



MINISTRY FOR
SOCIAL COHESION AND FAMILY

GENERAL SECRETARIAT FOR
EQUALITY AND HUMAN RIGHTS



**Thirtieth anniversary of the Fourth World
Conference on Women and adoption of the Beijing
Declaration and Platform for Action (1995)**

GREEK REVIEW REPORT



ATHENS, JUNE 2024

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Section One: Highlights

In the narrative report, please provide a one-to-two-page synthesis highlighting:

- the core elements of the country-level review process
- progress, challenges, and set-backs in the implementation of the BPfA, based on statistical data, as well as the factors that influenced the success or failure of progress across critical areas
- how the Government has considered and addressed the specific needs of women and girls from marginalized groups in line with the principle of leaving no one behind
- two or three examples of good practices and lessons learned that may be relevant for other countries, preferably with a focus on measures with a transformative potential, considering the interlinkages and synergies between the BPfA and the 2030 Agenda for Sustainable Development
- areas where the country would need support in terms of finance, capacity-building, policy advice, data gathering and analysis, technology, and partnerships, among others.

The present report focuses on gender equality policies as implemented from 2020 onwards, based on the thematic areas of the Beijing Platform for Action. The previous report (Beijing+25) was submitted in 2020 and included Greece's priorities for the 2020-2025 period. Building on this, the current report reflects the progress of gender equality policies and renews policy targeting for the next five-year period (2025-2030).

The Report was drafted by the competent governmental entity for gender equality and the empowerment of women and girls in Greece, namely the General Secretariat for Equality and Human Rights, organizational unit of the newly formed Ministry of Social Cohesion and Family. The relevant material was collected through inter-ministerial collaboration as part of compiling the 8th and 9th national CEDAW reports which were considered by the CEDAW Committee on February 2024. More specifically, in this effort there was involvement of bodies from central administration, local government, academic institutions, civil society organizations, the Hellenic Parliament, and independent authorities, thus incorporating contributions from a large range of stakeholders.

With regard to progress in the implementation of gender equality policies over the last five years, the key actions per field of the Beijing Platform are presented in detail below. Indicatively, progress has been made in the areas of the economy (work life balance), women's health and combating gender-based violence.

Basic steps of progress in the field of women and the economy include the transposition of the European directive on work-life balance in 2021, the ratification of the ILO Convention on the right to work free from violence and harassment, and the introduction of the gender equality label for businesses meeting specific criteria. Furthermore, the upgrading of the Labor Inspection Body to an independent authority and the designation of the Greek Ombudsperson as the entity promoting the principle of equal treatment with enhanced supervisory powers, constitute key milestones.

In the healthcare sector, the government has increased the health policies budget and emphasized the creation of new mobile units for conducting prenatal screening tests on pregnant women (both in urban and island/mountainous areas), as well as the establishment of programs offering free preventive screenings for breast and cervical cancer. These will be further developed below. As a result, Greece has one of the highest scores in the healthcare sector among EU countries in the [Gender Equality Index of EIGE \(in the 2023 Index, the score for Greece in the health sector has been 85.5/100¹\)](#).

Regarding combatting violence against women, it is important to mention the ratification of the Council of Europe Convention on preventing and combating violence against women and domestic violence (the Istanbul Convention) and the implementation of the obligations arising from it (submission of the baseline report), as well as the acceptance of GREVIO's recommendations from the first on-site evaluation. Furthermore, significant steps in this direction include efforts to establish new domestic violence units within police departments, the implementation of panic button (an application used from victims in emergency situations), and ongoing training for all relevant services (police officers, judges, prosecutors, hospital staff). All of these will be elaborated further below.

Apart from the progress made, it is also important to make a reference to the challenges our country has faced in the last five years. The cumulative impact of the economic crisis (with the prolonged implementation of austerity measures), the migration crisis, and the COVID-19 pandemic, negatively affected the entire population. Women found themselves in a more precarious position, both economically and socially. COVID-19 pandemic has caused a tremendous impact on the health and well-being of people and, naturally, on employment and the economy. Existing inequalities, exacerbated by the economic crisis, created and intensified gender gaps during the pandemic, significantly affecting the female population.

The primary burden of responsibilities related to caregiving for dependent family members at home, fell on women. Professions that experienced the greatest workload and stress (such as healthcare, social care, and education) were disproportionately represented by women. Additionally, part-time and low-wage occupations primarily involved women. Moreover, during the implementation of restrictive measures on movement, there was a surge in incidents of violence against women, rightly characterized as a 'shadow pandemic.' Data collected at the European and international levels suggest that the consequences of the health crisis on women were disproportionately greater than those on men.

In this context, and in response to the gender inequalities exacerbated by the crises of previous years, it was decided in 2019, based on governmental priorities, that the portfolio of gender equality should be

¹ EIGE's Gender Equality Index gives the EU and the Member States a score from 1 to 100. A score of 100 would mean that a country had reached full equality between women and men. It should be noted however that the data for 2023 Index is mostly from 2021 and 2022. Particularly for health, the data is from 2021.

transferred to the Ministry of Labour and Social Affairs to ensure optimal oversight and targeted policy planning for enhancing women's employment. Subsequently, in 2023, following the recovery from the pandemic, a new Ministry was established, the Ministry of Social Cohesion and Family, with the aim of integrating at a higher level, among others, the policies on human rights, gender equality, the rights of the child and the rights of vulnerable social groups, in order to achieve social cohesion and especially to better embrace the enjoyment of human rights and gender equality of marginalized groups of women. The portfolio of gender equality is conferred on this Ministry, with the creation of the General Secretariat for Equality and Human Rights.

The General Secretariat for Equality and Human Rights, formerly known as the General Secretariat for Demographic, Family Policy, and Gender Equality, remains the government agency responsible for planning, implementing, and monitoring policies related to gender equality across all sectors and its under its competences is the promotion of gender equality and the enjoyment of human rights of all people, including marginalized and persons in vulnerable situation in the direction of leaving no one behind.

Among the initiatives already underway as part of the National Action Plan for Gender Equality 2021-2025, there are several noteworthy examples that merit attention in this report, and will be further elaborated below. These include capacity-building initiatives for gender budgeting (Gender Flagship Programs), measures to protect victims of gender-based violence (Panic Button-Mapping of Structures for the enhancement of the Network of Support in emergencies), efforts to promote work-life balance (Nannies Program and Equality Label for Businesses), and programs aimed at closing the gender pension gap (Pegasus Program).

Our country, as a member state of the EU and a participant in various international organizations, actively seeks expertise and capitalizes on the opportunities afforded by these memberships. It is crucial to underscore the importance placed on these partnerships, which not only facilitate the implementation of existing legislation but also foster the development of innovative policies, as previously mentioned. Despite our efforts to leverage the experience and best practices of international organizations and other nations, there are still gaps that warrant improvement.

One fundamental challenge that persists is the collection of gender-disaggregated data to inform the creation of more targeted policies. The fragmentation of available gender-related data presents numerous obstacles to effectively shaping policy, and we identify this as the primary issue where international expertise could provide significant assistance.



Section Two: Priorities, achievements, challenges and setbacks

1. Over the past five years, what have been the most important achievements, challenges and setbacks in progress towards gender equality and the empowerment of women?

As previously mentioned, our country has faced significant challenges over the past decade, primarily stemming from the pandemic, compounded by preexisting deficiencies and gaps resulting from the preceding economic crisis and the implementation of austerity measures. Among these challenges, a key issue has been employment, notably the disproportionately low participation of women in the labor market compared to men, placing them at a higher risk of poverty. According to data from the Income and [Living Conditions Survey for 2023](#), the poverty risk rate in that year was higher for women (19.8%) than for men (17.9%). For women over 75, the estimated poverty risk was 24.2%, while for men in the same age group, it stood at 13.8%. Among the unemployed, the risk was significantly higher, reaching 48.0%, indicating a notable disparity between men and women (55.5% and 42.6% respectively).

In relation to the above data, inadequate care structures for dependent family members (children and the elderly) have led to even greater withdrawal of women from the labor market to care for them. The COVID-19 pandemic exacerbated these issues further, as women were disproportionately burdened during its course. A recent study by EIGE on care revealed that 56% of women in the EU, compared to 26% of men, spend at least 5 hours per day caring for children (2022). Additionally, the institution of teleworking blurred the boundaries between family and work domains, resulting in many individuals working outside their regular working hours, disrupting the balance between professional and personal life. Women, who are primarily caregivers for the household, children, and the elderly, bore a disproportionate burden.

Violence against women, especially during the pandemic, intensified significantly, making it one of the key challenges facing the Greek state in the last five years. According to data of the helpline SOS15900, in April 2020 (the first lockdown in Greece was imposed in March 2020) there was a significant increase of 227,4% for calls related to "incidents of violence" and respectively 142% to calls related to "seeking useful information". Part of this increase, though, could be attributed to the successful campaign of the Government for raising public awareness and informing about available specialised response services for survivors of GBV with the message "We stay at home, but we do not stay silent", "Staying home does not mean enduring violence".

The profile of female victims of violence does not seem to be differentiated during the pandemic. Statistical data on women supported by the dedicated Network in the reference periods [March-April 2020](#), [November 2020-January 2021](#) and [February-April 2021](#), periods when the most severe restrictions to curb the spread of Covid-19 virus were inflicted, are available in the General Secretariat's for Equality and Human Rights newsletters.

In response to these challenges, the Greek government prioritized the implementation of a series of policies and actions. These initiatives represent significant achievements towards promoting gender equality:

To address the economic and social impact of the COVID-19 pandemic, Greece submitted its National Recovery and Resilience Plan "Greece 2.0.". The Recovery and Resilience Plan provided the opportunity to implement, actions aimed at mitigating the consequences of the pandemic on women. Specifically, the "Employment, Skills, and Social Cohesion" pillar shaped policies and practices that can strengthen the balance between professional and family life for both genders but especially for women whose employment rates are lower than those of men, ensure equal participation of women in the labor market, and guarantee the smooth (re)integration of women into professional life after childbirth.

Within the broader framework of implementing the National Action Plan for Gender Equality, the following measures were also carried out:

-Advancements in the implementation of the Law 4604/2019 and adoption of other legislative acts, making Greece among the first 100 Countries achieving gender equality in legislation. Indicatively we refer the Law 4801/2021 (Directive on work-life balance), Law 4808/2021 (ILO Convention), Law 4997/2022 on social security, pension and labour legislation which extends special maternity leave up from six to nine months for mothers working in the private sector, funded by the Public Employment Service, Law 4958/2022 which prohibits intersex genital mutilation procedures and other medical treatments before the age of fifteen (such interventions can be performed after the age of fifteen and only with the minor's free and informed consent).

-Measures on employment and entrepreneurship of women:

1. Implementation of the Equality Label in enterprises.

Small, medium-sized and large enterprises, which implement policies of equal treatment and equal opportunities between women and men employees, as well as policies to prevent and combat violence and harassment at work, can obtain an Equality Label from the General Secretariat for Equality and Human Rights of the Ministry of Social Cohesion and Family. In particular, companies participating in the Equality Label programme must promote the principle of equality in every recruitment or promotion process and in determining pay, ensure equal access to and equal opportunities for vocational training and generally apply the principle of equality in the working conditions provided. They must also take initiatives to balance personal and professional life, comply with legislation on parental protection and implement policies and measures to prevent and respond to violence and harassment in the workplace. A Ministerial Decision was published in December 2023 describing the process and criteria according to which the companies will be awarded the Equality Label². Companies are required to fulfill a set of criteria corresponding to measures taken for

² Ministerial Decision 112972/31-12-2023 "Determination of the conditions, procedure for awarding and the duration of the Equality Label to businesses by the General Secretariat for Equality and Human Rights of the Ministry of Social Cohesion and Family.

implementing gender equality in the workplace. To receive the Equality Label, businesses must comply with various criteria such as:

- Promotion of Equality Principle in all hiring, promotion, and remuneration processes.
- Equal Access and Opportunities for vocational training and, in general, apply the principle of equality in trainings.
- Balancing Personal and Professional Life: Businesses must take initiatives to balance personal and professional life.
- Parental Protection: Businesses must adhere to legislation for parental protection.
- Prevention and Addressing Violence and Harassment: Businesses must implement policies and measures to prevent and address violence and harassment in the workplace.

The Equality Label is valid for two years and can be renewed upon the business's request. Additionally, it can be used in publicity actions suitable for businesses.

2.Nannies of the Neighborhood programme

The programme covers home care for infants and toddlers aged 2 months to 2.5 years and provides financial support for working parents, single parents, foster parents and especially mothers to use certified childcare services for their children. In the first phase, it is being piloted in 62 municipalities across the country until 31-12-2024 and it will then be implemented nationwide. Caregivers can offer infant and toddler care services either in their own home or in the children's home: <https://ntantades.gov.gr/>.

Furthermore, the GSEHR has developed cooperation with the Public Employment Service (PES), which develops active employment policy programmes, in order to contribute to the integration of female beneficiaries victims of gender-based violence. Specifically, the beneficiary women receive a certification from the GSEHR support network as victims of gender-based violence stating that they have completed employment counseling from the said network. The certification is granted upon their request and it is used for their inclusion in one of the employment programmes of the PES. Some of them are indicated below:

A. The Employment Grant Programme for Enterprises: This concerns 3,000 unemployed persons belonging to hard-to-reach population groups and 7,000 unemployed persons facing obstacles to their integration or reintegration into the labour market. This programme is currently in force.

B. Provision of jobs to women victims of violence by enterprises that have expressed their interest (nationwide). The action is being implemented under a Memorandum of Cooperation between the PES and the Ministries of Labour and Social Security and Social Cohesion and Family. Thirty three (33) enterprises have already registered to participate in this initiative. Women beneficiaries do not need to be registered as unemployed.

-Gender Flagship Programme. This is a Technical Assistance program provided by the EU with the aim of offering expertise in implementing gender-responsive budgets and conducting gender-based impact analysis on public policies at both central and local levels (for more details please see question 34).

-Measures on combating GBV

During the emergency measures due to the COVID-19 pandemic, the primary concern of the GSEHR was to safeguard the health of both employees and beneficiaries as well as to keep the Counseling Centres and Shelters open and to maintain open access to services for women survivors of domestic violence. An important role in this effort was played by the Panhellenic SOS 15900 Hotline, which operates 24 hours a day. The Network's staff was given the possibility of teleworking and remote case management, while the referral procedure to safe shelters and hostels was updated in order to ensure the movement of women and their underage children to the respective structures during the period of curfew.

From the outset, the staff of the GSEHR and the Network of Structures were on the front line to assist women in need. Psychosocial support and case management during the reporting period was provided on request, either remotely through telephone or online sessions, or by physical presence and by taking all necessary measures to avoid transmission of COVID-19.

Furthermore, throughout the first wave of the pandemic, the GSEHR provided information to international and European institutions on the actions developed during this period to prevent and combat violence against women and expanded the framework of its cooperation with other bodies.

In the field of combating violence against women, a significant milestone was achieved with the ratification of the Council of Europe Istanbul Convention in 2018. In 2023, Greece submitted its first report to the Council of Europe and committed to implement the recommendations put forth by the Convention's Committee of Experts (GREVIO). To protect women from violence and harassment in their working environment the ILO Convention on Combating Sexual Harassment in the Workplace was ratified in 2021. Greece was among the first eight countries to endorse it in its national legislation.

The funding for the network of structures supporting women victims of gender-based violence has been secured. This includes forty-four (44) Counseling Centers, twenty (20) shelters, and the 24-hour SOS helpline. The legal aid program for victims of domestic violence continues to be implemented, regardless of income criteria.

In 2021 with the emergence of the «Me too» movement in Greece, a governmental specialized electronic platform was created with information and supportive material on violence, sexual harassment and abuse. Since 2019, seventy three Police Domestic Violence Services have been established throughout the country, aiming at coordinating, supervising and guiding Police regional services in addressing cases of gender-based violence more efficiently and effectively. One of the services operates within the Hellenic Police Headquarters.

In the field of equal participation of women in political decision-making, our country, in addition to the legislative framework and established quotas, undertakes awareness-raising campaigns during electoral processes. Moreover, through the Gender Equality Observatory, it monitors electoral procedures, records outcomes, and collects data on candidates.

As regards the representation of women on boards of directors in companies, it is progressing gradually. The transposition into national law of Directive (EU) 2022/2381 of the European Parliament and the Council regarding the improvement of gender balance in the management positions of listed companies is underway by a dedicated drafting group. This legislative regulation, expected to be completed by end 2024, goes beyond the quota stipulated by Law 4706/2020, creating a comprehensive framework to promote the participation of the underrepresented gender in managerial positions of major listed companies. The increased involvement of women in decision-making centres challenges gender stereotypes about leadership roles, providing new standards and contributing to the re-evaluation of traditional forms of lobbying encountered in decision-making centres – both economically and politically³.

In the field of enhancing women's participation in the labor market, notable achievements include the transposition of the European directive on work-life balance in 2021, the ratification of the ILO Convention on the right to work free from violence and harassment, and the introduction of the gender equality label for businesses meeting specific criteria. Furthermore, the upgrading of the Labor Inspection Body to an independent authority and the designation of the Greek Ombudsperson as the entity promoting the principle of equal treatment with enhanced supervisory powers, constitute key milestones.

2. **Over the past five years, what have been the top five priorities for accelerating progress for women and girls in your country through laws, policies and/or programmes?**

Over the past five years, the top five priorities were: Eliminating violence against women, women's entrepreneurship and women's enterprises, unpaid care and domestic work/work-family conciliation, right to work and rights at work, and changing discriminatory social norms and gender stereotypes. These priorities remained unchanged despite the unforeseen and extremely challenging conditions caused by the health crisis, and measures were taken to address them.

Regarding combatting of violence against women, which, as previously mentioned, intensified further during the pandemic, relevant measures taken include:

In December 2021, the General Secretariat presented the National Action Plan for Gender Equality 2021-2025, continuing the effort for a society of substantial equality, free from violence, stereotypes and discrimination. The Action Plan includes a set of actions for gender and domestic violence, women's participation in social and political life, women's work and women's economic empowerment, and for the implementation of gender mainstreaming, i.e. the horizontal integration of the gender perspective in all policies (collaborations with ministries and local authorities, promoting equality in education, culture, health, science, research, media, budgets, improving the position of women who suffer multiple discriminations and removing their social exclusion).

³ [DIRECTIVE \(EU\) 2022/2381 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 23 November 2022 on improving the gender balance among directors of listed companies and related measures](#)

Indicatively, on preventing and combating gender-based violence, legislative interventions, information and awareness-raising actions, development of new measures and tools, preparation of research on the extent and forms of gender-based violence in cyberspace are foreseen. Also, the following new projects are foreseen in the context of the Action Plan on "Preventing and combating violence against women and domestic violence":

- Training of professionals and executives in the public sector on the topic of violence against women.
- Design of a pilot program called "Eleni Topaloudi" for sexual harassment in Universities.

The implementation of the requirements set by the Istanbul Convention is a strategic goal of the General Secretariat, which has been designated by the Greek state as the competent body for coordination, implementation, monitoring and evaluation of the measures and policies adopted in the fields covered by the Convention. In March 2022, the first national report was submitted to the competent Committee of Independent Experts (GREVIO) on the progress achieved in specific areas set by the Istanbul Convention. In February 2023, GREVIO carried out the first evaluation visit in Greece, the findings of which have been published on the 14th November 2023 ([Baseline Report for Greece](#)).

In November 2020, the 1st Annual Report on Violence against Women was published, which was the first attempt to comprehensively present the phenomenon of violence against women and capture the actions implemented at an institutional level to prevent, combat and eliminate GBV. Since then, on the occasion of November 25th each year, the International Day for the Elimination of Violence against Women and Girls, the General Secretariat is issuing annual reports on violence against women available in English for the years [2020](#), [2021](#) and [2022](#). The report for 2023 is only available in Greek [here](#).

In the context of the obligation to develop and implement Risk Assessment Tools for victims of domestic violence and violence against women (an obligation arising from the Istanbul Convention), the General Secretariat implemented a project which ended up to the development of a "Horizontal tool for assessing the risk of domestic violence" (Risk Assessment Tool) for female victims of gender-based violence and domestic violence, with the aim of assessing the level of recurrence of incidents of violence in their close environment. The tool will be implemented and used horizontally by all the reception services for women victims of violence and domestic violence, such as the Police, health services and judicial authorities after the necessary training.

The General Secretariat, in collaboration with the Ministry of Citizen Protection, the Ministry of Digital Governance and VODAFONE, created the special application "Panic button", with the aim of helping women who are in danger to call for immediate help in a safe manner (by pressing a button on her mobile phone). With the help of technology women's phones are connected to the police, the authorities detect the location and can immediately intervene to protect them. The bodies responsible for providing it are the Counseling Centers and the Greek Police. The application has been put into operation in the Counseling Centers of Attica and Thessaloniki. Since May 2024 every adult victim of domestic violence in Greece, regardless of gender, will be granted free use of a 'Panic Button' application on their phones. Using their mobile phone, any adult in serious danger can

immediately inform the police. Expansion of the application was urgently needed given the persistence of domestic violence cases and femicides.

The General Secretariat, in collaboration with UNICEF Greece, has implemented the adaptation of the GBV Pocket Guide in Greek. The main changes made concern information about the Greek context, sources of references and the terminology used in the national context. The Pocket Guide is a Digital Application (App) that uses global standards to provide essential support and information to professionals such as health professionals, social workers and wider frontline staff in vulnerable population groups. The Gender-Based Violence App is designed to be a practical tool for professionals as well as anyone who becomes aware of an incident of gender-based violence.

A study was also implemented that includes the profile of the perpetrators of domestic violence, the mapping and evaluation of therapeutic programs for the perpetrators, as well as proposals for improving the therapeutic programs with the aim of preventing domestic violence. The study was completed in July 2023 and is entitled: "Study on the profile of perpetrators of domestic violence, evaluation of therapeutic programs for perpetrators, proposals for improving therapeutic programs aimed at preventing domestic violence."

On the occasion of the development of the #metoo movement in our country, a relevant web portal was created by the Greek State (<https://metoogreece.gr/>) for the collection of information and complaints on issues of sexual harassment, abuse and authoritarian violence as well as for the coordination of actions for fighting them. This specific platform, which aims to protect all citizens and children, women and men, boys and girls, was created at the initiative of the General Secretariat and informs public about all helplines of support.

Regarding right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression, job creation):

With Law 4722/2020, which was adopted during the pandemic, the Ministry of Labour and Social Affairs aimed at protecting vulnerable groups (by teleworking, change of workplace, etc.) and determined that pregnant women belong to this category that needs special protection.

Law 4808/2021, ratifying the ILO Convention 190, amends the general provisions of the Code of Laws for Health and Safety of Employees so that violence and harassment in the workplace are explicitly included among occupational risks obliging the employer to take measures.

On the gender pay gap, occupational segregation and promotion of women:

The gender-pay gap has decreased by two points since 2015 (12.5%) to 10.4% in 2021. Statistics on gender pay gap in Greece are accumulated according to the EU indicator "gender pay gap in unadjusted form" ([earn_gr_gpg](#), [earn_gr_gpgr2](#)), based on the methodology of the structure of earnings survey (SES), which is carried out every four years. The latest available data refer to the year 2018. The survey referring to the year 2022 is still in progress and the data will be available at the end of 2024.

The National Action Plan on Gender Equality 2021-2025 includes specific actions to address the gender pay gap such as: actions to increase women's participation in work, reconciliation of work and family life, combating gender stereotypes and occupational segregation. However, all the goals and the corresponding actions of the National Action Plan can be related to the improvement of the gender wage and pension gap, such as, for example, combating violence at work, increasing the number of women in positions of responsibility in the public and private sectors, strengthening the education and training of girls and women to assume leadership roles. Indicatively and more specifically, reference must be made to the imminent transfer of the European Directive (EU) 2023/970 on Pay Transparency, with the establishment of a law-making committee (please also see question 5). In addition, other relevant measures taken are:

The “PEGASUS” project on addressing the Gender Pension Gap in Greece (2018-2020) examined the issue of gender pension gap on a multifaceted basis, and made policy proposals, which are incorporated to the current Gender Equality Action Plan. A tool was created on the [project's website](#) to calculate future pensions.

Law 4706/2020 dealing with corporate governance provides, for the first time, a gender quota of at least 25% on listed company boards. The Law aims to modernize the internal structure of the listed companies with a view of strengthening their autonomy in order to meet modern Capital Markets' requirements. It envisages provisions regarding a more comprehensive gender representation in the Board of Directors, by introducing mandatory quotas and stipulates the company's obligation to set diverse criteria for the selection of its directors. By the end of 2022 all companies in Greece comply with the 25% quota (in 2023 the relevant quota arose to 27,5%).

Law 4276/2020 dealing with the composition of the management board of sports clubs/associations, states that the number of candidates from each gender/sex must be at least equal to the 1/3 of the number of the vacant seats for election, including the seat of the president/head of the management board.

Transposition of the European Directive for the balanced representation of women on the boards of listed companies.

