	117	2.2%
Corfu Counseling Centre	107	2.0%
Counseling Centre of the Municipality of Florina	52	1.0%
Counseling Centre of the Municipality of Arta	60	1.1%
Counseling Centre of the Municipality of Alexandroupolis	88	1.7%
Other (Kozani Counseling Centre, Syros-Ermoupolis Counseling Centre, Counseling Centre of the Municipality of Zakynthos, Counseling Centre of the Municipality of Thiva, Counseling Centre of the Municipality of Kalamata, Counseling Centre of the Municipality of Kastoria, Counseling Centre of the Municipality of Katerini, Counseling Centre of the Municipality of Argostolion, Counseling Centre of the Municipality of Corinth, Counseling Centre of the Municipality of Kos, Counseling Centre of the Municipality of Preveza, Counseling Centre of the Municipality of Pyrgos, Counseling Centre of the Municipality of Rhodes, Counseling Centre of the Municipality of Trikala, Counseling Centre of the Municipality of Karditsa)	855	16.1%
<b>Totals</b>	<b>5,295</b>	<b>100.0%</b>

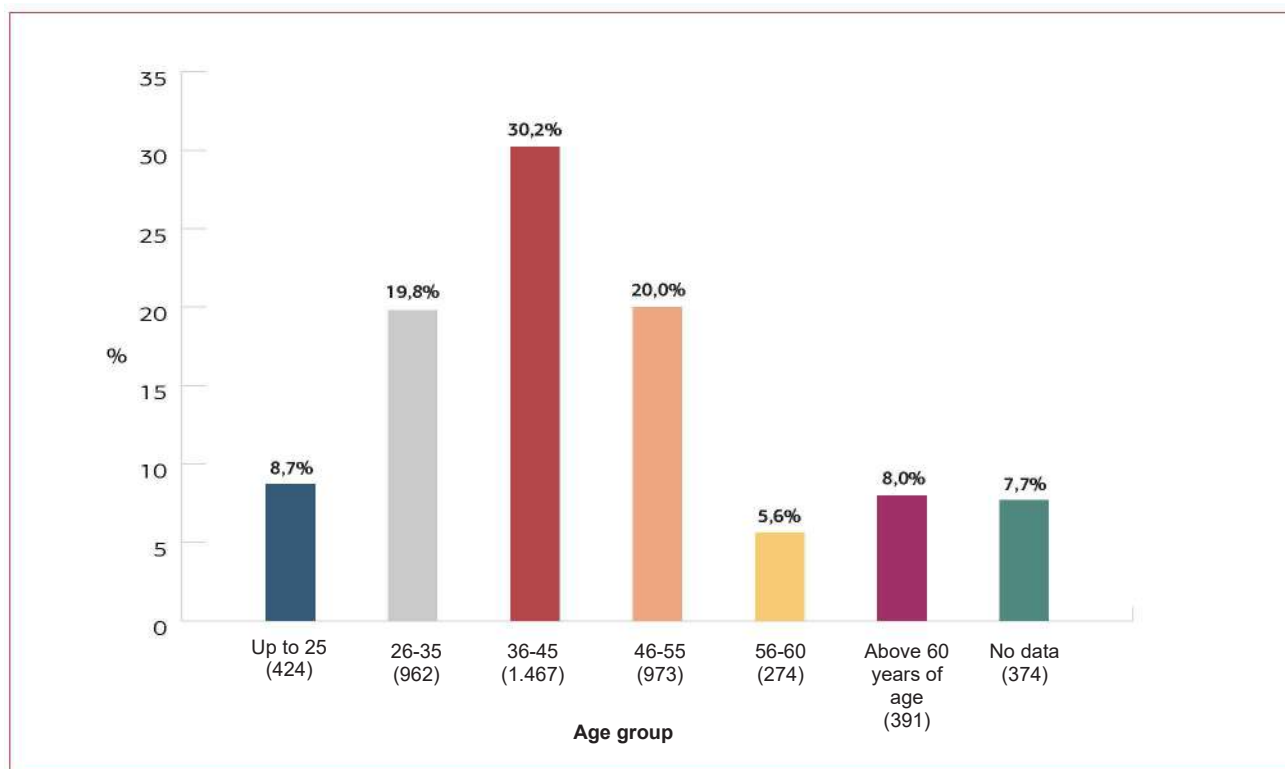
**Graph 1:** *Type of violence reported by women provided with services (01-11-2021 to 30-09-2022)*

The most prevalent type of gender-based violence against women provided with services in all eleven months of the reporting period is domestic violence, representing 83.9% of all recorded forms of violence against women. This is followed by sexual harassment with 2.4% and incidents involving rape with 2%. 4.4% stated 'Other' and 7.3% provided no data on this.

**Graph 2: Survivor-perpetrator relationship as stated by female beneficiaries**  
(01-11-2021 to 30-09-2022)

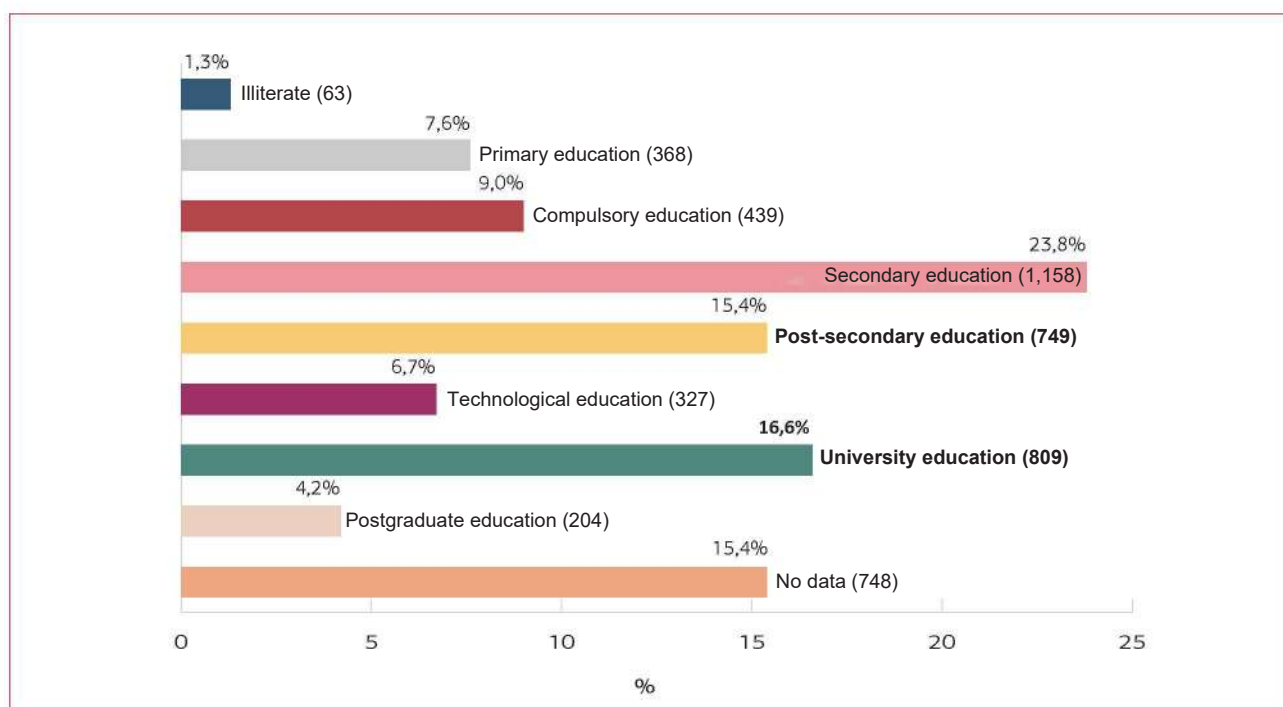


Statistics indicate that, in all eleven months of the reporting period, in **55.4%** of the cases the perpetrator was the survivor's spouse, in 18% of the cases the perpetrator was the survivor's partner, and in 10.9% of the cases the perpetrator was a different family member. As regards the marital status of female beneficiaries, 43% were married, 20% of the total stated that they were single, 12% were divorced, 10% were separated, 3% were in a state of cohabitation, 3% were in a state of widowhood, and 9% provided no data on this. In addition, **73%** of the total number of female beneficiaries stated that they had children and 27% stated that they did not.

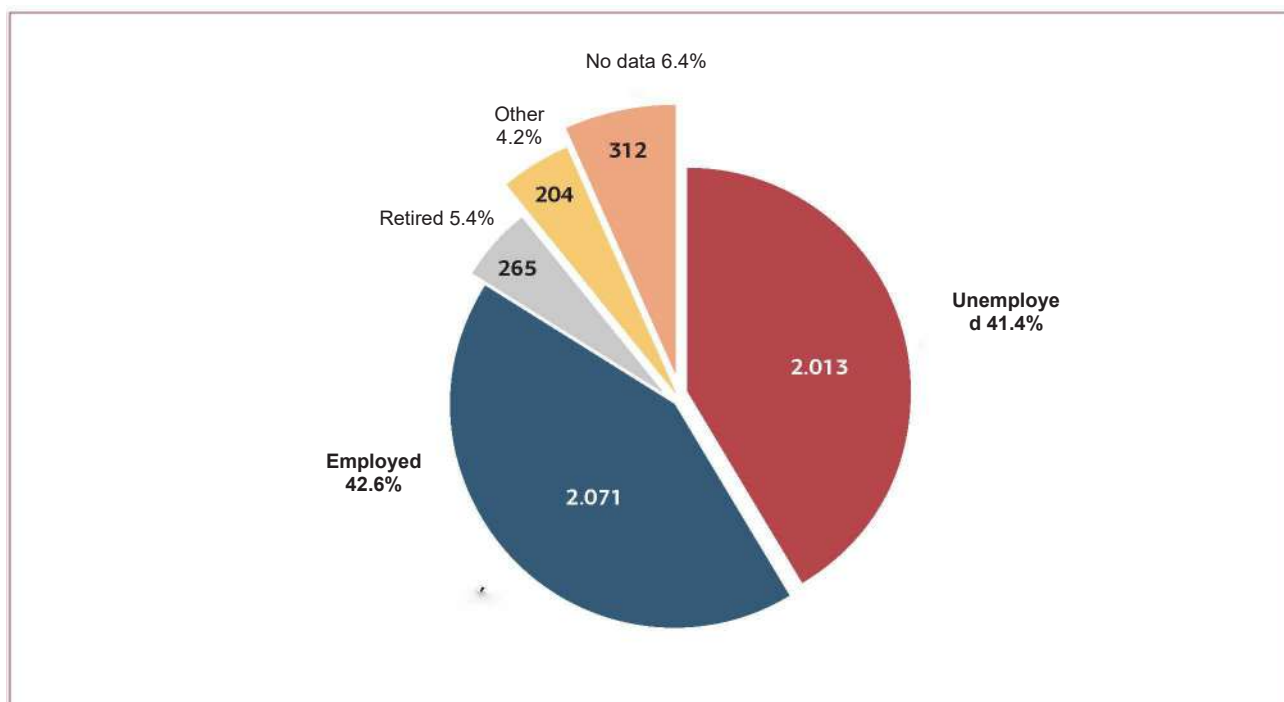
**Graph 3: Age groups of female beneficiaries (01-11-2021 to 30-09-2022)**

As regards the age groups of women provided with specialised services at the counselling centres of the network of structures in the reporting period, the highest percentage of 30.2% concerned women aged between 36 and 45 years, followed by almost 20% for the 46-55 and 26-35 age groups respectively, while 8.7% were young girls up to 25 years of age, 5.6% were women aged between 56 and 60 years, and 8% of the total were women older than 60 years of age. Finally, 7.7% provided no age-related data. The characteristics of female beneficiaries provided with counselling services included their level of education.

