

National Programme for Substantive Gender Equality 2010-2013


M I D T E R M P R O G R E S S R E P O R T

NOVEMBER 2009 – JUNE 2012

HELLENIC REPUBLIC
MINISTRY OF INTERIOR



GENERAL SECRETARIAT
FOR GENDER EQUALITY



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MIDTERM PROGRESS REPORT

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GENERAL SECRETARIAT
FOR GENDER EQUALITY

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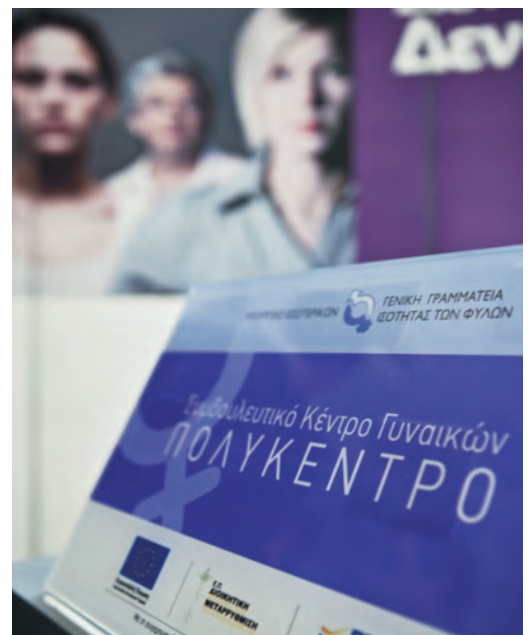
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FOREWORD



Maria Stratigaki
Secretary General
for Gender Equality

During the period from November 2009 until June 2012, the General Secretariat for Gender Equality (GSGE) endeavored to develop and implement policies at all levels of government and governance, in many areas of social policy, economic and cultural life. The promotion of substantive gender equality is a requisite, especially in times of economic and social crisis when women's rights require additional protection and safeguarding.

The “**National Programme for Substantive Gender Equality 2010-2013**” constitutes the central strategic planning activity developed by the GSGE, having as a main priority the **notion of service to the citizen, in particular to women** belonging to vulnerable groups affected in various ways by the economic crisis. This priority focused on **three** main areas of gender equality:

A. To Provide Frontline Services to Women Victims of Violence

This constituted the primary target of GSGE following the policies and practices of the 1980s. For the **first time** in our country, an integrated **network of 61 structures** throughout the country was created to prevent and tackle all forms of violence against women. This work was funded by the National Strategic Reference Framework (NSRF). The network includes: **SOS Telephone Helpline 15900**, creating **39 Counselling Centres** (by the GSGE and the Municipalities) and **21 Shelters for women victims of violence** (by Municipalities and the National Centre for Social Solidarity), which offer support services for women victims of violence (domestic, rape, trafficking, sexual harassment). **The SOS Line and 4 Counselling Centres in Athens (Multicentre), Patras, Heraklion and Lamia are already in operation.**

The network is coordinated by the General Secretariat for Gender Equality, which has developed and oversees all structures to ensure successful and efficient operation. The GSGE has developed and implements the **methodological approach** to counselling from a gender perspective. Also, **information campaigns and public awareness actions** (workshops, radio and television campaigns, brochures, etc.) have been designed and developed.

B. Gender Equality Strengthens Public Policies

Recognizing that the integration of a gender perspective (gender mainstreaming) in public policies (of Ministries, Regions, Municipalities) is necessary, so that men and women benefit equally from public interventions, the GSGE has created a **Mechanism to monitor and evaluate public policies** and their effects on gender.

The GSGE has promoted the signing of the “**European Charter for Equality of Women and Men in Local Life**” by **155 Mayors and 13 Governors** of Regions, who made a public commitment to implement relevant policies. All Ministries,

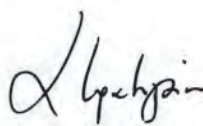
Regions and the 15 largest Municipalities have initiated the funding of **Gender Equality Action Plans**. GSGE also implemented a campaign slogan: “**Vote also for Women**” in the 2010 local elections.

C. Gender Equality in Culture and Art

A third dimension necessary to promote gender equality as stipulated in the National Programme has been the promotion of equality through creativity in **arts & culture**. Emphasis has been placed on strengthening artistic expression, so that impactful messages on gender identities and stereotypes can be delivered. For this purpose, a NSRF-funded project was designed to fund arts projects on the theme “**gender identity, gender equality, women’s rights**”. Moreover, events and activities such as exhibitions, film festivals, writing literary short stories, workshops, etc. were organized.

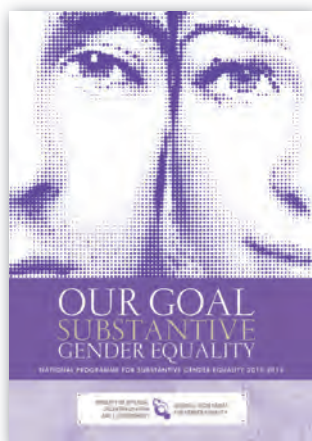
Currently, the National Programme is in full implementation on all fronts. Specifically, during the next quarter, the operation of the GSGE Counselling Centres in Thessaloniki, Piraeus, Larissa and Tripoli - and by the end of 2012, all GSGE and Municipal Shelters and Counselling Centres to prevent and combat gender violence, will be ready and operational. Gender Equality Action Plans in Ministries and call for proposals in art are in the pipeline. The three Legislative Drafting Committees (amending family law, addressing violence against women, and the substantive gender equality Committee) have completed their work. Proposed legislated provisions are expected in the near future.

We believe that any attempt to eliminate gender inequalities and promote the balanced participation of women and men in all spheres of political, social and economic life is a key factor to sustainable growth, employment and social cohesion. Above all, this is a democratic right. **Activities implemented, underway, all serve the goal of promoting gender equality – which is, after all, the raison d’être of the GSGE.**



Maria Stratigaki
Secretary General for Gender Equality
June 2012

INTRODUCTION



In order to improve the everyday life of women and men, particularly those most affected by the economic crisis, the GSGE designed the **National Programme for Substantive Gender Equality 2010-2013**. The Programme incorporates the actions specified by the “National Programme to Prevent and Combat Violence against Women 2009-2013” which was announced on 25/11/2009.

The Programme was designed based on **consultation** with women’s groups, women’s sections of all parliamentary parties, as well as with all former Secretaries General for Gender Equality since 1981.

The Programme is **nationwide**, based on the principles and concepts of gender equality. Its **four (4) strategic objectives** are:

- the protection of human rights of women, with an emphasis on developing activities for groups of women who suffer multiple discrimination,
- the prevention and combating of the phenomenon of violence against women in family / private life, at work and in society as a whole,
- the support of women’s employment and economic autonomy, and
- the strengthening of artistic expression that promotes gender equality.

The Programme is divided into **three (3) pillars**, including actions for:

- improving, strengthening and enforcing of Greek legislation,
- development of specific policies for gender equality, and
- integration of gender equality perspective in public policies (gender mainstreaming).

To implement the National Programme, the NSRF is utilized [**Operational Programme “Public Administration Reform”** (Axis III: Enhancement of Gender Equality Policies across the Entire Range of Public Action), Operational Programme “Human Resources Development” and Operational Programme “Digital Convergence”] as well as the PROGRESS Programme of the EU.

The National Programme was presented and widely discussed in a **conference** held in Athens on 22/9/2010. More than three hundred (300) people participated in the conference, amongst them representatives of women’s organizations and policy makers, experts and individual women. The National Programme was broadly disseminated, with the aim of making its priorities and aims well-known across the entire country.

More specifically, the National Programme was presented in **conferences** in various cities: Thessaloniki, Mytilene, Ioannina, Chania, Lamia, Heraklion, Patras, Livadia, Kavala, Volos, Kozani, Karditsa, Mykonos and on Cyprus, as well as in

training seminars for elected women in the regions of Attica, Western Macedonia, Northern Aegean, Western Greece, Peloponnese and Eastern Macedonia and Thrace.

Furthermore, in order to promote gender equality policies and to disseminate the work of the GSGE, the Secretary General for Gender Equality, Maria Stratigaki, participated in a large number of public events, both in Greece and abroad (see Annex, Catalogue II). The National Programme has been translated in English and uploaded in GSGE website (www.isotita.gr).

This **Midterm Progress Report** has been prepared as part of ongoing consultation and accountability, to improve the quality and effectiveness of policies in accordance with the requirements of the National Programme and the principles of good governance.

All personnel of the GSGE as well as the staff of the Special Implementation Service of co-financed Programmes of GSGE, contributed to this Report and the final version was produced in close collaboration with the scientific staff of the Secretary's General cabinet.

The Midterm Progress Report is available on the GSGE website. A 5minute video is also available on the website that highlights the most important policies, actions and outcomes as mentioned in this Report.

FIRST PILLAR

IMPROVING AND ENFORCING LEGISLATION

In designing the “National Programme for Substantive Gender Equality 2010-2013”, legally ensuring gender equality and the fundamental rights of women is a requisite not only in order to safeguard the democratic process against direct and indirect discrimination, but also to eliminate practices that violate the principle of gender equality and offend women’s dignity.

1. Legislative Work

After the initiatives and proposals of the General Secretary for Gender Equality, during the period covered by this Report, significant **legislative initiatives**, aimed at promoting substantive gender equality, have been undertaken. Specifically, improvements vis-à-vis gender equality were undertaken in the following areas:

1.1 Tax Law

In April 2010, the GSGE recommendation was adopted with respect to **individual income tax form submission and tax returns for spouses**. The aim was property and financial independence of husbands and wives, in line with the constitutional principle of gender equality. Specifically, the provision of the Tax Law provides: “For married ... the taxes, fees and charges attributable to income are shown separately, and the responsibility to pay borne separately, by each spouse” (Law 3842/2010). This change will apply as of 2012 (income of 2011).

1.2 Local Governance and Decentralized Administration

In June 2010, the GSGE’s recommended provisions that promote gender equality included in the new Law on the “New Architecture of Government Administration and Decentralization - KALLIKRATES REFORM” (Law 3852/2010).

1.2.1 Gender Equality in the Regions

In each Greek Region, a **Regional Committee for Gender Equality (PEPIS)** has been set-up comprising: the Regional Governor as Chairperson, a member of the Regional Council, representatives of the municipalities of the Region, a representative of women’s organizations of the Region, and a representative of GSGE.

The responsibilities of the Regional Committees for Gender Equality include:

- a) support for the integration of gender equality in development policy in the Region,
- b) proposal of measures to promote substantive gender equality in all areas,

- c) proposals to the Regional Council for the integration and project financing from the budget of the Region, as well as relevant actions to inform citizens, and
- d) cooperation with the GSGE Counselling Centre in the Region.

As of today, **eleven (11) Regional Committees for Gender Equality (PEPIS)** have been established in the Regions of Attika, Eastern Macedonia-Thrace, Northern Aegean, Western Macedonia, Epirus, Thessaly, Ionian Islands, Crete, Southern Aegean, Peloponnese and Mainland Greece. These Committees are supported by the GSGE, both through expertise in the development of regional gender equality policies, as well as NSRF-funded projects of the GSGE.

1.2.2 Gender Equality in the Municipalities

For the first time, gender equality policies consist, among others, a responsibility of the Greek Municipalities activities, via their specific units of “**Social Policy and Gender Equality**”, which encompass the Regulation for the Municipalities. In addition to these units, Municipalities have the option of developing **Municipal Gender Equality Committees**. Indicative responsibilities include development of proposals to the Municipal Councils, the sensitization/information on gender equality issues, and collaboration with the Regional Committees for Gender Equality (PEPIS), etc.

After the integration of units concerning gender equality in the KALLIKRATES Programme (Law 3852/2010), the GSGE made recommendations to the Hellenic Agency for Local Development and Local Government (EETAA) on the responsibilities of the units, which joined the Municipalities’ standard bodies. Subsequently, the Secretary General sent formal letters to 325 Municipalities that urged the organizations to integrate specific units on gender mainstreaming in line with model regulations. The forty four (44) Municipalities funded by the GSGE to create Counselling Centres or Shelters for women victims of violence undertook the creation of specific units for gender equality. As of the first half of April 2012, there were sixteen (16) units of “Social Policy and Gender Equality” in the respective Municipalities. Additionally, nine (9) Municipalities established Municipal Committees for Gender Equality and five (5) Municipalities have expressed their intention to do so in the near future.

1.3 Human Trafficking

In September 2010, the Protocol supplemented the UN Convention against the Transnational Organized Crime was ratified by the Greek Parliament and passed into Greek national law (Law 3875/2010). It is entitled the **Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children**. The ratification of the Protocol modified Greek legislation, the Criminal Code and Criminal Procedure, implemented long-standing demands of women’s organizations, institutions, organizations, and NGOs. It is an important step to-

wards improving the institutional framework governing the trafficking of women for the purposes of commercial sexual exploitation. In particular, the most important **changes** are as follows:

- a) extending of existing legislation to all foreign victims of trafficking regardless of whether they have entered the country legally or illegally,
- b) ensuring the provision of protection **irrespective** of the victims' cooperation with the authorities,
- c) amending the Criminal Code, so as to cover not only the crimes associated with persons for labour exploitation but also persons forced to solicit,
- d) extending the protective provisions of Greek legislation for victims of trafficking and persons identified as victims of smuggling, and
- e) adapting measures to protect witnesses of the offenses of trafficking and smuggling.