Efforts are also undertaken on increasing the number of women choosing STEM studies, in order to reduce occupational segregation. As part of the implementation of the National Action Plan for Gender Equality, the General Secretariat has formulated joint actions with the Ministry of Education to promote STEM courses to girls, combating stereotypes in studies and careers. In addition to this, staff of the General Secretariat, with gender expertise visit secondary schools to raise awareness of gender and stereotypes among pupils.

Regarding Women's entrepreneurship and women's enterprises, the following measures have been taken:

The Share programme

The **SHARE program**, successfully implemented during the 2020-2022 period, represented a step towards implementing gender equality in businesses, thus attracting more women. Twenty-two

enterprises participated as candidates during the first (pilot) phase, of which eighteen were awarded the “Equality Label”. In the context of this project, a training manual entitled “[GENDER TRAINING MANUAL FOR COMPANY ACTORS](#)” was developed including an indicative training programme for company actors in order to promote gender equality initiatives, emphasizing on initiatives that facilitate the reconciliation of work and family / private life.

The Gender Equality Label for companies was implemented in this pilot phase through the SHARE Project is also in line with Law 4604/2019 on substantive gender equality which provides for drafting of “Equality Plans” in the workplaces by employers and establishing Equality Labels and Gender Awards for enterprises engaging in favor of gender equality, equal treatment and equal opportunities for their employees.

Innovation Lab for Women

The Greek Innovation Lab for Women #GIL4W, has been inaugurated in February 2022. It aims to contribute to ending the digital divide and building an e-inclusive society on the basis of the United Nations model for sustainable development. It is a partnership of 5 Ministries, 15 Agencies, Research Centers, Academic Institutions, Chambers and Private Sector organizations.

The #GIL4W intends to become the leading Greek ecosystem to adopt a gender – sensitive approach to innovation and entrepreneurship, integrating the female talent into the sustainable, green and digital post-Covid recovery of the Greek economy. It will create a space where members can share tools, lessons learned, business bases and rapidly push forward innovative practices. Among the main actions of the new Unit will be opportunities for funding and business support for the innovative start-ups of women, as well as central initiatives such as the strengthening of STEM in education, or incitement for young girls to choose professions related to new highly specialized fields such as Artificial Intelligence, Big Data Analytics or Bio-technology.

The Lab has been acknowledged as a good practice example of Greece in the 2023 European Commission’s Annual Review of the EU Strategy for Gender Equality.

On Unpaid care and domestic work / work-family conciliation (e.g. paid maternity, paternity or parental leave, care services), the following most important actions should be mentioned:

Nannies of the Neighbourhood Programme

Please see question 1.

Public Employment Service

The Public Employment Service implemented an 8-month public works and work of social value programmes within municipalities aiming at enhanced protection of maternity, (special maternity

leaves, leaves for school visits, reduced working hours etc), including the official minimum wage and all required social security contributions. The Public Employment Service also offered employment and entrepreneurship programmes support to unemployed women who are victims of gender-based violence.

Every year since 2008, there are work-life balance programmes offering childcare services to unemployed/self-employed/employed in the private sector mothers that fulfill low income criteria (they are co-funded by the EU and support Early Childhood Care and nurseries for children).

A Financial Support Programme for Families of Preschoolers (Law 4704/2012) provides supplementary financial support to families with pre-school children. The programme includes families of civil servants, Public Legal Entities servants and Local Government Agencies servants. It also increased the number of private sector beneficiaries. The programme and is state funded and continues to be implemented by the Hellenic Agency for Local Development and Local Government.

A legal framework covering pre-existing unregulated gaps concerning surrogacy and adoption rights (maternity leaves, maternity benefits and allowances, protection from lay-offs) and also establishing the use of parental leave by both parents alternatively (biological, adopting, foster parents) regardless of their working status (Law 4342/2015, Law 4488/2017).

A programme for the Harmonization of Family and Professional Life providing access of preschoolers and school-age children to child protection structures (such as childcare centres, infant/child daycare centres, Creative Centres) continues to be implemented by the Ministry of Labour and Social Affairs. The objectives of the programme are, inter alia, the increase and maintenance of the employment of women with low family income, as well as their support, so that their equal access to work is ensured. Additional support is provided to single-parent families.

On changing discriminatory social norms and gender stereotypes:

Law 4604/2019 provides for gender mainstreaming in curricula and teaching materials, career guidance and teacher training. The General Secretariat has already developed cooperation with the Educational Policy Institute (IEP) on these topics.

Sexual education has been integrated to all levels of compulsory education (4-15 years). Relevant themes are included in the “Flexible Zone of Experiential Activities” in primary school, on the “Platform 21+:21st century Skills Labs” and in “Health education Programmes”. “Skills Labs” is an initiative used to design and implement activities to, inter alia, promote gender equality and human rights by applying experiential, participatory methods.

The [Educational Policy Institute](#) (a scientific agency that provides support to the Minister of Education, Research and Religious Affairs) established a special Workgroup in March 2021 whose aims include the collection, evaluation of educational programmes along with recommendations and other relevant material concerning sexual education, the generalization of the curriculum of the Skills Labs with regard to sexual education, and special training of teachers of primary and secondary education on these themes.

The initiative for the development of sexual education in schools, available at the website of the Educational Policy Institute, contains material of relevant educational programmes and

Manuals/Guides, which help professionals, teachers and other practitioners recognize the signs of sexual aggression and deal with it. More information can be found on the Institute's website on ways to report such incidents to competent bodies, etc.

From September 2020 to February 2021, 130 teachers of Secondary Education and 58 of Primary Education were trained in programmes relevant to sexual education. Sixty Action Plans were submitted benefiting 1,130-1,300 pupils of kindergarten, primary and secondary schools.

3. Over the past five years, what specific actions have you taken to prevent discrimination and promote the rights of marginalized groups of women and girls?

Some examples of policies and actions to prevent discrimination and promote the rights of women and girls from marginalized groups:

- In 2017, the "Department for Social Protection and Combating of Multiple Discriminations" was established within the General Secretariat for Equality and Human Rights. In this context, the target group of the Network structures for women victims of violence has been expanded to further include women facing multiple discriminations, providing them with psychosocial support, job Counseling and legal Counseling. Additionally, the department continues to work with the primary goal of integrating a diversity perspective into all policies concerning the rights of women and girls. In this context, key actions that have been undertaken with the support of this department in recent years are indicatively the following:

1) In June 2021, the Employment Service modified its employment and entrepreneurship programmes to support the unemployed women who are victims of GBV. This is done through a 40% increase in points in the "improved second business opportunity programme" and inclusion of unemployed women victims in the employment programme of Vulnerable Social Groups. The programme subsidizes for 12-24 months, 90% of the total cost (wage and non-wage), up to €800 per month for full-time jobs and €400 for part-time jobs. Women victims of GBV who complete employment support sessions in the Counseling Centres will be able to participate in the programme. Victims of trafficking and transgender people are also included in the programme's beneficiaries. The Programme continues to be implemented.

2) Trying to respond to the humanitarian crisis deriving both from the economic and refugee crisis in Greece, the General Secretariat for Equality and Human Rights created a partnership between public stakeholders and NGOs to contribute to the needs of refugee women and their children. More specifically, the General Secretariat has a long-term cooperation (Memorandum of Cooperation) and undertakes joint actions with the UNHCR/United Nations Refugee Agency in Greece for the protection, temporary accommodation, provision of information and support to refugee women in

danger and their children, victims of violence or multiple discrimination (disabled women and girls included).

-Other measures on migrant/refugee women

The empowerment of vulnerable social groups and their participation in the social, economic, political and cultural life are among the primary objectives of the National Action Plan against Racism and Intolerance 2020-2023, while beneficiaries of International Protection, migrants, Roma, people with disabilities and/or chronic diseases constitute target-groups for dedicated support actions across its Priority Axes. In January 2022 the [National Strategy for Inclusion](#) has also been adopted by the Ministry of Migration and Asylum, including actions on women and persons with disabilities.

On measures regarding the gender-related dimension of refugee status, Law 4636/2019 (as amended to date) provides for the general framework. It stipulates that asylum seeking women shall be housed separately from men, unless the latter are family members. During pregnancy and for three months after childbirth, women accommodated in appropriate facilities.

Within Reception Centres, special care is given to the protection and support of unaccompanied girls, as well as women heading their single-parent families or women with any type of vulnerability. Single women stay in separate and protected areas, within the relevant Centres/Structures. All structures provide separate protected areas for women recreation or support activities (women safe spaces and mother - baby areas). Special care is also given during the transfer of women (especially vulnerable ones and those who have suffered gender-based violence) from the islands to appropriate structures in the mainland in order to provide them with appropriate hosting conditions.

Pregnant women, single-parent families with minor children, victims of human trafficking, persons who have been subjected to torture, rape or other serious forms of psychological, physical or sexual violence, such as victims of genital mutilation, are among those categorized as “vulnerable” that receive access to special protection. The Reception and Identification Service has appointed focal points dealing with vulnerabilities, who monitor cases of women in need of special care due to vulnerability characteristics.

The staff of the Reception and Identification Centres and Temporary Reception Structures receives dedicated training on issues of gender equality and GBV and cooperates with various stakeholders at local level to promote actions to the benefit of women. Some examples include: information to third-country nationals about their rights, including on GBV issues, medical examination and psychosocial support by specialized staff, set up of empowerment groups, women's activity groups and awareness-raising activities on issues related to gender equality, available to all residents of the facilities.

Adult women can participate in training and integration programmes to facilitate their access to the labour market, as well as in key skills programmes organized within the Accommodation Structures and Reception Centres. Such examples are the initiatives implemented in the Structures of Volos and Koutsochero and the Structure of Pyrgos, hosting mainly single-parent families.

Emergency Support to the Integration and Accommodation-ESTIA programme consisted of accommodation and cash assistance. The accommodation scheme offered housing in urban areas, comprehensive support tailored to people's specific needs, while promoting the communication with the local communities. 73,000 asylum seekers benefited from the accommodation scheme, half of them being women. In 2020, ESTIA's accommodation component was transferred to the Ministry of Migration and Asylum and so did the cash assistance scheme.

-Measures for women with disabilities

Law 4488/2017 sets the guiding provisions for the implementation of the Convention on the Rights of Persons with Disabilities and designates the Minister of State as the coordinating body for its implementation. The adoption of the concept of multiple discrimination by Law 4443/2016 and Law 5023/2023 has enhanced the legal framework for the protection of women with disabilities.

The National Action Plan for the Rights of Persons with Disabilities published in 2020, includes actions related to the horizontal integration of the disability dimension in all policies. The majority of these actions are intertwined with the Gender Equality Action Plan 2021–2025. To this direction, a Cooperation Protocol was signed in 2021 between the General Secretariat and the National Confederation of Disabled People. A research on the situation of women with disabilities and the needs of parents and guardians of children with disabilities has been conducted in cooperation with the Research Centre for Gender Equality, especially in the light of work-life balance.

To promote women's with disabilities participation in the labour market, there are targeted measures (e.g. job subsidy schemes, recruitment quotas in the public sector).

Of particular importance is the issue of refugees/asylum seekers with disabilities, which is reflected in the National Action Plan for the Rights of Persons with Disabilities. The Ministries of Labour and Social Affairs and of Migration and Asylum have signed a Memorandum of Cooperation for the implementation of an employment programme for beneficiaries of International Protection with disabilities, both women and men.

The National Confederation of Disabled People has developed and published an Entrepreneurship Guide for Young Persons and Women with Disabilities aiming to provide women with disabilities and young persons with useful information on the existing support and funding tools on entrepreneurship, bodies providing consultation, business programmes, funding sources as well as the basic steps that a person should take to start his/her business. The Guide is available online here in Greek.

Women with disabilities, like all persons with disabilities, have the right to lodge a complaint to the Ombudsman, as well as to the Special Committee for the Protection of the Rights of Persons with Psychosocial Disabilities, when they face obstacles in accessing justice.

Women with disabilities face an increased risk of poverty or social exclusion compared to men with disabilities and women without disabilities. They are therefore eligible for all measures that combat poverty (e.g. minimum guaranteed income, disability allowances).

In 2019, a Joint Ministerial Decision established the organisational framework for the operation of Sheltered Housing for Persons with Disabilities over the age of 18. Sheltered Housing contributes to

deinstitutionalisation and promotes independent living for disabled women and men. The “Personal Assistant for people with disabilities” introduced by Law 4837/2021 goes at the same direction and will be piloted for 2.000 persons, with the pilot phase officially beginning in April 2023.

4. Over the past five years, how has the confluence of different crises affected the implementation of the BPfA in your country, and what measures have you taken to prevent their negative impact on progress for women and girls?

As previously mentioned, successive crises disproportionately affected women, particularly in their participation in the labor market and efforts to address violence against them. Consequently, the areas of work and health of the Beijing Platform for Action were directly and severely impacted. Due to the prioritization of controlling the spread of COVID-19, plans for implementing other policies changed accordingly. The impact of the pandemic was enormous, affecting not only people's health but also labour market participation and the economy. Across the EU, urgent and long-term measures have been taken to address the impact. Greece prioritized reforms and investments related to promoting women's participation in the labour market, following priorities that already existed and formed by the Ministry of Finance that set out the Greek Recovery and Resilience Plan.

Guided by the National Action Plan for Gender Equality 2021-2025, initiatives have been taken to strengthen women's employment and enhance their involvement in decision-making centers, among other objectives. The integration of a gender perspective is a key component of the Action Plan, implemented through Law 4604/2019 on substantive gender equality. This legislation marked the first instance of gender mainstreaming and its accompanying tools (gender impact assessment and gender budgeting) being introduced in Greece. The General Secretariat for Equality and Human Rights, with funding from the European Commission (via the TSI mechanism) from 2022 to 2024, is engaged in a technical assistance program aimed at implementing gender-responsive policies and programs, to alleviate the impact of the health crisis. Additionally, the Ministry of Labour and Social Security is participating in the program on a pilot basis to raise awareness and provide expertise for integrating a gender perspective into its policies, with the goal of designing policies that benefit all individuals, irrespective of gender.

The main scope of this programme was to integrate a gender perspective into public policies to prevent any future misalignment in emergency policy planning that could further impact women and girls. The ultimate goal of implementing this program is to change the way public policies are designed and executed at both central and regional levels. This aims to incorporate a gender perspective and reduce the impact of future crises on women and girls. We understand that this endeavor is demanding and long-term, but it is crucial to initiate it. Given the existing political commitment, the success of this program now depends on the commitment that can be achieved at a technical and administrative level. This is the greatest challenge we currently face in relation to this program.

5. Over the next five years, what are the priorities for accelerating progress for women and girls in your country through laws, policies and/or programmes?

Over the past five years, as previously mentioned, the pandemic crisis, along with the economic crisis and environmental disasters resulting from climate change, have posed a series of challenges that have either intensified or hindered progress on gender equality and the empowerment of women and girls. Despite these adversities, our country, through the National Action Plan for Gender Equality, expertise from international organizations, and the EU, has managed to mitigate the setback to some extent. Looking ahead to the new five-year period until 2030, alongside the goals of the 2030 Agenda, we believe there is an opportunity to regain lost ground. Challenges persist, but the structures and necessary infrastructure have been established to move forward. Additionally, drawing from experience and adopting good practices from other countries, we aim to advance further towards achieving gender equality.

Based on the above, the priorities in the field of gender equality and the empowerment of women and girls for the next five-year period are as follows: 1) Eliminating violence against women and girls, 2) Right to work and rights at work, 3) Women's entrepreneurship and women's enterprises, 4) Unpaid care and domestic work / work-family reconciliation (e.g. paid maternity, paternity, or parental leave, care services), and 5) Gender-responsive budgeting.

It is evident that the priorities for the new period are largely similar to those of the previous five years. This is due to the insufficient achievement of the goals set during the pandemic crisis. It was deemed necessary for the sectors of employment, entrepreneurship, and addressing violence against women, which were also the biggest challenges during the pandemic, to be once again prioritized in government policy for gender equality.

The establishment of the Ministry of Social Cohesion and Family represents an act of responsibility by the state towards vulnerable citizens, while simultaneously, the field of gender equality plays a significant role.

In the aforementioned framework, a comprehensive set of policies is being developed to actively support women, enabling them to work without distraction, providing them with resources such as full-day childcare centers and the pilot program "neighborhood nannies." Specifically, during the period of 2023-2027, priority will be given to addressing the issue of gender-based and domestic violence in all its forms and implementing measures for prevention and victim support. Specifically, efforts will focus on upgrading and ensuring the sustainability of the network of shelters for abused women, introducing new modern risk assessment and prevention tools, intensifying awareness-raising and training actions within the framework of the Istanbul Convention, as well as EU law and national legislation. Simultaneously, arrangements are being made for the accommodation of women victims of violence and their children who require immediate removal from their family or partner environment through the operation of the nationwide Network of Shelters for Abused Women. Lastly, the operation of the Observatory for Equality and the monitoring mechanism of implemented policies at the local and regional levels, as well as horizontally across all sectoral policies

and for all high-risk victim groups, are being strengthened. All the above are expected to contribute to the enhancement of protection for victims of gender-based and domestic violence.

To further support these initiatives, it's worth mentioning that in the immediate future, two very important EU Directives will be transposed into national law, the 1st until December 2024 and the 2nd until June 2026:

-the **Directive (EU) 2022/2381** on improving the gender balance among directors of listed companies and related measures that seeks to improve the gender balance in corporate decision-making positions in the EU largest listed companies. Noting that the percentage of women on boards has increased very slowly over the years and the results vary from one Member State to another, the EU legislator decided to establish minimum requirements to achieve a more balanced gender representation on boards of listed companies. The Directive opts for the introduction of mandatory quotas to ensure a minimum representation of both genders on boards of listed companies. Listed companies must be subject to one of the following objectives:

- members of the underrepresented sex hold at least 40% of non-executive director positions; or
- members of the underrepresented sex hold at least 33% of all (executive and non-executive) director positions.

Listed companies must report annually on the gender representation on their boards, distinguishing between executive and non-executive director positions, the measures taken and, if applicable, the reasons for not achieving their objective.

-and the **Directive (EU) 2023/970** to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms. The goal of this directive is to strengthen the application of the principle of equal pay for equal work between women and men and to enhance equality in the workplace in general. The Directive aims to establish binding measures to promote pay transparency and access to remedies for those experiencing pay discrimination in the broad sense, it encompasses intersectional discrimination for the first time and contains clauses that guarantee the consideration of employees with disabilities. These measures include requirements prior to employment; employers will have to disclose salary ranges and will be prohibited from inquiring about a candidate's pay history. The Directive also includes a reporting obligation; employers with at least 100 employees will be required to disclose information on gender pay gaps, and those with a gender pay gap of at least 5% will be required to conduct a pay assessment in collaboration with workers' representatives.

The transposition of this EU legislation aims to create more favorable working conditions and opportunities for professional development for women, who are often underrepresented. Within this context, the necessary conditions and criteria will be established to prevent any form of gender discrimination regarding career progression and remuneration.

Finally, since 2021, we have the 1st ever [National LGBTIQ+ Equality Strategy 2021-2025](#) highlighting the role of gender stereotypes as a causal factor in the discrimination experienced by LGBTIQ+ persons in multiple fields. The strategy was elaborated by a Committee formed by the Prime Minister, it

included academics, members of the civil society and government officials and was adopted following public consultation. The Strategy constitutes a comprehensive plan containing four pillars, following to a large extent the structure of the European Commission's LGBTIQ Equality Strategy 2020-2025. These four pillars are:

- Tackling discrimination against LGBTIQ+ people
- Ensuring LGBTIQ+ people's safety
- A society without barriers for LGBTIQ+ people
- Initiatives for LGBTIQ+ equality around the world

Meanwhile, the recommendations of the National Strategy were codified and became part of the annual action plans of the Ministries, monitored by the General Secretariat for Coordination (Presidency of the Government). Here are the most important proposals/actions of the Strategy having been implemented since its adoption:

- In 2019, Police Domestic Violence Services were established throughout the country, aiming at coordinating, supervising and guiding Police regional services in addressing cases of GBV more efficiently and effectively. In total, 73 Services were established, one of which within the Hellenic Police Headquarters. Their competences include, inter alia: a) monitoring of domestic violence cases, b) envisaging measures related to preventing and suppressing domestic violence offences, c) elaboration and development of actions with co-competent agencies aiming at the protection of victims, d) collection of data related to domestic violence cases, e) implementation of educational trainings/seminars in collaboration with co-competent bodies and agencies and f) actions for raising public awareness on domestic violence. Moreover, for the first time, in 2022, the Greek police has published a comprehensive guide on how members of the police force should deal with violent incidents targeting LGBTIQ+ individuals. The guide is based on recommendations from the Council of Europe and the National Strategy for LGBTIQ+ Equality.
- Since 2021, the Public Employment Service (DYPA) has included women beneficiaries of the GSEHR's Network of Structures (victims of violence and multiple discrimination), as well as victims of trafficking and transgender individuals, in the vulnerable social groups enjoying special provisions to enhance their vocational rehabilitation (subsidy increase, simplification of the participation criteria concerning their hiring, higher rating of females' application).
- As of 2021, the Ministry of Education has introduced Sexuality Education in national compulsory curricula for primary and secondary education within the so-called "Skills Workshops". Civil Society and LGBTIQ+ organization have contributed to educational material.
- Law 4931/2022 banned "conversion therapies" to vulnerable persons, including minors, a practice aimed at suppressing a person's sexual orientation or gender identity and which the lesbian, gay, bisexual and trans community worldwide, as well as health experts, have condemned as harmful. The law provision also includes a ban on professionals to advertise or promote such practices.

- Law 4997/2022 on social security, pension and labor legislation prohibits, for the first time, discrimination at work against people with HIV.
- Law 4958/2022 prohibits intersex genital mutilation (IGM) procedures and other medical treatments before the age of fifteen. Such interventions can be performed after the age of fifteen and only with the minor's free and informed consent. Greece is actually one of the very few EU countries to ban "conversion" therapies.
- The National School of Public Administration and Local Government, responsible for training programs in public administration has introduced a program related exclusively to LGBTIQ+ issues for employees of the public sector. The training programmes were conducted on a pilot basis in 2022 with a view to gradually be implemented on a larger scale.
- The Ministry of Citizen Protection has incorporated LGBTIQ+ dimension in a training program in which approximately 17,000 police officers will participate. The first phase of the program has been concluded with the training of the policemen that will in turn train their colleagues. As of October 2022 the second phase is being implemented.
- In Law N. 4985/2022 revising the Penitentiary Code, gender identity was explicitly added to the reasons why different treatment of prisoners is prohibited and positive measures to address such issues are justified (Article 3). Articles 13 and 14 of the same Code establish the possibility for trans persons to request their transfer to a corresponding penitentiary establishment that is consistent with their gender identity or characteristics. Actually, four trans women convicts were transferred from men to women's prisons in December 2021.
- Law 4589/2019 provides the establishment of Gender Equality Committees (GECs) at all Greek universities. The GECs act as consultative bodies to the university senate, schools and departments. Law 4957/2022 on the operation of higher education institutions upgraded the role of these Committees renaming them into Committees on Gender Equality and Anti-Discrimination. 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. All 24 universities have set up GECs, whereas 19 of them have developed gender action plans.
- Law 5089/2024 on civil marriage equality recognizes and protects Same-Sex Couples. This landmark legislation not only symbolizes a significant leap towards inclusivity but also embeds the principle of equality deeply within the legal framework, allowing same-sex couples to marry and offering enhanced protection against discrimination. For the first time, two individuals of the same gender can legally marry in Greece (with civil marriage), marking a historic milestone for LGBTIQ+ rights in the country. The law amends various provisions of the Civil Code and labor

legislation to strengthen protection against discrimination for same-sex spouses and parents, ensuring they receive the same benefits and protections as their heterosexual counterparts.

A final comment worth mentioning is that Greece has achieved a top 15 placement in this year's Rainbow Map & Index, which ranks 49 European countries based on their LGBTI equality laws and policies, according to the ILGA-Europe, the European region of the International Lesbian, Gay, Bisexual, Trans and Intersex Association . Created by ILGA-Europe, the Rainbow Map is considered an essential tool for examining how safe, free, and equal LGBTI people are in comparison to the rest of the population across Europe. More specifically, ILGA-Europe's 2023 Rainbow Map, showed that the country climbed to the 13th position (with its ban on intersex genital mutilation-IGM), up from 17th in 2022, scoring 57%.

Inclusive development, shared prosperity and decent work

Critical areas of concern:

- A. Women and poverty
- F. Women and the economy
- I. Human rights of women
- L. The girl child

6. Over the past five years, what actions has your country taken to advance gender equality in the world of work (including informal and non-standard employment as well as entrepreneurship)?

Some significant projects of the last five years aimed at promoting equal participation of women in the workforce and entrepreneurship include the following:

1. Implementation of the Equality Label in enterprises.

Small, medium-sized and large enterprises, which implement policies of equal treatment and equal opportunities between women and men employees, as well as policies to prevent and combat violence and harassment at work, can obtain an Equality Label from the General Secretariat for Equality and Human Rights of the Ministry of Social Cohesion and Family.