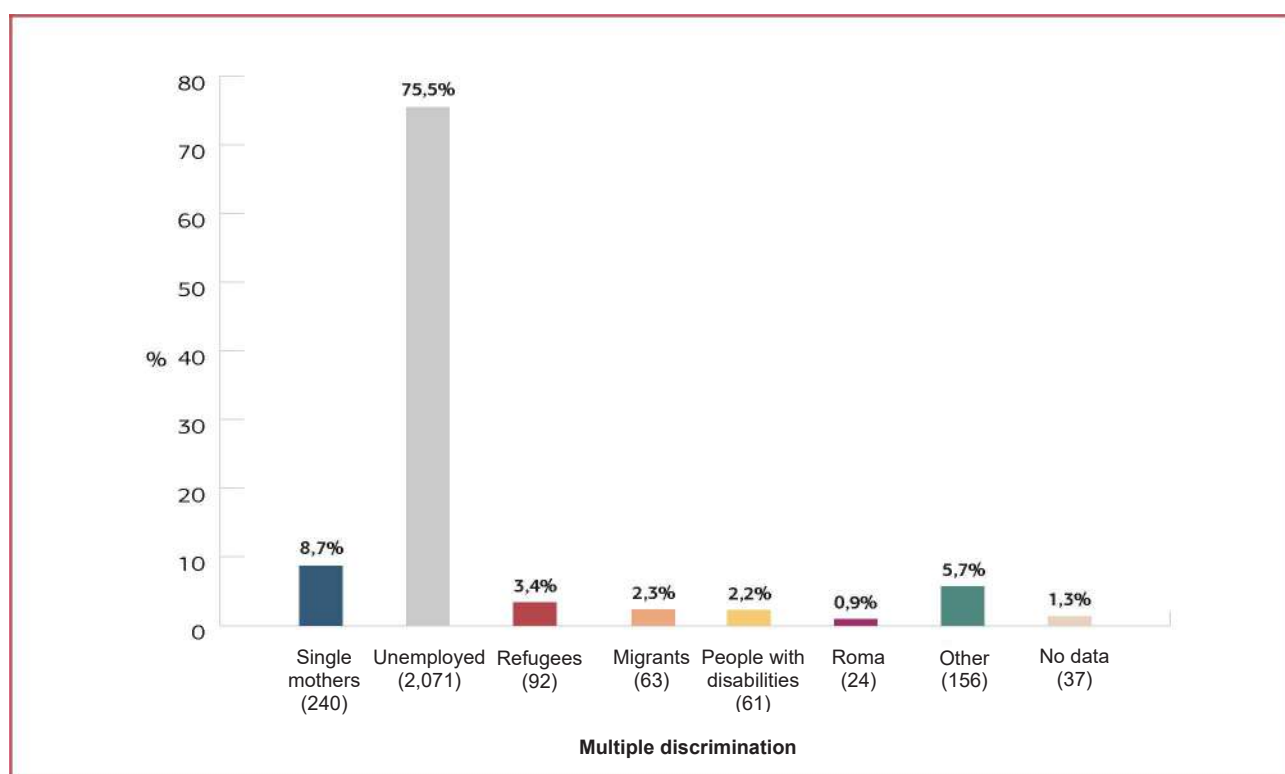


**Graph 4: Level of education for female beneficiaries (01-11-2021 to 30-09-2022)**

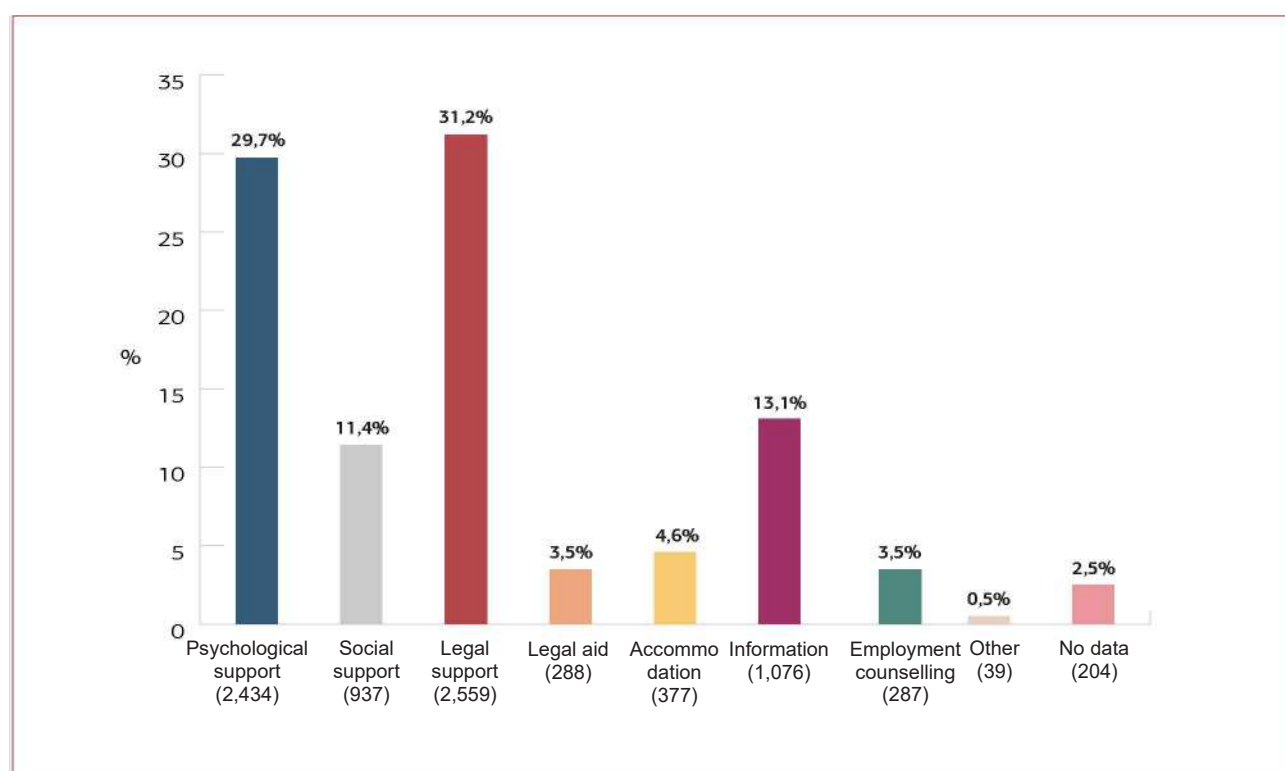
Indicatively, in the reporting period, the highest percentage of women, i.e. **23.8%**, had completed secondary education, **16.6%** had completed university education, 15.4% of all women had completed post-secondary education, 9% had completed compulsory education, and 7.6% had completed primary education, followed by 6.7% who had completed technological education, 4.2% who had completed postgraduate education, and 1.3% who had received no basic education (illiterate). Finally, 15.4% provide no data on this.

**Graph 5: Employment status of female beneficiaries (01-11-2021 to 30-09- 2022)**

As regards the employment status of the women provided with services in all eleven months of the reference period, 42.6% were employed, 41.4% were unemployed, 5.4% were retired, 4.2% stated 'Other', and 6.4% provided no data on this. 81% of the women who looked for assistance in the reporting period stated that they were Greek nationals, 11% were refugee and migrant women living in Greece, and 8% of all women provided no data on this. As part of the special programme implemented by OAED to support employers in hiring employees (EKO), which can be used by female survivors of gender-based and domestic violence to find employment, a total of 127 certificates had been issued since March 2021 to women provided with services at the counselling centres of the network of structures in order to be included in the programme.

**Graph 6:** Multiple discrimination against women provided with services (1.11.2021 to 30-9-2022)

As regards multiple discrimination suffered by women provided with services at the counselling centres of the network of structures in the reporting period, 75,5% indicated their employment status, unemployment in particular, as discrimination. A lower percentage of 8,7% indicated their status as single mothers as discrimination, 3,4% indicated their status as refugee women as discrimination, and 2,3% indicated their status as migrant women as discrimination. In addition, 2,2% of all women stated that they had been discriminated against because of a disability, and 0,7% due to being Roma. Finally, 5,7% stated 'Other' and 1,3% provided no data on this.

**Graph 7: Requests by female beneficiaries (01-11-2021 to 30-09-2022)**

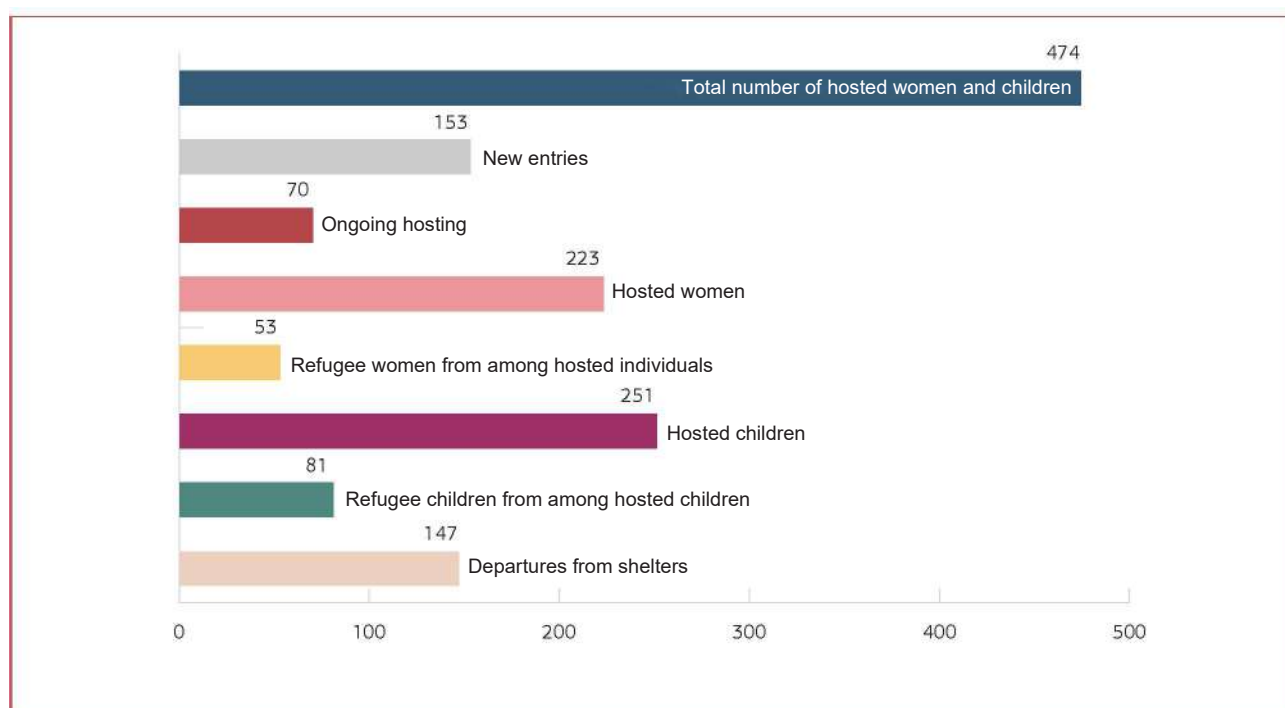
As regards female survivors of violence and victims of multiple discrimination provided with specialised support by officials of the network counselling centres across Greece in the reporting period, **31.2%** looked for legal support and **29.7%** looked for psychological support/ counselling. 13.1% of them requested useful information and 11.4% requested social support. 4.6% of the total number of requests concerned accommodation at the shelters of the GSDFPGE network of structures, and 3.5% concerned employment counselling and legal support from the dedicated staff of counselling centres.

The network of structures also provides interpretation services in cooperation with the NGO 'METAdrasi' and KETHI, to increase accessibility for refugee and migrant women who have survived gender-based violence and multiple discrimination. In this context, in the reporting period, a total of 784 sessions were conducted with interpretation (in aggregate, both in counselling centres and in shelters); most of the sessions included interpretation by phone or on Skype (569 sessions) and in fewer sessions (188 sessions) both the interpreters and women were there in person. The vast majority of sessions in the reporting period had to do with providing psychosocial support, legal counselling and useful information to refugee and migrant women, as well as having interpreters escort and assist them for medical purposes.

## Shelters<sup>150</sup>

In the reporting period, **474** persons were provided with accommodation in network shelters: 223 women and 251 children<sup>151</sup>. Of all hosted individuals, **53** were refugee women and **81** were refugee children. Moreover, based on the date of entry, a total of 153 new individuals were admitted to shelters, and a total of 147 hosted women and children left the shelters, headed to a safe destination of their choice, in the period concerned. In all eleven months of the reporting period, the entries made for gender-based violence against hosted women (117) exceeded those for incidents of multiple discrimination against women (46), the relevant percentages being 79,5% and 9.4% respectively.

**Graph 1: Hosted women and children (01-11-2021 to 30-09-2022)**



<sup>150</sup> The analysis is affected by several factors such as shelter capacity in each municipality, combined with increased needs due to concentrated population in these areas. That is why this analysis cannot be used to draw concrete conclusions.