1.4 Equal Treatment for Men and Women in Employment and Occupation

In December 2010, Law 3896/2010 “**Implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation**” was passed. It improved upon, simplified and codified into a single coherent piece of legislation existing legislation to date, in accordance with the gist and provisions of Directive 2006/54/EC. Among other things, the Act includes:

- a) the provision that legal entities and groups of legal entities may, with the consent of the victim of discrimination, undertake in the victim's name legal action or intervention in her defense before the competent judicial or administrative authorities,
- b) the redefinition of indirect discrimination and sexual harassment in the workplace. Furthermore the reversal of the burden of proof no longer applies to cases of unequal gender based treatment, and
- c) the mandate of the Ombudsman, an independent authority to monitor and promote implementation of the principle of equal opportunities and equal treatment of men and women in employment and occupation, was extended to deal also with cases pending before courts or judicial authorities for their first hearing.

1.5 Residence Permits for Victims of Violence

With Law 3907/2011 “**Establishment of asylum services and front desk services, adaptation of Greek legislation to the provisions of Directive 2008/115/EC ‘concerning common rules and procedures in Member States for returning illegal immigrants from third-countries’ and other provisions**”, a **residence permit** may be granted to a third country citizen on humanitarian grounds, as well as to **victims of domestic violence and human trafficking who do not cooperate with law enforcement authorities**. It is also possible to renew the residence permit for an equal period for humanitarian reasons for family reunification in cases of persons whose family members hold a residence permit.

1.6 Removal of the Obligation of Victims of Domestic Violence to Pay the Fee for a Lawsuit

Article 28 “Regulations for the indictment” (which replaces Article 46 of the Code of Civil Procedure) paragraph 2 of Law 4055/2012 clearly states that individuals, according to Law 3226/2004 designated as beneficiaries of legal aid and who lodge a complaint “**for crimes against sexual freedom and commercial exploitation of sexual crimes and domestic violence**” are excluded from the obligation to pay the lawsuit fees. It must be emphasized that prior to this amendment the victim who sought to prosecute the offense, had to pay a fee of 100 to the government. Failure to pay the fee meant that the lawsuit was deemed inadmissible. This regulation was passed at the request of the Legislative Drafting Committee, set up by the GSGE to process the Draft Law to Combat Violence against Women.

1.7 Parental Leave in the Public and Private Sector

With Law 4075/2012 “Regulation issues of IKA-ETAM insurance, insurance agencies, adapting legislation to the Directive 2010/18EU and other provisions”, national law incorporated Directive 2010/18/EU on the implementation of the revised Framework Agreement of European social partners on parental leave. The purpose of the law is to supplement and update existing legislation on the **issues of reconciliation of work and family life** where it falls short of the requirements of the Directive. The Act applies to all employees, men and women employed in the private and public sectors, local government authorities and the wider public sector, in any form of employment. Specifically the Act:

- a) **Increases** the duration of parental leave without pay from 3,5 to **4 months until the age of six (6) years** of the child. Parental leave is considered to be an individual right of each parent, without the right of transfer. Parental leave is also granted to parents of adopted children.
- b) **In addition** to other provisions for working parents, for the first time the following are also provided without any precondition:
 - **Special parental leave for ten (10) working days per year, with pay, for serious illness of a child aged up to 18 years.**
 - **Parental hospital leave without pay, in case of hospitalization of the child, for reasons of force majeure (illness, accident, etc.) for the duration of hospitalization and up to thirty working days per year up to 18 years.**
- c) **Maintenance** of insurance and employment rights for working parents, such as return to work or to an equivalent position, full insurance coverage, protection against termination of contract.
- d) **Finally, imposition of civil, administrative and disciplinary sanctions for any violation of the provisions of the law.**

2. Drafting Bills on Gender Equality Issues

In August 2010, the following **three (3) Legislative Drafting Committees** were established to process rules that will improve and reinforce existing legislation. The Committees consist of lawyers, gender experts, academics, etc. (see Catalogue VII).

2.1 Legislative Drafting Committee to amend the provisions of Family Law, aimed at strengthening the implementation of the constitutional principle of gender equality. Seven (7) meetings were held. **The Committee completed its meetings and presented an explanatory memorandum and draft bill to the Minister of Justice, Transparency and Human Rights (28/12/2010).**

2.2 Legislative Drafting Committee to process a draft bill to combat violence against women. The aim of the Committee is to develop awareness and measures to protect women victims of violence, and ensuring their rights. Since its establishment, the Committee has had nineteen (19) meetings. The Committee submitted an OFFICIAL REPORT.

2.3 Legislative Drafting Committee for the preparation of a draft bill on substantive gender equality. Since its establishment, the Committee has had thirteen (13) meetings. The Committee's work sought to establish effective policies to achieve the principle of gender equality and the creation of mechanisms to monitor and evaluate their outcomes. Its work was completed in September 2011, and thus completed its mandate and its OFFICIAL REPORT. In addition, at the initiative of members of the Committee, GSGE has sent three (3) recommendations on legislative regulations as follows:

- a) Recommendation to the Minister of Interior regarding the funding of political parties.
- b) Recommendation to the Special Secretary of the Hellenic Labour Inspectorate regarding the draft bill proposed by the Ministry of Labour on the reform of the Hellenic Labour Inspectorate.
- c) Recommendation to the Secretary General of the Ministry of Justice, Transparency and Human Rights regarding the "streamlining and improving of the administration of civil justice".

The DRAFT BILL and the OFFICIAL REPORTS of the Legislative Drafting Committees are available on the GSGE website (www.isotita.gr).

Also, GSGE actively participated in the ad hoc Committee of the **Council of Europe** for the preparation of the **Convention on preventing and combating violence against women and domestic violence**. On 11 May 2011 Greece was amongst the thirteen (13) countries that signed the Convention. The Convention is the first legally binding instrument creating an integrated and coherent legal framework for the prevention of violence, the protection of the victims and the prosecution of the offenders.

3. Collecting and Processing Legislation and Jurisprudence in the Field of Gender Equality

The project “**Codification and Proposals for Simplification of Laws and Regulations in the Field of Gender Equality**”, was redesigned, and approved for funding by the NSRF on 29/10/2010. The aim of the Project is the systematic recording and study of existing legislation, in the public and private sector and in relevant case law, in order to simplify and improve legislation and regulations in the field of gender equality, so as to be effectively implemented by management and courts. The public procurement process was undertaken, the contractor selected, and work is under way.

Also, the GSGE project entitled “**Gender Impact Assessment of 100 Laws and Regulations**” was approved for funding by the NSRF on 8/11/2011. The Project’s object encompasses: a) the emergence and documentation of existing weaknesses in the field of integration of gender equality in of ex-ante evaluation of laws and regulations, and technical assessment results, and b) the development of a model to evaluate the effects on gender (gender impact assessment model) that will be implemented in official policy documents. A Call for Tender has been made, and proposals are being reviewed.

4. The Legal Advice Department

During the Progress Report time period, the GSGE Legal Department undertook the following activities:

- **Awareness-raising** (through mail or by phone) on the applicable law regarding issues of gender equality (labour relations and rights arising from single parenting, insurance law, women’s participation in decision-making etc.).
- **Legal counselling** (by phone or by appointment at the GSGE) for women victims of violence (e.g. domestic violence, abuse, life threats, extortion, etc.) and **family law cases** (e.g. gender issues and divorce -consensual or adversarial- assertion of custody of minor children, child support, property disputes/rights, recognition of a child outside of marriage, abduction of minor, civil partnership). It also provided legal advice on labour issues (parental leave, sex discrimination in the workplace, etc.). During the period from 1/1/2011 to 31/5/2012, the Legal Department of the GSGE received **one thousand six hundred and ninety-six (1696) calls for legal advice**. In addition, the Department responded with **seventy-three (73) letters / complaints in writing, and eighteen (18) women made legal appointments** to receive support/information (victims of domestic violence, child custody claim in case of dual citizenship, trafficking, etc.).
- Cooperation with the **Greek Ombudsman**, mainly in cases of sexual harassment. The cooperation consists in providing information and referral of women subjected to sexual harassment to the Ombudsman’s Gender Equality Department. Also, the Ombudsman, in cooperation with the GSGE, is preparing a circular to combat sexual harassment.

5. Proposals to Ministries on Specific Issues of Gender Equality

As part of its responsibilities, the GSGE submitted recommendations to Ministries on matters relating to equal treatment of women and reinforcement of legislation on gender equality. Examples of these recommendations are the following:

- The equal treatment of men and women in the tax system (independent tax declarations) (**Ministry of Finance**).
- Maintaining the duration of parental leave of court officials (**Ministry of Justice, Transparency and Human Rights**).
- The effective monitoring of the implementation of Law 3636/2004 concerning quotas (**Ministry of Justice, Transparency and Human Rights**).
- Changing the method of calculating quotas in municipal and regional elections (**Ministry of Interior**).
- The treatment of indirect sex discrimination of female students in the Merchant Marine Academies (**Ministry of Maritime Affairs and Fisheries Islands**).
- The equal treatment of women teachers to fill positions as school counselors (**Ministry of Education, Lifelong Learning and Religious Affairs**).
- The maintenance of Workers' Social Benefits Organization nursery (**Ministry of Labor and Social Security**).
- The explicit reference of candidates' sex on electoral lists in line with Article 3 of Law 3636/2004 (**Supreme Court and Ministry of Justice**).

SECOND PILLAR

SPECIFIC POLICIES FOR GENDER EQUALITY

The GSGE National Programme includes interventions aimed at: a) tackling gender inequality in specific **thematic areas** of public policy, and b) creating or strengthening **gender equality institutions and structures**. These interventions are supported by specific projects, which constitute the Second Pillar of the Programme.

A brief description of most Projects was initially included in the NSRF-funded Programmes (**Operational Programme “Administrative Reform”, Axis: Enhancement of Gender Equality Policies across the Entire Range of Public Action**) during 2007-2008. Since November 2009, the drafting of the Projects was completed. Sub-projects and their respective actions were further refined, work programmes were prepared (description of the substantive content, budgets and schedules actions), GSGE Projects -and hence their funding- were **securely approved for funding** by the NSRF. Throughout this entire process, the Special Implementation Service of co-financed Programmes of the GSGE (SIS/GSGE) and the members of the staff of the GSGE, as well as the members of the Secretary’s General Cabinet Scientific Staff have collaborated closely. GSGE Projects receiving funding by the NSRF are listed in the Catalogue IV.

This Second Pillar also includes Projects **designed right from the beginning**, aiming to:

- enhance the production and audience’s perception of art that promotes gender equality (OP “Administrative Reform”),
- upgrade the GSGE Library and Historical Archive (OP “Administrative Reform”),
- create a Digital Repository Library (OP “Administrative Reform”),
- integrate gender equality perspective in local government (European Programme Progress),
- possess and use of digital technologies by women to actively participate in the modern ICT environment (OP “Digital Convergence”),
- promote employment of women (OP “Human Resources Development”),
- support women and youth employment via strengthening of entrepreneurship (OP “National Contingency Reserve”).

The implementation of the GSGE’s Projects funded by the NSRF is supported and monitored by **five (5) unpaid Scientific Committees** (see Catalogue VIII) consisting of gender experts, academics, scientists, etc. The thematic fields covered by the Committees are on:

- prevention and combating violence against women,
- women’s employment and entrepreneurship,
- gender and culture,
- Library on Gender and Equality of the GSGE and its Historical Archive, and
- gender mainstreaming in public policies.



A. PRIORITY THEMATIC AREAS

1. Violence against Women

This is the **main policy priority** of GSGE. Projects and policies aiming at preventing and combating all forms of violence against women (domestic violence, sexual harassment, rape, trafficking in women for sexual exploitation) have been developed. For this purpose, three (3) NSRF-funded Projects were designed and are being implemented:

1.1 Nation-wide Interventions to Prevent and Combat Violence against Women

The Project “**Nation-wide Horizontal Interventions**” was approved for funding by the NSRF and refers to the operation of **SOS Telephone Helpline 15900** and the development of nationwide horizontal interventions. During the Progress Report period, actions undertaken include:

1.1.1 Scientific Committee

A **17-member Scientific Committee**, with the participation of GSGE and SIS/GSGE staff, academics and experts on gender violence issues, was formed in order to provide scientific monitoring and general supervision on GSGE actions to prevent and address violence against women. The Scientific Committee has supervised the preparation of educational material and tools used for the training of SOS Helpline staff and of the staff working in the Counselling Centres. Committee members participated in this process on an unpaid basis and have held seven (7) meetings.