In particular, companies participating in the Equality Label programme must promote the principle of equality in every recruitment or promotion process and in determining pay, ensure equal access to and equal opportunities for vocational training and generally apply the principle of equality in the working conditions provided.

They must also take initiatives to balance personal and professional life, comply with legislation on parental protection and implement policies and measures to prevent and respond to violence and harassment in the workplace.

The Equality Label is valid for two years and can be renewed at the request of the company concerned and can be used in any publicity action deemed appropriate by the company.

A Ministerial Decision was recently published describing the process and criteria according which the companies will be awarded the Equality Label. Companies are required to fulfill a set of criteria corresponding to measures taken for implementing gender equality in the workplace. To receive the Equality Label, businesses must comply with various criteria such as:

- Promotion of Equality Principle in all hiring, promotion, and remuneration processes.
- Equal Access and Opportunities for vocational training and, in general, apply the principle of equality in trainings.
- Balancing Personal and Professional Life: Businesses must take initiatives to balance personal and professional life.
- Parental Protection: Businesses must adhere to legislation for parental protection.
- Prevention and Addressing Violence and Harassment: Businesses must implement policies and measures to prevent and address violence and harassment in the workplace.

The Equality Label is valid for two years and can be renewed upon the business's request. Additionally, it can be used in publicity actions suitable for businesses.

2.Nannies of the Neighbourhood

Please see question 1.

3.Furthermore, the GSEHR has developed cooperation with the Public Employment Service (PES), which develops active employment policy programmes, in order to contribute to the integration of female beneficiaries victims of gender-based violence. Specifically, the beneficiary women receive a certification from the GSEHR support network as victims of gender-based violence stating that they have completed employment counseling from the said network. The certification is granted upon their request and it is used for their inclusion in one of the employment programmes of the PES. Some of them are indicated below:

A. The Employment Grant Programme for Enterprises: This concerns 3,000 unemployed persons belonging to hard-to-reach population groups and 7,000 unemployed persons facing obstacles to their integration or reintegration into the labour market. This programme is currently in force.

B. Provision of jobs to women victims of violence by enterprises that have expressed their interest (nationwide). The action is being implemented under a Memorandum of Cooperation between the PES and the Ministries of Labour and Social Security and Social Cohesion and Family. Thirty three (33) enterprises have already registered to participate in this initiative. Women beneficiaries do not need to be registered as unemployed.

4. Innovation Lab for Women

The Greek Innovation Lab for Women #GIL4W, has been inaugurated in February 2022. It aims to contribute to ending the digital divide and building an e-inclusive society on the basis of the United

Nations model for sustainable development. It is a partnership of 5 Ministries, 15 Agencies, Research Centers, Academic Institutions, Chambers and Private Sector organizations.

The #GIL4W intends to become the leading Greek ecosystem to adopt a gender – sensitive approach to innovation and entrepreneurship, integrating the female talent into the sustainable, green and digital post-Covid recovery of the Greek economy. It will create a space where members can share tools, lessons learned, business bases and rapidly push forward innovative practices. Among the main actions of the new Unit will be opportunities for funding and business support for the innovative start-ups of women, as well as central initiatives such as the strengthening of STEM in education, or incitement for young girls to choose professions related to new highly specialized fields such as Artificial Intelligence, Big Data Analytics or Bio-technology.

The Lab has been acknowledged as a good practice example of Greece in the 2023 European Commission’s Annual Review of the EU Strategy for Gender Equality.

7. In the past five years, what actions has your country taken to recognize, reduce and/or redistribute unpaid care and domestic work, promote work-life and family balance and strengthen the rights of paid care workers?

Some measures taken in the last five years to promote work-life and family balance are the following:

1. A programme for the Harmonization of Family and Professional Life providing access of preschoolers and school-age children to child protection structures (such as childcare centres, infant/child day-care centres, Creative Centres) continues to be implemented by the Ministry of Labour and Social Security. The objectives of the programme are, inter alia, the increase and maintenance of the employment of women with low family income, as well as their support, so that their equal access to work is ensured. Additional support is provided to single-parent families.

2. Other measures to support parents are child allowance, childbirth benefit and allowance for mountainous and disadvantaged areas that also include single-parent families, depending on specific criteria:

Child Allowance: Introduced by Law 4512/2018 (as amended by Law 4659/2020), it is a single allowance replacing various allowances granted until then. It is granted to parents or persons who have the custody of children born in Greece, given that they live legally and permanently in the country. The amount of the allowance depends on the number of the dependent children, the equivalent family income and the category of equivalent family income. The child allowance is entirely financed by the State budget. Depending on the category of equivalent household income, the benefit amount per child is 70€ per month for low income families, 42€ per child for middle income families and 28€ per child for higher income families.

Childbirth Benefit: Introduced by Law 4659/2020 and increased by Law 5092/2024. It is a lump-sum benefit of €2,400 and is given for every child born in Greece in two equal instalments of €1,200, while in the case of a twin pregnancy, the allowance amounts to €4,800 and is unseizable.; the first instalment is paid the first month after the child is born and the second one after five months. The benefit is granted to all mothers residing legally and permanently in Greece, provided that the equivalent family income is less than €40,000 per year. The childbirth benefit is entirely financed by the State budget and the application must be filed within three months from the child's birth.

Allowance for Mountainous and Disadvantaged Areas: Introduced by Law 3016/2002 to support low-income families that live in such remote areas. Specifically, the annual income support is granted to families, including single-parent families, whose members live permanently in mountainous and disadvantaged areas, as follows: €600, if the annual family income does not exceed the amount of €3,000 and €300 per year, if the annual family income ranges between €3,000.01 and €4,700.

3. In terms of policies that support families, labour, work-life balance and access to quality care for children, Law 4808/2021 introduced, for the first time, paternity leave and the legal framework of parental leave and other facilitations for parents and carers. The Law also provides protection from dismissal of parents who use the leave and flexible working arrangements for the upbringing of their children. Specifically, the new Law stipulates the following: 1) Fathers have a right to paternity leave (14 paid days) and are protected against dismissal for 6 months from the child's birth, 2) both parents have a right to a 4-month parental leave, 3) parents with children up to 12 years old have a right to flexible arrangements (e.g. teleworking, flexible hours, part-time), 4) caregivers have a right to a five-day leave for a relative in need of care, 5) each worker has the right to time off work (2 days per year) for urgent family matters. See also point 21 on Law 4997/2022 for an extension of special maternity leave up from six to nine months for mothers working in the private sector. As amended to date, the above-mentioned law grants private sector employees one (1) day per year of paid leave for gynaecological check-ups.

Moreover, it should be noted that there is a special provision of maternity protection for self-employed, self-employed and rural women. Since April 2024, the platform, <https://parentalbenefits.dypa.gov.gr>, for the special maternity protection benefit for non-employed mothers has been active. Through the platform, self-employed, freelancers and women farmworkers can apply and receive, like all other paid employees, the special maternity benefit. The special benefit is paid for a period of 9 months and is equivalent to the minimum wage, which is currently €830. This means that they will receive a total of €7 470. If the birth grant is included, the total amount reaches up to 10,970 euros or up to 1,200 euros per month.

4. In 2020, the tax on infant care goods was reduced from 24 per cent to 13 per cent and the tax-free amount for every child was increased.

8. In the past five years, what actions has your country taken to reduce the gender digital divide?

The Ministry of Education, Religious Affairs and Sport actively participates in the national action plan for gender equality 2021-2025 and is dedicated to a comprehensive set of national policy priorities providing high-quality educational opportunities accessible to all; promoting inclusivity, embracing innovation, implementing digital transformation in schools, investing in the professional development of educators, and forging robust connections between vocational education and the labor market.

A primary objective is to champion diversity and inclusion, ensuring that every individual, regardless of their background, origin, gender, or beliefs, has equal access to educational resources and the opportunity to realize their full potential. In pursuit of this goal, it has introduced the awarded "Skills Labs" policy, an innovative school module integrated into the mandatory curriculum and one focus is on cultivating life skills related to gender equality (thematic cycles "Live Better", "Social Awareness and Responsibility" aligned with UNSDG). The Institute of Educational Policy offers a digital platform providing teachers with materials and educational activities covering gender-related topics, rights, mental and physical health, safety, protection, respect for sexual dignity, and equality. For instance, the "Convey Program" targets secondary school students, aiming to raise awareness about gender stereotypes and the portrayal of women's sexuality in the media, along with their contribution to the perpetuation of violence and harassment. Another program, "The World Upside Down," sparks discussions among young people about the prevention and combatting of gender-based violence. The program presents stories of girls who have experienced gender-based violence in four languages: Greek, English, Arabic, and Farsi.

Furthermore, the Ministry promotes girls' engagement with STEM subjects from an early age, starting in kindergarten. The introduction of new curricula encourages the incorporation of female role models into educational materials, study programs, and training initiatives.

9. In the past five years, how has the macroeconomic and fiscal policy environment affected the implementation of the BPfA in your country, and what macroeconomic policies has your country implemented in support of a more gender-equal economy?

The COVID-19 pandemic posed the greatest external threat to the entire planet during 2020, leaving a profound economic and social impact. According to the Bank of Greece, an aggressive fiscal policy was deemed necessary to mitigate the unprecedented consequences of the pandemic. Simultaneously, European authorities responded promptly and provided an opportunity for all sectors of the economy to benefit and absorb, to a significant extent, the shocks. Greece has responded swiftly to the pandemic and has effectively limited infections, but the economy has been hit hard. As in other countries, containment measures, travel restrictions, social distancing and high uncertainty have led to a temporary but extraordinary drop in production and large loss of tourism demand and

employment. The government has responded with substantial packages to strengthen the health system, buttress incomes and liquidity, and support and restart sectors most affected by the shock, such as tourism. To reinvigorate the recovery, the government has set out an ambitious reform programme focused on boosting growth and investment.

The Recovery and Resilience Plan of Greece has provided the opportunity to implement, actions aimed at mitigating the consequences of the pandemic on women. Specifically, the “Employment, Skills, and Social Cohesion” pillar shapes policies and practices that can strengthen the balance between professional and family life for both genders but especially for women whose employment rates are lower than those of men, ensure equal participation of women in the labor market, and guarantee the smooth (re)integration of women into professional life after childbirth.

Apart from the pandemic, the energy crisis resulting from the war in Ukraine in 2022 led to price increases that affected households. Our country took immediate corrective measures to support them. While these measures appear gender-blind, they indirectly benefit women positively. The increases in the income benefited women more as their earnings seemed to be lower. All the following measures have been mostly in favor of women:

-During 2023, energy prices have been reduced, while the rate of change of the general price index slowed down compared to the previous year. However, the price level of food and other consumer goods remained high, continuing to put pressure on household budgets.

-During 2023, the support to households and farmers on electricity prices continued.

At the same time, new tools were adopted, the main one being the "market pass" to address the high costs in the food market in the short term, while from January 2024, permanent income raising measures were adopted (abolition of various contributions to employees and pensioners, reduction of property tax, increase of the tax-free allowance for families with children by 1,000 Euros, etc.).

-Also, measures such as stricter market controls and the so called “household basket” (inclusion of basic goods with reduced prices) have supported price moderation on various essential goods. Finally, in order to support consumers and production against fuel prices, the implementation of an increased heating allowance and the reimbursement of special tax on agricultural oil, continued this year.

The cost of implementing all these interventions for 2023 amounts to €2,584 million, with the main measures:

- subsidies on electricity consumption of households and businesses with an estimated budgetary cost of €1,087 million,

- the implementation from February 2023 to October 2023 of the financial support measure to around 2.8 million households to cover part of the increased costs of purchases, in particular of food items, due to the significant price increase (market pass) at a cost of EUR 755 million and its further extension until December 2023 for flood-affected areas and Evros at a cost of EUR 35 million. The total budgetary cost of the measure amounts to €790 million for the year 2023,

- the payment of a heating allowance with extended income criteria for families with children at a cost of €237 million for the winter period 2023 - 2024. It is noted that, taking into account the payments from last year's heating allowance in the first months of 2023, the cost for the year 2023 is estimated at EUR 280 million,

- the heating oil price subsidy for the winter period 2022 - 2023 with a budgetary cost of EUR 100 million for 2023; and

- the reimbursement of special tax on diesel to farmers in 2023 at a budgetary cost of EUR 79 million.

In addition, for households that meet certain income criteria and use electricity to heat their homes and are not eligible for the heating allowance, a subsidy for electricity consumption will be paid through a discount on electricity bills for the months of January to March 2024, at a fiscal cost of €120 million for 2024.

The subsidy on electricity bills of households belonging to the Social Tariffs is expected to continue in 2024.

At the same time, a social electricity tariff for large families is introduced, which will ensure beneficiaries significant reductions in the electricity price.

In addition to interventions aimed at boosting income and addressing the energy crisis, it is foreseen to implement interventions to address the economic consequences of natural disasters resulting from the climate crisis. The main interventions are the following:

- payment of compensation as well as repairs and improvements to infrastructure. The financing of the relevant expenditure has been secured for the year 2023 with the adoption of a supplementary budget, for a total amount of €600 million, while European funds (NSRF 2014-2020), the Recovery and Resilience Fund, which is being revised again, and the NSRF 2021-2027 for the rehabilitation of infrastructure are being used,

- budgeting from 2024 onwards EUR 600 million in the national Public Investment Programme to cover on a permanent basis the costs of state aid against natural disasters, increasing the amount of available appropriations by EUR 300 million, in order to cover both the remaining compensation for the current disaster and possible future disasters in the coming years.

- EUR 110 million is budgeted for the year 2024 in the appropriations under allocation of the regular budget, to be used for the payment of compensation for natural disasters to farmers, while an additional EUR 150 million was transferred in 2023 to the Hellenic Agricultural Insurance Organisation for the advance payment of compensation; and

- from 2024, private insurance becomes compulsory for medium and large enterprises with an annual turnover of more than EUR 2 million. The insurance should cover floods, earthquakes and fires and cover the building, machinery, equipment and stocks. As mentioned above, a 10% reduction in property tax is applied to dwellings of individuals insured for natural disasters for the whole year, at a fiscal cost of €26 million for 2024.

Poverty eradication, social protection and social services

Critical areas of concern:

- A. Women and poverty
- B. Education and training of women
- C. Women and health
- I. Human rights of women
- L. The girl child

10. In the last five years, what actions has your country taken to reduce/eradicate poverty among women and girls?

Considering that women in Greece have a lower labour market participation rate than men, (in 2023 the employment rate of women in Greece was be 57.6%, while for men was 77.4%)⁴, they have an increased risk of poverty than men. Furthermore, according to statistical data, older women are even more at risk of poverty (according to 2022 data, the gender pension gap is estimated at 26.0% for the EU and 26.7% for Greece. In 2023, the estimated pension gap in Greece has narrowed to 23.7%⁵), due to the existence of the pension gap, which is generally due to women's participation in lower paid jobs (part-time work) or in informal work (unpaid care sector).

In order to effectively address the risk of poverty, the National Action Plan for Gender Equality contains measures to increase women's participation in the labour market (see answers to Section Three, 6 and 7), to address the gender pay gap and to integrate gender, and diversity in policy design.

Specific measures that have recently been taken to maintain the standard of living of women and girls and in response to the health crisis include the following:

-Child Benefits-Allowances (please see answer to question 3)

-School meals: The programme has been implemented since 2017 and provides school meals to students of public primary schools in order to cover, as far as possible, the feeding needs of this population group. The programme is being implemented in 1,620 schools in the country, in accordance with the joint decisions of the Deputy Ministers of Education, Religious Affairs and Sport and Labour and Social Security. The expansion of the programme is a dynamic process in which new school units are gradually being added to the programme.

⁴ https://ec.europa.eu/eurostat/databrowser/view/lfsi_emp_a_custom_11624859/default/table?lang=en

⁵ https://ec.europa.eu/eurostat/databrowser/view/ilc_pnp13/default/table?lang=en

-Reduction of VAT on products: In 2020, the tax on infant care goods was reduced from 24% to 13 % and the tax-free amount for every child was increased.

-Housing programmes for young couples: the granting of interest-free or low-interest loans, at an interest rate corresponding to a quarter of the normal market rate, for the acquisition of a first home. Through the programme, more than 10,000 beneficiaries can acquire a home within a year with a monthly installment significantly lower than that of market mortgages, as 75 % of the capital granted by the Public Employment Service is interest-free, while for those with three or more children (and those who acquire this status during the repayment period) the loan is granted in its entirety interest-free. Thus, borrowers will have a significantly lower installment compared to the mortgage loans granted by banks and, accordingly, a much lower burden of any increases that have been or may be made in bank interest rates due to the international crisis.

-Special Assistance for Vulnerable Groups from the Public Employment Service to women victims of gender and/or domestic violence: Since February 2024, the Special Vulnerable Groups Benefit from the PES came into effect with an online application. The amount of the allowance is €718.50 (37.5 daily unemployment allowances), plus 10% for each child. The new benefit is intended to support particularly vulnerable social groups - those who do not qualify for unemployment benefits. Beneficiaries of the benefit are unemployed persons, parents of single-parent families, people released from prison, women, victims of gender -based violence, victims of violence - trafficking, people recovering from addictive substances.

-Welfare programmes that can include women victims of gender-based violence living in the shelters of the GSEHR Network:

A. Minimum guaranteed income

A joint ministerial decision in 2021 established special conditions for the inclusion of women victims of violence in the Minimum Guaranteed Income programme. The aim of the regulation is to enhance their ability to gradually move towards independent living. It is a welfare programme aimed at households and homeless people living in extreme poverty and hosted in Transitional Accommodation Shelters and Shelters for women victims of violence. The scheme combines income support of €200/month for a single person household, which is increased by €100/month for each additional adult and €50/month for each minor member (In a household composed exclusively of a single-parent family, the oldest minor member is counted as an adult). The maximum monthly guaranteed amount is €900, regardless of the composition of the household. In addition, it includes linking the members of the beneficiary unit to complementary social services, benefits and goods.

B. Housing and Work for the Homeless programme

The 'Housing and Work for the Homeless' programme is a comprehensive reintegration programme for individuals and families living in homelessness, which complements public policies to combat homelessness. Beneficiaries are also women who are hosted in shelters for women victims of violence and have no access to housing. The programme provides:

- A rent subsidy to beneficiaries for two years, as well as coverage of basic expenses for household goods and payment of utility bills.
- Subsidy of salary and social security contributions for one year for finding work in private enterprises or for setting up a business.
- Psychosocial support and liaison services.

C. Housing allowance

This is a welfare programme for low-income households who are burdened with the cost of renting their first home. The amount of the rent subsidy is 70€/month for a single person household, which is increased by 35€/month for each additional member (adult or child). The total amount of the rent subsidy cannot exceed 210€/month, regardless of the composition of the household.

-On the issue of ICT and women with disabilities and elderly women: The ministry of social cohesion and family is going to implement a project for Digital Training & Empowerment of (6.000) elderly people and (2.400) persons with disability, of total budget of eight million euros, funded by RRF. Digital literacy will help these groups with daily needs and independent living. The Institute of the national Confederation of persons with disability participates as a partner to the scheme for persons with disability.

11. In the past five years, what actions has your country taken to improve access to social protection for women and girls?

Please see question 10.

12. In the past five years, what actions has your country taken to improve health outcomes for women and girls in your country?

The total health expenditure for 2024 amounts to 12.8 billion Euros, an increase of about 900 million Euros compared to the corresponding forecast for 2023 (11.9 billion Euros). To this is added 1.5 billion of the Health Recovery Fund. This augmented budget for health services allows for expanded resources, enabling the Ministry of Health to address a wide range of healthcare needs, including the challenges posed by the COVID-19 pandemic.

Four priorities have been set by the Minister of Health: "to improve the health of the country's population. The treatment of inequalities in access to health services. To promote productivity and quality of health services so as to minimize negative patient experiences. The contribution of the NHS to social and economic development."

The Ministry of Health, based on its Strategic Planning for the period 2021-2023, in the context of eliminating barriers to access to quality primary health services at local and regional level, undertakes the planning, development, organization and implementation of programmes, interventions and actions aimed at the general population, but also at women and special categories of people (persons with disabilities, elderly, children, etc.), taking into account the legislation, the National Action Plans for the Rights of groups with specific characteristics, the National Action Plan for the Rights of People with Disabilities, and relevant requests from NGOs.

-Implementation of preventive examinations under the "S. Doxiadis" programme to vulnerable groups in remote areas for the period 2021-2025. It includes the creation of a network of health services to cover patients holistically. The aim is to provide additional services through the operation of Mobile Health Units on a regular basis to provide primary health care and prevention in all remote areas (islands and mountainous areas). Specifically with regard to women, this includes conducting screening for Spinal Muscular Atrophy carriers through the study of genetic material of pregnant women (~85,000 screening tests per year), partners of those pregnant women who are proven carriers (~2,000 per year) and embryos derived from double carriers (~50 per year).

- The National Programme for Systematic Prenatal and Perinatal Check-up, which falls under the National Prevention Programme "Spyros Doxiadis" Axis 2: Secondary Prevention, which is aimed at the population for the protection of their health during the prenatal and perinatal period. The Programme includes a set of scientifically recommended laboratory tests during the prenatal period and the extension of the National Neonatal Screening Programme, so that early diagnosis covers all rare but serious diseases that are treatable and can be controlled. The objectives of this programme are:

- Prenatal screening of 35% of pregnant women (with priority given to women below the poverty line) per year of implementation of the programme, with a final numerical target of 92,000 women.

- Perinatal screening of 35% of newborns (with priority given to those belonging to economically vulnerable groups) with a final target of 92,000 newborns

- National Screening Program PROLAMVANO (I PREVENT): The Programme was created by the Ministry of Health in collaboration with the Ministry of Digital Governance and is implemented in the framework of the National Resilience Recovery Plan Greece 2.0 with funding from the European Union -NextGenerationEU. The investment rises to more than 200 million euros until 2025. This is the first comprehensive National Prevention Programme implemented in our country, which covers almost all citizens and has as its ultimate goal the early detection of the main chronic diseases (such

as cancer and cardiovascular diseases) that cause premature deaths. The programme, provides packages of screening tests for breast cancer, cervical cancer, colorectal cancer and cardiovascular risk to all, free of charge, easily and quickly.

In particular it includes:

The "Fofi Gennimata" programme for the prevention of breast cancer. The programme is addressed to all women aged 45-74 years old who are in Greece and have a social security number and incorporates digital technology in order to make it easier for women to have their examinations easily, directly and free of charge (notifications through SMS) . The aim of the programme is to reduce barriers to access to health services for all women. The free examinations included in the Programme are the following:

- Digital Mammography examination for all female beneficiaries
- Clinical examination (in case of a finding)
- Clinical mammogram (in case of a finding or need for further investigation)

Over 300,000 mammograms have been performed so far and more than 20,000 women were diagnosed at an early stage, with the potential for more effective treatment and cure.

Cervical cancer screening programme: The SMS for the Cervical Cancer Prevention Programme, which targets 2.5 million women aged 21-65 years, offering free screening tests such as HPV-DNA molecular test, PAP Test, colposcopy, biopsy, examination by a specialist doctor, started in May 2024.

Colorectal cancer prevention programme: In the first week of June, the first SMSs for the colorectal cancer prevention programme, which targets 3.8 million men and women aged 50-65 years, are expected to start being sent out. It includes free screening with special tests that people will be able to obtain from pharmacies and free diagnostic colonoscopy, in line with the recommendations of the Committee of Public Health Experts.

Programme for the prevention of cardiovascular diseases: In the second half of the year 2024, the cardiovascular disease prevention programme is launched, targeting 5.5 million women and men aged 30-70 years, including free visits to a doctor and free lipid profile blood tests to assess cardiovascular risk and identify metabolic syndrome. Early diagnosis through prevention is an extremely valuable practice that can lead to high rates of full recovery for patients or even a reduction in the number of patients affected.

-Improving the quality of primary health care structures to enhance universal and equitable access for all citizens. This includes the creation of new structures (Central and Local Health Teams), their reinforcement in terms of infrastructure, medical equipment and training of human resources.

- The Ministry of Health immediately promotes the creation of Mobile Health Care Units for inaccessible areas and vulnerable population groups. The establishment of mobile units has already been approved by the Central Health Council and is in the process of final signature. Among these units, Gynaecological and Radiological Health units are envisaged, with staffing, equipment and services provided in collaboration with public and private bodies to facilitate access for women living

in geographically isolated areas and to implement prevention and health education programmes for target groups involving women of all ages.

The broader aim is to strengthen primary health care which will act as the first point of contact between citizens and the health system, providing care as close as possible to where people live and work. This will help to reduce exclusion and social inequalities in the health sector, organize services according to the needs and expectations of citizens and strengthen their participation in health policy decision-making.

13. In the past five years, what actions has your country taken to improve education outcomes and skills for women and girls, including in sectors where they are underrepresented?