<sup>151</sup> Based on capacity, the shelters in 19 structures have approximately 400 positions for providing safe accommodation to women and their underage children.

**Table 1: Hosted women and children across Greece (01-11-2021 to 30-09-2022)**

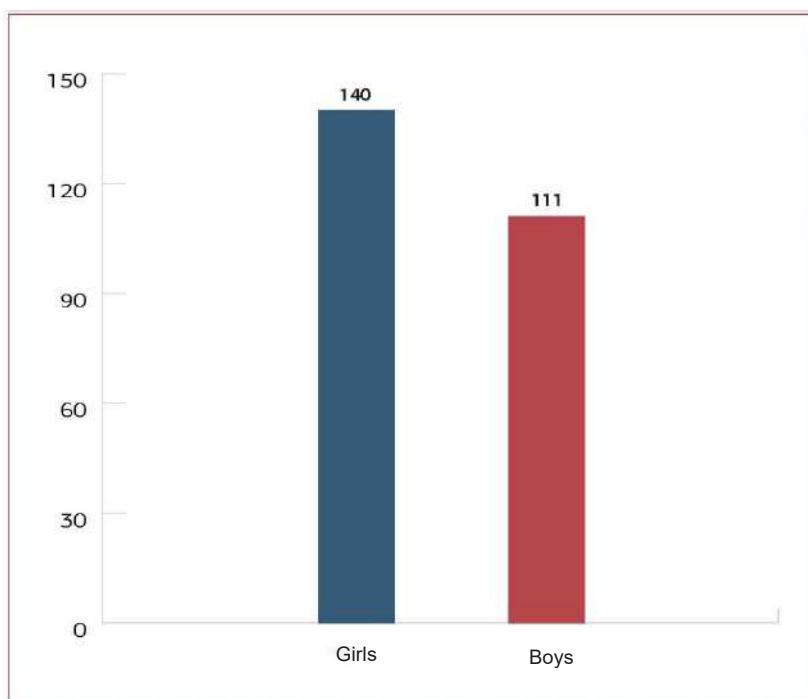
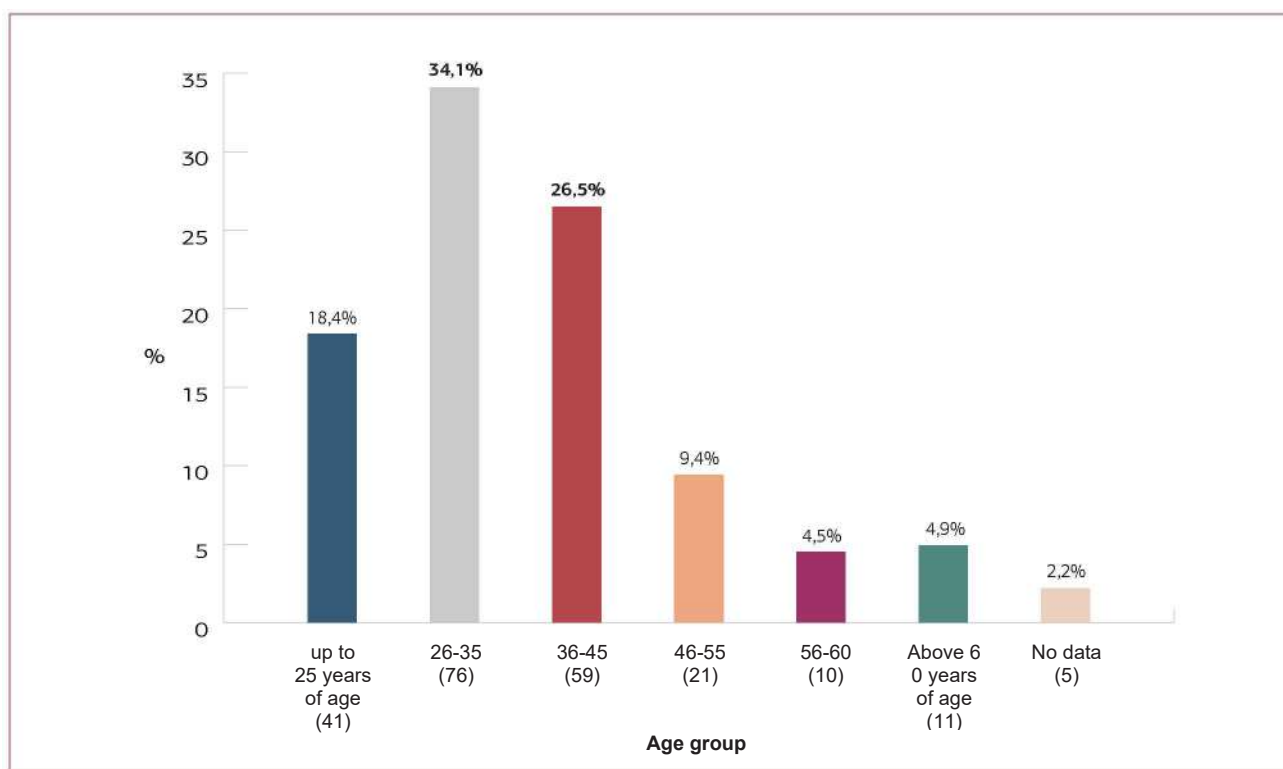
Shelters (19 shelters) <ul style="list-style-type: none"> <li>Municipal shelters, based on their administrative function (Number of structures: 17)</li> <li>EKKA shelters, based on their administrative function (Number of structures: 2)</li> </ul>	Total number of hosted women and children		Total number of refugee women and children from among hosted individuals	
	Total	Percentage	Total	Percentage
<b>Attica</b> (Athens Shelter, Piraeus Shelter, Athens EKKA Shelter)	<b>115</b>	<b>24.3%</b>	<b>36</b>	<b>27.0%</b>
<b>Thessaloniki</b> (Shelter of the Municipality of Thessaloniki, Thessaloniki EKKA Shelter, Shelter of the Municipality of Kordelio-Evosmos)	<b>58</b>	<b>12.2%</b>	15	11.2%
Shelter of the Municipality of Larisa	43	9.1%	<b>16</b>	<b>12.0%</b>
Shelter of the Municipality of Volos	33	7.0%	11	8.2%
Shelter of the Municipality of Ioannina	31	6.5%	<b>18</b>	<b>13.4%</b>
Shelter of the Municipality of Agrinion	28	5.9%	5	3.7%
Crete (Shelter of the Municipality of Chania, Shelter of the Municipality of Herakleion)	27	5.7%	1	0.7%
Shelter of the Municipality of Komotini	26	5.5%	3	2.2%
Shelter of the Municipality of Patras	23	4.8%	<b>8</b>	<b>6.0%</b>
Shelter of the Municipality of Mytilini	20	4.2%	9	6.7%
Shelter of the Municipality of Lamia	20	4.2%	3	2.2%
Shelter of the Municipality of Rhodes	19	4.0%	4	3.0%
Shelter of the Municipality of Tripolis	16	3.4%	0	0.0%
Shelter of the Municipality of Kozani	15	3.2%	5	3.7%
<b>Totals</b>	<b>474</b>	<b>100.0%</b>	<b>134</b>	<b>100.0%</b>

It appears that shelters in Attica are the fullest of all in terms of hosted individuals (women and children), i.e. 24.3% in Attica, 12.2% in Thessaloniki, 9.1% for the Larisa shelter, 7% for the Volos shelter, and 6.5% for the Ioannina shelter<sup>152</sup>. In addition, refugee women and children represent 27% of all hosted individuals in Attica, 13.4% in Ioannina, 12% in Larissa and 6% in the Larissa shelter. Moreover, 81.2% of hosted women in the reporting period stated that they had children and 18.8% that they did not.

<sup>152</sup> The analysis is affected by several factors such as shelter capacity in each municipality, combined with increased needs due to concentrated population in these areas. That is why this analysis cannot be used to draw concrete conclusions.

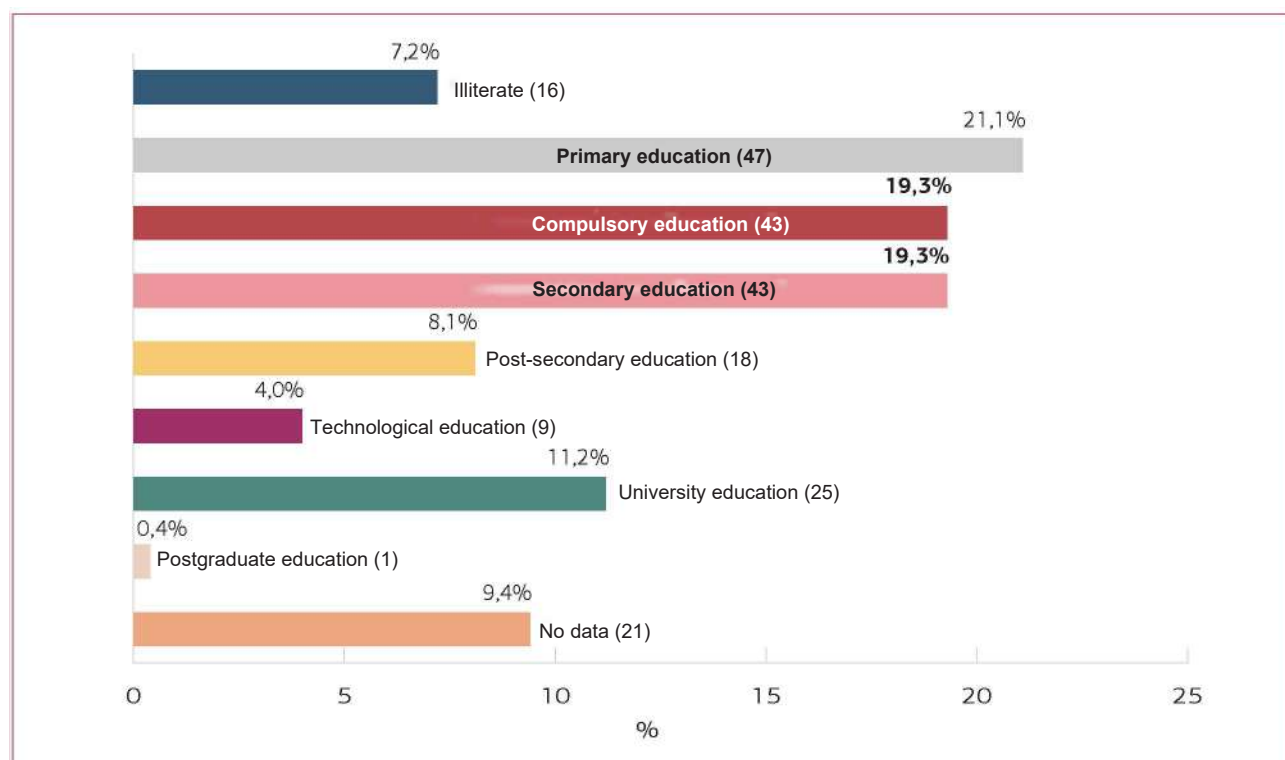
**Graph 2: Hosted children (01-11-2021 to 30-09-2022)**

32.3% (81 children) of all hosted children (251) were refugee children. Moreover, 55.8% of all children in the reporting period were girls up to 18 years of age and 44.2% were boys up to 12 years of age. The mothers of children hosted in the shelters of the GSDFPGE network of structures are fully responsible for taking care of their children, and structure officials facilitate/ support mothers through 'social support' services to have their children enrolled in school, make appointments with medical services and refer children to special centres for children.

**Graph 3: Age groups of hosted women (01-11-2021 to 30-09-2022)**

As regards the age groups of hosted women in the reporting period, 34.1% of the women were aged between 26 and 35 years, and 26.5% between 36 and 45 years. Then, 18.4% were young girls up to 25 years of age, and 9.4% were women aged between 46 and 55 years. 4.9% of all hosted women were above 60 years of age, and 4.5% were aged between 56 and 60 years.