1.1.2 Educational Material

Educational materials for the training of SOS Helpline staff and Counselling Centres staff were prepared by three (3) external collaborators (psychologist, social worker, and lawyer) with experience in Counselling abused women from a gender perspective. More specifically, the “**Guide to Counselling and Supportive Structures**” was created, encompassing the following:

- **Counselling Guide for Women Victims of Violence.**
- **Code of Ethics and Regulations for the Operation of the Structures (SOS Helpline 15900, Counselling Centres and Shelters).**
- **Draft Protocol for the collaboration** of agencies involved in responding to and preventing violence against women (Greek Police and the National Health Service).
- **Guide to Networking between Supportive Structures and Local Communities.**

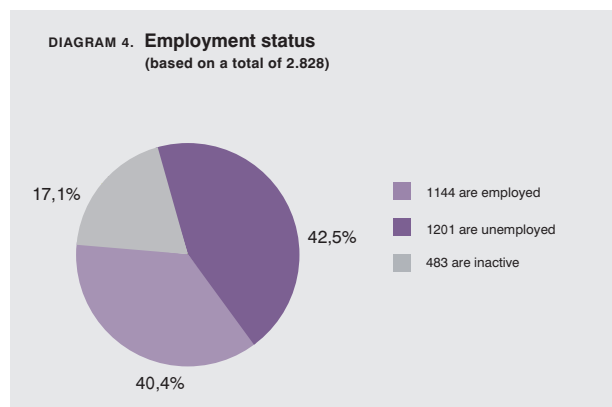
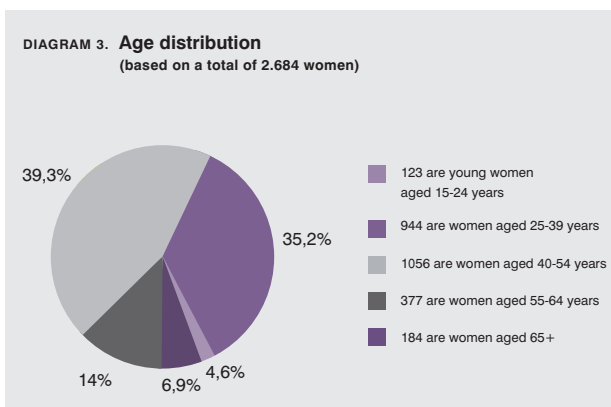
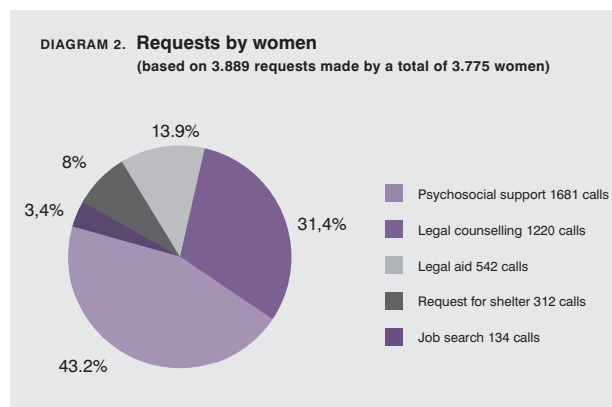
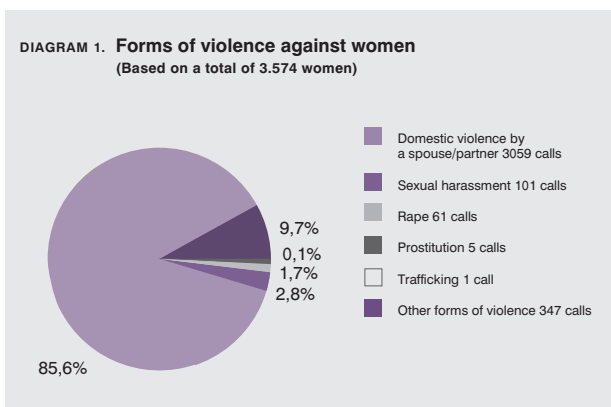
A **Counseling Guide** for employers, employees and social actors entitled “**We do not tolerate sexual harassment in the workplace**” was also written and subsequently published. The aim of this Guide is to raise public awareness regarding the extent of sexual harassment as a form of gender-based violence and to feature ways for its prevention and combating.



These Guides were publicly presented and communicated professionals in women’s counseling during the **conference** entitled “**Violence against Women - Methodology on Counselling**” (30/9/2011). The event was broadcasted via live streaming on the website of GSGE. All educational material is available on GSGE’s website to be used by local authorities’ social services and other agencies.

1.1.3 SOS Telephone Helpline 15900

On 11/3/2011, the SOS Telephone Helpline began its operation. It is also supported by the e-mail address **sos15900@isotita.gr**. The Helpline operates 24 hours / 365 days a year and offers information and counseling over the phone to women victims of all forms of violence. It is staffed by twelve (12) trained counselors and one (1) coordinator. Between 11/3/2011 and 31/5/2012, the Helpline received six thousand five hundred and sixteen (6516) calls, five hundred and fifty seven (557) of which, that is 77.6%, regarded incidents of gender-based violence. Analysis of all phone calls is presented in the diagrams below:





Faith47, South African artist
Mural at Ladadika
Thessaloniki

1.1.4 Public Information and Community Sensitization

Coordinated interventions and a **nationwide campaign to raise public awareness** of violence against women have been designed and implemented. To date, the following actions have been undertaken:

- **Brochures of SOS Telephone Helpline 15900** were produced to address all forms of violence against women (domestic violence, rape, sexual harassment, human trafficking). The brochure was translated into various languages (including English, French and Albanian, Arabic and Russian).
- **Radio campaign:** With the launch of the SOS Helpline a radio spot was created, entitled **“Do not tolerate”**. It broadcasted between September 2011 and November 2011 as a social message by numerous radio stations across the country (broadcast in Athens 1251 times and 1867 times in Thessaloniki).
- **TV campaign:** The TV spot **“She was hit here”**, duration 48”, broadcasted 912 times (November 2011-January 2012) by public and private channels. The previous TV spot **“The last time”** on violence against women as a social message by nationwide TV stations (388 broadcasts in the period 10/3/2011 to 31/5/2011).
- **“1st Film Panorama on Violence against Women”:** On the occasion of the International Day for the Elimination of Violence against Women, the GSGE -in cooperation with the Greek Film Archive- organized a 4-day film tribute, both foreign and Greek, featuring violence against women (Athens, 25-28/11/2011).
- **15th Biennale of Young Artists of Europe and the Mediterranean** (Thessaloniki, 10-11/2011): The GSGE participated in the 15th Biennale of Young Artists of Europe and the Mediterranean with the organization of a one-day conference (broadcasted live via the GSGE website) on violence against women and the creation of two (2) giant outdoors murals.

1.1.5 Staff Training

The Aristotle University of Thessaloniki (Department of Psychology) was invited to train all staff (**GSGE’s Project “Staff Training”**, funded by the NSRF) of the SOS Helpline, staff of the Counselling Centres and Shelters. During March 2012, the first Seminar for staff working in the Counselling Centres of Athens, Patras, Lamia and Heraklion, was held. In June 2012, the second seminar for the SOS Helpline staff took place.

1.1.6 Microsite on Violence against Women

A **“microsite”** is being prepared on **“Violence against Women and SOS Helpline 15900** which will link to the GSGE website but also work as an independent information hub.

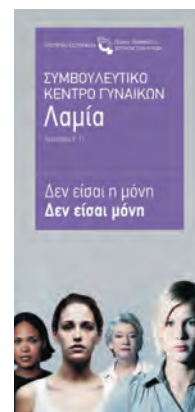
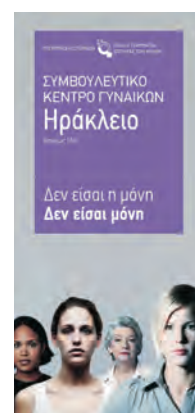
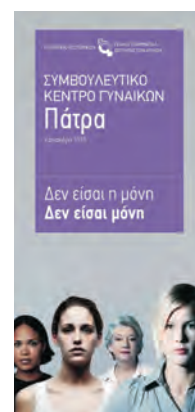
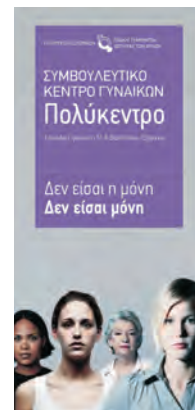
1.2 GSGE’s Actions to Prevent and Combat Violence against Women

The **“Actions of public authorities to prevent and combat violence against women”** project was approved for funding by the NSRF. It deals with the creation and running of fourteen (14) GSGE Counselling Centres for women victims of violence on a nation-wide basis, at the capitals of each Greek Region and Piraeus. To date, the following actions were completed:

1.2.1 Creating new Counselling Centres

The following four (4) Counselling Centres **were inaugurated and operate:**

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



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

1.2.2 Recruitment of the Counselling Centres' Staff

The recruitment process was carried out by the Research Centre for Gender Equality (KETHI) on behalf of the GSGE. Contracts have been signed **hiring for staff of Counselling Centres** in Athens, Heraklion, Patras and Lamia, which, as mentioned above, are already in operation. Staff for the Counselling Centres of Thessaloniki, Larisa, Piraeus and Tripolis have also been selected in response to the open call. Calls for the Counselling Centres in Komotini and Ioannina have already been published.

1.2.3 Collaborating with Bar Associations

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

1.3 Developing new Support Structures and Services in Local Communities for the Tackling of Violence against Women

The Project “**Development of Structures and Services of Local Authorities for the Tackling of Violence against Women**” involves the development of structures and services on a nationwide scale to support women victims of violence. GSGE has designed and allocated funding for the creation of **nineteen (19) shelters for women victims of violence and their children**, and for the creation of **twenty-five (25) Counselling Centres for women victims of violence** chosen to be placed in 44 Greek Municipalities that were selected with objective criteria (geographical areas and per population).

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

1.3.1 Creating new Municipal Shelters

19 Mayors and the Secretary General for Gender Equality signed a Protocol for Collaboration preparing to launch, in 2012, nineteen (19) shelters for women victims of violence and their children in: **Agrinio, Athens, Acharnon, Volos, Heraklion (Crete), Thessaloniki, Ioannina, Kerkyra, Kozani, Komotini, Kordeliou-Evosmos, Lamia, Larissa, Lesbos, Patras, Piraeus, Rhodes, Tripoli and Chania.** The shelters will provide temporary safe ac-

commodation to 20 women victims of violence and their children to support and empower them to address their problems and make decisions about their lives.

1.3.2 Creating new Municipal Counselling Centres

25 Mayors and the Secretary General for Gender Equality signed the Protocol for Collaboration preparing to launch in 2012 Counselling Centres in: **Alexandroupolis, Arta, Veria, Zakynthos, Thiva, Kavala, Kalamata, Kefalonia, Kastoria, Katerini, Keratsini-Drapetsona, Korinthos, Kos, Peristeri, Preveza, Pyrgos Rethymno, Rhodes, Serres, Trikala, Florina, Fylis, Chalandri, Chalkida and Chios**. The twenty-five (25) Counselling Centres will support women victims of violence, providing free legal and psychosocial support for women victims to enhance their self-esteem and encourage them to better deal with their situation.

1.4 Other Activities for Preventing and Combating Violence against Women

In the wider context of preventing and combating violence against women, the following have been realized:

- Continued operation of the **Counselling Centre of Athens, founded in 1988**, providing psychosocial support and legal counselling to women victims of violence. During the Progress Report period, the Centre was staffed with five new (5) civil servants (2 administrators, 1 psychologist, 1 social worker and 1 lawyer).
- GSGE funding has been utilized to cover the overall cost of **staffing and upgrading of two (2) National Centre for Social Solidarity (EKKA) shelters** in Athens and Thessaloniki.
- The GSGE designed and implemented, in cooperation with the **National Centre for Public Administration and Local Government (EKDDA)**, a **series of training seminars** to raise the awareness of government officials (police, nurses, etc.) on violence against women, so as to incorporate gender sensitive protocols in handling victims of violence in the performance of their duties, in accordance with modern standards. Specifically, from November 2010 until May 2011, **209 police officers** in Greece were trained through twelve (12) three-day seminars, and **29 nurses** via two (2) seminars.
- To publicize the problem of violence against women, GSGE developed several information activities, participating: a) in the **Greek Parliament** (Representation in public discussions of the Special Standing Committee on Gender, Youth and Human Rights, particularly on “International Day for the Elimination of Violence against Women” in 2009 and 2010), b) in **meetings and conferences** referred to violence against women, and c) **television and radio broadcasts** presented the Helpline SOS 15900 operation and Counselling Centres (see Catalogue III).
- In April 2012 the GSGE participated in an event entitled “**Break the Chain**” held at the Athens Olympic Sports Complex (AOSC) to raise awareness of young students on human trafficking.
- The GSGE participated, representing Greece (co-organizing country together with the United Kingdom) in the meeting of the **European Commission** to exchange best practices concerning awareness-raising campaigns

on violence against women (London, 7-8 February 2012). The GSGE awareness-raising campaign on violence against women was presented as good practice at the European level.

- The GSGE participated in the Working Group of the **EU Advisory Committee on Equal Opportunities for Men and Women** on the development of awareness-raising campaigns on violence against women.