The Ministry of Education, Religious Affairs and Sport actively participates in the national action plan for gender equality 2021-2025 and is dedicated to a comprehensive set of national policy priorities providing high-quality educational opportunities accessible to all; promoting inclusivity, embracing innovation, implementing digital transformation in schools, investing in the professional development of educators, and forging robust connections between vocational education and the labor market.

A primary objective is to champion diversity and inclusion, ensuring that every individual, regardless of their background, origin, gender, or beliefs, has equal access to educational resources and the opportunity to realize their full potential. In pursuit of this goal, it has introduced the awarded "Skills Labs" policy, an innovative school module integrated into the mandatory curriculum and one focus is on cultivating life skills related to gender equality (thematic cycles "Live Better", "Social Awareness and Responsibility" aligned with UNSDG). The Institute of Educational Policy offers a digital platform providing teachers with materials and educational activities covering gender-related topics, rights, mental and physical health, safety, protection, respect for sexual dignity, and equality. For instance, the "Convey Program" targets secondary school students, aiming to raise awareness about gender stereotypes and the portrayal of women's sexuality in the media, along with their contribution to the perpetuation of violence and harassment. Another program, "The World Upside Down," sparks discussions among young people about the prevention and combatting of gender-based violence. The program presents stories of girls who have experienced gender-based violence in four languages: Greek, English, Arabic, and Farsi.

Furthermore, the Ministry promotes girls' engagement with STEM subjects from an early age, starting in kindergarten. The introduction of new curricula encourages the incorporation of female role models into educational materials, study programs, and training initiatives.

In addition, it has recently introduced the "Living Harmoniously Together — Breaking the Silence: Regulations to Prevent and Address Violence and Bullying in Schools and Other Provisions" law. This legislation seeks to prevent and address instances of violence and bullying in primary and secondary education by nurturing trust within the educational community. As part of this endeavor, a nationwide anti-bullying campaign is running from March 2024.

The Ministry of Education has also initiated the widespread implementation of compulsory pre-school education at the age of four and it has extended all-day primary school hours until 5:30 p.m. These initiatives enable young people to participate in creative educational activities while providing essential support for working young women. Moreover, the Ministry remains committed to addressing gender disparities in employment by promoting equal opportunities for women and men across all sectors.

Finally, the Ministry has established Gender and Equality Committees within every university department, underscoring its commitment to fostering gender equality and inclusivity throughout the education system. These collective efforts demonstrate the Ministry's unwavering dedication to creating a more equitable and inclusive educational environment and workforce in Greece.

On equal access to education for Roma and other disadvantaged groups and in all regions:

The previous National Strategy for Roma Social Inclusion 2011–2020 and Action Plan 2017–2021 included four pillars, one of them being education (dealing with school drop-out with special reference to Roma girls). The new National Strategy for Roma Social Inclusion for the period 2021–2030 includes measures to combat discrimination, prevent and fight poverty and social exclusion, empower Roma and enhance their participation in social, economic and political life. In this context, emphasis is placed on the areas of housing, employment, education and health, taking into account the gender dimension horizontally.

The inclusion policy is promoted for all vulnerable groups of the student population. In this context, intercultural education concerns the structuring of relations of different cultural groups with the aim to lift inequality and social exclusion. Arrangements promoting the Roma student participation in education, requiring inter-ministerial cooperation include:

- Enrollment - All children/Students attend public schools based on geographical criteria (they attend the school nearest to their home). Vulnerable students are enrolled in school regardless of whether they are registered in Municipal Registers or whether they have a certificate of permanent residence.

- Transportation arrangements to and from school for students facing difficulties to reach the school, mainly supporting Roma students that reside at a settlement far from public transport or they have other difficulties to reach the school.
- Arrangements for mobile populations without a permanent residence. Roma families travelling within the country for seasonal work are facilitated to continue school attendance.
- Social benefits such as Minimum Guaranteed Income and child benefit (A21) are linked to continuing school attendance, serving as a motivation measure to enhance Roma participation at school.
- Establishment of Educational Priority Zones psychologists and social workers employed in schools and Reception Classes targeting also Roma students in the context of intercultural education.

This action “Supportive interventions in ROMA communities to enhance access and reduce dropout of education by children and adolescents <https://hub.uoa.gr/support-interventions-in-roma-communities-actions>, running from 2019 until 2023, aims to combating children and adolescent’s early school leaving and increasing the access of students from Roma communities to all levels of education (pre-school, primary, secondary, high school, lyceum). Educational interventions are targeted to the whole educational community (students, parents, teachers, education staff) as well as to the areas of the country hosting a high concentration of Roma population. Special actions are organized within Roma settlements, focusing on Roma parents and adolescents who have not completed compulsory education. The aim is to encourage them to participate in literacy classes in order to obtain a primary school diploma and then enroll to Second Chance Schools so as to get the compulsory education certificate. The Action is planned to continue also in the next programming period 2021-2027.

14. What actions has your country taken to ensure that economic recovery from the COVID-19 pandemic closes gender gaps in poverty, employment, social protection, education, and/or health that the pandemic has exacerbated?

The key lesson that the successive crises in our country have taught us is that these crises are not gender-neutral. For instance, the impacts of the economic crisis were greater for women than for men. Regarding the measures taken to address the gender gaps in the fields of employment, social protection, education, and health: (see section Poverty eradication, social protection and social services question 10-13 on related measures taken to alleviate the consequences of the crisis).

At a more central level, with the primary aim of implementing gender mainstreaming in public policies, it is also important to mention the implementation of a program providing expertise on gender budgeting tools and gender impact analysis. The ultimate goal of this is to create a mechanism that integrates the specific needs of each gender into policy-making from the planning stage to their evaluation, in order to reduce gender gaps in similar crisis situations in the future.

Freedom from violence, stigma and stereotypes

Critical areas of concern:

- D. Violence against women
- I. Human rights of women
- J. Women and the media
- L. The girl child

15. Over the past five years, which forms of gender-based violence, and in which specific contexts or settings, has your country prioritized for action?

The General Secretariat for Equality and Human Rights and the Network of structures for gender-based violence

Gender equality issues and preventing and combating all forms of violence against women remains top priority for the newly established Ministry of Cohesion and Family and its General Secretariat for Equality and Human Rights, the competent governmental agency for gender equality in Greece. The General Secretariat for Equality and Human Rights (GSEHR) has been implementing the "National Program for the Prevention and Combating Violence against Women" since 2010, as the first integrated and structured action program at the national level to combat gender-based violence.

An integrated network of 65 structures across the country is currently fully operational to prevent and deal with all forms of violence (domestic violence, sexual harassment, rape, trafficking of women for the purpose of sexual exploitation). Specifically, the Network includes the 24-hour SOS Helpline 15900, 44 Counseling Centers and 20 Shelters for women victims of violence and offers support services for women victims:

- The 24-hour SOS 15900 Telephone Line, is a nationwide line, that operates 24 hours a day / 365 days a year, staffed by specially trained counselors, who provide counseling support, in Greek and English (telephone or via e-mail: sos15900@isotita.gr). The line has been operating since March 11, 2011.
- The Counseling Centers provide:
 - psychosocial support (specialized counseling on issues of violence),
 - legal advice and information on the rights, the relevant legislation, the required procedures for submitting a complaint, lawsuit, etc.
 - legal aid (in cooperation with the local Bar Associations),
 - employment counseling and promotion in the labor market in collaboration with other agencies (e.g. Public Employment Organization, Employment Promotion Centers, Municipal Social Services, etc.),
 - referral services to Shelters, to the police and prosecutor's authorities, to the court, to hospitals or health centers, to social policy agencies, to employment agencies, to childcare and support

agencies, while at the same time implementing Prevention, Information and Awareness Actions of the local community.

- The Shelters provide:
 - safe accommodation and meals for women victims of violence and their children,
 - additional psychosocial support, work and legal counseling through the counseling centers
 - the Shelters' staff facilitate access of women to health services, social services, the enrollment of children in schools, etc
 - all structures are staffed by people specialized in counseling of women (psychologists, sociologists, social workers and lawyers). Counseling services are confidential.

In December 2021, the GSEHR presented the National Action Plan for Gender Equality 2021-2025, continuing the effort for a society of substantial equality, free from violence, stereotypes and discrimination. The Action Plan includes a set of actions for gender and domestic violence, women's participation in social and political life, women's work and women's economic empowerment, and for the implementation of gender mainstreaming, i.e. the horizontal integration of the gender perspective in all policies. Indicatively, on preventing and combating gender-based violence, legislative interventions, information and awareness-raising actions, development of new measures and tools, preparation of research on the extent and forms of gender-based violence in cyberspace are foreseen

Istanbul Convention

The Greek Government signed the Istanbul Convention in 2011 and acknowledged the importance of its implementation by its ratification on the 8th of March 2018 (Law 4531/2018). The Istanbul Convention is the most far-reaching international treaty to tackle violence against women and domestic violence. Its comprehensive set of provisions spans far-ranging preventive and protective measures as well as a number of obligations to ensure an adequate criminal justice response to such serious violations of human rights. It covers new ground by asking that root causes of violence against women (such as gender stereotyping, traditions harmful to women and general manifestations of gender inequality) be addressed. Law 4531/2018 adjusted domestic legislation, in particular in the field of criminal law. The new legislation strengthens the criminal provisions punishing female genital mutilation, criminalizes stalking, enhances the rights of victims of domestic violence, and designates as coordinating body, in accordance with Article 10, the General Secretariat for Equality and Human Rights. The Penal Code has been amended to include stricter penalties for heinous crimes, sexual crimes, crimes against minors and GBV and to provide for an extension of release time under conditions for serious offenders and those convicted to life sentence (Law 4855/2021). Revenge porn was also introduced to the Penal Code as a felony under penalty of up to eight years of prison (Law 4947/2022). All these amendments to the criminal law were aligned to the provisions of the ratified Istanbul Convention.

The implementation of the requirements set by the Istanbul Convention is a strategic goal of the General Secretariat, which has been designated by the Greek state as the competent body for coordination, implementation, monitoring and evaluation of the measures and policies adopted in the fields covered by the Convention. In March 2022, the first national report was submitted to the competent Committee of Independent Experts (GREVIO) on the progress achieved in specific areas set by the Istanbul Convention. In February 2023, GREVIO carried out the first evaluation visit in Greece, the findings of which have been published on the 14th November 2023 ([Baseline Report for Greece](#)).

Violence and harassment in the world of work

The Labour Reform Law 4808/2021 includes provisions on work-life balance for parents and carers and also the ratification of the International Labour Organisation's Convention 190 on violence and harassment in the world of work. The adoption of this landmark instrument recognizes the right of everyone to a world of work free from violence and harassment, including gender-based violence, making Greece one of the first countries to have ratified it. Relative administrative initiatives have been taken for its implementation.

More specifically, as regards measures to prevent and address violence and harassment in the public sector, article 22 para. 4 of the law provides for the issuance of a ministerial decision (actually issued in January 2023). The ministerial decision repeats the definitions of Law 4808/2021 on the purpose, key meanings and places where violence and harassment may occur, measures to inform and prevent, protect and prohibit retaliation, while article 5 regulates the special process and the competent bodies for submission and examination of relevant complaints about incidents of violence and harassment (a. the Ombudsman also for issues within its remit for incidents with violation of the principle of equal treatment pursuant to Law 3896/2010 and 4443/2016, b. within the institution where work is provided, the Integrity Consultant, otherwise the higher in administrative hierarchy head of the institution in charge of staff matters and especially for Local Authorities of 1st and 2nd Degree also the Secretary of the relevant Decentralized Administration and c. the National Transparency Authority).

Also, the above-mentioned ministerial decision renders the Integrity Advisors competent to receive reports of violence and harassment at work. The institution of the Integrity Advisors in the public sector was introduced with Law 4795/2021 with the task ensure a consistent framework for effective protection of employees who identify, suffer the consequences or wish to report breaches of integrity, as well as to provide support, information and advice to the employees on issues of morality and integrity in their workplace. The provisions of the Law already provide for the establishment of an Integrity Advisor Independent Office in each Ministry, with the exception of three Ministries, and the possibility of setting up the Office in also in other public entities.

On the other hand, in the private sector, the Government wished to specify the extended competence of the Labour Inspectorate as regards incidents of violence and harassment at the world of work, to provide the affected persons with increased safeguards and ensure that all parties responsible shall fulfill their obligations in accordance with the law. Thus, the Labour Inspectorate is responsible to

monitor also at preventive level that the employers shall fulfill their above-mentioned obligations, irrespective of whether a relevant application is filed or not. The Labour Inspectorate is organizationally supported by the establishment of an Independent Department for the monitoring of phenomena of violence and harassment at work, monitors the progress of complaints and applications for labour dispute resolution relating to violence and harassment submitted to the Authority to ensure that they are dealt with promptly and efficiently.

In accordance with the above, for the second semester of 2021, which was the first operation semester of the Independent Department, the [1st Annual Report](#) for the year 2021 was prepared in March 2022 and was communicated to the competent services. Additionally, in March 2023, the [second Annual Report](#) for the year 2022 was issued and communicated accordingly. The Department's 3rd report was published in [February 2024](#).

In November 2023 the Greek Government submitted to the International Labour Office its 1st detailed Report on the application by Greece of International Labour Convention 190 for the period from 30 August 2022 to 31 May 2023, including also findings of the Deputy Ombudswoman for equal treatment, on the basis of findings of cases of sexual harassment handled.

Intersex genital mutilation

Law 4958/2022 prohibits intersex genital mutilation procedures and other medical treatments before the age of fifteen. Such interventions can be performed after the age of fifteen and only with the minor's free and informed consent.

Trafficking in human beings

The GSEHR collaborates with the Office of the Greek National Rapporteur on Trafficking in Human Beings (under the Ministry of Foreign Affairs) to fulfil obligations arising from the Council of Europe Convention on Action Against Trafficking in Human Beings. Additionally, it contributes information for the Annual Report of the U.S. State Department on Trafficking in Persons (TIP Report).

Furthermore, the GSEHR partners with the National Referral Mechanism for the identification and referral to assistance of women victims of trafficking. The National Referral Mechanism for the Protection of Human Trafficking victims (NRM) conducted two-day training seminars in November and December 2022 for the counsellors of the GSEHR structures. The training focused on trafficking management and the operation of the mechanism, including the collection of victims' protection requests (identified by any public actors or NGOs, not necessarily officially recognized as victims), monitoring of cases, and the establishment and operation of the Victims' Protection Requests Registration System for reliable statistics.

Additionally, the GSEHR actively participated in the "Raise Your Voice Festival," organized under the auspices of the Office of the National Rapporteur for Combating Human Trafficking, Ministry of Foreign Affairs, Municipality of Athens, Greek National Tourism Organization, and EKKA.

In collaboration with UNHCR in Greece, UNCHR conducted the "GBV Risk Assessment and the Participatory Assessment for exchanging sex" research. The research has been completed, and the data are currently being processed.

On the initiative of the Ministry of Justice and in cooperation with the National Rapporteur for Combating Human Trafficking, a special Working Group was set up for the protection of victims of human trafficking, striving for a comprehensive picture and evaluation of the situation in Greece. The aim is to form a forum for communication, fermentation and the formulation of guidelines by the co-competent service agents. The composition of the Working Group includes representative of the Police, the Prosecutor's Office, the Judges, the Office of the National Prosecutor for the fight against Trafficking in Human Beings and the Team of the National Center for Social Solidarity that supports the operation of the National Mechanism Report on the Protection of Victims of Trafficking in Human Beings. The Working Group against Human Trafficking meets from July 2021 until now at least once every two months. The Working Group undertakes initiatives and practical actions that will strengthen the protection of victims from human trafficking and will contribute to the compliance of our country with its international obligations, but also to the consolidation of good practices based on the recent legislative amendments and choices of the State.

On the initiative of the Working Group and in cooperation with the Deputy Prosecutor of the Supreme Court, who is responsible for human trafficking issues, the no. 7/23.5.2022 landmark circular of the Prosecutor's Office of the Supreme Court was issued, regarding the issue of identifying a person as a "victim of human trafficking", which further strengthens the rights of victims of human trafficking.

At the same time the Ministry of Justice in collaboration with the National School of Judicial Officers, arranged training seminars for active Judicial Officers, on the topic : "Rights of Victims of Criminal Acts", with an emphasis, among other things, on victims of human trafficking. Also relevant material is included to the courses of the School's curriculum.

Finally, the Working Group drafted a concise Guide on the rights of Trafficking victims and the implementation of joint actions with the competent bodies of the Greek Police.

In addition, a special Investigator for Victims of Human Trafficking has been appointed. The Working Group raised this issue before the administration of the Athens Court of First Instance and the Deputy Prosecutor responsible for victims of Trafficking.

It is noted that now Article 35 of Law 5028/2023 provides that special investigators are appointed in the Courts of First Instance of Athens and Thessaloniki for the cases of human trafficking and crimes against sexual freedom and the economic exploitation of sexual life and the illegal trafficking, employment and labor exploitation of citizens of third countries, as well as related crimes.

Article 35 of Law 5038/2023 on the new Immigration Code, provides that special investigators are appointed in the Courts of First Instance of Athens and Thessaloniki for the cases of human trafficking and crimes against sexual freedom and the economic exploitation of sexual life and the illegal trafficking, employment and labor exploitation of citizens of third countries, as well as related crimes. Article 137 of the same law provides stipulates that during the reflection period, victims of human trafficking are entitled to medical care and access to services of psychological support offered by the

National Health System, the Protection and Assistance Agencies, and Organizations that cooperate with the above, as well as by the First Reception Services. During the reflection period, victims of human trafficking are also provided with “appropriate living conditions” in case they do not have sufficient resources. The competent prosecution, judicial and police authorities shall ensure, as a matter of priority, the protection and security of the aforementioned victims, the provision of translation and interpretation services when they do not understand the Greek language, information about their legal rights and the services provided to them, as well as the provision of any necessary legal assistance

Hellenic Police officers have been constantly trained, with the ultimate goal of further improving cooperation with all relevant bodies and building a holistic approach to relevant cases. THB thematic unit is included in the curriculum of the Police Academy.

As regards prosecution of trafficking offences, the Public Prosecutor at the Supreme Court transmitted to all the Public Prosecutors’ offices guidelines and the Memorandum drafted by the National Rapporteur on dealing with THB cases. The Public Prosecutor asked the first instance Courts’ to report every four months on the number of the trafficking victims they have officially recognized.

Public Prosecutors have also participated in various training seminars on trafficking issues. In the curriculum of the National School of Judges, twelve and twenty four additional hours of courses have been included for prosecutors and judges, respectively, on criminal law issues with particular emphasis on trafficking offences.

Hellenic Police

In 2019, Police Domestic Violence Services were established throughout the country, aiming at coordinating, supervising and guiding Police regional services in addressing cases of GBV more efficiently and effectively. In total, seventy three Services were established, one of which within the Hellenic Police Headquarters. Their competences include, inter alia: a) monitoring of domestic violence cases, b) envisaging measures related to preventing and suppressing domestic violence offences, c) elaboration and development of actions with co-competent agencies aiming at the protection of victims, d) collection of data related to domestic violence cases, e) implementation of educational trainings/seminars in collaboration with co-competent bodies and agencies and f) actions for raising public awareness on domestic violence.

The Hellenic Police issues targeted orders on how to handle victims of sexual offenses. These orders provide useful guidance on: (a) a victim-centred approach (b) a gender-sensitive approach to avoid secondary victimization (c) informing immediately the local competent public prosecutor and (d) providing assistance and protection, in cooperation with jointly competent bodies and services.

It is worth mentioning is that since 2019, the police have enhanced the collection of quantitative and qualitative data on gender-based violence, disaggregated by sex, age, form of violence, relationship between the victim and perpetrator and, in some cases, geographical location. Data on offences related to domestic violence, including psychological and economic violence and sexual violence are available. Data on femicides in the context of domestic violence have also been made public since 2010. Moreover, work is under way to continue expanding the police database to collect

disaggregated data on gender-based violence and to combine variables, in particular relating to the sex of the victim and the perpetrator and relationship between them. As a result of recent steps taken to improve data collection, it is now possible for the police to extract information on individual cases and also to obtain an overview of the situation regarding gender-based violence in different regions, which can also be used to strengthen prevention work.

16. In the past five years, what actions has your country prioritized to address gender-based violence?

Further to the information provided with the previous question, the following initiatives and actions should be mentioned in addressing gender-based violence in the last 5 years:

- In the context of the implementation of Law 4531/2018, which ratified the Istanbul Convention, the Hellenic State made further amendments to the Penal Code in order to fulfil the obligations under the Convention. Law 4855/2021 amending the Penal 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 modernizing 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. The Penal Code has been amended to include stricter penalties for heinous crimes, sexual crimes, crimes against minors and GBV and to provide for an extension of release time under conditions for serious offenders and those convicted to life sentence (Law 4855/2021). Revenge porn was also introduced to the Penal Code as a felony under penalty of up to eight years of prison (Law 4947/2022). Just to provide some data, from March 2011 to December 2022, approximately 47,000 women were supported by the Counselling Centres and the Shelters and more than 74,500 persons consulted the SOS Helpline. From January to December 2022, the SOS Helpline received 5,214 calls from women victims of violence and 2,094 calls from third parties. At the same time, 5,578 women – victims and persons from their close environment – addressed the 44 Counselling Centres to seek advice and guidance from specialized psychologists and social workers, while the 19 Shelters hosted 244 women with their children.
- Later, the adoption and implementation of Law 5090/2024, includes amendments and modernization of the Law 3500/2006 on domestic violence, in order for it to be in line with the Istanbul Convention:
 - Inclusion in the law on persons receiving social care services
 - Amendment of provisions on the protection of minors; introduction of psychological violence against minors

- Amendments in relation to the criminal acts provided for (Articles 6, 7, 8, 9 of Law 3500/06)
- Increase in the amount of compensation to victims
- Amendment of the provisions on criminal mediation
- Amendment of the provisions on the limitation period for offences
- Extension of restrictive measures
- Extension of public sector bodies providing assistance and direct information to victims and bodies by the competent authorities
- Introduce an obligation for professionals to report incidents of domestic violence that come to their attention (ie doctors, coaches etc). These professionals are not pursued for reporting these cases.
- Provisions for individual assessment of victims, risk management and avoidance of secondary victimization
- Provisions for the recruitment of relatives of victims of domestic violence in the public sector
- In the framework of the cooperation between the General Secretariat of Social Affairs and the Public Employment Service from March 2021, care was taken to include unemployed women victims of gender and domestic violence in the employment programmes of vulnerable social groups. For 2023, the total number of women beneficiaries was 45. Also, women victims of gender and/or domestic violence are included as a category of beneficiaries of the Special Assistance for Vulnerable Groups by the Public Employment Service.
- The 1st on-site assessment visit of GREVIO took place between 18-24 February 2023. Specifically, meetings with government stakeholders took place in the period 20-24 February 2023. Following the on-site visit, our country has already received its first assessment by the Committee of Independent Experts (GREVIO) and accepted the recommendations mentioned in the relevant Report to which it will have to respond by 5/12/2026. An interministerial committee to supervise the implementation of the GREVIO recommendations is under enactment.
- In the framework of the obligations under Article 51 of the Convention, the GSEHR implemented a project entitled: "Horizontal Domestic Violence Risk Assessment Tool" (Risk Assessment Tool) for women victims of gender-based violence and domestic violence, in order to assess the level of recurrence of incidents of violence in their close environment. In February 2023, the evaluation phase of the pilot implementation of the tool was completed. The evaluation was implemented through online focused discussions, supported by the sending of questionnaires. In April 2023, the tool was completed and submitted as a deliverable to the GGIAD. The tool will be implemented and used progressively by all services that receive women victims of violence and domestic violence.
- With the Ministry of Citizen Protection and in cooperation with the Ministry of Digital Governance and the company VODAFONE, the special application "Panic button" has been

created with the aim of helping women who are in danger to call for immediate help in a safe manner (by pressing a button on their mobile phone). With the help of technology, women's phones are connected to the police, the authorities detect the location and can immediately intervene to protect them. The bodies responsible for providing it are the Counseling Centers of the GSEHR of the Ministry of Social Cohesion and Family and the Police. Actually, in May 2024 every adult victim of domestic violence in Greece, regardless of gender, will now be granted free use of a 'Panic Button' application on their phones. Using their mobile phone, any adult in serious danger can immediately inform the police. The app works as a silent alarm; the attacker does not perceive the police notification alert coming from the victim. Greek police departments handling gender-based violence started the pilot use of panic button apps in November 2022, but only in Athens and Thessaloniki. Expansion of the application was urgently needed given the persistence of domestic violence cases and femicides.