**Graph 4: Level of education for hosted women (01-11-2021 to 30-09-2022)**

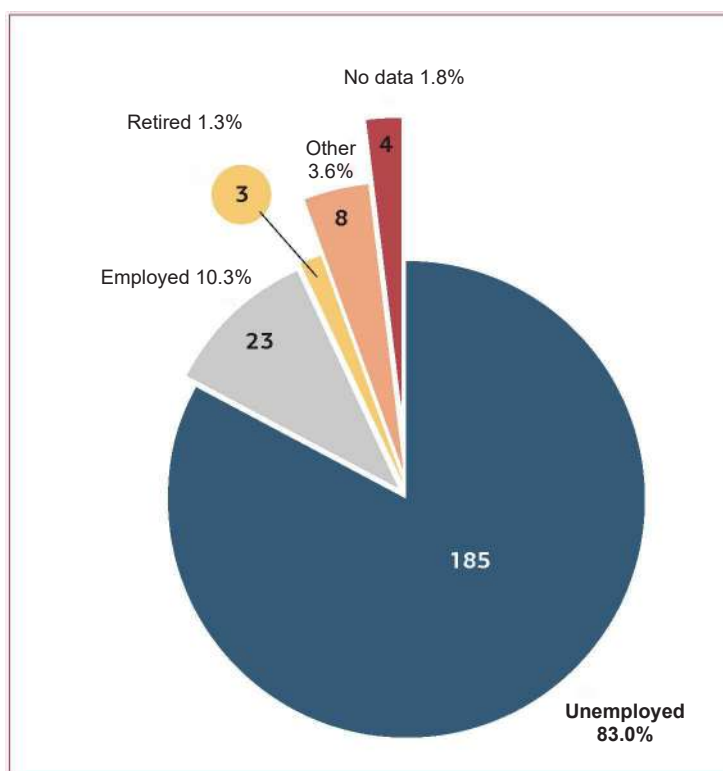


Indicatively, in the reporting period, 21.1% of hosted women appeared to have completed primary education, 19.3% secondary education, and 19.3% compulsory education. Then, 11.2% of hosted women had completed university education, 8.1% had completed post-secondary education, and 7.2% appeared to have received no basic education (illiterate). Lower percentages were recorded as follows: 4% for hosted women who had received technological education and 0.4% postgraduate education. Finally, 9.4% of hosted women provided no data on this.

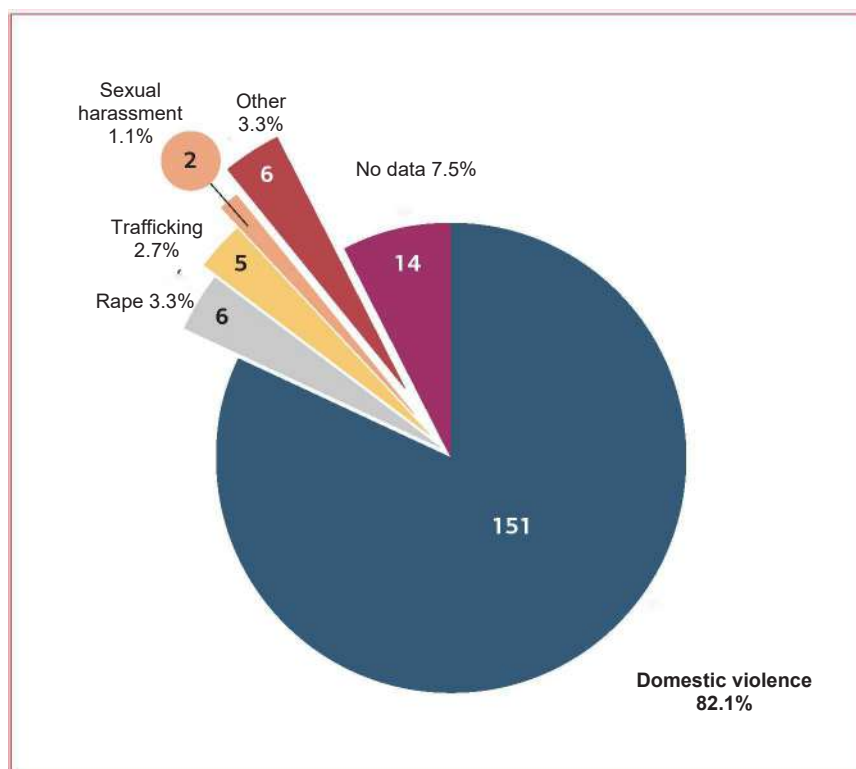


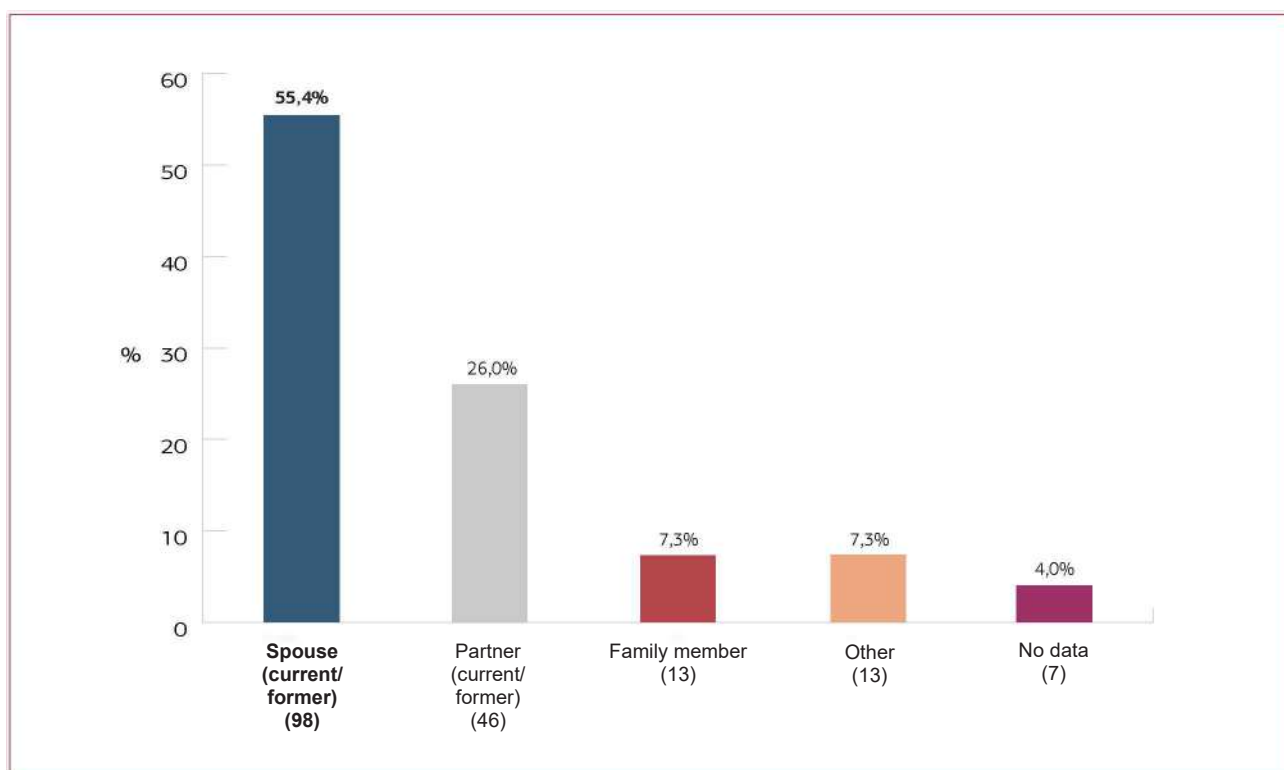
**Graph 5: Employment status of hosted women (01-11-2021 to 30-09-2022)**

In the reporting period, **83%** of hosted women stated that they were unemployed, only **10.3%** were employed and 1.3% were retired. 3.6% of all women stated 'Other', and 1.8% provided no data on this. Hosted women may receive employment counselling in shelters and be referred to competent organisations. As part of the special programme implemented by OAED to support employers in hiring employees (EKO), which can be used by female survivors of gender-based and domestic violence to find employment, **a total of 17 certificates** have been issued since March 2021 to hosted women in order to be included in the programme.

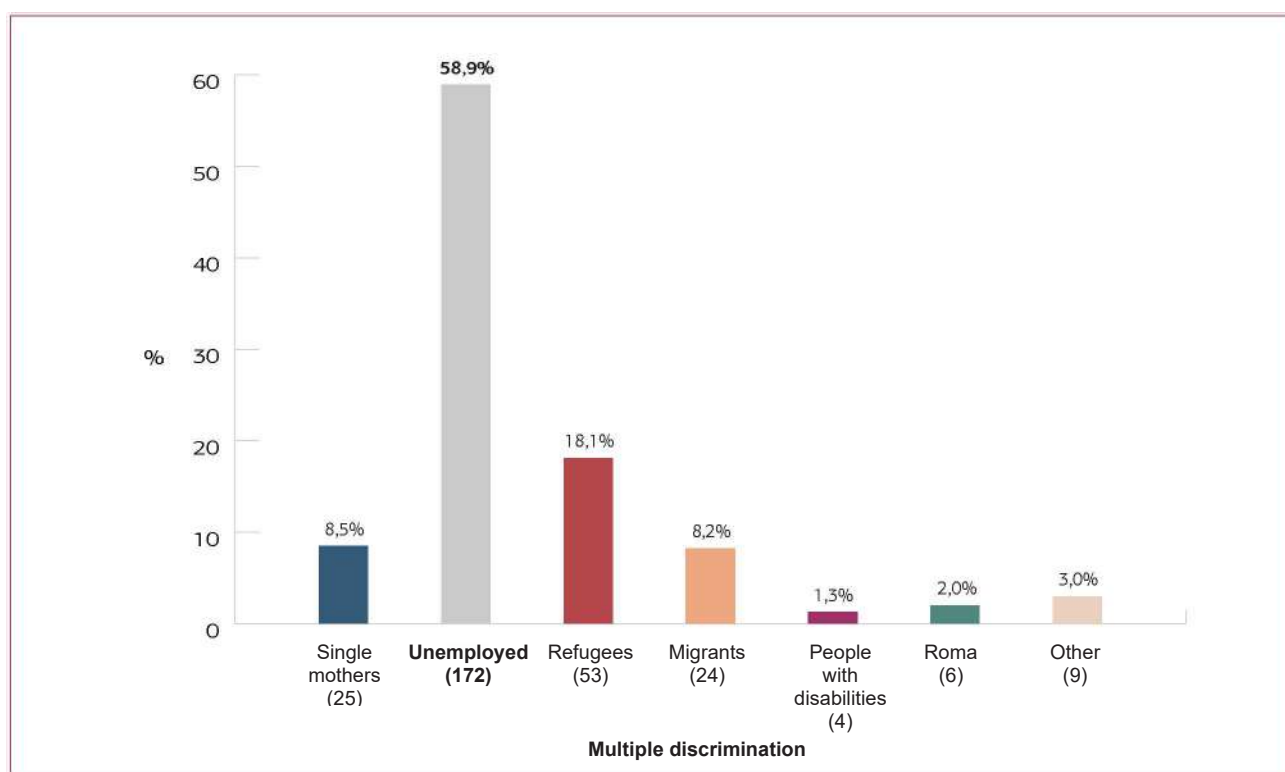
**Graph 6: Type of violence reported by hosted women (01-11-2021 to 30-09-2022)**

The most prevalent type of violence against women hosted in shelters in all eleven months of the reporting period is domestic violence, representing **82.1%** of all recorded forms of violence. This is followed by the lower percentages: 3.3% for incidents of rape, 2.7% for trafficking, and 1.1% for sexual harassment.