2. Multiple Discrimination

A particularly serious threat to fundamental rights of women are cases in which gender discrimination is reinforced by other forms of discrimination. In this context, the GSGE developed the following actions:

- The GSGE designed and implemented the Project entitled: “**Gender mainstreaming in the municipalities, with emphasis on women belonging to socially vulnerable groups (migrants, refugees, Roma, elderly living alone and women with disabilities)**”, funded by EU PROGRESS Programme. The main objective of the action in question is to strengthen the implementation of gender equality policies in Greek Municipalities, particularly in relation to these vulnerable groups. Two (2) tools have been developed: a) Gender Impact Assessment, b) Gender Budgeting. Four (4) Guidebooks have been created focused on these groups of women.
- The GSGE began a close cooperation with the **National Confederation of Persons with Disabilities** on developing access for disabled people to GSGE services. In this context, Counselling Centres and Shelters for women victims of violence have been made accessible to people with disabilities, and software from the Library on Gender and Equality of GSGE has been developed to enable them to be accessible by all.
- In addition, a GSGE **Working Group on Immigration Policy** was established. The group aims to develop and implement structured and comprehensive policy to tackle multiple discrimination suffered by immigrant women. On 10/3/2012 an “**Information meeting on migration and gender**” was held by GSGE and the General Secretariat of Population and Social Cohesion of the Ministry of Interior.
- The General Secretariat for Gender Equality, in collaboration with the Ministry of Citizen Protection and the United Nations High Commissioner for Refugees, printed a Guide on: “**Guidelines for Protecting Women and Girls during first entry and asylum procedures in Greece**”, targeted primarily at the institutions responsible for asylum seeker reception. Inter alia, the Guide highlights the special risks and challenges facing women and girls refugees, and the factors to be taken into account to ensure that women and girls can enjoy protection and to receive help equally with men and boys refugees. On 20/6/2011, on the occasion of World Refugee Day, a workshop on “**The Protection of refugee women and girls**” was organized, at which the guide was presented and discussed.
- GSGE participated in Wedo European Programme **NGO 50+ Greece** (our country’s representative on the AGE-Platform Europe), which organized a meeting on 4/5/2011 to create a national alliance of organizations interested in **combating the abuse of elderly persons** and to ensure their welfare and dignity in society.



- GSGE participated in the preparation and implementation of “**Diversity Day**”, organized by the European Commission against Discrimination, in the centre of Athens. The event was organized by many agencies and GSGE participated with a booth where information was distributed.
- GSGE participated in the expert groups set up by the **EU Advisory Committee on Equal Opportunities between Women and Men** in order to contribute recommendations and expertise on the gender dimension of social integration of immigrants (February-April 2011) and active ageing (March-November 2011).
- The GSGE attended the opening event for the **European Year on Active Ageing and Solidarity between Generations 2012**, organized by the European Parliament in Greece (2/3/2012).
- The GSGE participated in an event of the Friendship Club in the City of Athens for Women’s Day and the **contribution of women in the third age** (13/3/2012).
- The Director General of the GSGE, participated in the proceedings of the Committee on Evaluation of Projects Funded by the General Secretariat of Population and Development (2012).

3. Reproduction and Sexual Health

In cooperation with the General Secretariat for Youth, GSGE has designed the campaign entitled: “**Creation of an Internet Portal and Promotional Sensitization Campaign on Young Women’s Pregnancy & Contraception**” designed to raise awareness/sensitization of young women (and men), aged 15-25 years on issues of contraception and sexual responsibility. Central to the project is the creation of a viable web platform (portal) that provides all the necessary information to promote and encourage responsible sexual behavior of young women and their partners - with special emphasis on the reduction of adolescent abortion and prevention of unwanted pregnancy.

The GSGE’s “**MultiCentre**” (Counselling Centre in Athens) provides counseling services in the field of reproductive and sexual health in co-operation with the Maternity Hospital “Helena Venizelos” and the Centre for Disease Control and Prevention (KEELPNO).

4. Employment

4.1 Promoting Women’s Employment

The GSGE developed and refined the following Projects to promote women’s employment, funded by the OP **Human Resource Development** (NSFS):

- “Upgrading of professional skills of working / self-employed women”,
- “Promotion of gender equality policies in entrepreneurs”,
- “Comprehensive actions to advance unemployed women, with emphasis on reducing occupational segregation”, and
- “Actions to develop social awareness of gender equality issues in employment”.

The Projects will strengthen local partnerships aimed at increasing women's employment, support for women's entrepreneurship, adoption of equality policies by businesses, and information dissemination/ awareness-raising among the general public about gender segregation in occupation. They will also undertake studies to determine gender equality indicators and Good Practices guides, and to define a framework so as to evaluate and award a quality label for businesses that incorporate gender equality policies into their business models.

The Ministry of Labor has already assigned the GSGE the required resources to implement the Project: "Upgrading of professional skills of working / self-employed women".

4.2 Supporting Women and Youth Employment through Strengthening Entrepreneurship

The GSGE designed (and proposed to be funded by the OP "**National Contingency Reserve**") a special NSRF Project to boost youth and women's employment entitled: "An integrated intervention to support women and youth employment through support for entrepreneurship". The Project involves a grant for business start-ups consisting of the following:

- allocation of funds (grant) from 10.000 € to 20.000 € per beneficiary, to cover 100% of eligible operating costs - distributed in equal monthly amounts for a maximum of 24 months,
- additional grant funds (grant) up to 12.000 € of annual wage cost of creating (1) new job by hiring an unemployed person.

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

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

4.4 Other Actions to Support Women's Employment and Entrepreneurship

The following actions and partnerships were developed and carried out by the GSGE:

- **Establishment of a 10-member Scientific Committee** with the participation of academics, scientists, experts and GSGE executives with experience in gender issues and related areas of employment. The Committee has two



main objectives: to provide knowledge expertise and scientific support on employment-related issues. Committee members dedicate their time and services as volunteers, without remuneration.

- Establishing cooperation with the **Greek Network for Social Corporate Responsibility (CSR)** and updating of the Memorandum of Understanding. A workshop was organized by CSR Network under the auspices of GSGE (31/3/2011) in Athens, entitled “**The Contribution of Social Corporate Responsibility to Combating Gender Stereotypes**”.
- Development of cooperation with the **National Network of Women Entrepreneurs in Chambers** to synergize on the implementation of the GSGE project to upgrade the professional status of employed women.
- Collaboration with the **National Employment Organization (OAED)** on the inclusion of gender-specific statistics and the incorporation of gender in the organization policies and actions.

5. Promoting Women in Decision-making

During the period covered by the Progress Report, a special emphasis was given to promoting women candidates in decision-making positions in **regional and municipal elections**, and also to **the integration of gender into the policies of local government** in the context of the “KALLIKRATES” Programme for local government reform.

5.1 Encouraging and Enhancing Awareness of Women’s Participation in Positions of Political Responsibility

The Project “**Encourage and enhance awareness of women’s participation in positions of political responsibility**”, designed and approved for funding by the NSRF, concerns set of campaigns to raise awareness and enhance women’s participation in political decision-making centres of local and regional authorities,



and municipal elections, but also to increase their involvement in decision-making bodies at European, national and regional levels.

5.1.1 Local Government Elections 2010

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

- **Campaign** entitled “**Defy Stereotypes in this elections, vote also for women**”. The Campaign focused both on raising public awareness and reverse gender stereotyping in the political arena, and on supporting women candidates by disseminating informational materials. The awareness campaign included: a) production of **materials** (badges, leaflets and posters in Greek and Albanian languages in order to inform immigrants about their right to vote in these elections), b) production of two (2) **TV spots**, c) production of **radio spot**, d) organization of a **workshop** on strengthening women’s participation in decision making, e) airing of the TV spot on selected internet sites, and f) operation of an **information stand** in the center of Athens for three (3) days (2-4/11/2010).
- A **formal letter** was sent by the **Secretary General** to the **General Secretaries of the parliamentary political parties** in order to encourage them to include gender-sensitive criteria in the selection of the heads of the ballots thus to actively promote more women in decision-making. It is worth noting that the results of Regional Elections 2010, show that women that were elected made up **14.82%** of the total **vice Regional Governors**, **15.76%** of all **Regional Councilors**, **16.07%** of all **Municipal Councilors**. Eight (8) women across the country were elected **Mayors (2.47%)**.

5.1.2 National and European Parliament Elections

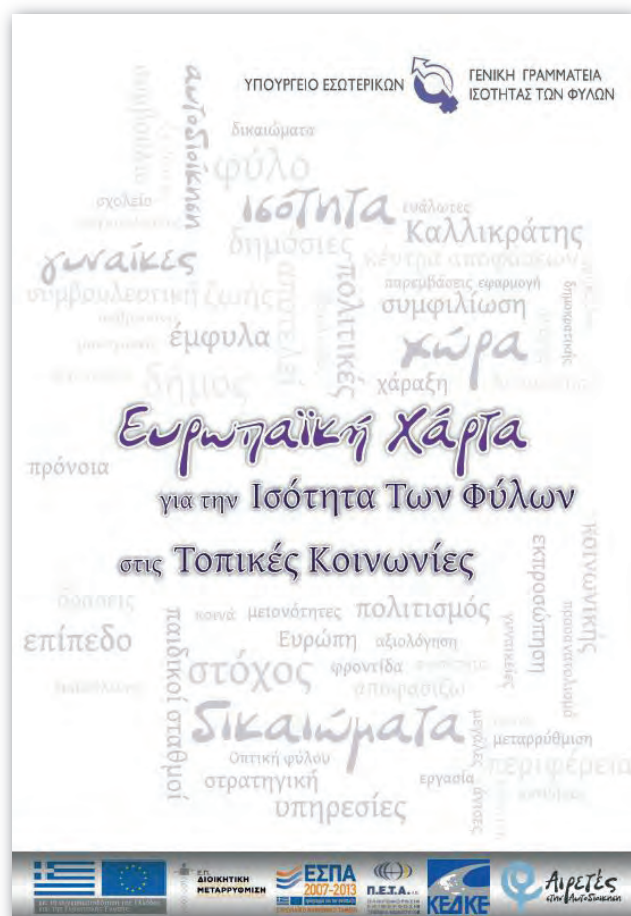
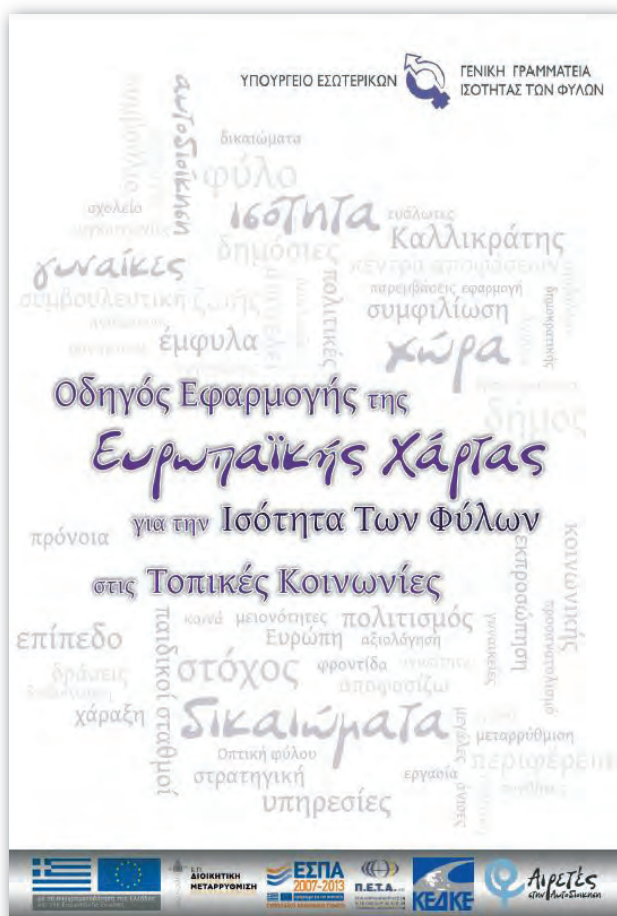
A campaign entitled “**Awareness campaign for women’s equal participation in political decision-making at national and European level**” (for the period of national elections and European Parliament elections, respectively) was prepared. The open tender to select the contractor has been published and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

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

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

The following actions have been completed:

- A **formal ceremony** was held on the 7th of November 2011 at the Acropolis Museum with the participation of Mayors who signed the “European Charter for Equality of Women and Men in Local Life”. On the 8th of November 2011 a **conference** took place, following the signing of the Charter, with the participation of 300 women involved in local politics, and was broadcasted live via internet (live streaming) on the website of GSGE.
- On the 2nd of March 2012, a **conference** was organized, with the participation of elected Regional Councilors and Members of the Regional Committees for Equality (PEPIS). In the conference the 2year Action Plans for Integration of Gender Equality Policies in the all Regions were presented the biennial of the country and the NSRF-funded operational and publicity support of the PEPIS by the GSGE.