- The GSEHR, in collaboration with UNICEF Greece, has implemented the adaptation of the [GBV Pocket Guide in Greek](#). The main changes made concern information about the Greek context, sources of references and the terminology used in the national context. The Pocket Guide is a Digital Application (App) that uses global standards to provide essential support and information to professionals such as health professionals, social workers and wider frontline staff in vulnerable population groups. The Gender-Based Violence App is designed to be a practical tool for professionals as well as anyone who becomes aware of an incident of gender-based violence. The GBV POCKET GUIDE has been developed on the basis of international standards, is available in more than 12 languages and is free of charge. The Greek version of the guide was presented in January 2023 at an open event at the Library of Gender and Equality Issues, it is addressed to all, both professionals (specialized and non-specialized) and the general public.
- In November 2023, the 4th Annual Report on Violence against Women of the General Secretariat for Equality and Human Rights was published and it concerns the actions for the prevention and response to gender-based violence with statistical data from November 2022 to October 2023. In this context, the report focuses in particular on the phenomenon of cyber violence against women and girls. It also includes the presentation of developments on the issue of gender-based violence at the legislative and policy level, the actions and initiatives of the GSEHR and the bodies of the National Mechanism for Gender Equality, as well as the statistics of the Equality Observatory and the Network's Structures for the Prevention and Combating of Gender-Based Violence.
- In addition, the GSEHR published three (3) quarterly Newsletters (October-December 2022, January-March 2023 and April-July 2023) to capture the general picture on the prevention and combating of gender violence and multiple discrimination against women of the SOS 15900 Hotline and the Counselling Centres and Shelters of the GSEHR Support Structures Network.

- Prevention, awareness-raising and information actions (radio and TV spots, workshops, trainings, distribution of printed material, etc.) are implemented both at central level by the GSEHR and at local level by all the network structures. The Counselling Centres and Women's Shelters carry out a series of actions to raise awareness of the issue of gender-based violence in local communities and provide information on the services provided. The [awareness raising campaign](#) “**✘ GENDER-BASED VIOLENCE IS NOT OK. ✘ HARASSEMENT IS NOT OK.** 👉 REPORT IT” was launched in 2024 on the initiative of the Ministry of Social Cohesion and Family, in collaboration with the Ministry of Infrastructure and Transport and the Athens Urban Rail Transport.
- Finally, it has to be noted that the GSEHR has signed, in April 2024, a protocol of cooperation with the Hellenic Hoteliers Federation , in addition to the shelters, for the management of emergency requests for safe accommodation.
- A study was also implemented that includes the profile of the perpetrators of domestic violence, the mapping and evaluation of therapeutic programs for the perpetrators, as well as proposals for improving the therapeutic programs with the aim of preventing domestic violence. The study was completed in July 2023 and is entitled: "Study on the profile of perpetrators of domestic violence, evaluation of therapeutic programs for perpetrators, proposals for improving therapeutic programs aimed at preventing domestic violence."
- Sexual Violence and cooperation with the Council of Europe: The Ministry of Social Cohesion and Family, supporting the implementation of the Istanbul Convention in the Hellenic Republic of Greece proceeded to a cooperation with the Council of Europe seeking assistance for providing assistance to victims of sexual violence through its programme “Ending Violence against women: multicountry programme”. The research uptaken by the Council of Europe will be tailored to the needs of the Hellenic Republic of Greece in light of its ratification of the Istanbul Convention. In particular, the study aims at assisting the Greek government in selecting a model for providing assistance to victims of sexual violence. The purpose of the study is to map and provide an overview of the number of support services for victims of sexual violence currently available in Greece. Furthermore, the study will also assess who provides these services, in which regions are these services provided, if state authorities and women’s NGOs collaborate in the provision of these services, and to identify any existing referral pathways and multi-agency cooperation between existing services and state agencies. The research will identify existing gaps in victims support and provide recommendations for the development of specialised sexual violence services in Greece.
- Cooperation with universities: an initiative already included in the National Action Plan for Gender Equality 2021-2025, the Ministry of Social Cohesion and Family has signed a Memorandum of Cooperation with the Ministry of Education, Religious Affairs and Sport on May 2024. The Memorandum of Cooperation concerns the development of systematic cooperation between the parties involved, for the implementation of the "Eleni Topaloudi" programme, which is included in the National Action Plan of the General Secretariat for Equality and Human Rights (2021-2025) with the main objective of combating and eliminating

gender violence and sexual harassment in the country's Higher Educational Institutions. The main points of the memorandum are the prevention and combating of sexual harassment in universities, with the operation of an incident reporting mechanism, the provision of psychological support to victims, information and awareness-raising activities for the academic community for the prevention and elimination of gender-based violence, sexual harassment and discrimination in universities and the exploration of ways of support, cooperation and awareness-raising of third parties regarding the above issues.

- In 2021, the Public Prosecutor of the Supreme Court issued a Circular on “Sexual offences” and one on “Domestic violence”, calling Prosecutors of the Courts of First Instance to address such cases without delay and to protect victims and survivors more effectively, as well as ensure that perpetrators are brought to justice. The second Circular refers, for the first time, to the term “femicide”, and provides, inter alia, for the facilitation of the victims’ access to the criminal justice system, the prompt investigation of the alleged criminal acts, as well as allocates priority in their adjudication, to avoid lengthy proceedings.
- According to Law 4375/2016, the Reception and Identification Service of the Ministry of Migration and Asylum is responsible for the operation of Reception and Identification Centres and deals, inter alia, with families, women refugees, victims or potential victims of violence and their children and with vulnerable groups in general and provides housing for them. In the event that vulnerable groups of individuals, as those described above, are identified by competent authorities, the necessary procedures for their transfer to suitable accommodation facilities are implemented. In cases of GBV there is also collaboration with the General Secretariat and referral to its supporting services.

17. In the past five years, what strategies has your country used to prevent gender-based violence?

Please refer to questions 15-16

18. In the past five years, what actions has your country taken to prevent and respond to technology-facilitated gender-based violence (e.g. online sexual harassment, online stalking, non-consensual sharing of intimate images)?

The rapid evolution of information and communication technologies facilitates the creation of new forms of violence and direct access to women and girls, as non-consensual image or video capture and publication, exploitation, sexualised bullying, cyberflashing, technology-facilitated stalking, online psychological violence and economic abuse.

To date, Greece has no legislation defining cyber/technology-facilitated gender-based violence.

Nonetheless, at least two types of cyber violence offence are criminalised: cyber harassment, cyber stalking and 'revenge pornography'. No specific reference to women/girls is made in these provisions. Other forms of cyber violence are covered either by general offences where reference is made to 'any means' including ICT means (but not as an aggravating circumstance) or to offences committed 'in public' or by general offences with no reference to ICT or other means.

Cyber harassment/sexual harassment: Law 4808/2021, which ratified the ILO Convention 190 on Violence and Harassment in the world of work, in its implementing Article 4(3)(c) explicitly covers harassment through work-related communications, including those enabled by information and communication technologies.

Stalking: Article 333 (1) of the Penal Code (Law 4619/2019 as amended to date) criminalised stalking, explicitly including stalking by ICT means for the first time, following the ratification of the Istanbul Convention. According to the explanatory report of the Law 4531/2018 ratifying the Istanbul Convention, the addition of the last paragraph was intended to criminalise 'stalking', that is, a persistent behaviour of persecution or monitoring, in which the invasion in the novelties: a) that no direct threat is required and 2) that stalking by electronic means (cyberstalking) is covered, too.

Revenge pornography: Article 38 of the Law 4947/2022, added to Chapter 19 ('Crimes against sexual freedom and crimes of financial exploitation') of the Penal Code (PC) a new Article 346, which criminalises for the first time revenge pornography as a distinct crime against sexual freedom. Before the adoption of the new Article 346 PC, the non-consensual use of intimate/private images used to be punished under the criminal provision on the protection of personal data and, as the case may be, in combination with other general criminal provisions, such as extortion (Article 385 PC), fraud (Article 386 PC), defamation (Article 362 PC), abuse (Article 361 PC), etc. In view of the big rise of such cases during and after the COVID-19 lockdowns, the legal basis linked to the protection of personal data was criticised as insufficient by women's NGOs and legal activists, who required the formal criminalisation of the phenomenon. The new criminal provision was adopted in the wake of 'revenge pornography' cases in which persons well known to the media were involved either as perpetrators or as victims, and the big public outcry that they caused.

More specifically, Article 346 PC 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.
- The GSEHR [Annual Report on Violence against women for 2023](#) had special focus on online violence against women (only in Greek).
 - KETHI, the Research Centre for Gender Equality, commissioned a survey on online violence against girls and women, with the aim of recording and capturing the dimension of the phenomenon of online violence in young women (18-24 years old). The study is included in the current National Action Plan on Gender Equality 2021-225. The ultimate goal is to understand the phenomenon and its different aspects and to develop proposals to improve the institutional response to online violence against young women, in order to protect them on and off the internet. The more specific goals of the survey are:
 - Investigating, through the collection and analysis of quantitative and qualitative data, the phenomenon of online violence against young women.
 - Highlighting the forms and types of online violence against young women (e.g. threats, swearing, revenge porn, sending offensive material, etc.).
 - Highlighting the effects on all psychological and social dimensions of young women's lives.
 - Highlighting the difficulties in identifying, reporting and reporting incidents of online violence.
 - The recording of needs and gaps in the relevant legislation.
 - The formulation of proposals for the adoption of interventions to deal with and combat the phenomenon, as well as for the increase of reports and complaints, formulation of recommendations.

19. In the past five years, what measures has your country taken to resource women's organizations working to prevent and respond to GBV?

The GSEHR, following the Law 4873/2021 on strengthening the action of the Civil Society Organizations (CSOs), keeps an unofficial recording system of women's organizations/networks specialized in human rights and GBV. Additionally, it cooperates with Greek and foreign NGOs dealing with international protection, migration and social integration issues (UNICEF, UNHCR) .

The government is not funding NGOs' GBV programming. Instead, the organizations run response services through EU funds, UN agencies/INGOs and funds from private donors. The GSEHR also encourages the implementation of co-funded projects through the provision of a "Letter of Support" and also through its active participation in projects' consortia.

During 2018 and 2020, the GSEHR was in a partnership with local NGOs and INGOs for two EU-funded projects, the SURVIVOR and the EMPOWER. The 2021 EU Report on Gender Equality highlighted the SURVIVOR project as a good practice among the EU⁶.

20. In the past five years, what actions has your country taken to address the portrayal of women and girls, discrimination and/or gender bias in the media, including social media?

The portrayal of women and girls in media, including social media, is a complex issue that reflects and perpetuates various forms of discrimination and gender bias like stereotyping and objectification, underrepresentation, sexualization, cyberbullying and harassment etc. In general, while media has historically contributed to the perpetuation of gender bias and discrimination, there are also significant efforts underway to challenge these norms and promote a more inclusive and equitable portrayal of women and girls. Addressing these issues requires a multifaceted approach involving industry changes, regulatory measures, and public education. Here are actions taken in Greece to address the portrayal of women and girls, discrimination and/or gender bias in the media, including social media:

- The Project "Gender Public Debate", run by the GSEHR during 2019–2021, aimed at addressing existing barriers for journalists and women at public debate. 120 media stakeholders were trained in identifying, responding and preventing sexism and gender discrimination at public debates through targeted workshops for journalists, media practitioners and students of media faculties. In addition, 100 women politicians and candidates were able to enhance their skills in election-procedures and in identifying and responding to sexism and gender discrimination in public debates.

-On the issue of audiovisual media: A draft code of conduct for audiovisual and radio programmes has been put to consultation by the National Council for Radio and Television, an independent public

⁶ <https://op.europa.eu/en/publication-detail/-/publication/11d9cab1-fa52-11eb-b520-01aa75ed71a1> , page 16.

authority. It stipulates that programmes must ensure the promotion of substantive gender equality by portraying an equal and gender-sensitive image of individuals and includes gender-based violence in the forms of violence that must not be glorified, highlighted, or presented in a way that could be considered as condoning violence. The proposed code of conduct is complementary to the prohibition of introducing or promoting discrimination, especially due to gender, national or ethnic origin, nationality, religion or beliefs, disability, illness, age or sexual orientation already introduced by the 2023 Law on audiovisual media services.

-In the framework of the operation of a task force, established in 2022 to monitor the Memorandum of Understanding between the General Secretariat for Communication and Media and other 5 governmental bodies and comprised by representatives of signatory members⁷, Media Faculties and journalist trade unions guidelines for the drafting of annual reports with a gender perspective by journalistic organizations were developed responding to a provision of the Article 24 of Law 4604/2019. Furthermore, an academic course on Safety of Journalists and other Media Professionals which integrates the gender dimension has started in 2024.

One of the key issues addressed by the Task Force was the security of journalists and other media professionals and whether they are adequately prepared to deal with crises or threats either in their daily lives. Through the meetings of the Task Force and the activities of its relevant subgroup that addressed safety issues and highlighted needs and risks, significant shortcomings were identified in the training of journalists and media professionals to deal with such situations. Following these findings, it was decided to establish the International Training Centre for the Safety of Journalists and Media Professionals (ICSJ), based in Thessaloniki, created by a Memorandum of Cooperation (MoC) which was drafted and signed by all parties on the January 20, 2023. The eight signatories include the Secretariat General for Communication and Media, the Region of Central Macedonia, the Municipality of Thessaloniki, the Aristotle University of Thessaloniki (AUTH), the Association of Daily Newspaper Editors of Macedonia and Thrace, the Athens News Agency - Macedonian News Agency, the Hellenic Radio and Television and the Municipal Enterprise for Information and Communication in the Arts. The main objective of the Centre, according to the MoC, is to provide journalists and media professionals with specialized training and support, as well as research results, and it is already becoming an international reference point as well as a source of attraction for a large number of media professionals to be trained.

Among its other initiatives, the ICSJ held a webinar on the ever-increasing number of female journalists facing gender-based harassment online that was held in July 2023. The participants were informed about the general phenomenon and its manifestations, as well as the causes that lead to online violence against women journalists. Reference was also made to recent initiatives taking place to address the problem in ways that respond to the urgency and complexity of the phenomenon.

⁷ The co-signatories of the MoU include the then called Ministry of Justice - Secretariat General for Justice and Human Rights, the Ministry of Citizen Protection - Secretariat General of Public Order, the Ministry of Labour and Social Affairs - Secretariat General for Equality and Human Rights, the Ministry of Digital Governance - Secretariat General for Telecommunications and the Ministry of Foreign Affairs.

-On November 14th, the Third Committee of the UN General Assembly, during its ongoing 78th Session, adopted consensually, with 103 co-sponsorships, [the Resolution on “The Safety of Journalists and the Issue of Impunity,”](#) tabled by Greece. The Resolution highlights the beneficial role of women journalists and civil society organizations in enhancing media freedom and the free flow of information. Moreover, it includes references to the current challenges that journalists and media workers face globally, such as conflict-related sexual and gender-based violence, strategic lawsuits against public participation (SLAPPs), the dangers stemming from generative artificial intelligence, as well as the risks faced by journalists reporting on protests.

-According to media law legislation and especially under Law 4604/2019 and Law 4779/2021, the Greek National Council for Radio and Television (NCRTV) has imposed sanctions on broadcasting media because of words, phrases, images in their programs, such as reality shows, that insulted women dignity and promoted stereotypes discriminative against women. More specifically, Law 4604/2019 stipulates that media and advertisements shall promote substantive gender equality by advocating an equal and free from gender-stereotypes image of individuals. It provides for specific measures regarding codes of conduct, programmes’ content, broadcasting messages that aim at the elimination of sexism and stereotypes in relation to gender, gender identity and sexual orientation and the equal representation of women in all areas. The National Council for Radio and Television is the supervisory and sanctioning independent administrative authority. On the other hand, Law 4779/2021 on audiovisual media services prohibits the introduction and promotion of discrimination and incitement to violence or hate speech on grounds of, inter alia, gender identity or sex characteristics and sexual orientation.

In 2022-2023, several Decisions have been issued by the National Council for Radio and Television concerning the approval of Social Messages about stereotypes and harmful practices on gender equality and non-discrimination.

In 2023, relevant decisions have been issued on gender equality issues and the equal representation of women during the pre-election period.

It’s worth mentioning that the past two years, the number of complaints received by the NCRTV relating to gender equality issues has decreased.

- Law No. 5005/2022 – Digital media registries & Committee of Deontology

The recently adopted law 5005/2022 entitled "Strengthening of the publicity and transparency of print and electronic media - Establishment of electronic registries of print and electronic media and other provisions under the competence of the Secretariat General for Communication and Media" promotes transparency by publishing information, including the publisher, the director and the chief editor, the administrator and the domain name beneficiary.

It should be mentioned that the new law 5005/2022 is in line with the suggested European Commission Regulation on European Media Freedom Act, which focuses, among others, on the transparency of the ownership of media and the allocation of public advertisement.

For the first time, the new law sets up a Registry for Print Media as well as a Registry for Electronic Media, within a modern digital environment, where all print and electronic media service providers are called to register, in order to have access to state advertising.

Special reference should be made to the provision for an independent Committee of Deontology to ensure adherence with the journalistic rules of ethics, comprised by distinguished members with expertise in the media sector. This Committee is charged with reviewing complaints by anyone with a legitimate interest against a print or electronic information medium, for not conforming to the rules of journalistic deontology and ethics, according to the Journalistic Professional Codes of Ethics and Deontology of the Journalists' Union of Athens Daily and the Panhellenic Federation of Journalists' Unions, that are in place.

The office term of the Committee shall be two years, while most of the members of the independent Committee are representatives elected by the journalists' press unions, among their own members. The rest of the members of the Committee are representatives from Academic Institutions with a specialization in journalism, communication and mass media, who are appointed by the academic staff of the relevant departments, as well as a representative from the National Council for Radio and Television and from the non-profit organisation "Foundation for the Promotion of Journalism of Athanasios Vassiliou Botsi", who serves as the President of the Committee.

The first year of application of the Registry for Print Media showed a major acceptance on behalf of stakeholders both of Print and Electronic Media. Up to now, 499 applications of Print Media have been submitted to the Secretariat General for Communication and Media, the 362 of which, have been approved and relevant certification has been granted.

21. In the past five years, what actions has your country taken specifically tailored to address violence against marginalized groups of women and girls?

Ukrainian women

From 2022-2023, a cultural mediator specifically for the Ukrainian female population and outreach to Ukrainian communities has been assigned to the GSEHR.

In particular, the GSEHR activities for Ukrainian refugee women and girls are mentioned:

In the case of Ukrainian refugee women, the Ministry of Social Cohesion and Family and GSEHR made available the Network of Structures for the Prevention and Combating of Violence against Women, which includes the 24-hour SOS 15900 hotline, 45 Counselling Centers and 20 women's shelters.

Given its solidarity with the new refugee crisis and aware of the increased risks faced by women from Ukraine, who constitute the vast majority of the refugee population, the GSEHR issued a brief information leaflet entitled "We are here for you", which was distributed, in cooperation with UNHCR, at the entry points to our country and in structures of the Ministry of Migration and Asylum. The brochure has been translated into Ukrainian, Russian and English, and has a QR Code which refers to

the website of the General Secretariat for Migration and Refugees and to womensos.gr and specifically to the updated list of Counselling Centres translated into English, Ukrainian and Russian. The brochure contains useful information about the Network's structures and the services they provide to women victims and survivors of all forms of violence and their children.

This was followed by the in-depth information campaign on preventing and combating incidents of violence against Ukrainian women hosted in our country conducted by the GIAW.

In addition, from September 2022 to December 2023 on the SOS 15900 Line there was the possibility of direct interpretation in Russian and Ukrainian, with the presence on the Line of a cultural mediator. The action is implemented with the support of the UNHCR in cooperation with the GSEHR.

For this particular action, the GSEHR issued a communication to inform the population of Ukrainian refugee women in our country, while information on the provision of this service was also disseminated through the UNHCR Working Group on Gender Based Violence, and was also distributed to the institutions involved in the Coordination Centre for Migrant and Refugee Issues of the Municipality of Athens and the Centres for the Integration of Migrants and Refugees, as well as to the migrant communities, in order to ensure information.

Ministry of Migration and Asylum: In March 2022, a competent office was established at the border post of Promahonas (Serres), which is responsible for the reception and identification of displaced persons from Ukraine. It is equipped with all the essential facilities needed such as a rest area and personal care area for women and children, children's activities area in which responsible are special educators and shared kitchen. Upon their arrival, they receive information leaflets and they are informed for the procedures which are necessary in order to apply for temporary protection and for accommodation facilities. They have also the possibility to be transferred for a short period of time to the Controlled Facility for international protection applicants in the Sintiki area.

Various prevention and awareness raising actions regarding gender-based violence are implemented in both facilities upon the arrival of women and during their stay. There is also a Women/Female Friendly Space available for empowerment actions exclusively for women residing in Facilities and the distribution of printed material in Ukrainian and Russian Language aiming to provide information about issues such as Trafficking in Human Being.

On the webpage of the Ministry of Migration and Asylum, there is a section providing practical information (legal status, registration process, access to accommodation and food, transfers, access to education) for Displaced Persons from Ukraine. A HELPDESK was also established, based in the offices of the Ministry in Athens, which provided contact / information services in person, via phone and through e-mail (in English, Ukrainian and Greek). The HELPDESK operated from 04.03.2022 to 01.10.2022. In cases of unaccompanied or separated minors, the operators of the HELPDESK had to make a referral to National Emergency Response Mechanism. During the HELPDESK operation there were cases of women in danger who were referred to competent bodies for support. In the past year, it has been enriched with further information, such as the possibility to reach out for psychosocial support through the telephone number 10306, which is offered for free by professional psychologists originating from Ukraine and trained for this situation.

Currently, displaced women from Ukraine can send via e-mail their queries and requests. At the same time, on the website of the Ministry, they can find answers to at least 50 basic questions concerning Ukrainian citizens in three languages (Greek, English, Ukrainian).

Intersex infants and children

-On 19/7/2022, Greece became the 5th country in the world and the 4th in the European Union to ban sex-normalizing procedures on intersex infants and children.

- More specifically, articles 17 to 20 (PART C - CHANGE OF SEX CHARACTERISTICS OF INTERSEX CHILDREN) in Law 4958/2022 "Reforms in medically assisted reproduction and other urgent regulations" prohibit medical procedures and treatments performed on intersex children.
- Such interventions can now only be performed on intersex minors who have reached the age of 15 and only with their free and informed consent.
- In addition, to carry out any non-medical interventions, prior authorization will have to be granted by a decision of the relevant District Court, following the opinion of an Interdisciplinary Committee made up of experts in such matters.
- If medical operations are carried out that result in the sex of the intersex person being inconsistent with the already registered sex, it is possible to correct the registered sex by court order.
- It should be recalled that in Greece the sexes on birth certificates and public documents are only two, "female" and "male". Therefore, an intersex person is not yet allowed by law to self-identify as they wish, in case their gender identity does not fit into the female/male dichotomy (e.g. if they self-identify as "non-binary")¹⁷.
- Finally, the law provides for a minimum of 6 months imprisonment, loss of license and a fine for doctors who perform interventions on intersex minors without a license.

Women with disabilities

The National Action Plan for Gender Equality 2021-2025 (elaborated and monitored by the GSEHR) has taken into consideration the aforementioned framework. As a matter of fact, two sets of measures focused on women with disabilities, especially the gender-based violence experienced by them, are described under Priority Axis 1 ("Prevention and combating gender based violence") and Priority Axis 4 ("Gender mainstreaming in sectoral policies"). Specifically, Action 1.3.4: provides for the prevention and combating violence against women and girls with disabilities, while Action 4.3.2 includes the integration of the disability dimension into gender equality policies and programmes

The implementation of the above-mentioned actions is ongoing; some have been completed whereas the rest are to be applied in the following years. More specifically:

- The Cooperation Protocol was signed in September 2021. A Project Management Team with the participation of representatives of Ministry of Labour and Social Insurance, the GSEHR, NCDP and KETHI has been established to monitor the Protocol's implementation.

- A research on the situation of women with disabilities and the needs of children's with disabilities parents and guardians was conducted by the National Centre for Social Research on behalf of KETHI. It includes specific studies on Roma women with disabilities and refugee/asylum seeker women with disabilities.
- A 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 was designed and developed by the GSEHR with the support of the NCPD. It 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 professionals on the risk of gender-based violence against women and girls with disabilities, 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 working with people with disabilities. It is meant to provide guidance only, as it is not a binding code of conduct.
- A Manual on women and girls with disabilities addressed to all agencies involved in the reception of asylum-seekers was also created by the GSEHR with the cooperation of NCDP. The 'Manual on women and girls with disabilities addressed to all agencies involved in the reception of asylum seekers' 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/or asylum-seekers and have survived gender-based violence (GBV) or are at risk of GBV 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. Law 4488/2017 sets the guiding provisions for the implementation of the Convention on the Rights of Persons with Disabilities and designates the Minister of State as the coordinating body for its implementation. The adoption of the concept of multiple discrimination by Law 4443/2016 and Law 5023/2023 (point 28) has enhanced the legal framework for the protection of women with disabilities.

The National Action Plan for the Rights of Persons with Disabilities published in 2020, includes actions related to the horizontal integration of the disability dimension in all policies. The majority of these actions are intertwined with the Gender Equality Action Plan 2021–2025. To this direction, a Cooperation Protocol was signed in 2021 between the General Secretariat and the National Confederation of Disabled People. A research on the situation of women with disabilities and the needs of parents and guardians of children with disabilities has been conducted in cooperation with the Research Centre for Gender Equality, especially in the light of work-life balance.