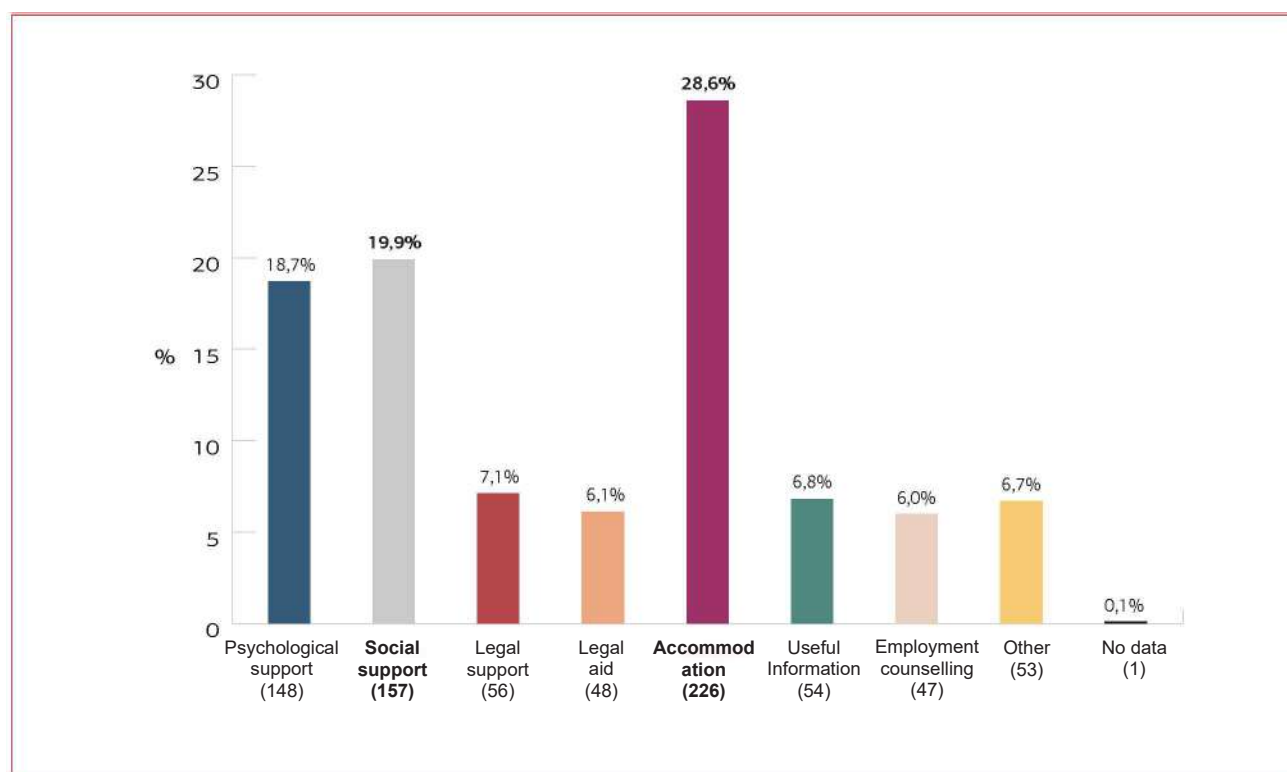


**Graph 7: Survivor-perpetrator relationship (01-11-2021 to 30-09-2022)**

Statistics indicate, also for shelters in the reporting period, that in 55.4% of the cases the perpetrator was the survivor's (current/ former) spouse, in 26% of the cases the perpetrator was the survivor's (current/ former) partner, and 7.3% of all hosted women reported that the perpetrator was a different family member.

**Graph 8. Multiple discrimination against hosted women (01-11-2021 to 30-09-2022)**

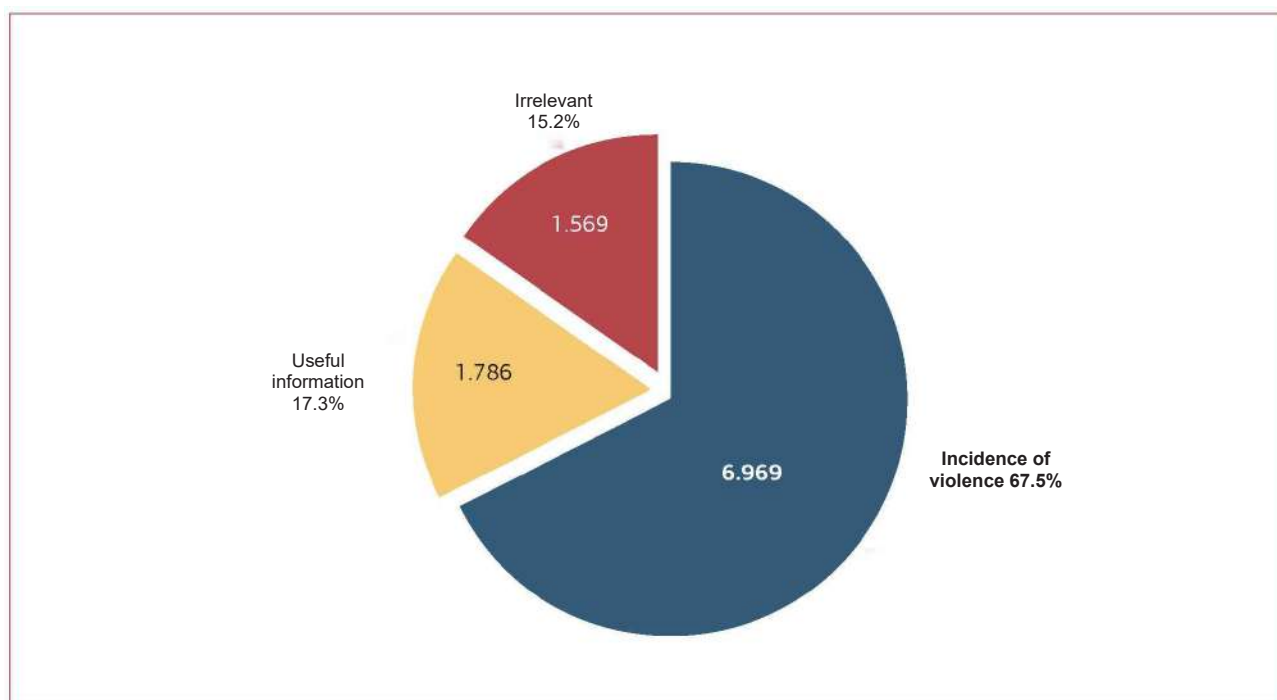
As regards multiple discrimination suffered by hosted women in the reporting period, 78.9% indicated their employment status, unemployment in particular, as discrimination. Refugee status was indicated as discrimination by 18.1% of hosted women and migrant status by 8.2% of them. In addition, 8.5% of all women stated that they had been discriminated against due to being single mothers, 1.3% due to some form of disability, and 2% due to being Roma. Finally, 3% stated 'Other'.

**Graph 9: Requests by hosted women (01-11-2021 to 30-09-2022)**

Most of the requests filed with shelters across Greece for all eleven months of the reporting period, i.e. 28.6% of the total number, concerned the provision of continued accommodation to women and their children. Then, 19.9% of the total number of requests concerned the provision of social support to them. 18.7% of the total number of requests, which is a significant percentage, concerned the provision of psychosocial support, 7.1% legal support and 6.1% legal aid. 6.8% of hosted women requested useful information, and 6% requested employment counselling.

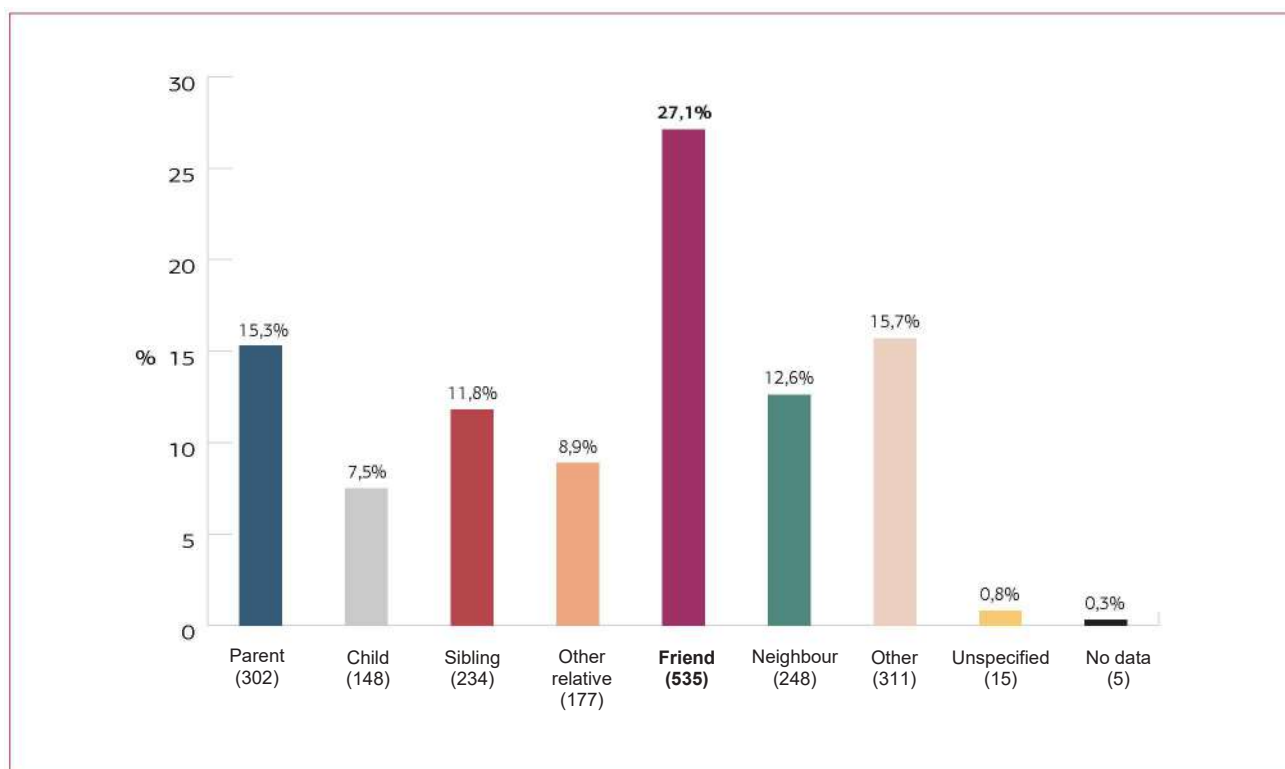
## SOS 15900 Helpline

**Graph 1: Type of call (01-11-2021 to 30-09-2022)**



A total of 10,324 calls were recorded in the reporting period, 6,969 concerning 'incidents of violence' and 1,569 concerning 'useful information'<sup>153</sup>. 71.7% of the total number of calls to the 24-hour SOS 15900 Helpline for violence incidents were made by female beneficiaries and 28.3% by third parties.

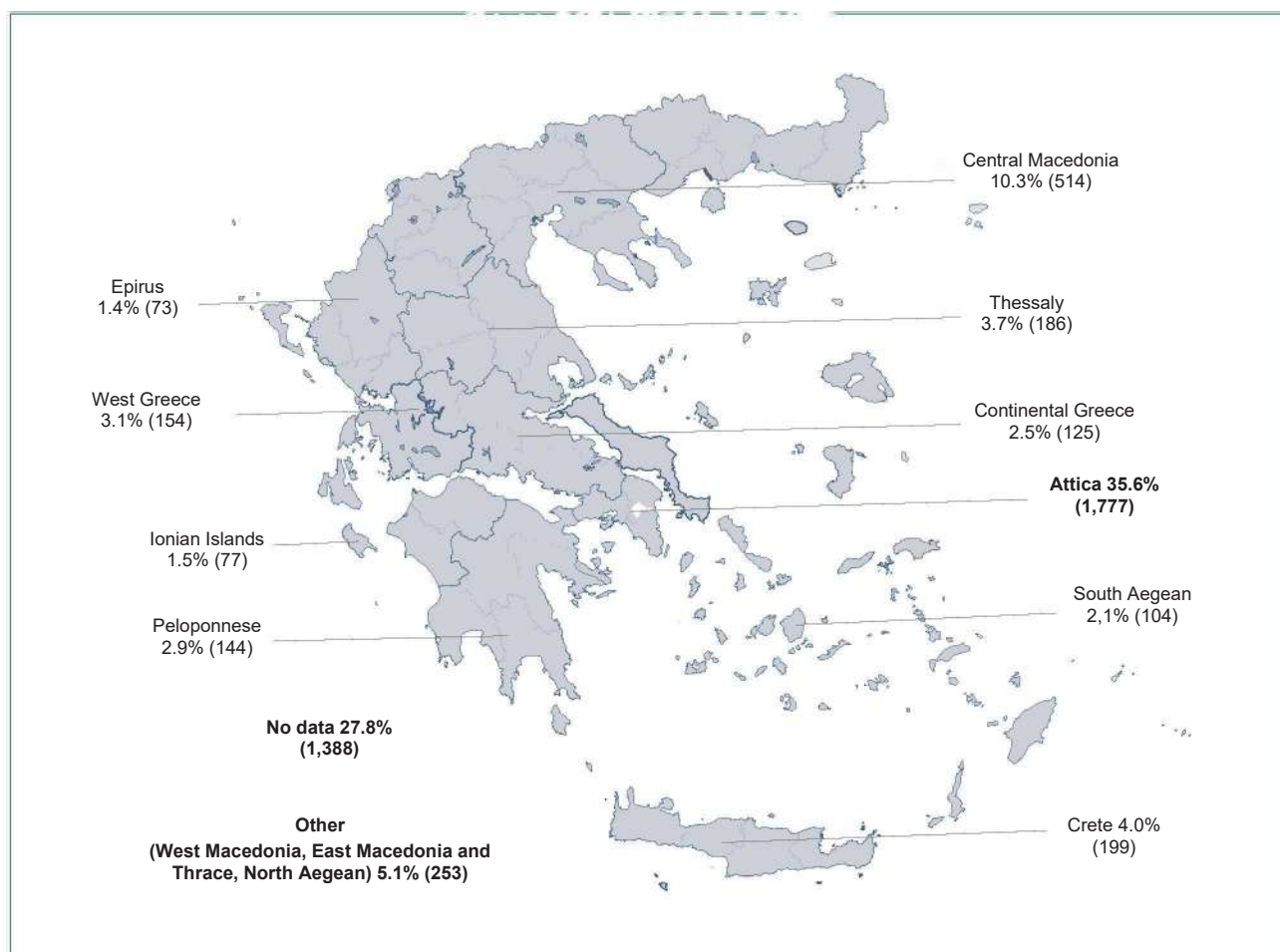
<sup>153</sup> Irrelevant calls, prank calls, etc. are not considered in the 3rd GSDFPGE Annual Report