- Publication of the “**European Charter for Equality of Women and Men in Local Life**”, which was distributed to all Greek Municipalities and Regions.
- Drafting and publication of the “**Implementation Guide of the European Charter for Equality of Women and Men in Local Life**”.
- Creation of a special **website www.airetes.gr** and creation of **Register of Elected Women** at Local and Regional Level.
- Organization of **thirteen (13) Regional Seminars** for 1000 elected women: Western Macedonia in Kozani (15-16/12/2011), North Aegean in Athens (15-16/3/2012), Western Greece in Patra (29-30/3/2012), Peloponnese in Tripoli (5-6/4/2012), Thessaly in Larisa (31/5-1/6/2012). The remaining eight (8) Regional Seminars are scheduled for 2012.
- **Recruitment of Equality Offices** in the Central Union of Municipalities of Greece (KEDE) and the Association of Regions (ENPE).

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

The **Research Centre for Gender Equality (KETHI)** implements Project funded by the NSRF for the development of actions that **support the participation of women in positions of political responsibility** at the national and European level. Specifically, the Project addresses to the following target groups: a) women elected at national or European level, b) women candidates in elections (national and European elections) that have not yet been elected, and c) political parties and decision-making institutions regarding the electoral process. The Project includes: a) conducting surveys and studies on women’s participation in decision-making, b) organization of training seminars for women candidates in elections, c) creating a special website, and d) publication of relevant printed materials.

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

Projects were designed in order to aiming at empowering women in administrative positions in Social Partners’ Organizations at all levels, with actions such as: a) creating gender equality structures at the offices of Social Partners’ Organizations, b) networking and transnational cooperation, c) organizing training seminars and awareness raising workshops. The following Projects are funded by the NSRF and are under implementation:

- “**Actions for the promotion and support of women in senior ranks of the Labour Union of Public Sector (ADEDY) and its members**”, implemented by the ADEDY Balkan Institute of Public Administration.
- “**Enhancing and strengthening the participation of women in rural trade unions and other bodies representing the Rural Sector**” implemented by the General Confederation of Agricultural Associations of Greece (GESASE).
- “**Strengthening and support women to get involved in commercial entrepreneurship and the trade union movement**” implemented by the National Confederation of Greek Commerce (ESEE).
- “**Action Plan for the promotion of women in decision-making bodies of the Hellenic Confederation of Professionals, Craftsmen and Merchants**”

(GSEVEE)” implemented by the Institute of Small Business of the GSEVEE.

- “**Promotion and enhancement of women’s participation in representative bodies of trade unions**” implemented by the Labor Institute of the **General Confederation of Greek Workers (GSEE) (INE-GSEE)**.
- “**Strengthening the women’s participation in positions of responsibility in business and business representatives**”, implemented by the Association of the Greek Industry (SEV).

5.5 Monitoring Gender Quota Implementation

In monitoring the implementation of Law 2839/2000 relating to **the implementation of gender quota in Administrative Boards and Institutional bodies**, a formal letter was sent to all General Secretaries of the Government. The following Table presents the implementation of gender quota in Public Sector Bodies, according to data collected by the GSGE.

Table 1. Implementation of Gender Quota in the Public Sector

	No OF DECISIONS	No OF COUNCILS ALIGNED	No OF COUNCILS NOT ALIGNED
Ministries Civil Servant Councils	103	81	22
Administrative Councils of Supervised Agencies of Ministries	14	7	7
Regional Administrative Councils	2	0	2
Municipal Administrative Councils	2	2	0
Administrative Councils of Municipal Public Legal Entities	33	12	21
TOTAL	154	102	52

Regarding **women’s participation in business management, information and awareness-raising actions** were developed by the Greek Network of CSR, the Athens Chamber of Commerce and Industry (ACCI), SEV and Development Institute of Women Managers and Entrepreneurs (IAGME) on the EU campaign on “Quotas for women in corporate board-regulation or legislation at European level”. The Secretary General supported the aforementioned initiatives, in a formal letter inviting the member companies of the organizations participating in the European campaign to pledge to increase the number of women on their boards.

5.6 Supporting NGOs (Women's Organizations)

The GSGE has undertaken, within the NSRF financial framework, the **funding of projects** (in two phases) **that strengthen the actions of non-governmental and womens organizations** (NGOs) working on gender equality and/or the protection of the women's rights. The Projects foster administrative and operational capacity of NGOs through the implementation of 2-year Action Plans and measures in support and promotion of women and gender equality. Proposed Projects for funding address at least one of the following topics:

- Preventing and combating all forms of violence against women and provide assistance to victims of **gender based violence**.
- Supporting women minorities and those in **vulnerable social groups** such as immigrants, refugees, women imprisoned and ex prisoners, Roma women, women with disabilities, etc.
- Fighting against **gender stereotypes** and gendered roles, as reproduced by the mass media.
- Integrating a gender perspective in **innovative fields**, such as the environment, culture, research, science, etc.

The Call for Proposals (1st Phase) was published on 22/7/2011. 135 Action Plans were submitted. During the evaluation phase, the 17 Action Plans of the following organizations were selected:

1. Home Start (Nea Ionia, City of Volos)
2. European Network against Violence
3. European Cultural and Research Centre of Athens
4. Centre for Women Studies and Research-Diotima
5. Women's Centre of Karditsa
6. ERGANI Support Centre for women's employment and entrepreneurship
7. Centre of Educational and Artistic Training-SHEDIA
8. UNESCO Centre for Women and Peace in the Balkan Countries
9. Greek Women Engineering Association (EDEM)
10. Social Empowerment
11. Network of Local Authorities for Social, Cultural, Environmental, Touristic and Rural Development (Efxini Poli)
12. AROGI Social Care Foundation
13. NGO "Athena"
14. Scientific Company for Social Cohesion and Development
15. Centre for Education and Family and Child Welfare-PLATON (City of Nafpaktos)
16. UNESCO Group of Maroussi Municipality, Region of Attica
17. NGO Support

The above Projects have been contracted.

The Call for Proposals (2nd Phase) was published on 10/4/2012 on the website of GSGE, with a deadline for applications until the 31st of May 2012.

Furthermore, GSGE in order to support women's organizations and NGOs has implemented the following:

- **Creation of a special field on GSGE website** (www.isotita.gr) for women's organizations and NGOs, so they can upload their proposals and announcements. In this field of GSGE website an updated list of women's organizations, social organizations and women's sections of political parties is included. Moreover, a special open access electronic database is under construction for the registration of Women's NGO and the automatic updating of their contact details.
- **Participation** of the Secretary General or Representatives from GSGE in events and conferences organized by women's NGO in order to inform about the public policies and actions of the "National Programme for Substantive Gender Equality 2010-2013".
- **Co-organization and funding** of women's organizations' events related to gender equality issues.



6. Mass Media

Recognizing the important role of mass media (press, radio, television and internet) in the (re)production of gender stereotypes, Secretary General of Gender Equality participated in television and radio shows (see Catalogue III), in various events, conferences and meetings organized by public organizations in Athens or in other cities all over the country (see Catalogue II).

The actions implemented by GSGE related to the field of mass media are the following:

- Cooperation with the **National Radio and Television Council** (ESR) for the approval to broadcast GSGE television and radio spots for free.
- **Five (5) specific complaints** were lodged regarding specific shows that were offensive to women's dignity. By June 2011 one (1) condemnation was made.
- A **written non judicial complaint** was sent to a television show for insulting a GSGE employee. The result was an official apology and commitment to not air the insulting episode.
- Cooperation with the **Communication Control Board** (SEE) and the **Greek Association of Advertisers** (SDE) in order to combat gender stereotypes in advertisements. In this context, GSGE prepared a Draft Annex on "Gender Equality and Communication" to be incorporated into the Greek Code of Advertising, Communication of the Communication Control Board. The Communication Control Board however, responded by rejecting the Draft Annex and claimed that this issue is covered adequately by existing provisions of the Greek Code of Advertising.
- **Creation of a special TV logo** which aired by the public Greek Television (ERT) to commemorate the World Women's Day (8 March 2011)
- Funding of the Gender Equality Prize "Helen Alitzoglou" Award to a journalist who promoted gender equality issues. The award ceremony took place on 27/5/2010 at the Institution of Promotion of Journalism-A.V. Botsi.



7. Arts and Culture

7.1. Encouraging and Funding Artistic Creation that Promotes Gender Equality

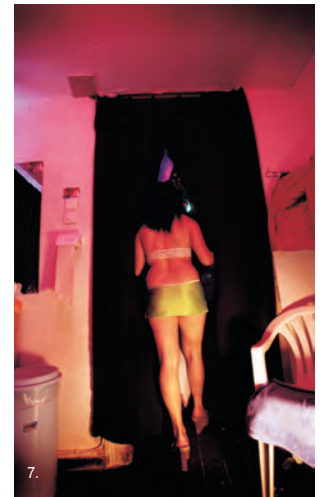
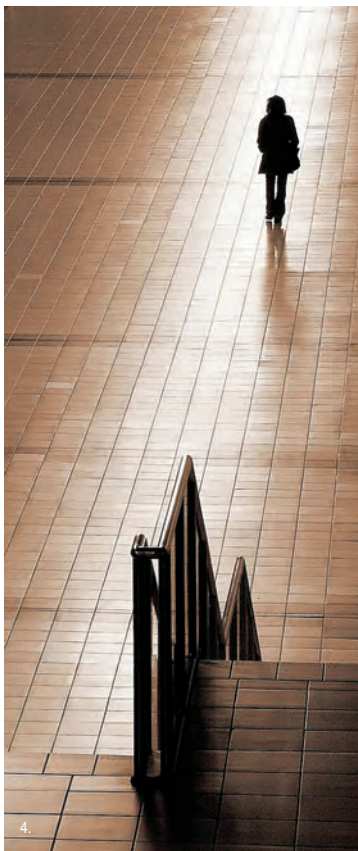
Recognizing that cultural creation historically produces and reproduces social perceptions, attitudes and gender stereotypes, the GSGE promotes artistic expression and cultural creation that reinforces the goal of gender equality. Specifically, GSGE aiming at the reinforcement of the production and perception of art on the Thematic Area “Gender Identities, Women’s Rights, Gender Equality”, has designed and is preparing to implement the following projects funded by the NSRF:

- **“100 Projects/artworks for Gender Equality”**: Production of innovative artistic creations by women, men and groups in all areas of art [painting, sculpture, photography, installation, video, action (performance), cinema (films documentaries and short fiction), theater and dance].
- **Development of Action Plans by artistic and cultural agencies** for the strengthening of the way gender sensitive art is perceived, for the highlighting of the obstacles that limit women, and their encouragement as well in order to overcome these obstacles in artistic creation. Projects may include workshops, events, seminars, presentations, etc.
- **Collection, digitization, archiving of audiovisual artistic creation** that promotes gender equality in order to create a database of documentaries and films.
- **Organization of festival** aiming to publicize and promote the artistic works that will be produced under the Project in the Thematic Area “Gender Identities, Women’s Rights, Gender Equality”.

7.2 Cultural Events on Gender Equality

GSGE has developed partnerships with the Educational Institutes of Embassies to promote the internationality in the field of gender and culture. Specifically, in collaboration with the Educational Institutions of **Italy, Spain, Norway, Cyprus** and the **United Kingdom** and the **European Union National Institutes for Culture (EUNIC)**, GSGE has planned and organized the publication of a collective volume of short stories by 6 women writers from 6 countries entitled **“6 Voices-6 Women”**. In particular, the authors are: **Vanessa Gebbie** (Britain), **Rea Galanakis** (Greece), **Marta Pessarrodona** (Spain), **Dacia Maraini** (Italy), **Rina Katselli** (Cyprus) and **Annette Mattsson** (Norway). The publication was presented by the authors at an open discussion event on 8/3/2012 (International Women’s Day) at the Cervantes Institute.

In cooperation with Fixed Transport SA, GSGE organized in 2011 and 2012, **two photography exhibitions** at Syntagma Metro Station on the occasion of International Women’s Day. Specifically, on March 8th 2011, GSGE unveiled 60 works by 4 women photographers at a photography exhibition entitled **“Women of the World”**. The exhibition “Women of the World” moved to Patra and Livadia at the request of the respective municipalities. On March 8th 2012, GSGE unveiled the exhibition **“Women on the Move”** with the participation of 8 women photographers following an open public invitation by the GSGE.



1. Vilma Meniki / 2. Nikiana Sianou / 3. Maria Kappatou / 4. Chariclia Loupa / 5. Maro Kouri / 6. Johanna Tachmintzis / 7. Andrea Motta
8. Fani Sarri / 9. Maria Skourti / 10. Marina Pro

GSGE co-organized with the Greek Film Archives a four-day film tribute entitled **“1st Film Panorama on Violence against Women”** (25-28/11/2011) and a two-day Greek Cinema and Documentary event entitled **“Female/Male”** (24-25/4/2012), framed by a lively discussion on the problems women artists face and the male look at women in Greek cinema.

In collaboration with the Norwegian Embassy, GSGE held an open discussion on **“Women in the theater of Ibsen in the 21st Century”** (4/4/2012), in which women’s image in the works of Ibsen was extensively discussed.

7.3 Studies on Culture and Gender Equality

In the field of culture, **two (2) studies** were commissioned and were completed under NSFR funding.

The first study, entitled: **“Participation conditions in the field of art: a gender perspective approach”**, explored the practical and symbolic barriers women artists face in terms of access, career development and professional establishment. In particular, the study investigated the gender representations that prevent equal access to employment and how sexual harassment is dealt with.