According to 2018 data, the employment rate of women with disabilities (26.7 per cent) is significantly lower than both the rate of women without disabilities (50 per cent) and men with disabilities (36.1

per cent), while the reverse stands for unemployment rate (35.3 per cent, 26.3 per cent, 30.6 per cent respectively). Converging inequalities are reflected in the share of women with disabilities in the economically active population, which reaches 41.3 per cent of all women with disabilities. To promote their participation in the labour market, women with disabilities can benefit from measures targeted at people with disabilities (e.g. job subsidy schemes, recruitment quotas in the public sector).

Of particular importance is the issue of refugees/asylum seekers with disabilities, which is reflected both in the National Action Plan for the Rights of Persons with Disabilities and the Cooperation Protocol mentioned above. The Ministries of Labour and Social Security and of Migration and Asylum have signed a Memorandum of Cooperation for the implementation of an employment programme for beneficiaries of International Protection with disabilities, both women and men.

The National Confederation of Disabled People has developed and published an Entrepreneurship Guide for Young Persons and Women with Disabilities aiming to provide women with disabilities and young persons with useful information on the existing support and funding tools on entrepreneurship, bodies providing consultation, business programmes, funding sources as well as the basic steps that a person should take to start his/her business. The Guide is available online here in Greek.

Women with disabilities, like all persons with disabilities, have the right to lodge a complaint to the Ombudsman, as well as to the Special Committee for the Protection of the Rights of Persons with Psychosocial Disabilities, when they face obstacles in accessing justice.

Women with disabilities were among beneficiaries of the General Secretariat's Network of structures for combating violence against women in the 2014–2020 programming period. All structures must be accessible to people with disabilities. During 1.1.2012 to 22.5.2019, 172 disabled women were supported by the Network (6.8 per cent of all beneficiaries). Since 2016, the Gender Equality Action Plans place particular emphasis on combating GBV against women with disabilities by providing information/training actions for women, training of professionals and strengthening of services provided, while the current Action Plan provides for the amendment of the legal and regulatory framework on abortion and sterilisation regarding disabled women who are under judicial representation.

Women with disabilities face an increased risk of poverty or social exclusion compared to men with disabilities and women without disabilities. They are therefore eligible for all measures that combat poverty (e.g. minimum guaranteed income, disability allowances).

In 2019, a Joint Ministerial Decision established the organisational framework for the operation of Sheltered Housing for Persons with Disabilities over the age of 18. Sheltered Housing contributes to deinstitutionalisation and promotes independent living for disabled women and men. The "Personal Assistant for people with disabilities" introduced by Law 4837/2021 goes at the same direction and will be piloted for 2.000 persons, with the pilot phase officially beginning in April 2023.

Migrant women

The General Secretariat for Vulnerable Persons and Institutional Protection was established on 27 June 2023 with Presidential Decree 77/2023 in the Ministry of Migration and Asylum.

GSVPIP supersedes the Special Secretariat for the Protection of Unaccompanied Minors, taking over its competencies. GSVPIP was established with the mandate to build upon the best practices that have emerged through SSPUAM's operation and apply them in a wider framework for addressing more effectively the challenges that vulnerable persons are facing, strengthening Greece's compliance with the EU asylum acquis. GSVPIP will establish a comprehensive framework for the protection of vulnerable persons by designing and implementing a national strategy, establishing specific referral pathways, standardized procedures, and tools, and focusing on capacity building and awareness raising. Moreover, it will implement specific programs for vulnerable persons with special reception needs, such as victims of trafficking, single-parent families, victims of torture, LGBTI applicants for international protection who experience multiple stigmatizations.

During the pandemic, as per relevant Ministerial Decisions, the temporary restriction of movement did not apply to the movement of asylum seekers and stateless persons, or to recognized refugees and beneficiaries of subsidiary protection for reasons of public safety or in the context of support and accommodation programmes, such as HELIOS and ESTIA II.

During the period of pandemic (2020-2022), the Greek Reception and Identification Service provided to its staff training sessions in collaboration with organizations such as European Agency for Asylum (EUAA) and the NGO – Social Action and Innovation Center in the following topics: Reception of Vulnerable Persons, Human Trafficking, Training of health professionals on Human Trafficking.

Roma women

Regarding Roma women and population in general, the Government would like to mention that the General Secretariat for Social Solidarity and Fight against Poverty of the Ministry of Social Cohesion and Family is the national body responsible for the coordination and monitoring of Roma social inclusion policies at national level, acting also as the National Contact Point for Roma Inclusion. The General Secretariat is also responsible for the design, implementation and monitoring of the National Strategy and Action Plan for Roma Social Inclusion (NRIS) 2021-2030, incorporating the principles, priorities and objectives set by the European Strategic Framework and Recommendations for Roma equality, inclusion and participation. With the aim to support Roma equality, inclusion and access to fundamental rights, 60 Roma Branches were established in Community Centers of Municipalities hosting significant rates of Roma. They provide reception, support and interconnection services at local level, as well as individualized support to Roma in all fields of social integration (access to primary healthcare, school enrolment and attendance, renewing of unemployment cards and application for receiving social benefits, such as Minimum Guarantee Income (GMI) and Child Benefit). The empowerment and participation of Roma in social, economic and political life is also very important within the NRIS 2021-2030. The EEA Grants "Roma Inclusion and Empowerment" 2014-2020 Programme includes interventions, like the establishment of a Task Force (consists of 25 experts, including 5 Roma Mediators) in four Regions with large concentrations of Roma (Attica, Central Macedonia, Eastern Macedonia-Thrace and Western Greece) to support their social inclusion and empowerment. Also, three small grant programs related to actions on the (a) empowerment of Roma youth and women, (b) participation of Roma children in children's camps and (c) small-scale local

interventions are implemented. 8. In the above-mentioned framework, it should be highlighted that Roma participation has been strengthened, involving the higher level representative body ELLAN PASSE, as well as secondary federations as well as primary Roma bodies (associations, agencies, unions) at local and regional level or collectives that act systematically in the field.



Participation, accountability and gender-responsive institutions

Critical areas of concern:

- G. Women in power and decision-making
- H. Institutional mechanisms for the advancement of women
- I. Human rights of women
- J. Women and the media
- L. The girl child

22. In the past five years, what actions and measures has your country to promote women's participation in public life and decision-making?

The enhancement of women's participation in decision-making centres, including women's representation in political life, constitutes one of the key prerequisites for achieving substantive gender equality. The equal participation of women in politics constitutes realization of their civil and political rights, and perhaps the most important means of strengthening democratic governance. Achieving this goal is a criterion for the credibility of the political system, while enabling the utilization of the entire social experience towards the direction of inclusive, sustainable socio-economic development. The fact that women's participation in decision-making centres still significantly lags behind that of men hinders the possibility of harnessing the full spectrum of social experience and creates a democratic deficit.

General measures on enhancing participation of women in political and public life are included in both current and previous Gender Equality Action Plans, apart from the legislative work, e.g. awareness-raising e-material and regular communication and consultation with regional and local authorities. The Research Centre for Gender Equality conducted awareness-raising campaigns for the motivation of women to actively participate as candidates in the European and the local and regional elections and also a research titled "The right to elect and be elected – Studying and reporting perceptions on the participation and representation of women in political decision making".

Awareness-raising campaigns were launched during the run-up to the national, regional and municipal elections held since 2015. Indicatively, in view of 2023 national elections, the General Secretariat for Equality and Human Rights initiated a campaign to challenge voting based on gender stereotypes by releasing a video spot with the slogan: "[We vote for women; we change policies](#)".

Her Excellency Ms Aikaterini Sakellariopoulou, the first woman to serve as President of the Council of State, the country's highest administrative Court and a human rights advocate was elected, on January 2020, as the first female President of the Hellenic Republic with 261 votes (out of 300). Her Excellency the President of the Hellenic Republic is also an active member of the UN Circle of Leadership Initiative.

The Project "Gender Public Debate", run by the General Secretariat during 2019–2021, aimed at addressing existing barriers for journalists and women at public debate. 120 media stakeholders were trained in identifying, responding and preventing sexism and gender discrimination at public debates through targeted workshops for journalists, media practitioners and students of media faculties. In addition, 100 women politicians and candidates were able to enhance their skills in election-procedures and in identifying and responding to sexism and gender discrimination in public debates.

A slight upward trend in the share of elected women has been noted in national elections. In the two national elections held last year, the percentage was around 24% in May and 23% in July. Women remain under-represented in the Parliament (which ranks hundredth second out of hundred eighty members of the Inter-Parliamentary Union), whereas women parliamentarians seem to be younger than their male counterparts.

The Observatory for Gender Equality systematically monitors electoral processes, records election results, and gathers data on candidacies. It processes this information and issues bulletins, reflecting the representation of women in political life. This enables the assessment of the trend in women's representation, providing the opportunity for data-based policy planning. For example, following the recent elections, the Observatory, in collaboration with the Helpdesk, released informative bulletins regarding the representation of women in all elected bodies, candidacies for national elections, and the heads of coalitions in local elections

The General Secretariat has been on regular communication and consultation with Regional and Local Authorities including the Municipal and Regional Committees for Gender Equality to which it provides expertise and support in their establishment and operation. Since March 2023, a Helpdesk has been established in General Secretariat to support the Local Authorities in fostering and implementing gender equality policies and to further strengthen the establishment of stable cooperation with network of municipalities and regions.

Moreover, the State has implemented a broad range of policies that, while not primarily aiming at gender balance in political and public life, ultimately contribute to its enhancement by addressing structural factors that act as barriers to women's participation in the political sphere. Examples of such policies include:

- Initiatives challenging gendered stereotypes
- Policies promoting the work-life (such as the labour reform Law, the development of care structures for children and other dependents, and the establishment of the Equality Label for enterprises)
- Policies for the equal participation of women in the labour market that mitigate constraints on economic capacity and networking acting as disincentive to women's representation in political life

- The ongoing Flagship Technical Support Project “Gender mainstreaming in public policy and budgeting” funded by the DG Reform. Through this project methodologies for Gender Impact Assessment (GIA) and Gender Responsive Budgeting (GRB) will be developed, taking into account the specific conditions characterizing Greek administration. The integration of the gender dimension into the analysis of policy documents and budget preparation at the central government level requires, beyond the creation of methodological tools, the adoption of a different perspective and the reconsideration of gender-blind approaches. It contributes not only to a fairer distribution of resources but also to shaping policies that consider and promote gender equality, addressing the inhibitory factors for women across all fields of politics. Furthermore, it fosters a mindset that challenges the invisibility of women
- The transposition into national law of Directive (EU) 2022/2381 of the European Parliament and the Council regarding the improvement of gender balance in the management positions of listed companies is underway. This legislative regulation, expected to be completed by 2024, goes beyond the quota stipulated by Law 4706/2020, creating a comprehensive framework to promote the participation of the underrepresented gender in managerial positions of major listed companies. The increased involvement of women in decision-making centres challenges gender stereotypes about leadership roles, providing new standards and contributing to the re-evaluation of traditional forms of lobbying encountered in decision-making centres – both economically and politically.
- The creation of a safe environment for women to participate in political and public life. While the Istanbul Convention does not explicitly address political harassment and violence, its broad scope is sufficient to include them as components of gender-based violence. The disparaging treatment of women engaged in politics by the media is subject to the prohibition of discourse containing gender-based discrimination. Threats, physical, and sexual violence against women in politics are subject to sanctions under the provisions of the Penal Code. Political harassment committed online or via other means of electronic communication and digital storage falls into the scope of Cybercrime Unit.

In terms of data, the percentages of women candidates out of the total number of candidates in the May and July 2023 parliamentary elections was around 42%, a significant rise compared to the 35% recorded in 2019. The aforementioned data demonstrate the necessary nature of the gender electoral quotas.

In the European elections of May 2019, 28,6% of those elected were women, a minor improvement compared to the 2014 results, but the percentage of elected women remains below the desired balanced representation. Currently, Greece is in the 20th place among the 27 EU Member States.

25,1% of the members of Regional Assemblies elected in the recent regional elections of October 2023 were women. An increasing trend is observed in the percentage of women elected to the Regional Assemblies. Nevertheless at the level of Heads of Regions, the number of women is decreasing, resulting in the absence of women Head of Region in the recent elections.

Twenty two women mayors (6,6%) and one thousand ninety women members of local/municipal councils (21,2%) have been elected in October 2023 municipal elections. At the municipal level, there is an ascending trend in the representation of women elected officials, both as heads and as members

of Municipal Councils. It is worth noting, however, that the - anyway large - deviation from balanced participation is intensified in the highest positions of power; the percentage of women mayors is consistently lower than that of female members of municipal councils.

Out of a total of 1212 mayoral candidates, there were 163 female candidates (13.4%); an increase of 2.6 percentage points compared to the corresponding percentage in the 2019 municipal elections (10.8%). However, the proportion of women in the total number of mayoral candidates remains particularly low.

Regarding the under-representation of women in the results of elections, the Greek election law does not allow the establishment of quotas on the elected representatives for the Parliament and the Local Authorities. Furthermore, the election of candidates takes place through the expressed preference of the voters and not by the order of the candidates in the lists of the parties.

Currently, women comprise 25.4% of the cabinet and 27% of the government. This is a slight increase, especially at the level of State Secretaries which is the government office with the highest female representation (28.6%). However, women's participation in the government is far from balanced especially at the highest level (ministers).

Regarding the public sector, the shares of male and female employees are respectively 49% men and 51% women, whereas in 2015 they were 51% men and 49% women.

For the improvement of the situation in the public sector, the National Centre for Public Administration and Local Government (EKDDA) has undertaken several actions, since its main mission is the professional development and upgrading of all the human resources of the Public Sector and the Local Government through continuous education and certified training and alignment with the National Human Rights Strategies. In this context, the Center is already implementing through the Training Institute (INEP) relevant programmes, which are linked to corresponding National Strategies and consist an integral part of the 2022 Annual Action Plan of the Ministry of the Interior and have been thoroughly integrated into its Annual Action Plans for 2023 and 2024.

Indicatively, we could mention the following actions, which have been included in the Annual Action Plan of the Ministry of the Interior for the year 2024.

- Designing and carrying out targeted training seminars for Local Government officials & elected officials to increase their participation in representative bodies and institutions (Education of Electors). Their designing is planned to take place in the second quarter of 2024 and their implementation in the fourth quarter of 2024.

- Creation of a Leadership Academy in order to strengthen the abilities of women to acquire positions of responsibility. The designing of the special programs is estimated to be accomplished in the third quarter of 2024 and the implementation of the first cycle of these programs is expected in the fourth quarter of 2024.

Moreover, the expansion of the existing platform for the collection of data for the Municipalities and Regions is planned, with the development of a detailed Database for the Monitoring of the data concerning the elected members of Local Government Organisations of the 1st and 2nd Grade by gender, by 2024.

Obtaining a comprehensive overview of these data by the Central Government is crucial for further actions and policymaking, aimed at eliminating inequalities between men and women.

23. In the past five years, what actions has your country taken to increase women’s access to expression and participation in decision-making in the media, including through information and communication technologies (ICT)?

See previous question 22.

24. Please describe your country’s current national women’s machinery (government entity exclusively dedicated to the promotion of gender equality and the empowerment of women) and describe the measures that your country taken over the past five years to establish and/or strengthen it.

Introduction

Gender equality constitutes a fundamental human right and basic aim of every modern democracy. Generally, since the 1970s, gender equality has constituted a distinct aspect of public policy at international and European level – and in Greece, since 1981. All international and European organisations are taking action to combat gender discrimination:

- The UN has declared the fulfilment of women’s rights as a millennium priority, and continues its efforts vis-à-vis the implementation of the International Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) in all countries. Gender equality is now again one of the 17 Sustainable Development Goals of the UN 2030 Agenda for Sustainable Development.
- The European Union continues to hold its member states accountable to the goal of gender equality, which was one of the primary goals of the Union as set out in the founding EU Treaty.
- Following on its other activities on other aspects of gender equality, the Council of Europe has subsequently established the combating of violence against women as its priority.

In Greece, from 1981 until now, significant gender equality policies have been developed in relation to employment, education, decision-making and public awareness. In parallel, legislation has been reviewed in order to be adjusted to the constitutional principle of gender equality. The Greek Constitution recognizes the necessity for the State to take measures to promote substantive equality between men and women, particularly in connection with “the removal of existing inequalities especially to the detriment of women” (Article 116, Greek Constitution, par. 2).

Today, the General Secretariat for Equality and Human Rights (GSEHR) of the Ministry of Social Cohesion and Family is the competent governmental authority for the promotion of gender equality, and the design, implementation and monitoring of national equality policies, with an extender portfolio on human rights as well.

History of the GSEHR

The first public gender equality mechanism was established in the 1980s in the view of the introduction of legislative changes concerning equality between women and men in Greece and as a follow up of women's organizations political pressure . Law 1288/1982 establishes the 9-member Gender Equality Council as an advisory council under the portfolio of the Prime Minister himself aiming at the enhancement of de jure and de facto gender equality.

The General Equality Council is further upgraded to the General Secretariat for Gender Equality that was established for the first time as an independent public authority in 1985 under the portfolio of the Presidency of the Government (Law 1558/1985) and later under the Ministry of Interior, Public Administration and Decentralization.

In the meantime, Law 1835/1989 establishes the Research Centre for Gender Equality (KETHI) which since 1994 (Law 2266/1994) operates as a Legal Entity under Private Law of the Ministry of Interior, Public Administration and Decentralization at that time and today of the Ministry of Labour and Social Affairs. KETHI is activated dynamically in the promotion of gender equality in all sectors: social, political, cultural and economic life. Its aim is mainly on the elimination of gender discriminations and inequalities and it also enhances scientific knowledge by conducting researches and studies in the field of gender equality. It is now supervised by the General Secretariat for Demography, Family Policy and Gender Equality and is governed by a five-member Administrative Board.

After a short break under the competence of the Ministry of Justice, Transparency and Human Rights in 2009 (Presidential Decree 189/2009), the General Secretariat for Gender Equality was again transferred to the Ministry of Interior in 2010 (Presidential Decrees 96/2010 and 65/2011), where it remained until 2019.

In 2019, the General Secretariat for Gender Equality was renamed General Secretariat for Family Policy and Gender Equality and was transferred under the administrative competence of the Ministry of Labour and Social Affairs. In January 2021, the General Secretariat for Demography, Family Policy and Gender Equality (GSDFPGE), as it was again renamed, fell under the political leadership of the Deputy Minister of Labour and Social Affairs competent for Demography and Family Policy. In 2023, following the recovery from the pandemic, a new Ministry was established, the Ministry of Social Cohesion and Family, with the aim of integrating at a higher level, the policies on human rights, gender equality, the rights of the child and the rights of vulnerable social groups, in order to achieve social cohesion. The areas of competence of the new Ministry also include demography and family support policies. The portfolio of gender equality was then transferred to this Ministry, with the creation of the General Secretariat for Equality and Human Rights.

The General Secretariat for Equality and Human Rights remains, as already stated, the government agency responsible for planning, implementing, and monitoring policies related to gender equality across all sectors. Additionally, its mandate has been expanded to include the promotion and protection of human rights. Additionally, its budget for 2024 has more than doubled since 2023 (3.443.000€ compared to 1.913.000€ in 2023).

The mission of the General Secretariat, according to its current organizational status outlined in Presidential Decree 141/2017 (even though it then belonged to the Ministry of Interior) is to achieve legal and substantive gender equality following the well-known dual approach of gender mainstreaming in all central, regional and local public policies and developing special measures and policies in specific policy fields. Its current administrative structure includes 2 Directorates (Directorate for Planning, Standardization and Policy Monitoring on gender equality and Directorate for Social Protection and Counselling Services), 6 departments, the Independent Department of European and International Cooperation and the Independent Department of Human Rights. The staff of the GSEHR is comprised by 57 people, 40 employees of which are public servants, whose salary is funded by the state budget, while 17 employees are providing services under a fixed-term contract and their salary is funded by the EU.

It should be also mentioned, that since March 2023, a Helpdesk has been established in the General Secretariat to support the Local Authorities in fostering and implementing gender equality policies and to further strengthen the establishment of stable cooperation with network of municipalities and regions. And this is a means of strengthening the GSEHR operation and capacity.

The Library on Gender and Equality

The Library on Gender and Equality has been operating since 1984 as an open-access and lending library and is the only organized library in Greece, focused on gender equality and the history of the women's movement that aims to collect and disseminate historical and modern documentation to the public. The Library constitutes organizational unit of the GSEHR (Directorate for Planning, Standardization and Policy Monitoring). Its collection consists of Greek and foreign language books, leaflets, reports, laws, articles, and other documents about gender equality in all fields such as law, politics, social life, labour, social care, history, art, science, religion, sexual orientation, etc.

The collection of the Historical Archive consists of old and rare documents, such as old books, manuscripts, brochures, photographs, posters, oral testimonies, which record the beginning and the progress of women's struggles for equality in Greece.

The Observatory on Gender Equality

An important achievement for Greece was and is the Observatory of Gender Equality, a mechanism set up in the General Secretariat for Equality and Human Rights aiming to support Public Administration and Local Authorities to design, implement and evaluate policies concerning gender equality, through detailed gender-segregated data on equality issues. It is actually now organizational part of the GSEHR and more specifically of its Department of Documentation, Research and Digital Support (Presidential Decree 141/2017) it was initially established in 2011 and co-financed by the National Strategic Reference Framework (NSRF) 2007-2013. designed to include, analyze, process and diffuse statistical data and indicators on gender equality policies. From 2016 until April 2024, the Observatory has produced 38 E-bulletins on various areas.

Its goal is mapping gender differentiations in 12 basic policy areas and the monitoring of any relevant trends and advances in Greece. Moreover, it includes 84 gender indicators based either on the Beijing Platform for Action or on specific national priorities and is followed by metadata.

Also, the Observatory supports the preparation and writing of Annual Reports on the Progress of Implementation of Gender Equality Policies produced by the GSEHR. The Annual Reports take into consideration data gathered from the central, local and regional government. The structure of the Observatory is based on the twelve critical areas of concern of the Beijing Platform for Action (BPfA) and it has been selected by the European Commission as a national good practice in the Annual Report on Equality between Women and Men in the European Union for 2015. Its upgrading is predicted through the new European Regional Development Fund for the current programming period 2021-2027.

In general, the national machinery on gender equality is depicted in Law 4604/2019 on substantive gender equality and it also includes:

At national level

- the Research Centre for Gender Equality (KETHI), a Legal Entity under Private Law supervised by the Ministry of Social Cohesion and Family. KETHI is activated dynamically in the promotion of gender equality in all sectors: social, political, cultural and economic life. KETHI has extensive and long-time experience in the implementation of high budget national and European action programmes related to gender equality. It has also a great experience in the projects thematic field especially in the development of tools based on a gender perspective, in the implementation of training and capacity building activities as well in raising awareness activities

-Although not mandatory by law, there are departments dealing, among others, with gender equality issues in the Ministries of Foreign Affairs, Labour and Social Security and National Defence. All structures are organizational units of the corresponding ministries and are included in the national central government mechanism for gender equality.

-the Equal Treatment Department of the Greek Ombudsperson, which is an Independent Administrative Authority acting as the competent mechanism for equal treatment in the public and private sector and has a mediative role. It is not a government authority exclusively dealing with gender equality.

- There is a separate parliamentary committee - the Special Permanent Committee on Equality, Youth and Human Rights - which includes gender equality as a specific and named part of its brief and regularly monitors the work of the GSEHR and the Research Centre for Gender Equality, for the promotion of gender equality. Particularly, the committee is responsible for research and the elaboration of proposals regarding the promotion (in the family, education and other social structures) of the principle of gender equality. Further, the committee monitors the safeguarding and the implementation of this principle by the administration. The committee is also concerned with matters regarding the respect and protection of human rights.

At local and regional level

- The municipal and regional gender equality committees are responsible among others for ensuring and supporting the integration of gender equality in the development of regional and

local policies concerning the GSEHR's policies and for making proposals and suggestions to the competent bodies of the region regarding necessary measures to promote gender equality in all areas of economic, political, and social life. Until March 2024, 164 out of 332 local and 9 out of 13 regional gender equality committees have been set up.

25. In the past five years, what other mechanisms and tools has your country used to mainstream gender equality across sectors? (e.g. gender focal points in the Executive, Legislature or Judiciary; inter-ministerial coordination mechanisms; gender audits, consultations with women's organizations)

- Gender equality policies are implemented under the National Action Plan for Gender Equality, elaborated by the GSEHR of the Ministry of Social Cohesion and Family approximately every four years. The current Action Plan has been drafted following extensive consultations with public entities and non-governmental organizations and was presented in 2021. Its priorities are fully aligned with international standards for gender equality, as defined within the framework of the United Nations and the European Union.

The National Action Plan 2021-2025 is structured around four axes:

- Preventing and combating Violence against Women and domestic violence.
- Equal participation of women in decision-making processes.
- Equal participation of women in the labour market.
- Gender mainstreaming in sectoral policies.