**Graph 2: Third person calling (01-11-2021 to 30-09-2022)**

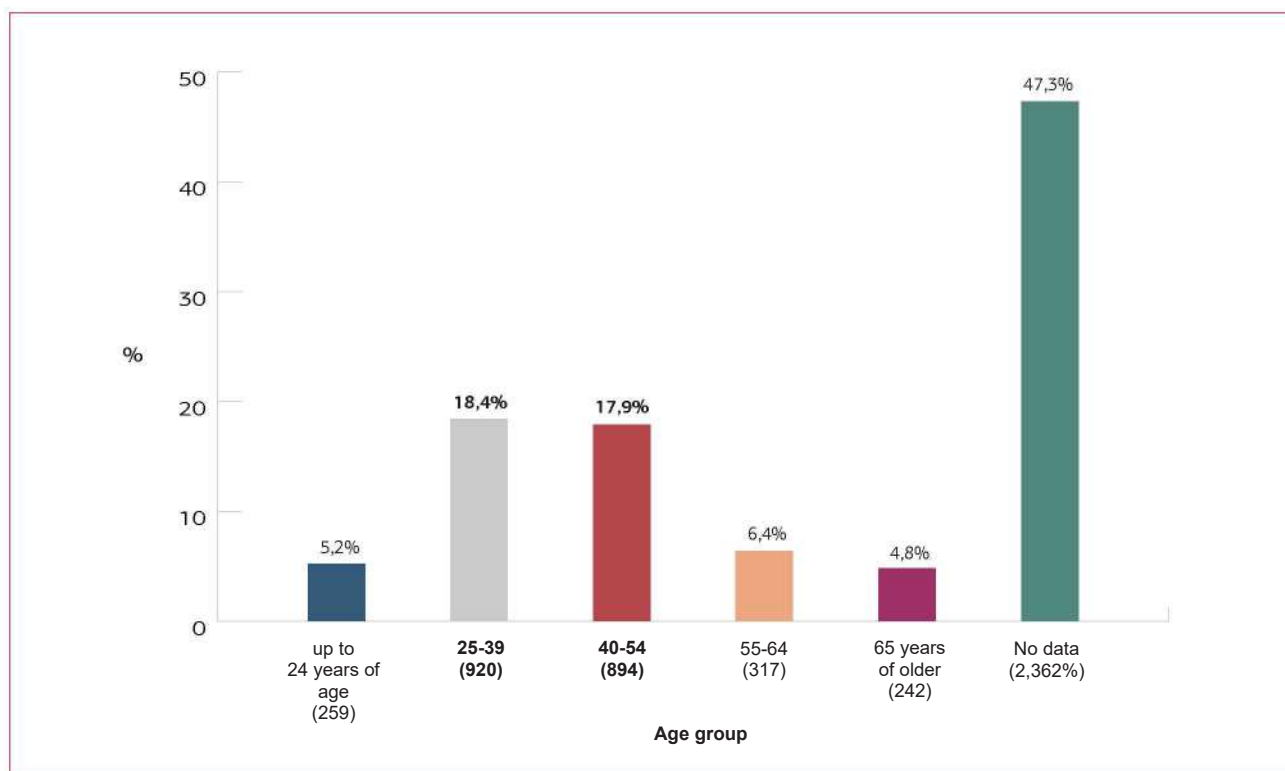
As regards calls made by third persons to the 24-hour SOS 15900 Helpline in the eleven months of the reporting period, 27.1% of them were made by a friend, 15.3% by a parent, and 12.6% by a neighbour. Then, 11.8% of the calls were made by a sibling, and 8.9% by another relative. Moreover, as regards calls made by third parties, 7.7% of them were made by the survivor's child, and 15.7% by another person.

In 90% of all calls made by beneficiaries to the 24-hour SOS 15900 Helpline the person called for the first time, 8% for the second time, and 1% for the third and fourth time. Most of the beneficiaries who called for the first time in the reporting period, i.e. 9%, had been informed of it from the Internet, 5% of them from TV, 4% of them from an acquaintance, and 4% from another organisation, but 78% of them, which is a very high percentage, did not explain where they got the information from during the call.

**Map 1: Regions from which female beneficiaries called**  
(01-11-2021 to 30-09-2022)

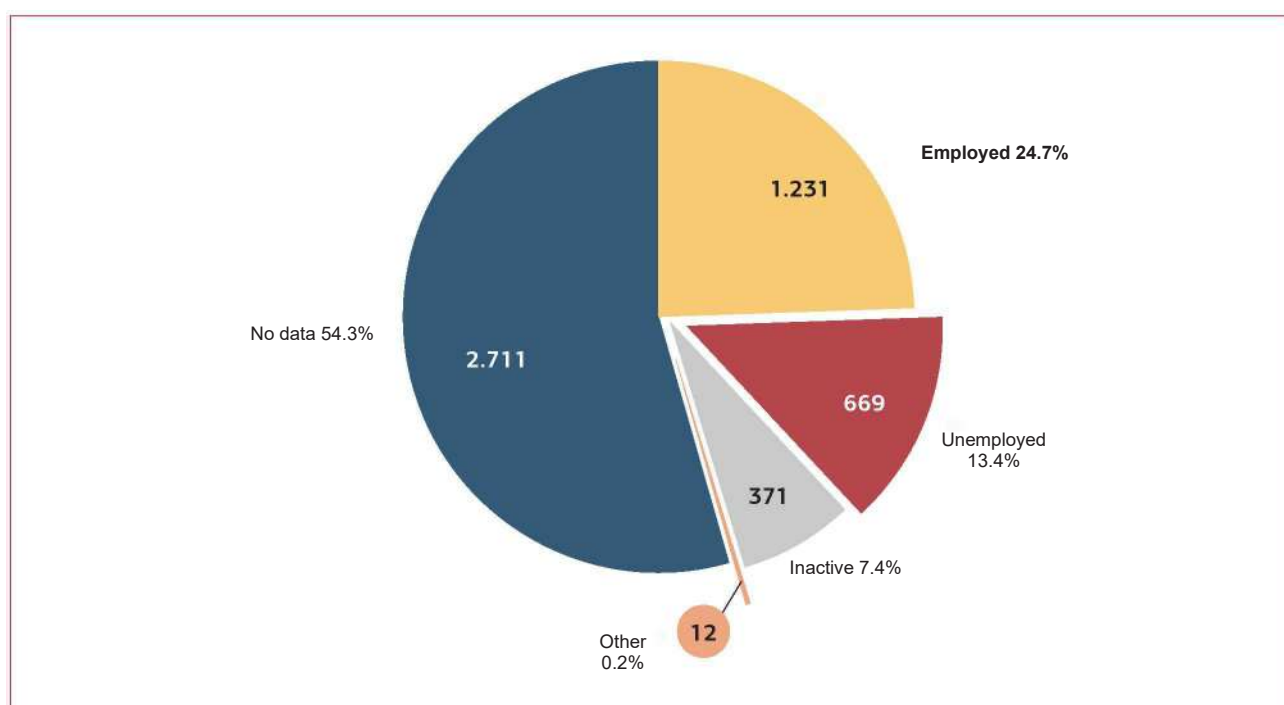


The Greek regions from which most calls were made by female beneficiaries in all eleven months of the reporting period were Attica with 35.6% and Central Macedonia with 10.3%. All other calls were allocated almost equally to all other Greek regions. Also, 27.8% of female beneficiaries refused to reveal the area from which they were calling. 46% of the female beneficiaries who called the 24-hour SOS 15900 Helpline stated that they were Greek nationals, and 5% stated that they were refugees and migrants living in Greece. Finally, 49% of all female beneficiaries in the reporting period did not reveal their nationality.

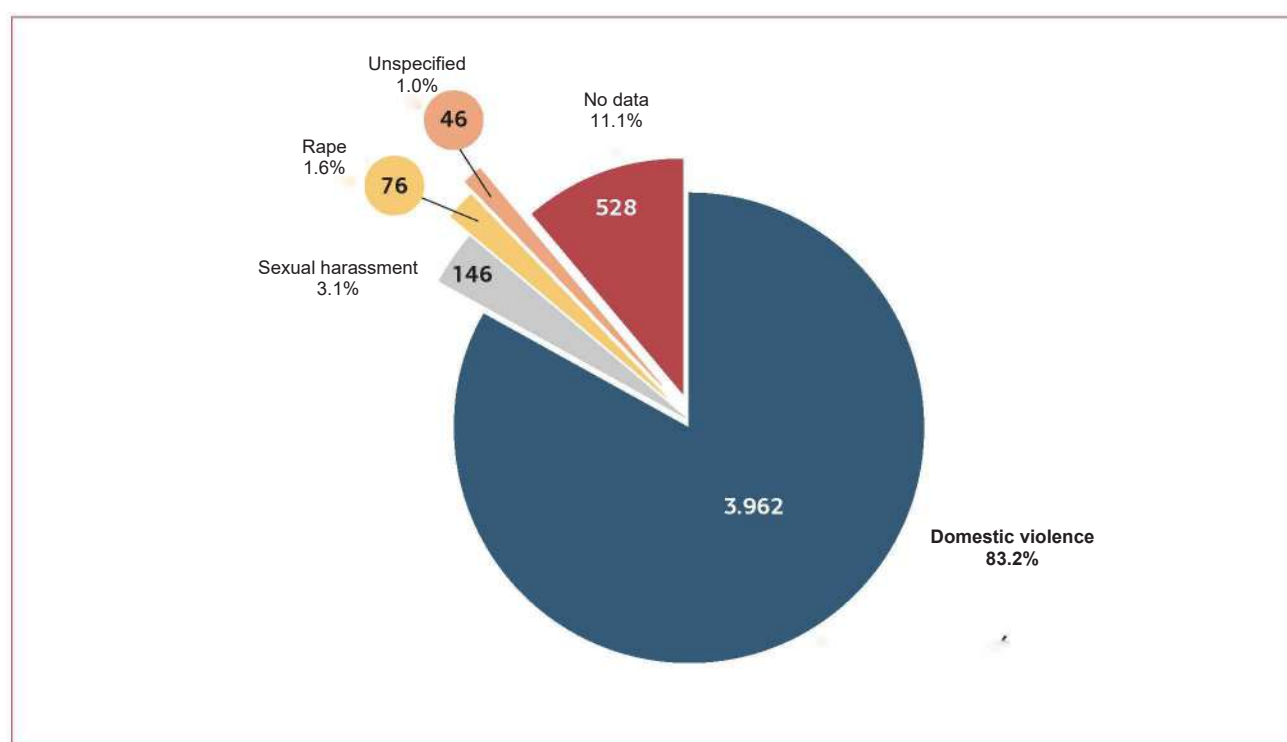
**Graph 3: Age groups of female beneficiaries (01-11-2021 to 30-09-2022)**

As regards the age group of female beneficiaries who called the Helpline in the reporting period, most of the calls for reporting incidents of violence, i.e. 17.9%, were made by women aged between 40 and 54 years. Then, 18.4% were aged between 25 and 39 years, 6.4% were aged between 55 and 64 years, 5.2% were young girls up to 24 years of age, and 4.8% were women above 65 years of age. Finally, 47.3% of all beneficiaries did not provide any age-related data during the call.