The second study entitled: **“Representation of women in artistic collectives”** refers to women’s participation in artistic collectives in Greece. The study showed that women outnumber men in the field of dance, followed by the areas of visual arts, literature, theater, film and music -while a smaller percentage is found in the field of photography.

B. REINFORCING GSGE KEY STRUCTURES

1. Library on Gender and Equality

1.1 Upgrading and Expanding the Services of the Library on Gender and Equality

The Project “**Upgrading and Expanding the Services of the Library on Gender and Equality**” was designed and was approved for funding by NSRF in February 2011. The Project aims **to upgrade and expand library services** in order to allow the provision of new information services to inform citizens and particularly researchers, scholars and policy makers on gender equality in all areas of public policy.

The Project includes:

- establishment and pilot operation of a digital repository on gender equality issues,
- enrichment of the existing database of the Library through the collection and digitization of documents of “gray” literature,
- expansion of the Historical Archives with documents on women’s movement,
- adjustment of Library’s certain services aiming to meet the needs of people with disabilities.

The Project completed the following:

- **Establishment of an unpaid Scientific Committee** with the participation of academics, scientists, experts and executives of the GSGE experts on gender equality. The Committee supervises the working groups, the pilot operation of the repository, the expansion of the Library services and the publicity actions of the Project. The Committee has completed two (2) sessions.
- **Establishment and operation of two (2) working groups** consists of gender experts and GSGE staff members that support the expanded services of the Library. The 1st working group is responsible for the writing of technical proposals for the collection of oral testimonies that are related to gender issues and the history of women’s movement, as well as the selection of historical documents, magazines of “grey” bibliography etc. The 2nd working group is responsible for drawing up criteria for the creation of the digital thematic repository on gender issues as well as adapting the Library’s services in order to cover the accessibility needs of persons with disabilities.
- **Recruitment of one (1) Archivist** on an 18-month contract term for the documentation and subject indexing of archival material of the Historical Archive of the Library.
- Implementation of the **Collection of Oral Testimonies that relate to gender issues and the history of the women’s movement and of historical figureheads**, via interviews by the National Centre for Social Research (EKKE).

- Implementation of the **nationwide mapping women's archives** and recording of the findings toward enriching the Library's Historical Archive by the National Centre for Social Research (EKKE).
- The evaluation process of recruiting one **Librarian** is in progress.
- Preparation of an Open Call for the **renovation, purchasing and installation of necessary equipment** in the Library.
- Preparation of an open competition for the project: "Study on the creation of a thematic digital repository on gender equality and the adaptation of the Library services to meet the needs of people with disabilities".

1.2 Other Actions of the Library

In parallel, the Library on Gender and Equality continues to provide information services, to update and enrich the collection with printed and online material, to renew journals subscriptions, to accept significant gifts and to organize Book Presentations. More specifically in the period covered the Library organized:

- **Eight (8) Book Presentations of new scientific publications** on gender issues in the Historical Archive offices, entitled:
 1. "The Icon: Construction of the Image" (author: Tessa Doulkeri) (16/5/2012).
 2. "The Silent Wounds: Contra-conception and Abortion as an Experience and Practice" (author: Ersi Zaragali) (23/4/2012).
 3. "Gender Equality and Private Autonomy in Family Relations" (author: Athina Kotzabasi) (15/3/2012).
 4. "Re-locations: Gender, Difference and Urban Space" (editor: Sasa Lada) (13/12/2011).
 5. "Unseen Violence: Love should not Hurt" (author: Stefania Souli) (1/11/2011).
 6. "Women's Travelogue in the East" (author: Vasiliki Lalagianni) (19/9/2011)
 7. "Gender and Culture" (editor: Chrysi Vitsilaki, Maria Gasouka and Iannis Papadopoulos) (18/5/2011).
 8. "Researching Gender in Greece" (editor: Giota Papageorgiou) and "Gender and Research" (author: Giota Papageorgiou) (7/2/2011).



- An event in honor of **Eleni Pampoukis**, historical member of the feminist movement and donor of part of the “SELANA Women’s Historical Archive” (26/04/2012).
- Event tribute to Greek the artist **Vaso Katraki** for her contribution to Art and the Social struggles (26/03/2012).
- **Conference** entitled: “Library Affairs and Gender Equality: Enriching the Research Material- OP Programme EPEAEK II” (19/12/2011). The event was broadcasted live via internet (live streaming) on the website of GSGE.
- Production of a **3minute Video** presentation of the Library.
- Educational visits of four (4) visiting schools to the Library and the Historical Archives.
- Presentation by the Head of the Department of the Library’s work on the radio station of Heraklion “Epikoinonia FM” and interview of the Secretary General of Gender Equality.

During the period of the Progress Report, **678** visitors came to the Library, **81** email/fax requests from remote users were answered, **1647** books were lent, **188 new members** were enrolled and over **2400** books and records were donated to the collection of the Library and the Historical Archive.

Moreover, the Library website statistics from March 2011 until May 2012 were as follows: **5473 visits** [visits to the Historical Archive: 1400, visits to General Information/Collections/New Acquisitions: 1620, Inquiries to Public List (OPAC): 753, Library Services: 347].

2. New Monitoring Mechanism for the Implementation of Gender Equality Policies

The GSGE developed and implements the Project: “**Organization of Services for Integration, Monitoring and Evaluation of Gender Equality Policies across the breadth of Public Action (OBSERVATORY)**” that was designed and approved for funding by the NSRF. The **aim** of the Project is the creation/development and pilot operation of the Monitoring Mechanism for the strengthening of the gender perspective and of the goal of gender equality in the planned and implemented policies. The Mechanism, apart from the monitoring system of policies of all agencies of the Government and local authorities and Regions, will also have a rating system of policies results regarding to gender (gender impact assessment). The follow-up and evaluation of the policies will be based on statistical data and the development of gender indicators according to the UN and EU criteria.

In this context, the following actions have been completed:

- **Establishment of an unpaid Scientific Committee** for the support and scientific guidance/supervision of the Project. The Committee consists of academics, gender experts, GSGE executives, and persons in key positions of political responsibility and has completed two (2) sessions.
- The **operational design** of the Mechanism for monitoring gender equality and the support of its implementation is implemented by a consulting company.
- The Preparation and writing of the **Annual Reports on the Progress of Implementation of Policies for Gender Equality** is an ongoing process.

- Implementation of two (2) projects on the **Development and Operation of an information system with subsystems**: a) “Informational Sub-System Management of Gender Experts Directory”, and b) “Informational Sub-System Management of feminist and NGOs list that develop actions in the field gender equality”.
- Publication of Call for Proposals concerning **six (6) surveys and research projects** on gender equality issues that will support the operation of the Mechanism. The surveys will focus on the following areas:
 - > The phenomenon of violence against women in Greece.
 - > Prostitution and trafficking in women in Greece.
 - > Unemployment and gender inequalities in Greece, as well as the effects of the economic crisis on women and households in Greece.
 - > Men’s and women’s health in Greece and the use of health services.
 - > Gender and language: the case of public administration documents.
 - > Development of electronic database toward recording data on the implementation of gender quotas in public administration agencies.

3. Documentation

In order to provide specialized information in all fields of policy that are related to gender equality, the GSGE collects, organizes and processes statistical evidence and other data and has completed the following:

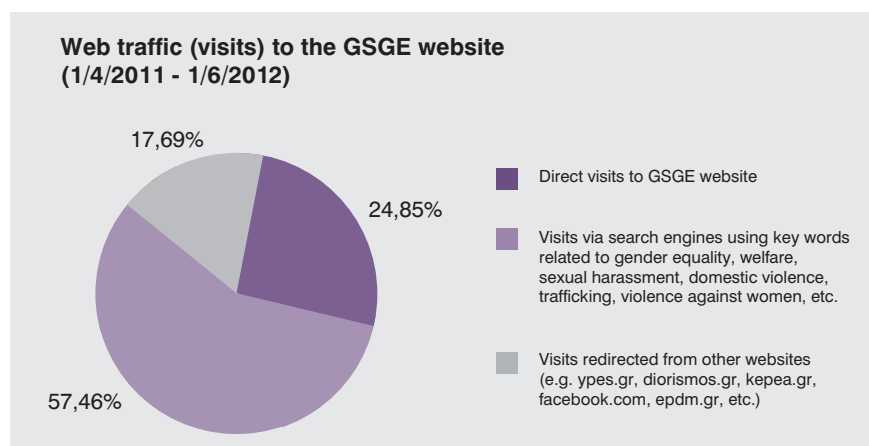
- **Collection and processing** of statistical data and methodologies of gendered statistical analysis by the Greek Statistical Authority (ELSTAT), EUROSTAT, OECD by area/field of policy, recording of gaps and drawing up reviews and reports in specialized issues.
- Established a working group with members of ELSTAT for the creation of the “**National System of Gender Indicators**”.
- **Collaborated** with the European Institute for Gender Equality (EIGE) by participating in the Expert Forum and Working Group on Beijing Indicators. A gender expert has also been appointed to the Working Group EU Gender Equality Index.
- Participated in the 1st and 2nd Users Conference of the Greek Statistical Authority (December 2010 & 2011).

4. Information – Communication with the Public

The GSGE **provides ongoing and targeted information** to citizens, vulnerable groups of women, cooperating agencies, NGOs and gender experts, on GSGE and other organizations’ policies, programmes and actions as well as on the current legislative framework for the promotion of gender equality in national and international level.

The GSGE **updates** the website www.isotita.gr (latest news, announcements, laws, press releases, policies, programmes and projects etc.). In addition, the portal provides studies and statistics on the participation of women and men in Employment, Education, Decision-making Centres and Violence against Women. Furthermore, access to Library’s catalogues is offered.

The systematic and detailed recording of the site's visiting statistics reveals within the last year (1/4/2011-1/6/2012) a total of **114.270** hits by **60.406** unique viewers. Approximately **24.85%** of the visits are directly to the GSGE url while **57.46%** are visits that are made via search engines on issues as: equality, social services, sexual harassment, domestic violence, trafficking, violence against women. Furthermore, **17.69%** of visits are redirected from other websites (eg. ypes.gr, diorismos.gr, kepea.gr, facebook.com, epdm.gr). Visits have been recorded from countries such as the UK, Cyprus, USA, Germany, Belgium etc. The greatest percentage of visits comes from the five largest Greek cities (Athens, Piraeus Thessaloniki, Heraklion, Patra) as well as mainland areas of Central and Northern Greece.



To promote the work being done, the GSGE organizes **events, meetings, conferences, round table discussions** (see Catalogue I) on issues that are related to gender equality.

In addition to these, GSGE implemented the following actions:

Publication of **monthly electronic newsletter** (e-newsletter) with GSGE feature articles, showcases, interviews, notices, projects and programmes, publications, events, etc. sent to 5,000 email addresses.

1. **Over one hundred press releases** (102 press releases) informing the press and public of news, collaborations, events, new legislation, etc. (see Catalogue V).
2. **Creation of 5-minute video presentation** showcasing GSGEs' work, programmes, policies and actions (with graphics and music for use at events, meetings and presentations).
3. **Creation of 3-minute video presentation** regarding the work and activities of the Library on Gender and Equality (for use at events, meetings and presentations).
4. **Access to Web TV** via www.isotita.gr where events/meetings/conferences can be followed live (live streaming) or watched at a later date.



5. **Updating and expansion** of the GSGE mailing list with women's NGOs, gender experts, gender researchers and students, etc.
6. **Dissemination of the Helpline SOS 15900 leaflet** and other GSGE brochures and publications to Municipalities and specialized agencies.
7. **Information sessions with schools** across the country at GSGE offices:
 - Milos Gymnasium (4/4/2011), in the context of the Daphne III Programme on "Sensitization on Gender Equality against Violence between Sexual Partners"
 - 1st Lyceum of Korydallos (29/11/2011), in the context of the Pilot Research Programme of Projects as part of the school curriculum. One of the special themes was gender equality.
 - Artemida Gymnasium (17/1/2012) in the context of the pilot Programme of Research Projects as part of the school curriculum. One of the special themes was gender equality.
 - General Lyceum of Karystos (11/1/2012) in the context of the Sociology lesson on Gender Equality.

5. Participation in International and European Organizations

The General Secretariat for Gender Equality participates actively in international and European organizations. [Full list of officials GSGE participation can be found in the Annex (see Catalogue VI)].

5.1 United Nations (UN)

Regarding the **United Nations** (UN) system, GSGE participated in the Annual Plenary Session of the Commission on the Status of Women, the new UN-Women Agency, the Educational, Scientific and Cultural Organization (UN-ESCO), and the International Labor Organization (ILO). As part of GSGE obligations to the Committee of the United Nations (UN) on the Elimination of Discrimination against Women (CEDAW) in December 2010 completed the 7th National Report of Greece, adopted in Greek and English in June 2011. The Report was sent to all who contributed (Athens, 27/7/2011).

5.2 European Union (EU)

Moreover, GSGE participated in Committees, Workshops and Meetings of the **European Union**. Specifically:

- EU Advisory Committee on Equal Opportunities for Women and Men. The Secretary General for Gender Equality elected as President for 2012.
- High Level Group of the European Commission on mainstreaming a gender perspective into all policies and actions (High-Level Group on Gender Mainstreaming), and
- European Institute for Gender Equality (EIGE).