In order to effectively coordinate the monitoring of the implementation of the Action Plan, contact points have been designated by the Ministries, so that actions can be implemented jointly and with the aim of the horizontal integration of the principle of gender equality in public policies.

Numerous meetings between the General Secretariat and the Ministries responsible for implementing gender equality actions are taking place during the drafting of the Ministries' Annual Action Plans. This illustrates the interconnectedness of the annual action plans with thematic action plans, like the National Action Plan on Gender Equality. It practically confirms the endeavor to incorporate thematic horizontal policies, such as gender equality, into the initiatives of each Ministry, thereby reinforcing a whole-of-government approach to gender equality.

- In the field of gender mainstreaming, a noteworthy initiative already mentioned is the implementation of the European Commission's technical assistance project aiming at the introduction of Gender Impact Assessment in Public Policies and Budgets. The objective is to enhance the capacity of public administration to integrate the gender perspective into Ministries' budgets. Additionally, it is important to note that there is ongoing collaboration with all Ministries to enhance the integration of a gender perspective into the actions of each one of them. The project will be actually extended until end 2025 including gender mainstreaming in local government.

- Beyond the National Action Plan for Gender Equality, Greece has placed emphasis in recent years on inter-ministerial collaboration concerning gender equality and human rights, coordinated at the highest governmental level by the General Secretariat of Coordination at the Presidency of the Government. Due to the complexity of the issues and ongoing crises in recent years, which necessitate coordinated action and specialized, multidimensional expertise on the subject, a centralized planning and monitoring of a series of horizontal action plans for human rights has been introduced. Gender perspective is inherently embedded in these plans. These include:

The National Action Plan for Persons with Disabilities:

The first ever, for Greece, such dedicated Action Plan was drafted and implemented since 2020. This plan serves as a comprehensive roadmap providing a unified framework for the substantial protection and further enhancement of the rights of persons with disabilities, consolidating actions from all relevant Ministries, and highlighting the state's specific responsibility for the well-being of individuals with disabilities. A national strategy for the rights of persons with disabilities 2024-2030 is under preparation with the participation of the disability movement.

The National Action Plan for the Protection of Children from Sexual Abuse and Exploitation:

It represents the national effort to establish a society with zero tolerance for instances of sexual violence against children. It emphasizes the need to create a culture that prioritizes the safety of children and eradicates sexual violence.

The National Strategy for Equality of LGBTQI+ persons:

Encompassing emerging issues, this strategy provides a set of guiding principles and proposals grounded in the principles of equality and the prohibition of discrimination based on sexual orientation, identity, characteristics, and gender expression. In this framework, we are happy to inform the distinguished members of the Committee, that a draft bill on “equality in civil marriage” was submitted to the parliament last week, establishing in the Greek legal order the same-sex marriage, aiming to achieve equality and legal protection for families. The institutionalization of equality in marriage also extends to the equal rights of children in same-sex couples that already exist.

The National Action Plan on Women, Peace, and Security:

Aligned with the United Nations Security Council Agenda on Women, Peace, and Security, this plan represents the Greek government's commitment to implementing the agenda. The Action Plan addresses the disproportionate impact of armed conflict on the human rights and security of women and girls. It is a five-year policy document destined to enhance policy coherence and gender mainstreaming, since it complies fully with the relevant national legal and institutional framework. The Action Plan is regularly mainstreamed in the Annual Action Plans of the Ministries and implemented under the coordination of the Ministry of Foreign Affairs in close cooperation with the General Secretariat of Coordination of the Presidency of the Government.

- Further to those, it should be emphasized that the social policies are also reflected in the National Strategy for Social Inclusion and Poverty Reduction for the period 2021-2027. This constitutes the national strategic planning to respond to the needs of the vulnerable groups of the population, after a difficult and prolonged period of economic and health crisis.
- Also worth noting is the National Strategy and Action Plan for Roma Social Inclusion for the period 2021-2030. One of the main Pillars of the Strategy is the empowerment of Roma women and youth, through programs co-funded by the EU, the Council of Europe and the European Economic Area in order to achieve comprehensive results.
- For the implementation of the policies described in all these action plans and national strategies we fully utilize all the necessary sources, from the state budget, the European Social Fund and the Resilience and Recovery Fund.
- In the Greek Resilience and Recovery Plan, particular investments and reforms have been devoted to social inclusion of the most vulnerable groups, and to the digital transformation of social protection. These reforms will contribute significantly towards the promotion of gender equality.
- As part of following up the National Action Plan on Gender Equality and encouraging the local and regional gender equality committees and their networking, a Helpdesk was established within the GSEHR so as to act as hub between the secretariat, the gender equality policies as described in the national action plan and the local authorities.
- Since the GSEHR is the designated national authority for monitoring and implementing the Istanbul Convention on combating gender-based violence and domestic violence, and following the country's 1st evaluation from the GREVIO Committee, the Secretariat is in the process of establishing an interministerial committee to supervise the implementation of the Convention and of course the GREVIO recommendations.
- Finally, within the already mentioned ongoing Flagship Technical Support Project "Gender mainstreaming in public policy and budgeting" funded by the DG Reform that will develop methodologies for Gender Impact Assessment (GIA) and Gender Responsive Budgeting (GRB) for the Greek administration, we are also currently in the process to build an interministerial team from all line ministries whose members will receive training on gender budgeting and gender impact assessment issues and will serve as multiplier effect for mainstreaming gender in the public administration.

26. If there is a national human rights institution in your country, what measures has it taken to address violations of women's rights and promote gender equality?

The Greek National Commission for Human Rights (GNCHR) was established by Law 2667/1998 as the independent advisory body to the Greek State in accordance with the UN Paris Principles, adopted by the United Nations (General Assembly Resolution A/RES/48/134, 20.12.1993, "National institutions for the promotion and protection of human rights") and is the national institution for the protection and promotion of human rights (NHRI) in Greece. It is the national institution for the protection and promotion of human rights in Greece. Its founding legislation was amended by Law 4780/2021,

attributing to the Commission legal personality, functional independence, as well as administrative and financial autonomy.

The GNCHR plays an important and constructive role in the effective implementation of human rights protection, constantly monitoring developments related to the human rights situation in Greece and abroad and the implementation of human rights law, providing ongoing advisory to the competent bodies of the State. Its advisory role, however, is not limited to submitting opinions, recommendations, proposals or reports and participating in Parliamentary sessions but also extends to assisting the reports submitted by national competent authorities for their compliance with international, regional and / or and European human rights standards (reporting) as well as encouraging the ratification of international human rights treaties.

According to its law, the main mission of GNCHR consists of:

- The constant monitoring of developments regarding human rights protection, the continuous briefing and promotion of the relevant research.
- The maintenance of permanent contacts and co-operation with international organizations, such as the United Nations Organisation, the Council of Europe, the OSCE, with National Human Rights Institutions of other States, as well as with national or international non-governmental organisations.
- The formulation of policy advice of human rights issues.

The Commission consists of five departments, has forty members and is being assisted by four scientific advisors and six administrative employees. Its budget in the last years has significantly increased from 2018: €157,000, 2019: €259,500, 2020: €189,000, 2021: €294,000, 2022: €693.000, 2023: €693.000, 2024: €819.000.

The Commission does not have a specific mandate to focus on gender equality or discrimination based on sex/gender, but includes gender equality issues in its main mission which is the constant monitoring of developments regarding human rights protection, the continuous briefing and promotion of the relevant research and the formulation of policy advice of human rights issues. It also remains committed in its efforts to support but also castigate the State in its carrying out of its obligations under international law in order to achieve the full and effective participation and decision-making for all women and ensure substantive equality in practice.

With a view to identify, codify and eventually address deficiencies and challenges in the implementation of substantive equality, the Greek National Commission has completed the first ever Report on the Status of Women in the country, to be used as a benchmark and reference point for future developments.

Specifically regarding measures to address violations of women's rights and promote gender equality in the last years, the GNCHR closely monitors gender equality issues since its establishment, attaching utmost importance to the protection of women's rights. This protection includes ensuring substantive equality and equal treatment of women in the exercise of all their economic, social, cultural, civil, and political rights, as well as supporting all vulnerable groups of women, such as women with disabilities, Roma women, refugee women, immigrant women, LGBTQI+, and every woman who is a victim of gender-based and domestic violence. To this regard, the GNCHR has adopted a holistic tangible

approach and according to its mandate created a cycle of open seminars in order to address gender inequalities along with 4 TV spots (2022 and 2023). It is worth mentioning that the above educational and promotional activities fall under a general strategic goal to enhance gender equality, which involves, in addition other activities such as the publication of a reference report on the substantive gender equality, meetings with international and regional bodies visiting Greece with a mandate on women rights as well as mainstreaming the gender perspective in all GNCHR's contributions, opinions etc.



Peaceful and inclusive societies

Critical areas of concern:

E. Women and armed conflict

I. Human rights of women

L. The girl child

27. In the past five years, what actions has your country taken to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda?

- In December 2023, Greece adopted its first-ever National Action Plan of Greece on Women, Peace and Security (NAPWPS), which translates the political will of the Greek Government to implement the UN Security Council Agenda on WPS into concrete and results-oriented sectoral policies.
- The NAPWPS addresses the disproportionate impact of armed conflict on the human rights and security of women and girls, by focusing on the following pillars:
 - The prevention of armed conflict and conflict related gender-based and sexual violence,
 - The meaningful participation of women in peace processes,
 - The protection of women and girls from armed conflict and conflict related gender-based and sexual violence,
 - The relief and recovery of the survivors of conflict related gender-based and sexual violence, as well as
 - The promotion of the UN Security Council Agenda on WPS on the international level.
- The NAPWPS is a five-year policy document destined to enhance policy coherence and gender mainstreaming, since it complies fully with the relevant national legal and institutional framework, that is to say, with Law No. 4604/2019 on “Promoting substantive gender equality” as well as the National Action Plan on Gender Equality (2021-2025).
- Moreover, the NAPWPS is the product of a whole-of-government process, since it was developed and adopted by an inter-ministerial gender-inclusive committee through extensive negotiations.

- Implementing partners of the NAPWPS are the Ministries of Foreign Affairs, of National Defense, of Interior Affairs, of Education, Religious Affairs and Sport, of Health, of Labour and Social Protection, of Citizen’s Protection, of Migration and Asylum and of Social Cohesion and Family.
- The NAPWPS is regularly mainstreamed in the Annual Action Plans of the ministries and implemented under the coordination of the Ministry of Foreign Affairs in close cooperation with the General Secretariat of Coordination of the Presidency of the Government.

28. In the past five years, what actions has your country taken to increase the leadership, representation and participation of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response, at decision-making levels in situations of armed and other conflicts, and in fragile or crisis settings?

The National Action Plan on Women, Peace and Security 2023-2028 (NAPWPS), being the first policy document to implement the UN Security Council Agenda nationally, prioritizes the smooth introduction of the Agenda within the greek society by placing particular emphasis on specialized training and capacity building of various national stakeholders as well as the wider public.

- In this regard, Action I.1. of the National Action Plan on Women, Peace and Security 2023-2028 (NAPWPS) provides for building the capacity of officials working at the public sector, of private sector staff as well as of civil society representatives in specific issues related to:
 - o the Women, Peace and Security Agenda,
 - o tackling sexual and gender-based violence and discrimination,
 - o the acceleration of the realization of substantive gender equality and
 - o human rights.
- Implementing partners of Action I.1. are all line-ministries.

29. In the last five years, what actions has your country taken to enhance judicial and non-judicial accountability for violations of international humanitarian law and violations of the human rights of women and girls in situations of armed and other conflicts or humanitarian action and crisis response?

No specific and targeted actions have been taken on this issue to our knowledge so far.

Training courses are included in the curriculum of the National School of Judges regarding “Racism and Xenophobia” and “Special Penal Law” where emphasis is given on crimes concerning trafficking in human beings. Moreover, the Prosecutor’s Office of the Supreme Court has been organizing and attending training seminars and conferences in the reporting period with a view to capacity-building in matters of trafficking in human beings and gender equality issues.

The National School of the Judiciary provides initial and in-service training to judges and prosecutors. Initial training is mandatory since 2022 and covers topics such as human rights, family law, gender-based and domestic violence and the treatment of victims. The National School of the Judiciary also holds optional in-service training sessions on specific issues related to the Istanbul Convention intended for sitting judges and prosecutors. This training is developed by domestic and international lecturers with different profiles, such as social workers, psychologists and senior members of the judiciary.

Local bar associations in Greece reportedly offer optional in-service training on gender-based violence to practising attorneys, training them on the Istanbul Convention and on violence against women.

Moreover, as already mentioned, Supreme Court Prosecutor Circular (No. 7/23-05- 2022) on the recognition of individuals as trafficking victims has been issued in 2022. The circular applied the Council of Europe Convention on Action against Trafficking in Human Beings, by offering clear and specific instructions for all prosecutors in Greece in relation to the protection of victim's rights.

30. In the last five years, what actions has your country taken to eliminate discrimination against and violations of the rights of the girl child, including adolescent girls?

During the reporting period, Greece continued to implement actions and developed new initiatives aimed at promoting children's rights, including the elimination of discrimination and the protection of girls' rights. These actions can be categorized into four broad axes.

A. Educational programmes addressing mainly pupils

- From 2014 until now – with an interruption during the period of the COVID-19 pandemic – an awareness-raising program on sexual and reproductive health has been implemented for secondary education students, in collaboration with the General Secretariat for Equality and Human Rights, the Regional General Hospital-Maternity Hospital 'ELENA VENIZELOU,' and the Athens Health Education Offices for Secondary Education. The program includes presentations/lectures by specialized consultants-midwives and has been attended by a total of 11,684 students, i.e., an average of 1,670 students per school year.
- In 2020, “Skill Labs” have been established by the Ministerial Decision 94236/ΓΔ4/20-07-2020. It is a dynamic, instructional, educational approach, which consists in the addition of new Thematic Units, focusing on skills, to the compulsory curriculum of pre-primary, primary and lower secondary schools, using modern and innovative learning methods that aims to enhancing the development of soft skills, life skills and technology and science skills in students, in addition to the development of a modern curriculum framework with an open curriculum structure and open processes. Sexual education is included in the Skills Laboratories and concerns educational activities of knowledge and critical thinking as well as life skills activities on gender, rights, mental

and physical health, safety, security, protection, respect for sexual dignity and equality. The themes and teaching materials vary according to school age.

- From 2021 the Research Centre for Gender Equality, is implementing the 'Information and Awareness Raising of Educators and Students on Gender-based Violence, Discrimination, and Gender Equality' project in secondary education units of all grades and all types of schools nationwide. It is a two-hour program carried out by specialized staff of Centre and includes the utilization of the book "The World Anew" and of the Guide for its educational use, developed in collaboration between the Research Centre and the UNICEF. The program aims to inform and sensitize educators and students on gender equality, gender-based violence, and gender discrimination, to change stereotypical perceptions about gender relationships, and to cultivate attitudes and develop skills for respecting human rights, preventing gender discrimination, and violence.
- Under the implementation of the "Thematic Week" programme in the territory's General and Special Education lower secondary school units, the subject of gender identities was one of the 3 main pillars of the programme entitled "Body & Identity" (the other 2 were Nutrition and quality of life & Prevention of Addictions). The topics that the students dealt with were physical changes during adolescence, biological and social gender, deconstruction of gender stereotypes, human rights and women's rights. Additional topics addressed to parents and teachers included gender and sexual orientation, gender stereotypes and gender discrimination in the family, at work and in society, gender and domestic violence, homophobia and transphobia in society and at school.

B. Educational programmes addressing teachers

- The General Directorate of Studies for Primary and Secondary Education of the Ministry of Education approved for the school year 2022-2023 and extended for the current school year the educational programme "Information and awareness of teachers and students on issues of gender violence, discrimination and gender equality" of the Centre for Research on Equality Issues, which is addressed to students of secondary schools of all types in the country.
- The project entitled "TRACeD⁸ – Tackling cyber violence against women and girls which is co-financed by the European Union and aims to is to contribute to effectively addressing the phenomenon of cyber violence. It includes:
 - the development of educational material
 - the implementation of educational actions for teachers and parents,
 - the empowerment and the running of awareness-raising activities for children, girls and young female students, and
 - the creation of an interactive platform with an educational and advisory role.

C. Curriculum adaptation and production of educational material

⁸ The project actually falls under all axes.

Regarding the integration of the gender mainstreaming in the curricula and teaching materials, in July 2022 the upgrading of the curricula and the creation of educational material for Primary and Secondary Education was completed. During the process 15 existing curricula were revised and 35 new curricula were produced, as well as the relevant educational support material was designed. In the process of writing the new curricula and updating the existing ones, the "Guide for the Integration of Gender Perspective in Curricula and Teaching Books and Materials" (2018) was used, which was developed by a special Workgroup established by the Institute of Educational Policy, with the specific aim of integrating the gender dimension. The Guide sets out the main horizontal orientations and the basic principles of the new Curricula, setting the overall framework of an inclusive education "which activates students without discrimination". Both of the aforementioned actions were implemented in synergy with teacher training activities.

- In September 2021, the book "Everything from Scratch" was published as a result of the collaboration between UNICEF and Research Centre for Gender Equality. The book puts the emphasis on boys' experiences in an attempt to highlight the role of gender stereotypes in the manifestation/tolerance of gender-based violence and the need to change traditional gender stereotypes as the basis and beginning of a world where boys and girls will participate equally. It also aims to emphasize that victims, both girls and boys, bear no responsibility for the incidents that occurred to them. It underscores their right to speak out, break their silence, and avail themselves of assistance and support. The book is available in four languages: Greek, English, Arabic and Farsi.

D. Awareness-raising activities

- As part of the awareness campaign on dating violence among teenagers, conducted by the Research Centre in collaboration with UNICEF, three videos were created targeting the adolescent audience. These videos encompass various aspects of relational gender-based violence, such as isolation from friends, expressions of possessiveness and jealousy, exerting control over clothing choices, reacting to a partner's decisions, and making negative comments related to the body or engaging in sexist remarks. These videos were broadcasted as a social message on national and regional television stations. [Key motos: Love means acceptance / Love means trust / Love means that you decide for yourself / Love means that you also wanted]

E. Period Poverty

In March 2024, the Greek Ministry of Health presented a "Period Poverty Programme" to support women and girls who cannot afford the monthly costs of menstrual products.

It was announced that free-of-charge sanitary products will be disseminated to female students of 200 schools in Western Attica and Western Thessaloniki. In the context of the programme, 14,000,000 menstrual products will be distributed in schools as well as period packages; parents, especially single-parent families, will participate in menstruation education seminars. Destigmatization, awareness and empowerment campaigns for all girls in the country will be organised.

The Ministry of Health has reported that around 20 per cent of women in Greece cannot afford the monthly cost of menstrual products for themselves or their daughters, and many girls miss up to 30 days or more from school due to the lack of such products.

The European Parliament in June 2021, through the resolution on “Sexual and reproductive health and rights in the EU, in the frame of women’s health”, called on member states to tackle menstrual poverty by ensuring that free period products are available to all who need them.

It urged EU member states to encourage the widespread availability of toxin-free and reusable menstrual products, in particular in large retailer outlets and pharmacies, accompanied by awareness-raising measures. The Parliament further called for the elimination of tampon taxes, According to the EU VAT Directive, Member States are free to apply a reduced VAT rate, which may not be less than 5 per cent, to supplies of products used for sanitary protection, including menstrual hygiene products.

Environmental conservation, protection and rehabilitation

Critical areas of concern:

- I. Human rights of women
- K. Women and the environment
- L. The girl child

31. In the past five years, what actions has your country taken to integrate gender perspectives and concerns into environmental policies, including climate change adaptation and mitigation, biodiversity conservation and land degradation?

Taking into account that the climate crisis is a major issue for gender equality, as it multiplies the threats, economic and social inequalities against women and girls, the General Secretariat for Equality and Human Rights (GSEHR) prioritizes the implementation of policies and actions on climate crisis and gender equality.

In the context of taking initiatives to give visibility to the interlinkages between the environmental crisis, human-induced interventions and gender equality and the horizontal integration of a gender perspective in environmental policies and in the response to the climate crisis and disaster risk reduction, the GSEHR established a Task Force to map the dimensions and impacts of the climate crisis and to formulate policy proposals. The multidisciplinary Task Force has undertaken the preparation of a relevant guide structured around two main pillars: The first pillar aims to highlight the gendered impacts of the climate crisis (health, caregiver vulnerability, work, gender-based violence, economy, energy poverty, physical disasters, climate migrants/women refugees) and the second aims to formulate policy proposals to take the necessary measures and implement gender-sensitive policies to enhance women's resilience in adaptation and green transition

processes, access to resources and equal participation in decision-making centres to address the climate crisis.

At the same time, the GSEHR, in cooperation with the Institute of Training of the National Centre for Public Administration and Local Government, proposed the implementation of a training programme on "Climate Crisis and Gender Equality" with the aim of raising awareness among public sector employees and employees in municipalities and regions. Its aim is the horizontal integration of the gender dimension in all planned policies related to climate crisis and to crisis and disaster management.

In this context, and in view of the update of the National Action Plan on Gender Equality, the GSEHR would like to include the climate crisis and gender equality in its immediate priorities in order to formulate a coherent framework of action and policies in this direction.

32. In the past five years, what actions has your country taken to integrate gender perspectives into policies and programmes for disaster risk reduction and building environmental and climate resilience?

The energy crisis resulting from the war in Ukraine in 2022 led to price increases that affected households. Our country took immediate corrective measures to support them. While these measures appear gender-blind, they indirectly benefit women positively. These measures caused an increase in income, which benefited women more. These measures include:

During 2023, energy prices have been reduced, while the rate of change of the general price index slowed down compared to the previous year. However, the price level of food and other consumer goods remained high, continuing to put pressure on household budgets.

During 2023, the support to households and farmers on electricity prices continued.

At the same time, new tools were adopted, the main one being the "market pass" to address the high costs in the food market in the short term, while from January 2024, permanent income raising measures were adopted (abolition of various contributions to employees and pensioners, reduction of property tax, increase of the tax-free allowance for families with children by 1,000 Euros, etc.).

Also, measures such as stricter market controls and the so called "household basket" (inclusion of basic goods with reduced prices) have supported price moderation on various essential goods. Finally, in order to support consumers and production against fuel prices, the implementation of an increased heating allowance and the reimbursement of special tax on agricultural oil, continued this year.

The cost of implementing all these interventions for 2023 amounts to €2,584 million, with the main measures:

- subsidies on electricity consumption of households and businesses with an estimated budgetary cost of €1,087 million,
- the implementation from February 2023 to October 2023 of the financial support measure to around 2.8 million households to cover part of the increased costs of purchases, in particular of food items, due to the significant price increase (market pass) at a cost of EUR 755 million and its further extension until December 2023 for flood-affected areas and Evros at a cost of EUR 35 million. The total budgetary cost of the measure amounts to €790 million for the year 2023,
- the payment of a heating allowance with extended income criteria for families with children at a cost of €237 million for the winter period 2023 - 2024. It is noted that, taking into account the payments from last year's heating allowance in the first months of 2023, the cost for the year 2023 is estimated at EUR 280 million,
- the heating oil price subsidy for the winter period 2022 - 2023 with a budgetary cost of EUR 100 million for 2023; and
- the reimbursement of special tax on diesel to farmers in 2023 at a budgetary cost of EUR 79 million.

In addition, for households that meet certain income criteria and use electricity to heat their homes and are not eligible for the heating allowance, a subsidy for electricity consumption will be paid through a discount on electricity bills for the months of January to March 2024, at a fiscal cost of €120 million for 2024.

The subsidy on electricity bills of households belonging to the Social Tariffs is expected to continue in 2024.

At the same time, a social electricity tariff for large families is introduced, which will ensure beneficiaries significant reductions in the electricity price.

Fiscal interventions to deal with the economic consequences of natural disasters.

In addition to interventions aimed at boosting income and addressing the energy crisis, interventions to address the economic consequences of natural disasters resulting from the climate crisis are the following:

- payment of compensation as well as repairs and improvements to infrastructure. The financing of the relevant expenditure has been secured for the year 2023 with the adoption of a supplementary budget, for a total amount of €600 million, while European funds (NSRF 2014-2020), the Recovery and Resilience Fund, which is being revised again, and the NSRF 2021-2027 for the rehabilitation of infrastructure are being used,
- budgeting from 2024 onwards EUR 600 million in the national Public Investment Programme to cover on a permanent basis the costs of state aid against natural disasters, increasing the amount of available appropriations by EUR 300 million, in order to cover both the remaining compensation for the current disaster and possible future disasters in the coming years.