**Graph 4:** *Employment status of female beneficiaries (01-11-2021 to 30-09-2022)*

As regards the employment status of female beneficiaries who called the 24-hour SOS 15900 Helpline in all eleven months of the reporting period, 24.7% stated that they were employed, 13.4% stated that they were unemployed, 7.4% stated that they were inactive, and the largest percentage, i.e. 54.3%, did not provide any data on this. As regards the educational status of beneficiaries, most of the women, i.e. 92%, did not provide any data on this, 6% of them stated that they were university/ technological institute graduates, and 1% stated that they had completed each of the following types of education: primary or lower secondary education, higher secondary education or postgraduate education.

**Graph 5: Type of violence reported by female beneficiaries (01-11-2021 to 30-09-2022)**

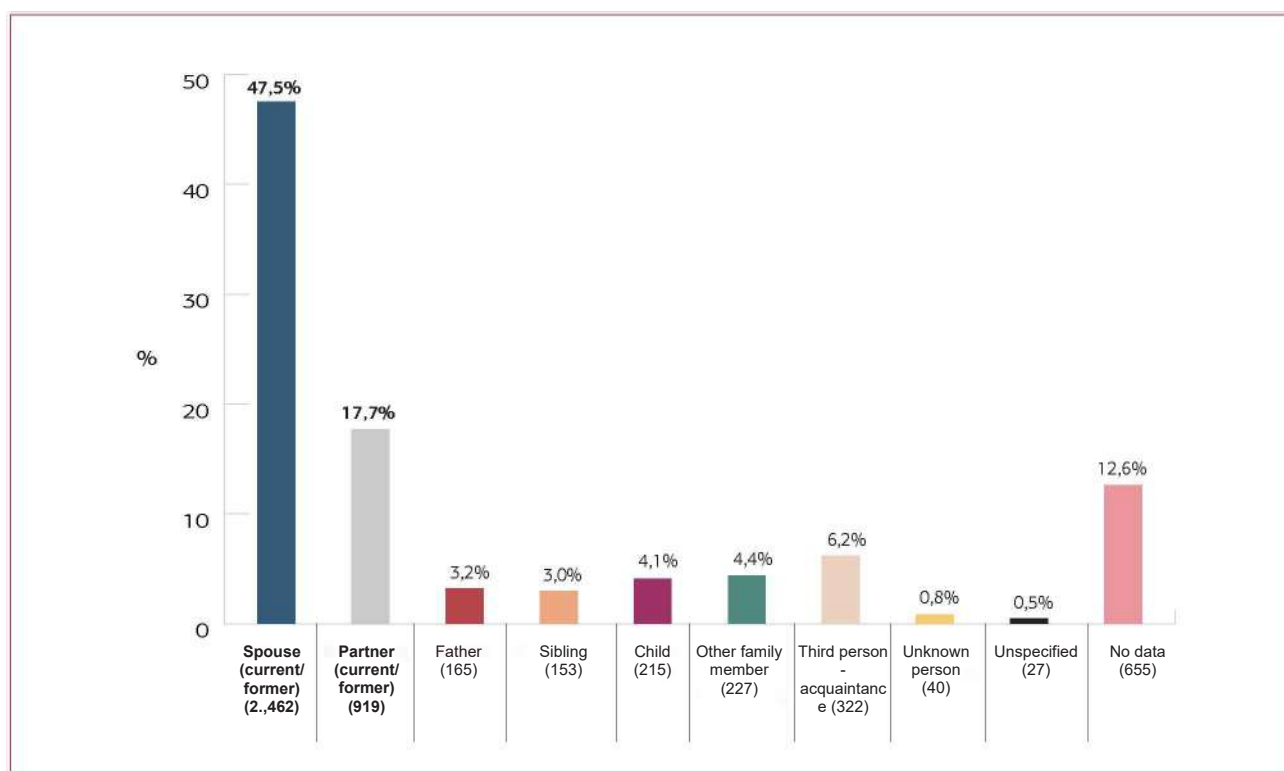
Also, domestic violence continues to be the most prevalent type of gender-based violence as it represents 83.2% of incidents of sexual violence recorded in the 24-hour SOS 15900 Helpline in all eleven months of the reporting period. 3.1% of all the calls made concerned sexual harassment and 1.6% concerned incidents of rape.

**Table 1: Forms of gender-based violence in the context of domestic violence (01-11-2021 to 30-09-2022)**

Relationship with the perpetrator	Physical	Psychological	Sexual	Verbal	Economic	Unspecified	Total	Cohabitation
Spouse (current/ former)	1,416	1,956	71	1,630	352	41	2,462	1,688
Partner (current/ former)	518	752	39	574	63	12	919	364
Father	92	119	12	95	12	4	165	82
Sibling	98	100	6	87	14	0	153	36
Child	135	158	2	144	34	3	215	134
Other family member	88	169	16	124	18	3	227	84
Third person - acquaintance	59	117	113	136	11	9	322	5
Unspecified	6	7	6	2	0	8	67	2
<b>Totals</b>	<b>2,412</b>	<b>3,378</b>	<b>265</b>	<b>2,792</b>	<b>504</b>	<b>80</b>	<b>4,530</b>	<b>2,395</b>

The main forms of domestic violence were psychological violence by 35.8%, verbal violence by 39.6%, physical violence by 25.6%, economic violence by 5.3%, and sexual violence by 2.8% in the context of violence in marriage or in an intimate partner relationship. 51% of all women who reported domestic violence in the reporting period stated that they had children, 15% stated that they did not, and 34% of all women did not want to provide any information on this.

**Graph 6:** *Survivor-perpetrator relationship as recorded in the calls by female beneficiaries (01-11-2021 to 30-09-2022)*



As regards the survivor-perpetrator relationship in the reporting period with respect to female beneficiaries who called the Helpline to report an incident of violence, the husband (current/ former) was the perpetrator in 47.5% of the cases. Then, in 17.7% of the cases it was the partner (current/ former), which is a much lower percentage, in 6.2% of the cases it was a third person - acquaintance, in 4.4% of the cases it was a child, in 4.4% of the cases it was another family member, in 3% of the cases it was a brother, and in 3% of the cases it was the father. Finally, 12.6% of all beneficiaries did not provide any data on their relationship with the perpetrator.



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# REFERENCES

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# ANNEXES

# ANNEX 1

## Guidelines for victims of sexual violence - rape

The victim of sexual violence should go to a place that is considered safe and talk to trusted persons<sup>154</sup> after the incident.

The victim should first contact competent authorities and then immediately report the incident to them if he/she so wishes. The victim may call 100, i.e. the Hellenic Police Emergency Response Hotline, and the 24/7 SOS 15900 Helpline for victims of gender-based violence. Incidents should be reported to Hellenic Police. An incident can be reported even at a later time if the victim so wishes, but there is a risk of losing laboratory-related evidence which is necessary for the forensic examination that follows a case of sexual violence - rape.

The victim has the right to accept or refuse to undergo a forensic examination. Regardless of the victim's decision, he/she is entitled to medicines for post exposure prophylaxis of HIV (PEP Kit) in seeking medical help. The PEP Kit contains medicines for prophylaxis of STDs, Hepatitis B and tetanus, including emergency vaccination if the victim of rape is not already vaccinated, prophylaxis of HIV infection by means of antiretroviral drugs after consulting an Infectious Diseases Unit physician, the administration of which must start within 48 hours and continue for four weeks, as well as emergency contraceptives if the victim is a woman and does not take birth control pills<sup>155</sup>.

### Before the forensic examination<sup>156</sup>

- The victim should avoid the following activities prior to the forensic examination as they could potentially damage evidence. The following activities should be avoided:
  - Drinking and eating
  - Bathing of the entire body or parts of the body
  - Using the restroom
  - Brushing teeth
  - Changing clothes

<sup>154</sup> <https://www.rainn.org/articles/steps-you-can-take-after-sexual-assault>

<sup>155</sup> [https://eody.gov.gr/wp-content/uploads/2019/12/2/%CE%A0%CF%81%CF%89%CF%84%CF%8C%CE%BA%CE%B-F%CE%BB%CE%BB%CE%BF-%CE%AD%CE%BC%CF%86%CF%85%CE%BB%CE%B7%CF%82-%CE%B2%CE%AF%CE%B1%CF%82\\_gr.pdf](https://eody.gov.gr/wp-content/uploads/2019/12/2/%CE%A0%CF%81%CF%89%CF%84%CF%8C%CE%BA%CE%B-F%CE%BB%CE%BB%CE%BF-%CE%AD%CE%BC%CF%86%CF%85%CE%BB%CE%B7%CF%82-%CE%B2%CE%AF%CE%B1%CF%82_gr.pdf)

<sup>156</sup> <https://www.rainn.org/articles/rape-kit>

- If the victim changes clothes, he/she should put the clothes he/she was wearing at the time of the rape in a paper bag, to preserve the evidence. If the victim comes to the forensic examination in the clothes he/she was wearing at the time of the sexual abuse - rape, he/she may want to bring a spare change of clothes with him/her, as the clothes he/she was wearing at the time of the rape may be retained for further analysis.
- Combing hair
- Cleaning up the area where the incident took place, to avoid altering any evidence, such as body fluids or used condoms which can help detect the genetic material of the perpetrator(s).
- If the victim needs to use the restroom, urine should be collected in a sterile urine collector if possible<sup>157</sup>.
- If the victim brushes his/her teeth, the toothbrush must be kept in a plastic bag and the water used must be kept in a clean container<sup>158</sup>.
- Where rape by the use of date rape drugs is suspected, the forensic examination must take place within **24-48 hours** after the rape, as these substances can be detected by a urine test only within this time frame<sup>159</sup>. However, given that some substances remain in the body for only 12 hours, **a urine sample should be taken as soon as possible**. After expiry of the above time frames, the substances contained in the date rape drugs are metabolised by the body, but can be detected by a hair drug test. A hair test for date rape drugs or other substances used in an incident of rape has a look-back period of 90 days<sup>160</sup>.

The forensic examination for laboratory findings must take place within 72 hours after the sexual abuse - rape. Laboratory samples may be taken from saliva, urine, blood and pubic hair. Swabs from the victim's mouth, rectum and genitals may also be collected, as well as from any area where the perpetrator touched the victim<sup>161</sup>.

<sup>157</sup> <https://www.btp.police.uk/ro/report/rsa/alpha-v1/advice/rape-sexual-assault-and-other-sexual-offences/forensic-evidence-rape-sexual-assault/>

<sup>158</sup> <https://www.btp.police.uk/ro/report/rsa/alpha-v1/advice/rape-sexual-assault-and-other-sexual-offences/forensic-evidence-rape-sexual-assault/>

<sup>159</sup> <https://www.nationaldrugscreening.com/date-rape-drug-test/>

<sup>160</sup> <https://www.nationaldrugscreening.com/date-rape-drug-test/>

<sup>161</sup> <https://www.healthdirect.gov.au/sexual-assault-and-rape>

## After the forensic examination

Upon completion of the forensic examination, the rape victim is entitled to medicines for post exposure prophylaxis of HIV (PEP Kit) —which is also true even if the victim does not undergo a forensic examination— STD testing, emergency contraceptives and psychological support<sup>162</sup>, as explained in the ‘Guidelines for administering antiretroviral drugs (Post Exposure Prophylaxis - PEP) to adults and adolescents following potential exposure to HIV’<sup>163</sup> published by EODY in accordance with the reference to the ‘Manual of Procedures and Practices for Addressing Gender-Based Violence’<sup>164</sup> for victims of sexual violence, which will be presented in detail below.

### *Protocol on sexual abuse in refugee structures*

In 2017, the Hellenic Public Health Organisation (EODY) prepared a ‘Protocol on sexual abuse in refugee structures’ as part of the implementation of the PHILOS programme<sup>165</sup>. The Protocol is intended primarily for healthcare professionals and provides guidance on how to handle incidents of sexual violence in refugee structures when these structures contact healthcare facilities.

#### **More specific details of the procedure:**

Where a victim of sexual violence from a refugee structure arrives at a health facility, he/she should be informed of and check the whole range of services offered to him/her, including decisions on medical/ legal options and the involvement of other people.

The victim should then give informed consent prior to his/her examination. If, due to any reason whatsoever, the victim is unable to understand what he/she is about to consent to (e.g. if he/she is under the influence of drugs/ alcohol, injury, etc.) the examination must be postponed until he/she is able to consent. The victim’s consent is broken down into 2 parts.