The GSGE organized in cooperation with the European Commission Representation in Greece and the Information Office of the European Parliament in Greece, a Workshop entitled: “**1981-2011: The Role of the European Union in Gender Equality in Greece**” (Athens, 11/11/2011). The Workshop Proceedings were published.

On 31/1/2012, the GSGE participated in the European Network regarding integrating gender mainstreaming in the Structural Funds in order to ensure the principle of gender equality in the Operation Regulation of the Structural Funds of the European Union. Finally, the GSGE participated in the Working Group of the Ministry of Foreign Affairs to prepare the Greek Presidency of the European Union (January-June 2014). Furthermore, an official support letter was sent out on 2/2/2012 to the **European Help Line to Women victims of Violence 116016** to the relevant General Department of the European Commission “Information Society and Media”. Lastly, the GSGE participates in the Working Group of the Ministry of Foreign Affairs for the preparation of **the Greek Presidency** of the EU (scheduled in January-June 2014).

The GSGE recommended **Aliki Giotopoulos-Maragopoulos** to be included in the European Institute for Gender Equality 2013 calendar entitled: “Women Inspiring Europe”.

5.3 Other International Organizations

Moreover, GSGE participates in **other international organizations** (apart from UN and EU), such as the Organization for Economic Cooperation and Development (OECD), Organization for Security and Cooperation in Europe (OSCE) and the Council of Europe (CoE).

GSGE staff member Iphigenia Katsaridou was elected **President in the Committee of the Council of Europe on Gender Equality**, and effectively coordinates all activities of international organizations in the field of equality between women and men for the years 2010 and 2011. From this position, she represents the Commission (47 countries) in other international organizations and bodies of the Council of Europe.

5.4 Bilateral Cooperation

In terms of **bilateral cooperation**, GSGE has undertaken the following:

- Meeting of the Secretary General for Gender Equality with **Iranian Delegation of Women-Members of Parliament** at GSGE offices on 7/10/2010.
- Invitation of the Iranian Ambassador from the Secretary General for Gender Equality at GSGE offices on 13/9/2010 for the case of the death penalty of Sakineh Mohammadi Ashtiani.
- Signing of the Constitution of the organization “**Foundation of Women for the Mediterranean**” that was established by the initiative of the French Government, and participation in the event (Paris, 13/6/2011).
- Working meeting of the Secretary General for Gender Equality with the five-member Delegation of the **Shanghai Women’s Federation of People’s Republic of China** at the offices of GSGE (Athens, 15/9/2011).
- Working meeting of the Secretary General for Gender Equality with the Head of the **Financial and Cultural Office of Taipei (Taiwan)** in Greece in the offices of the GSGE, (Athens, 20/3/2012).
- Working meeting of the General Secretary for Gender Equality with women’s representatives from the **People’s Republic of China**, with the Vice-President of the Chinese Women’s Federation at the offices of GSGE (Athens, 1/6/2012).
- Cooperation of the Secretary General for Gender Equality with the UNICEF President toward the investigation into **female genital mutilation** in Greece, aiming at the prevention and elimination of this phenomenon.

THIRD PILLAR

INTEGRATING GENDER EQUALITY IN PUBLIC POLICY (GENDER MAINSTREAMING)

The Gender Mainstreaming Strategy refers to ways in which all public policies can embrace the objective of “weaving in” gender equality into their design and implementation.

With regard to all national public policies, the GSGE secured the necessary **cooperation of the relevant Secretary Generals** who will in turn promote and practically apply, via specialized policies and actions, the strategic goal of gender integration in central and regional policies of the country toward reducing the gender gap. More specifically these policies will improve the status of women in employment (with an emphasis on enabling women’s professional upward mobility and better remuneration), will encourage the participation of women in employment and entrepreneurship, so as to facilitate a better work/family/private life balance, combat all forms of violence against women and work toward eradicating gender stereotypes.

At the level of local government (Municipalities and Regions) the signing of the **European Charter on the Equality of Women and Men in Local Life** by **152 Mayors** with a commitment to develop and implement Action Plans of for Gender Integration in policy making was a great step forward. The ceremony took place in the Museum of Acropolis in Athens on November 7th, 2011 and it was followed by the signing of the Charter by **13 Governors of Regions** in a ceremony held in Athens on December 9th, 2012.

Monitoring the process of gender integration in the policies of Municipalities who cooperate with the GSGE is conducted via frequent technical meetings. Several Municipalities have set up **Municipal Gender Equality Committees** to facilitate the process. The responsible parties are kept abreast of developments by the GSGE with notices, announcements, news, events, collaborations taking place and systematic updates on the progress of the European Charter.

1. Developing Methodologies and Tools for Monitoring and Evaluating the Integration of Gender Equality in all Public Policies

The Project “**Development of Methodologies and Tools for Monitoring and Evaluating the Integration of Gender Equality in all Public Policies**” was designed and approved by the NSRF on 29/12/2010. The project aims to support the development and pilot implementation of **Action Plans** for the integration of gender in the policies of **Ministries, Regions and Municipalities**.

The GSGE contacted all General Secretariats of Ministries, 13 Greek Regions and the 15 largest in population Municipalities, inviting them into the Project so as to secure funding for Local and Regional Gender Equality Action Plans based on the Prototype System Integration of Gender Equality (SEIF), which has already been developed. A total of nine (9) Ministries have so far expressed interest to participate in the project and to appoint gender expert representatives from each Department to joining the relevant Working Group.

Three (3) Working Groups were established, members of which are GSGE and SIS/GSGE staff, special scientists and gender experts from Ministries, Regions and Municipalities in the country.

The first Working Group is in charge of developing the **Prototype System Integration of Gender Equality (SEIF)** in the form of three (3) distinct Guides. The Implementation Guides serve to combine theoretical and methodological approaches and provide examples to enable **Regions, Ministries and Municipalities** to effectively integrate gender equality policies (gender mainstreaming) in their respective policies and actions.

The second and third groups have the task of implementing the Prototype System Integration of Gender Equality in Local Government and to serve as liaisons between organizations/agencies or **Municipalities/Regions**, SIS/GSGE and those responsible to implement the pilot programmes on gender equality in **Central Administration**.

An open Call was announced to select those who will implement the Customization of the Prototype System Integration of Gender Equality (SEIF) and the pilot application of **Gender Equality Action Plans** in each of the 13 Regions and each of the 15 largest in population Municipalities (Athens, Acharnes, Volos, Heraklion, Thessaloniki, Ioannina, Kerkyra, Larisa, Nikaia-Agios Rentis, Patras, Piraeus, Peristeri, Rhodes, Chalkida, Chania).

An open Call is also being prepared to select those who will implement the Customization of the Prototype System Integration of Gender Equality (SEIF) and the pilot application of **Gender Equality Action Plans** in each of the 15 Ministries of the Central Government.

2. Project: “Actions to Promote Gender Equality at Regional Level. Upgrading of the Regional Committees for Gender Equality (PEPIS)”

With the Project “**Actions to promote gender equality at regional level. Upgrading of the Regional Committees for Gender Equality (PEPIS)**” the Regional Committees in question will be strengthened as development institutions for gender policies in the Regions. The relevant Call for Proposals to the Regions is forthcoming. Actions to be funded include:

- the organization of services in the thirteen (13) Regions of the country and the training of personnel,
- the creation of regional Fora for Gender Equality,
- the establishment and functioning (real and virtual) network of local groups at regional level for gender equality with representative members of key social partners, academic community, etc., and
- the development of awareness /publicity campaigns throughout the duration of the Project.

3. Designing, Developing and Funding of Gender Equality Projects by other Institutions

- Cooperating with the **Greek Statistical Authority** to conduct, for the first time in Greece, a Time-Use Survey to be approved for funding by the NSRF, OP “Administrative Reform”, under the Project: “Support for Conduction a Time-Use Survey by ELSTAT to improve the design and evaluation of policies on gender equality”. Conducting the Time-Use Survey has been included in the Annual Programme of ELSTAT for 2012 and 2013.
- Cooperation with the **Ministry of Education, Lifelong Learning and Religious Affairs** and the **Ministry of Development, Competitiveness and Shipping** to design the NSFR Project: “Increasing the degree of ownership and use of PCs by groups of women to toward their active participation in the contemporary ICT environment”, with an aim to increase the active ownership and use of computers by women’s groups. It was not possible to complete the Project because of eligibility issues related to the selection criteria of the OP “Digital Convergence”.
- Collaboration with the **National Centre for Social Research (EKKE)** to conduct three (3) surveys to develop tools to support documentation on strengthening the effectiveness of public policies toward promoting gender equality. The Project in question will investigate:
 - > the procedural framework for gender budgeting,
 - > the political culture of citizens by gender and the welfare policies in Greece and their use by Greek citizens as beneficiaries according to their gender.

The Call for Proposals has been published under the OP “Administrative Reform 2007-2013”.

- Working with the **General Secretariat for Research and Technology** to integrate gender equality in policies (gender mainstreaming) relating to Research, Technological development and Innovation. More specifically, the

GSGE will fund the establishment of a structure and the operation of the Network of Women Researchers “PERIKTIONI” to monitor gender equality in the formulation and implementation of policies for Research, Technology and Innovation. The Call for Proposals has been published under the OP “Administrative Reform 2007-2013”. Furthermore, GSGE participates in a Working Group appointed by the Secretariat for Technology in order to establish research priorities and design actions of Academic Research for the period 2009-2014.

- Cooperation with the **Ministry of Justice, Transparency and Human Rights** and the organization **EPANODOS** (an entity supervised by the Ministry of Justice) to fund actions for women prisoners and the creation of a multi-purpose centre at the women’s prison in Eleonas at city of Thiva. The Call for Proposals was published under the OP “Administrative Reform 2007-2013” (9/12/2011).
- Cooperation with the **Ministry of Foreign Affairs** to develop measures aimed at preventing and combating trafficking in women and the support of the creation of a National Coordination Mechanism.
- Cooperation with the **Ministry of Rural Development and Food** for the integration of gender equality in policies and in particular to actions for women’s cooperatives.
- Cooperation with the **General Secretariat for the Consumer** regarding the investigation of the cost of services in the private sector for issues of reproductive and sexual health of women.

ADMINISTRATION - ORGANIZATIONAL ISSUES

The GSGE continues to be supported by the operations and projects of the Research Centre for Gender Equality (KETHI). Following the latest governmental agency mergers (2012), KETHI received a positive evaluation and, following the Minister's of Interior intervention, retains its autonomy as a legal entity under private law, under the supervision of the GSGE.

1. Central Service

1.1 Strengthening Human Resources

On 31/12/2009, GSGE had **forty-two (42) employees**, of which thirty-eight (38) were permanent employees, three (3) employees working under private contracts, and an open-ended contract for (1) attorney. Furthermore, four (4) Graduates of the **National School of Public Administration** were appointed to the GSGE.

In the period that followed, ten (10) job vacancies were filled by GSGE staff **transferred from other public services**. Additionally, the transfer of four (4) former employees of **Olympic SA** was completed. Moreover, GSGE human resources saw the following changes in 2011: a) three (3) employees (2 permanent and 1 on contract) retired, b) one (1) civil servant (permanent) resigned his/her GSGE post as he/she was appointed to the National University of Athens, and c) three (3) new staff were hired to the GSGE. In **June 2012** the GSGE workforce stood at **fifty-four (54) employees** (under public and private law).

GSGE staff is **constantly trained** through participation in seminars/workshops organized by the National School of Public Administration.

1.2 Strengthening the Management Structure

During 2010, in order to strengthen the administrative structure, Heads of Sections, Departments and General Management were appointed. In particular, the Board selected and appointed five (5) Directors (Law 3839/2010) and seventeen (17) Department Heads (Law 3839/2010). Finally, the Special Service Board selected and appointed the General Director of Coordination (Law 3839/2010).

1.3 Financial Service Operations

In 2009, **GSGE budget** totaled 4.117.000 €, in 2010 it totaled 3.932.000 €, in 2011 it totaled 3.070.150 €, while in 2012 it totaled 2.609.000 €. After the completion of the creation of an autonomous **payroll system**, payments of the GSGE service system were included in the Single Payment Authority.

The complete and full **financial autonomy** of the GSGE has been achieved, given that the GSGE for the first time manages all budget expenses and staff payroll via:

- The issuing-clearance of salary, special allowance, overtime and other payments to GSGE employees.
- The reimbursement of contributions to the Funds.
- The execution and monitoring of the progress of the regular budget.

1.4 Electronic Governance

The GSGE participated in: a) Meeting of EP “Digital Merge” – Implementation Progress and Next Goals (29/2/2012) and b) in Transparency and Openness Sessions, in the context of Law 3979/2011 on “Electronic Governance and other provisions”.

Furthermore, the GSGE uploads and publishes online on “**DIAVGEIA**” (CLARITY) (N.3861/2010) all decisions and acts for the purposes of maximum visibility of government policy and administrative actions, ensuring transparency and accountability required of public authorities.