- EUR 110 million is budgeted for the year 2024 in the appropriations under allocation of the regular budget, to be used for the payment of compensation for natural disasters to farmers, while an additional EUR 150 million was transferred in 2023 to the Hellenic Agricultural Insurance Organisation for the advance payment of compensation; and
- from 2024, private insurance becomes compulsory for medium and large enterprises with an annual turnover of more than EUR 2 million. The insurance should cover floods, earthquakes and fires and cover the building, machinery, equipment and stocks. As mentioned above, a 10% reduction in property tax is applied to dwellings of individuals insured for natural disasters for the whole year, at a fiscal cost of €26 million for 2024.

Section Four: National institutions and processes

33. Please describe your country's national strategy or action plan for gender equality, including its name, the period it covers, its priority, funding and alignment with the 2030 Agenda for Sustainable Development, including the targets under SDG 5.

Gender equality policies are implemented under the National Action Plan for Gender Equality, elaborated by the General Secretariat every four years. The current Action Plan has been drafted following extensive consultations with public entities and non-governmental organizations. Its priorities are fully aligned with international standards for gender equality, as defined within the framework of the United Nations and the European Union.

The National Action Plan is structured around four axes:

- Preventing and combating Violence against Women and domestic violence.
- Equal participation of women in decision-making processes.
- Equal participation of women in the labour market.
- Gender mainstreaming in sectoral policies.

In order to effectively coordinate the monitoring of the implementation of the Action Plan, contact points have been designated by the Ministries, so that actions can be implemented jointly and with the aim of the horizontal integration of the principle of gender equality in public policies.

Numerous meetings between the General Secretariat and the Ministries responsible for implementing gender equality actions are taking place during the drafting of the Ministries' Annual Action Plans. This illustrates the interconnectedness of the annual action plans with thematic action plans, like the National Action Plan on Gender Equality. It practically confirms the endeavor to incorporate thematic horizontal policies, such as gender equality, into the initiatives of each Ministry, thereby reinforcing a whole-of-government approach to gender equality.

In the current Action Plan, as in the previous one, the focus on addressing multiple discrimination is highly prioritized, recognizing the complexity of individuals' experiences and identities. The commitment to tackle multiple discrimination reinforces the integration of policies aimed at promoting equality across diverse aspects of public policies and initiatives.

Since 1985, the General Secretariat for Equality and Human rights of the Ministry of Social Cohesion and Family, has been the competent government body for gender equality policies in Greece. Its establishment is actually attributed to the feminist movement, underscoring the impact of advocacy and activism in shaping government structures to address gender-related issues. Through the years the General Secretariat has been implementing its policies through the drafting of National Action Plans.

The National Action Plan 2010-2013 was the 1st comprehensive action plan on gender equality enhancing both interventions in selected areas of public policy and gender mainstreaming policies. The 1st ever National Programme for prevention and combating of violence against women was also

launched at that time and it has been integrated into the following National Action Plans ever since. The Action Plan 2015-2020 was drafted after a vast consultation through consultation sessions organized by the National Center of Public Administration and Local Government. The current Action Plan 2021-2025 has been drafted following extensive consultations with public entities and non-governmental organizations. Its priorities are fully aligned with international standards for gender equality, as defined within the framework of the United Nations and the European Union.

The National Action Plan is structured around four axes:

- Preventing and combating Violence against Women and domestic violence.
- Equal participation of women in decision-making processes.
- Equal participation of women in the labour market.
- Gender mainstreaming in sectoral policies.

In order to effectively coordinate the monitoring of the implementation of the Action Plan, contact points have been designated by the Ministries, so that actions can be implemented jointly and with the aim of the horizontal integration of the principle of gender equality in public policies. Its monitoring lies in a political and administrative level and it was the 1st time that 28 specific indicators were drawn for its implementation and monitoring.

The 28 indicators are monitored by the General secretariat's Observatory for Gender Equality, whose database is going to be updated in the following period.

As part of following up the National Action Plan and encouraging the local and regional gender equality committees and their networking, a Helpdesk was established within the General Secretariat so as to act as hub between the secretariat, the gender equality policies as described in the national action plan and the local authorities

Also Annual reports on violence against women are published and relevant newsletters and all the administrative units of the General Secretariat provide the political leadership with monthly assessments of their progress in the implementation of the Action Plan.

The National Action Plan constitutes a dynamic document, an ongoing process, taking advantage of European and national funds and it can be reviewed annually.

However, since 2019, the coordination and coherence of government work lies within the General Secretariat for Coordination of the Presidency of the Government, thus at the highest political level, with the view to coordinate the planning process and to monitor the implementation of the whole government work, ensuring the promotion of a whole-of-government approach and reinforcing the much-needed political ownership of public policies. More specifically, the General Secretariat for Coordination oversees the implementation of government policies and programs through milestones and goals, tracking progress and assessing their impact, it promotes Inter-Ministerial Cooperation and also plays a role in coordinating government responses during crises or emergencies to ensure a swift and cohesive reaction.

Against the background of recent achievements and looking towards the opportunities and challenges ahead, it is important to reflect on lessons learned and to discuss the future of gender equality policy in Greece.

The upcoming period will establish the strategic framework for gender equality issues, both within the European Union through the creation of the new European strategy and within the context of the Beijing Platform for Action. Therefore, it is crucial not only to assess the implemented actions but also to set the direction towards which we aim to progress, with the ultimate goal of achieving substantive gender equality.

Building upon the aforementioned achievements, the government's programming for the upcoming period in gender equality encompasses the significant goal of equal participation of women in the labor market and the harmonization of professional and personal-family life. Empowering women and girls, increasing their participation in STEM professions, challenging gender stereotypes, ameliorating the position of working women, raising the percentages of female representation in leadership positions, and promoting women's entrepreneurship, remain high priorities on the political agenda. In this context, a comprehensive network of policies is being developed to concretely support women.

We take great pride in establishing the Task Force for the "Climate Crisis and Gender" under our coordination. With the support and encouragement of the Greek government, and a team comprising eminent scientists, local government representatives, and members of civil society, the Task Force is actively preparing an action plan. This plan aims to address the significant impacts on women and contribute to achieving sustainable development goals, particularly emphasizing Goal 5 (on Gender Equality) alongside Goal 13 on climate, as well as specific goals such as Goal 7 (Affordable and Clean Energy) and Goal 3 (Good Health and Well-being). Our project focuses on natural disasters and extreme weather phenomena, recognizing that these events affect women more and differently than men. This action plan is expected to be published by summer 2024. This initiative lays the foundation for an Integrated Roadmap, guiding us in adopting policies to reduce the climate gender gap between men and women.

During the four-year period from 2023 to 2027, priority will be given to highlighting the issue of gender-based and domestic violence in all its forms, along with the implementation of preventive measures and support for victims. Specifically, efforts will focus on upgrading and ensuring the sustainability of the network of structures for women victims of violence. New, modern diagnostic and risk prevention tools are being introduced, and awareness, sensitization, and education activities are intensified within the framework of the Istanbul Convention, as well as under European law and national legislation.

Simultaneously, a framework for the accommodation of women victims of violence and their children, requiring immediate removal from their familial or partner environment, is being organized through the operation of the nationwide Network of Structures for Women victims of violence. The functioning of the Observatory for Gender Equality and the monitoring mechanism of implemented policies at the local and regional levels, as well as horizontally across all sectoral policies and for all high-risk victimization groups, is strengthened.

34. Please describe your country’s system for tracking the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting), including the approximate proportion of the national budget that is invested in this area.

Law 4604/2019 on substantive gender equality (already mentioned before but also in the previous national review report on Beijing +25) provides for the 1st time in Greece for the implementation of the gender dimension in the central government’s budgetary processes, also providing for each ministry to send relevant data reports to the GSEHR. The same article provides for staff training of the central public administration on gender budgeting. After all, the notion of gender mainstreaming is depicted for the first time in Greek legislation

In order to implement the specific provisions and start including the gender budgeting and gender impact assessment tools in our public policies, the GSEHR of the Ministry of Social Cohesion and Family is implementing a project under the EU Technical Support Instrument 2022 under the name “Gender Mainstreaming in Public Policy and Budgeting”. The project aims for the first time at developing gender impact assessment and gender budgeting methodologies and tools, organizing staff trainings and implementing these tools on these tools in selected pilot ministries (Ministries of Social Cohesion and Family, Labour and Social Security, Interior and Finance) with a view to extend the methodology to all ministries. The common specific objectives of the project, which includes beneficiaries from 7 EU member-states including Greece, are that:

- Good practices and needs are identified and consistent strategies are formulated.
- Each beneficiary authority will have established an action plan with prioritized actions and has had its capacities built for implementing and using Gender mainstreaming (including budgeting) tools.
- Tailored and tested methodological guides are provided for the implementation of the new good practices and tools for Gender Mainstreaming and Budgeting.

The project funded by the DG Reform is implemented by Expertise France in partnership with European University Institute (EUI) and European Institute for Gender Equality (EIGE) and has a budget of 400.000

The project is due in December 2024 and so far workshops have been organized, study visits for exchange of good practices and trainings on GB and GIA for the pilot ministries. The development of GB and GIA methodologies for the ministries with the help of international and local experts belong to the future milestones of the project. We are also currently in the process, within the implementation of the project, to build an interministerial team from all line ministries whose members will receive training on gender budgeting and gender impact assessment issues and will serve as multiplier effect for mainstreaming gender in the public administration.

35. What formal mechanisms are in place for different stakeholders to participate in the implementation and monitoring of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?

Over the last years, the Greek Government has endorsed a number of National Action Plans and Strategies that mainstream the concept of leaving no one behind in public policies and reform measures, placing emphasis on targeted measures which support the most vulnerable groups, including people with disabilities, women and children and promote human rights, gender equality and social inclusion.

On the one hand, the General Secretariat for Equality and Human Rights of the Ministry of Social Cohesion and Family is the formal mechanism to implement and monitor the Beijing Declaration and Platform for Action. After all, the GSEHR is the governmental agency competent to plan, implement, and monitor the implementation of policies on equality between women and men in all sectors and since 2023 its portfolio has been expanded to human rights as well. The Observatory for Gender Equality, integral part and department of the GSEHR, is responsible for the collection, analysis and dissemination of gender-disaggregated data. The Observatory follows the indicators of the Beijing Platform for Action, EIGE's indicators, as well as data required by the Istanbul Convention ratified by Greece since 2018.

On the other hand, the process of coordinating and monitoring the implementation of the Sustainable Development Goals is assigned (by Law 4622/2019 on the Executive State) to the highest political level, the Presidency of the Government. In fact, the Presidency of the Government through its competent agency, the General Secretariat of Coordination, is responsible for operating and managing a robust and comprehensive monitoring and review mechanism, which measures progress towards the effective implementation of government work and evaluates strategic public policies, including those that are linked to the Sustainable Development Goals.

The General Secretariat of Coordination is in charge of coordinating the government policy cycle and supports the ministries to formulate their annual action plans. The whole monitoring process is performed by using a special Management Information System, called "MAZI", in which all the implementation details, including responsible parties, deadlines, deliverables and intermediate milestones, are stored. The evaluation of public policies involves, among others, setting target values for key performance indicators measuring the immediate output or long-term outcome of the policy goals that have been set by the Government programme.

So far, Greece has submitted two Voluntary National Reviews on the Implementation of the 2030 Agenda for Sustainable Development, in 2018 and in 2022. The second one encompasses eight overarching National Priorities linked to the Sustainable Development Goals. The eight National Priorities deal with all 17 Goals. Gender equality and the elimination of discrimination against women is mainstreamed in all National Priorities. The Working Group on the Sustainable Development Goals established within the Presidency of the Government cooperated closely with the Hellenic Statistical Authority which has developed a set of national indicators on the Goals, aimed at monitoring the

quantitative progress made towards the achievement of the 17 Goals at national level. These national indicators are subject to regular revisions, based on the available official statistics and data.

The gender perspective in the implementation of the Goals is included in the actions of most governmental policies and is ensured by the horizontal implementation of the Gender Equality Action Plan 2021–2025. The Plan includes a total of 67 actions. For the first time, targeted proposals with specific actions from seventeen ministries are integrated, while a structured process for monitoring its implementation at the central, local and regional level is foreseen by adopting a set of measurable indicators. In order to better coordinate its monitoring, contact points have been designated by the Ministries, so that actions can be implemented jointly and with the aim of the horizontal implementation of the principle of gender equality in public policies. The General Secretariat has regular meetings with these contact points in an effort to mainstream gender into other ministries' policies aligned with the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Developments

In addition, pursuant to Law 4604/2019, the National Council for Gender Equality (para. 6) in collaboration with the General Secretariat of Coordination monitors the progress of the implementation of the actions of the Gender Equality Action Plan, ensuring the dimension of gender equality in all ministries' policies.

36. Please describe how stakeholders have contributed to the preparation of the present national report.

The preparation of the +30 Beijing national review report coincided with the recent consideration of the combined 8th and 9th national reports on the Convention on the Elimination of Discrimination against Women in Geneva (6/2/2024). The [consolidated National Report of Greece](#) was submitted in May 2023, it provides a concise overview of the developments and challenges our country has faced over the past decade, spanning from the previous examination in 2013 to the present, with a particular emphasis on actions taken in the last five years.

The drafting of the Report was coordinated by the General Secretariat for Equality and Human Rights of the Ministry of Social Cohesion and Family, which is the competent governmental authority for gender equality and human rights, in close cooperation with the Ministry of Foreign Affairs, as well as all relevant Ministries and the Greek Parliament. This has involved extensive interministerial cooperation, aimed at incorporating all necessary information in a coherent and consistent manner. Notably, we have actively included input from academia and non-governmental organizations, offering a more comprehensive picture of the situation of women's rights in Greece. A draft of the report was also submitted to the National Commission for Human Rights, our National Human Rights Institution. The Commission's insights and comments have been duly considered in view of the finalization of our Report. Therefore the extensive consultation on the preparation and coordination of our CEDAW report has been the basis for drafting the present national +30Beijing national report.

37. Please describe your country's action plan and timeline for implementation of the recommendations of the Committee on the Elimination of Discrimination against Women (if a State party), or of the recommendations of the Universal Periodic Review or other United Nations human rights mechanisms that address gender inequality/discrimination against women.

The Convention on the Elimination of Discrimination against Women has been ratified by Greece since 1983 (Law 1342/1983) and is the most important international text for the promotion and protection of women's rights, constituting for every country that has ratified it a roadmap for taking legislative and political initiatives in the direction of gender equality in all sectors of activity. Indeed, CEDAW is one of the most widely ratified international human rights conventions.

As mentioned in the previous question, Greece submitted its combined 8th and 9th national CEDAW reports in May 2023 and they were considered by the CEDAW Committee in Geneva on February 6th 2024. The preparation for the report's consideration has been a demanding process with inter-ministerial coordination for the collection of the necessary material and the best possible response and presence of the national delegation in Geneva, precisely because of the wide range of subjects touched upon the Convention.

We are fully aware of the size and importance of the Convention and must first of all underline the recognition of the very positive steps and policies adopted in recent years for its implementation in Greece which were actually reflected in the concluding observations of the CEDAW Committee. We could mention for example the adoption by our country of an improved legislative and political framework for the promotion of gender equality and the fight against gender discrimination.

Following the consideration of Greece's CEDAW report, we have translated the Concluding Observations (published end February 2024) in Greek and widely disseminated them to the Hellenic Parliament, the judiciary, all line ministries, academia, civil society and social partners, local and regional gender equality committees and many organizations.

The Ministry of Social Cohesion and Family, which has the portfolio of gender equality and human rights, commits itself to studying the concluding observations of the CEDAW Committee and use them as a guide for improving existing and developing new policies. To this end, we will seek synergies and the broadest possible consensus and engagement of all stakeholders. The preparation for the next National Action Plan for Gender Equality for the period after 2025 can and should form the basis for the continuation of the effort, through consultation and proper planning.

Priority will be given to four recommendations for which the CEDAW Committee requests from Greece to provide, within two years, written information on the steps taken to implement them.



Section Five: Data and statistics

38. What are the most important areas in which your country has made most progress over the past five years when it comes to gender statistics at the national level?

Statistical data collection in our country is primarily conducted through the population census and household surveys by the Hellenic Statistical Authority, and the records of various public institutions. Similar to most countries, this process faces challenges related to the fragmentation of data due to inherent difficulties. As a result of this complexity, the monitoring and evaluation of public policies encounter operational challenges. In recent years, there have been coordinated efforts at the senior government level to centralize the monitoring of public policies.

This process is at a good level compared to the past in the sense that there is a record of the actions of all ministries which is available to all guarantying transparency, as well as specific milestones for the actions. However, we recognize that we still have a long way to go. The General Secretariat for Coordination of the Presidency of the Government, centrally collects the actions of the ministries every month and the assessment is based on the data of each ministry.

In particular, the inclusion of a gender perspective in them is either completely lacking or it exists but not in all fields of policy, making difficult the design of new policies with respect to different gender needs. To address this issue, the institutionalized collaboration between the General Secretariat for Equality and Human Rights and the Hellenic Statistical Authority has continued. The Statistical Authority provides data, which the Gender Equality Observatory then processes and publishes a gender-disaggregated analysis through regular newsletters. Additionally, as part of the implementation of the Istanbul Convention, the Observatory collects statistical data on violence against women from relevant agencies (prosecutors, police, etc.). Hellenic Police has altered the variables recorded in its database in order to include all victim-perpetrator relationships, following to the requirements of the Istanbul Convention. Nevertheless, it is not possible to combine all the recorded variables. In 2022, an Office for the Collection and Processing of Judicial Statistics was established at the Ministry of Justice, facilitating the collection of data regarding gender-based violence. Currently, a working group is being formed, with the participation of the Observatory, competent departments of the Ministries of Citizen Protection and Justice, correctional facilities, and representatives of civil society. Its goal is to improve the collection of statistical data on gender-based violence in line with the recommendations of the Group of Experts on Action against Violence against Women and Domestic Violence.

In addition to the above, as part of the technical assistance program for integrating a gender perspective into public budgets and policies, training on gender-disaggregated data collection has already been provided to the employees of the Observatory. Furthermore, in 2024, the Observatory's

operations are expected to be upgraded to standardize the data collection process from various agencies.

39. Over the next five years, what are your country's priorities for strengthening national gender statistics?

As previously mentioned, one of the main goals of the Gender Budgeting technical assistance program implemented by the Ministry of Social Cohesion and Family (in particular by the General Secretariat for Equality and Human Rights) is the standardized collection of gender-based statistical data. This is also mandated by the legislation for substantive gender equality (Law 4604/2019). During the program's implementation and after its completion, our aim is to train staff across all ministries on the importance of and methods for collecting gender-based data. This will help them understand the significant impact this practice can have on policy development.

Beyond policy design, the law mandates that each ministry draft and submit action plans based on gender equality, which will be centrally monitored by the Ministry of Social Cohesion and Family through the General Secretariat for Equality and Human Rights. This monitoring will be facilitated by using a unified form for collecting gender-based data from all ministries.

In a second phase, there is the prospect of collecting data from local governments. Over time, the goal is to establish collaboration between ministries and local governments to incorporate a gender perspective in the formation, implementation, and evaluation of policies. Additionally, data collection will be standardized to allow for more effective analysis and utilization.

Throughout the program, training for ministry and local government staff is planned. These training seminars will continue after the completion of the program through the Public Administration Training Institute.

40. What gender-specific indicators⁹ has your country prioritized for monitoring progress on the SDGs?

As already mentioned, mainstreaming gender in data collection is problematic in our country. Regarding the SDGs and their gender-specific indicators, the situation is even more challenging. Only 20 gender-specific indicators are present in the national set (with a total of 101 indicators as of 22/04/2024), highlighting this issue.

The challenges in collecting gender-specific data have already been mentioned above and primarily include the lack of standardized forms or procedures. Each ministry, agency, and organization collects

⁹ The term 'gender-specific indicators' is used to refer to indicators that explicitly call for disaggregation by sex and/or refer to gender equality as the underlying objective. For example, SDG indicator 5.c.1 captures the percentage of countries with systems to track public allocations that are directed towards policies and programmes that promote gender equality—the underlying objective is the promotion of gender equality. The term is also used for indicators where women and girls are specified within the indicator as the targeted population (see UN Women. 2018. *Turning Promises into Action: Gender Equality in the 2030 Agenda for Sustainable Development*. New York).

data in different ways, making it difficult to analyze and compare. Due to this complexity, only 20 indicators in the national set can be collected in a unified and standardized manner according to EUROSTAT procedures.

In spite of the adversities, Greece remains fully committed to the Agenda 2030. The 17 Goals are embedded in all its major binding political plans. Compact strategies are launched, policies are elaborated and institutional reforms are designed to accelerate the full implementation of the SDGs and to build back better from the COVID-19 pandemic. Greece is also reported as one of only two (2021) countries in the European Union (EU) that managed to not move away from any of the 17 Goals and remained in the cluster as one of five (2022) that did not move away, while improving, within a year, its performance in SDGs 2, 7, 10 and 12 to above the EU average.

The overall responsibility for monitoring and coordinating the national implementation of SDG-related public policies lies, at the highest political level, with the Presidency of the Government (PoG) established by the “Executive State” law in August 2019 with the view to coordinate the planning and to monitor the implementation of the whole Government programme and work. In 2021, a specific Working Group on the SDGs was established, under the auspices of the General Secretariat of Coordination of the PoG, tasked with steering the whole process about the preparation of the VNR, in close cooperation and consultation with all ministries and key stakeholders.

The Hellenic Statistical Authority (ELSTAT) reviewed and updated in 2020 and 2022 respectively a comprehensive set of national indicators on the SDGs developed, after consultation with ministries, with a view to monitoring the quantitative progress made towards the achievement of the 17 SDGs at national level.

Finally, ELSTAT’s website contains a section dedicated to Sustainable Development Goals as the National Reporting Platform, where users can have direct access to data for each Goal and are able to find publications and visualization tools regarding the SDGs: <http://www.statistics.gr/en/sdgs>.

41. Which data disaggregations¹⁰ are routinely provided by major surveys in your country?

Concerning the collection of equality data in a central level, data collection which covers grounds of discrimination such as gender and age is the most developed in Greece, as well as across Europe. Data collection on disability is gradually improving, partially due to obligations Member States have in that regard under Article 31 of the United Nations Convention on the Rights of Persons with Disabilities (CRPD). Data collection on the discrimination grounds of racial or ethnic origin, religion or belief, sexual orientation and gender identity tends to be the least developed.

Greece, as a participant in the European Statistical System, acknowledges the importance of collecting statistical data on equality and actively participates in the subgroup for statistics related to equality. It also endeavors to develop and monitor equality indicators. The Greek statistical program for the

¹⁰ As specified in A/RES/70/1, with the addition of education, marital status, religion and sexual orientation.

years 2023-2025 includes the conduct of a pilot survey concerning the living conditions of LGBTQ+ and discrimination based on sexual orientation.



MINISTRY FOR
SOCIAL COHESION AND FAMILY

GENERAL SECRETARIAT FOR
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Section Six: Conclusion and next steps

(lessons learned and priority actions)

During the evaluation process concerning the implementation of the Beijing Platform goals, achievements, gaps, and challenges of the past five years are identified. The government policy for gender equality and the empowerment of women and girls followed the general guidelines of the 2030 Agenda and the European Strategy for Gender Equality, which is also aligned with the 2030 Agenda. The National Action Plan for Gender Equality of the Greek State is based on these fundamental directives and guidelines. Therefore, at a high political level, the commitment to these issues remained consistently strong, leading to immediate and consistent measures (such as the ratification of the International Labour Organization's Convention 190).

In contrast to the political commitment and consistency, the successive appearance of various crises created difficulties in the progress of gender equality policies. However, these crises did not significantly set back the efforts to eliminate gender discrimination. As mentioned in various parts of the review, there were policies and measures that can be considered good examples. For instance, in the labor sector, the Equality Label for companies and measures for the reconciliation of professional and family life; in the health sector, measures to increase women's access to primary care and preventive screenings; in combating violence against women, the risk assessment tool and the panic button; and in education, measures to combat gender stereotypes and eliminate occupational segregation.

Additionally, the political decision to implement the design, monitoring, and evaluation of gender-based policies, in accordance with the Law on Substantive Gender Equality, was significant. This represents a major shift in managing gender equality issues, as the importance of gender mainstreaming has been clearly recognized in practice, with a strong emphasis on evidence-based policies.

In Greece, priority has been given to transformative recovery from the crises. Specifically, in the area of gender equality, this has been recognized and is already being implemented by the responsible governmental body, the Ministry of Social Cohesion and Family/General Secretariat for Equality and Human Rights. At the core of the actions, beyond the basic thematic areas of the Beijing Platform for Action that form the essence of the work, lies the inter-ministerial cooperation as well as collaboration with civil society. Additionally, the strengthening of the new Ministry with resources (both financial and human), expertise in gender mainstreaming, effective gender-based data collection, and enhanced cooperation in monitoring the action plans of all ministries, are factors that practically demonstrate the priorities for the coming period up to 2030.

Based on the above, there is confidence that actions can be accelerated and the Agenda's goals can be achieved by 2030, despite the increasingly tight timeframe. The commitment remains strong at both the political and technical/administrative levels, and efforts will be made to address the gaps that were not dealt with due to the crises as much as possible.