- Consent to the clinical examination and treatment: the information provided to the victim relates to the clinical examination and the treatment to be used to address the consequences of the abuse.
- Consent to notify the evidence to the police: It is explained to the victim that this part of the consent consists in his/her agreeing to inform the police of the sexual abuse and share the information collected with them. The victim is informed of the medical/ legal report to be made available to the police, the public prosecutor’s office and the defence counsel.

Please note that informed consent is an ongoing process, meaning that the victim may, at any stage of the clinical examination, withdraw his/her consent if he/she so wishes.

<sup>162</sup> A guide to what I am entitled to do if I get raped (avmag.gr)

<sup>163</sup> [https://eody.gov.gr/wp-content/uploads/2020/10/hiv-aidskat-odigies-pep\\_31-03-2020.pdf](https://eody.gov.gr/wp-content/uploads/2020/10/hiv-aidskat-odigies-pep_31-03-2020.pdf)

<sup>164</sup> <https://eody.gov.gr/wp-content/uploads/2019/12/egkxiridio-emfili-via.pdf>

<sup>165</sup>



### ***Emergency treatment***

Addressing a victim's urgent problems precedes the abuse-related examination by the Sexual Abuse Response Team. Victims of abuse who are in need of emergency treatment are taken care of by the emergency department and then, after they are stabilised, by the Sexual Abuse Response Team. Assistance must be requested from the Sexual Abuse Response Team if the emergency department physician collects any materials that may constitute medical evidence or if the victim needs special support.

### ***Clinical examination***

All victims of sexual abuse should undergo clinical examination with their consent.

If the victim chooses only the clinical examination, the procedure is as follows.

#### **A. Before the procedure begins, the following facts must be verified:**

1. The patient is above 14 years of age (otherwise he/she should be referred to a paediatric hospital).
2. The patient was abused in the past seven days.
3. The patient is in the emergency department or in the surgery of the Reception and Identification Service/ refugee shelter.
4. The patient communicates well with the environment and is able to give informed consent.
5. The patient does not have an emergency medical condition.

#### **B. Upon arrival of the patient, the physician must:**

1. Obtain the sexual abuse report, the consent form and labels with the victim's name.
2. Introduce himself/herself to the patient and his/her escort.
3. Offer the option of inviting a social worker or an NGO official to the surgery and, depending on the patient's wishes, start the clinical examination or wait for the social worker or NGO official to arrive.

#### **Preparing the patient for clinical examination**

- Explain to the patient how the examination is to take place and what tools are to be used.
- Ask the patient to undress.
- Carry out a clinical assessment from head to toe.
- Record all external body injuries.
- Count and record pain-affected areas and visible injuries.
- Take note of injuries in the body injuries report form.
- Record all pain-affected areas.
- Examine the areas related to the patient's allegations.
- As the patient may have been exposed to HIV, administer medications for antiretroviral treatment.
- Examine the mouth, genitals and rectum, depending on the patient's consent and history of sexual abuse.
- Look for pain-affected areas and injuries.

- Carry out a gynaecological examination depending on the patient's consent and history of sexual abuse (refer her to a hospital).
- Record any findings.

#### **After the examination**

- Inform the victim of the findings.

#### **Laboratory testing**

- STD testing.
- Culture of urethral/ vaginal discharge.
- NAAT test for chlamydia (not available).
- Serological testing for syphilis, hepatitis B and C.
- HIV test.
- Pregnancy test.
- A check for use of medicines (see related Annex) and alcohol should be
- carried out if the examining physician suspects that the patient may be under the influence of drugs or other toxic substances.

#### **Therapeutic treatment**

1. Administer medicines for STD prophylaxis, depending on the most likely pathogen, as follows:
  - To prevent gonococcal, chlamydial or trichomoniasis infection:
    - Ceftriaxone 125mg IM;
    - Azithromycin 1gr per os; and
    - Metronidazole 2gr per os, all together.
  - If the patient is allergic to the above antibiotics, pregnant or breastfeeding, other medicines should be administered.
  - To prevent a Hepatitis B infection, vaccinate the patient, if he/she is not vaccinated already.
  - To prevent HIV infection, after the risk of transmission has been assessed, decide whether to administer antiretroviral medication in consultation with an Infectious Diseases Unit physician. If such medication is deemed appropriate, its administration should begin within 48 hours and continue for a period of four weeks.
2. Administer emergency contraceptives if a female patient does not take birth control pills.
3. Carry out a psychiatric assessment/ management.

***Follow-up procedure***

- Explain to the patient the importance of medical treatment and follow-up counselling.
- Arrange an appointment with the patient for reassessment.
- Ask the patient if he/she wants an appointment with a psychologist. Arrange for his/her referral.
- Discuss follow up for STDs.
  1. Carry out HIV testing in 6 and 12 weeks.
  2. Carry out syphilis testing in 6-8 weeks.
  3. Carry out gonococcus and chlamydia testing at the next visit.
  4. If he/she is on prophylactic antiretroviral medication, he/she must have
  5. understood the administration regimen and follow-up procedure.
- Provide printed information material.
- Discuss the patient's safe departure and stay.
- Take note of the therapeutic treatment used and the medication administered in the patient file.
- Take note of the departure time and sign the form.



## ANNEX 2

### Survey on the situation of women with disabilities and the needs of parents and guardians of children with disabilities

The survey looked into the situation of women with disabilities and the needs of parents and guardians of children with disabilities in today's Greece, from a work-life balance perspective in particular, with special focus on refugee, asylum-seeker and Roma women with disabilities. **The aim of the survey** was to identify the problems of women with disabilities, in particular those falling under the above specific categories of women and girls with disabilities and in respect of the axes of the National Action Plan for Gender Equality (ESDIF), for the period 2021-2025: 1: Preventing and combating gender-based and domestic violence. 2: Equal participation of women in decision-making and leadership. 3: Equal participation of women in the labour market.

Further explaining the **objectives of the survey** includes, among other things, decoding such aspects as '*multiple discrimination and obstacles* faced by women with disabilities in having access to adequate housing, health services, public transportation, education, vocational training, employment, justice and participation in political and public life, cultural life, leisure, free time and sports', as well as 'the forms and types of violence suffered by women with disabilities' (including forced abortion or sterilisation) in the broader household, in the community, by the State, etc., on grounds of gender, disability, origin, refugee status, etc.'. It also includes looking into the information provided to those women about their rights and the agencies they may contact, the services provided and the procedures for referral to other social protection or health agencies, as well as the support policies per population category of interest. Namely, the dominant theoretical determinant of the survey was a **human rights-based approach** and the perspective of multiple discrimination against women with disabilities. As regards the methodological approach, the survey included a quantitative investigation of the situation of women with disabilities in Greece. Refugee and asylum-seeking women and girls with disabilities were recorded. Qualitative research was also carried out on the situation of Roma women with disabilities along with qualitative research on the needs of parents and guardians of children with disabilities. The following tasks were undertaken to carry out the survey: Theoretical and secondary research, desk research, review of references including taking stock of relevant theoretical approaches and modern empirical data at European, international and national levels, collection and analytical processing of data on women and girls with disabilities in refugee, asylum-seeker populations and individuals with a status similar to that of asylum seekers, taking stock and mapping of stakeholders focusing on the management of specific incidents, of the services provided and of the procedures for referral to other social protection or health agencies, taking

stock and evaluation of support policies, overview of the most important research data (state of the art) at national, European and international levels in the last decade.

The survey involved 78 persons, and a summary of the findings is provided below.

## Findings

- The number of incidents of gender-based violence among women with disabilities may be twice or three times higher. It was noted that women with disabilities are subjected to all forms of violence and abuse (physical, psychological, sexual, economic), and there are also specific categories of women with disabilities who are faced with specific forms of violence, such as ‘forced-early marriage’ in the Roma social group, involuntary abortion among women with mental retardation or mental illness, and bullying of children (girls and boys with disabilities) at school.
- Incidents of violence against people with disabilities, women in particular, are often **underreported**. As a result of the availability of data, women and girls with disabilities remain silent and invisible in their misery. It was also found that domestic violence against women with disabilities has cumulative effects and disabling consequences not only in the present generations but in future ones too. In certain cases, disability contributes to the intensity of violence, to the exploitation a disabled woman and getting her trapped in the abusive relationship, as well as to the intensity of dependency. It is not uncommon for disability to be used by an abusive husband to destroy the dignity and self-confidence of a disabled woman. Empowerment and emancipation of women with disabilities, especially mothers of children with disabilities, who are subjected to violence are hard to achieve as there are not sufficient offsets. It is also common for women and children with disabilities to be victims of abusive and/or violent behaviours in the hands of their caregivers. Generally, it appears that women with disabilities are more vulnerable than the general population of women who are subjected to violence, domestic violence in particular.
- Women with disabilities are more likely to experience emotional, sexual and physical abuse than women without disabilities. Women with disabilities have more unstable intimate partner relationships and a weaker social network to protect them from abuse than men with disabilities. Furthermore, women with disabilities are at greater risk of falling victim to gender-based violence and find it hard to ask for help due to lack of information and empowerment.
- A woman’s disability, apart from exacerbating her vulnerability to gender-based violence, is also a consequence of that violence, as the effects of domestic violence on the victim’s physical and mental health include, among other things, ‘causing permanent disability, such as loss of hearing, loss of vision, jaw failure, permanent uterine haemorrhage, etc.’. Information was also obtained on domestic violence against women with disabilities in terms of *the role of the social policy system, benefit policy in particular*.

Indeed, this survey also highlighted the fact of **conjugalisation** of the disability allowance for adults, *'the amount of which depends on the income of the household, therefore also on the husband's income. This makes it difficult to escape from abusive situations of domestic violence and abuse and traps women in a state of dependency'*. It was also demonstrated that violence against women and girls with disabilities is not limited to intimate partner violence, as 'children with disabilities are subjected to a higher rate of violence, in fact experiencing forms of violence that are directly related to their disability and different from the violence experienced by children without disabilities. Social isolation and stigmatisation, as well as the special situation of children with disabilities and their greater dependence on the care of others —at home, in care centres and in institutions— increases the risk of violence. Furthermore, 'in certain cases, the physical violence that can be suffered during pregnancy (by women with disabilities) is due to their children's disability. In other cases, caring for relatives with disabilities constitutes a factor that provokes violence against them by their partners or those taken care of by them'. As noted, the risk of intimate partner violence against women is higher for women with disabilities than for those without disabilities.

- A key issue is access to support services for disabled women victims of violence, domestic violence in particular. The survey showed that many services are not available for women and girls with disabilities who are victims of violence. This is mainly due to the lack of accessibility in shelter buildings, as well as to the lack of accessible information. Women with severe and multiple disabilities as well as those with mental disabilities experience exclusion from support due to their disability. Overlapping competences and lingering procedures cause delays and make it hard for women (as well as children) with disabilities to live and be independent.
- Behaviours were identified which were motivated by prejudice against the victim due to his/her disability not only on the part of society but also on the part of officials of competent organisations. This finding indicates that there is also a need to raise awareness for women with disabilities to pursue their collective identity.
- Barriers were identified to access to and accessibility in the public space due to a lack of relevant culture and due to social indifference even when it comes to parking spaces and accessibility arrangements for people with disabilities, as well as barriers to access to justice, as women with disabilities experience distrust and police indifference, resulting in a hatred/vulnerability dichotomy which perpetuates prejudice against them.
- The fact that professionals active in the field concerned ignore disability when recording incidents of domestic violence and have fragmented knowledge about the coexistence of disability and domestic violence was directly linked to shortcomings at institutional and systemic levels, during the COVID-19 pandemic in particular.
- Women with disabilities suffering multiple discrimination lack knowledge and information about their rights and the organisations providing assistance to them. Barriers were identified in the access of women with disabilities to judicial institutions owing to prejudice, indifference and/or lack of information among competent officials (e.g. the police).

- There was also an increased risk of social isolation, violent and abusive behaviour, as well as inhuman and/or degrading treatment of women with severe mental disabilities and/or other severe and multiple disabilities, including mobility-related disability, in institutional hospitalisation and informal care in Greece, also on the basis of international literature. More specifically, women with severe mental disabilities and/or other severe and multiple disabilities, including mobility-related disability, face an increased risk of social isolation, violent and abusive behaviour, as well as inhuman and/or degrading treatment, as Greece lacks a culture, services and adequate structures for deinstitutionalisation, and the few remaining structures (psychiatric hospitals, etc.) are not considered sufficient to cover the needs, whereas there are some housing and care programmes implemented on a case-by-case basis.









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