2. Special Implementation Service of Co-financed Programmes (SIS / GSGE)

2.1 Strengthening SIS Human Resources

Today SIS/GSGE has **twenty-five (25) employees** (with university degree). The demands, the volume of ongoing projects/actions and management requirements are constantly increasing. An effort is there being made to further increase the human resources of SIS/GSGE with highly qualified executives with experience in implementation and management of co-funded European projects, toward reaching maximum HR allowances of thirty (30) estimated posts in accordance with its Directive of Institution.

2.2 Strengthening the SIS Management Structure

All the positions of responsibility are currently staffed [Head of Service, Heads of the four (4) Units]. In December 2011, the Special Implementation Service acquired **Certified Quality Management System EN ISO 9001: 2008-02.35.06 - 36/1220**.

As of January 2010 special monthly tasks reviews of all GSGE Central Office staff and SIS/GSGE staff have been set-up.

ANNEXES

CATALOGUE I

EVENTS, MEETINGS, CONFERENCES OF THE
GENERAL SECRETARIAT FOR GENDER EQUALITY (GSGE)

16/05/2012	Book Presentation: "The Icon: Construction of the Image". Organization: Library on Gender and Equality of the GSGE.
26/04/2012	Event in honor of Eleni Pampoukis, donor of part of the "SELANA Women's Historical Archives". Organization: Library on Gender and Equality of the General Secretariat for Gender Equality.
24-25/04/2012	Film Festival entitled: "Female / Male" at the Greek Film Archive. Organization: GSGE and the Greek Film Archive.
23/04/2012	Book Presentation: "The Silent Wounds: Contra-conception and Abortion as an Experience and Practice". Organization: Library on Gender and Equality of the GSGE.
06/04/2012	Grand Opening of the new GSGE Women's Counselling Centre, Heraklion - Crete. Organization: GSGE.
06/04/2012	Event "You're not the only one. You're not alone". Organization: GSGE.
05/04/2012	Grand Opening of the GSGE Women's Counselling Centre in Lamia. Organization: GSGE.
05/04/2012	Event: "You're not the only one. You're not alone". Organization: GSGE.
04/04/2012	Event: "The Woman in the Theater of Ibsen in the 21st Century", Organization: Norwegian Embassy and GSGE at the Cervantes Institute.
30/03/2012	Training Seminar for the new staff of the Counselling Centres, Athens.
28/03/2012	Grand Opening Women's Counselling Centre in Patra. Organization: GSGE.
28/03/2012	Event: "Violence against Women - Cinematographic Representations". Organization: GSGE, Municipality of Patra, Patra Film Club.
27/03/2012	Grand Opening of the Women's Counselling Centre - Multicenter in the center of Athens. Organization: GSGE.
26/03/2012	Event-Tribute to the Greek artist, Vaso Katraki, for her contribution to Art and Social Struggles. Organization: Library on Gender and Equality of the GSGE.
15/03/2012	Book Presentation: "Gender Equality and Private Autonomy in Family Relationships". Organization: Library on Gender and Equality of the GSGE.
08/03/2012	Book Presentation: "6 Voices, 6 Women: Short Stories". Organization: GSGE and EUNIC at the Cervantes Institute.

08/03/2012	Photography Exhibition Opening “Women on the Go”. Organization: GSGE, Syntagma Metro Station.
02/03/2012	Workshop: “The European Charter for Gender Equality in the Greek Regions”. Organization: GSGE, Divani Palace Acropolis.
16/02/2012	Technical Meeting: “Development of Structures and Services of Local Government for the Benefit of Women and against their Abuse - Creation of Counselling Centres for Women Victims of Violence at Local Level”, Organization: EETAA and GSGE.
08/02/2012	Technical Meeting: “Development of Structures and Services of Local Government for the Benefit of Women and against their Abuse - Creation of Counselling Centres for Women Victims of Violence at Local Level”, Organization: EETAA and GSGE.
30/01/2012	Technical Meeting: “Development of Structures and Services of Local Government for the Benefit of Women and against their Abuse - Creation of Counselling Centres for Women Victims of Violence at Local Level”, Organization: EETAA and GSGE.
19/12/2011	Workshop: “Library Affairs and Gender Equality: Enriching the Research Material – Operational Programme EPEAEK II”. Organization: GSGE.
13/12/2011	Book Presentation: “Re-locations: Gender, Difference and Urban Space”. Organization: Library on Gender and Equality of the GSGE.
25-28/11/2011	1st Film Panorama on Violence against Women. Organization: GSGE and the Greek Film Archive in collaboration with the Spanish Embassy in Athens.
11/11/2011	Workshop: “1981-2011: The European Union’s Role in Gender Equality in Greece”. Organization: Office of the European Commission Representation in Greece and Information Office of the European Parliament in cooperation with the GSGE.
08/11/2011	Workshop: “The European Charter for Equality of Women and Men in Local Municipalities”. Organization: GSGE, Athens.
07/11/2011	Signing Ceremony of the European Charter for Gender Equality in Greek Municipalities. Organization: GSGE, Athens.
01/11/2011	Book Presentation: “Unseen Violence: Love should not Hurt”. Organization: Library on Gender and Equality of the GSGE.
31/10/2011	Conference: “Violence against Women: The Threat of Peaceful Coexistence”. Organization: GSGE, Storage 13 Biennale Thessaloniki.
30/09/2011	Conference: “Violence against Women – Counselling Methodology”. Organization: GSGE, Athens.
19/09/2011	Book Presentation: “Women’s Travelogue to the East”. Organization: Library on Gender and Equality of the GSGE.
25/08/2011	Opening of Photography Exhibition “Women of the World”. Organization: Municipality of Livadia and GSGE.

20/06/2011	Workshop: "The Protection of Refugee Women and Girls". Organization: GSGE, Ministry of Citizen Protection and UN High Commissioner for Refugees, Athens.
02/06/2011	Public Debate: "Sexual Harassment in Greece: Legal Framework, Dimensions, Implications". Organization: GSGE, Athens.
01/06/2011	Event: Presentation of the "National Programme for Substantive Gender Equality 2010-2013" and Opening of the Photographic Exhibition "Women of the World". 01-16/06/2011, Argyris Market. Organization: Municipality of Patra and the GSGE, Patra.
18/05/2011	Book Presentation: "Gender and Culture". Organization: Library on Gender and Equality of the GSGE.
05/04/2011	Seminar: "Update of Women's Organizations for Results of the 55th Session of UN Commission on the Status of Women". Organization: GSGE, Athens.
31/03/2011	Event: "Equality Act. The Contribution of Corporate Social Responsibility in Combating Gender Stereotypes". Organization: Greek Network for Corporate Social Responsibility, under the auspices of the GSGE, Athens.
08/03/2011	New Exhibition: Photography Exhibition "Women of the World", 4-13 March 2011 Metro Syntagma Station. Organization: GSGE and Metro Operation Company SA, Athens.
07/02/2011	Book Presentation: "Researching Gender in Greece" and "Gender and Research". Organization: Library on Gender and Equality of the GSGE.
07/12/2010	Workshop: "Civil Society and Gender Equality". Organization: GSGE, Athens.
2-4/11/2010	Information Stand in the Athens' Center to Enhance the Participation and Representation of Women in Decision-making Process.
20/10/2010	Workshop: "Defy Stereotypes. In these Elections Vote also for Women". Organization: GSGE, Athens.
22/09/2010	Conference: "National Programme for Substantive Gender Equality 2010-2013". Organization: GSGE, Athens.
09/02/2010	Information Session with Women's Organizations and NGOs. Organization: GSGE, Athens.

CATALOGUE II

PARTICIPATION OF THE SECRETARY GENERAL
IN EVENTS, MEETINGS, CONFERENCES

31/05/2012	Women World Conference 2012. Round Table of Women Ministers, Athens.
28/05/2012	Presentation of the Honorary Publication for the Emeritus Professor Koula Kassimatis, entitled: "Aspects of Social Dynamics". Organization: Panteion University and Gutenberg Publications, Athens.
23/05/2012	Participation in the 39th Meeting of the Advisory Committee on Equal Opportunities for Women and Men, Organized by the European Commission, Brussels. The Secretary General for Gender Equality, Maria Stratigaki, was elected President for 2012.
21/05/2012	Event: "Professional Development of Women in Economics and Management: Barriers, Opportunities, Challenges". Organization: Greek Society of University Women (ELEGYP).
18/05/2012	Seminar on "European Societies in Crisis. The Women's Perspective". Organization: National Council of Greek Women, Athens.
16/05/2012	Book Presentation: "The Icon: Construction of the Image". Organization: Library on Gender and Equality of the GSGE.
26/04/2012	Event in honor of Eleni Pampoukis, donor of part of the "SELANA Women's Historical Archives". Organization: Library on Gender and Equality of the GSGE.
24/04/2012	Two Day Film "Female / Male", Organization: GSGE and Greek Film Archive, Athens.
23/04/2012	Round Table Discussion: "European & Greek Crisis: Women Act, Women Suggest ...". Organization: Women's Political Association, Athens.
31/03/2012	Event in Honor of Emeritus Professor of Psychology Mika Haritos-Fatouros. Organization: Clinical Psychology Graduate Program, University of Athens - Division of Clinical Psychology & Health Psychology, Greek Psychological Association.
29/03/2012	Workshop: "The Implementation of Gender Equality in the Operational Programmes of the EC". Organization: Management of Community Secretary etc. Resources, Athens.
20/03/2012	Open Discussion: "ladybizIT - Women Entrepreneurship on the Verge of ICT". Organization: Greek Network of IT Professionals and European Centre for Women and Technology.
16/03/2012	1st International Student Conference: "Health Education and Sex Education. Trends". Organization: Greek Society of Family Planning.
12/03/2012	ProgrammeLaunch: "Lex-operators - All together for Women Victims of Intimate Partner Violence". Organization: Centre for Women Studies and Research - Diotima.

09/03/2012	Event: "Equal Pay for Equal Work". Organization: Information Office of the EC in collaboration with the European Commission Representation in Greece.
08/03/2012	Event: "Women and Work". Organization: Health and Safety at Work of Eden.
07/03/2012	Conference: "Women on Leadership. Women in the New Digital Era". Organization: Department of Development of Women Managers & Entrepreneurs (TOGME) of EEDE.
06/03/2012	Film Tribute: "Violence against Women". Organization: Municipality of Volos.
06/03/2012	Event: "Zero Tolerance of Sexual Harassment. Fear not, Speak out". Organization: Aristotle University of Thessaloniki, School of Education, Thessaloniki.
20/02/2012	Event: "The Contribution of Women in the Era of Crisis". Organization: Women's Political Association, Athens.
26-27/01/2012	Meeting: "High Level Group on Gender Mainstreaming", Copenhagen.
23-25/01/2012	"Annual Review Meetings", Brussels.
19/01/2012	Event: "Autonomy, Labor, and the Political Economy of Social Media". Organization: Department of Gender Studies Department of Social Policy, Panteion University.
18/01/2012	Workshop: "Capturing the Knowledge and Experience", under the European Project "Greece, International School of Culture and Communication". Organization: KETHI, Cultural Centre of Athens.
15/12/2011	Workshop: "Actions of Public Health at the National Level - Work with the City of Athens for the City Center". Organization: KEELPNO.
14/12/2011	3rd Conference of Presidents of the NSRF Monitoring Committee, ESDP and Technical High School. Organization: Secretariat of Special NSRF 2007-2013.
13/12/2011	Conference: "Greek Women Jurists, 50 years of Action 1961-2011". Organization: Union of Greek Women Jurists.
09/12/2011	Meeting of Board of the Regions of Greece to Sign the European Charter for Equality of Women and Men in Local Life.
07/12/2011	"Event Policies and Gender Equality". Organization: Gender and Equality Committee of AUTH.
01/12/2011	Lecture: "The Role of Local Development and Local Government in Promoting Gender Equality". Organization: Greek Association for Local Development and Local Government SA.
01-02/12/2011	International Symposium: "Women, Gender Equality and Economic Crisis", Organization: Department of Gender Studies - Panteion University, Research Centre for Gender Labour and Employment, University of Manchester and EDA Centre of Excellence in Iceland.
30/11/2011	"Event on Violence against Women". Organization: Municipality of Kozani.

29/11/2011	Meeting of the Special Standing Committee on Gender, Youth, and Human Rights on “The Elimination of Discrimination against Women and the End of Gender Violence”.
28/11/2011	International Conference: “Good Practices in Gender Mainstreaming: Towards Effective Gender Training”. Organization: European Institute for Gender Equality.
25-26/11/2011	Workshop “Presentation of the Annual Plan 2009 Actions, draft National Strategy for the Integration of Third Country Nationals 2011-2015”. Organization: Secretariat of Population and Social Cohesion (MI).
23/11/2011	Event: “Women in Business Leadership Redefined”. Organization: British-Hellenic Chamber - Women in Business Committee.
23/11/2011	Meeting of the Special Standing Committee on Gender, Youth and Human Rights on “The Elimination of Discrimination against Women and the End of Gender Violence”. Organization: Special Permanent Committee on Gender, Youth and Human Rights.
22/11/2011	Lecture: “Gender Equality Policies in Greece and the EU: The Operational Programme for Substantive Gender Equality for 2010-13”. Organization: ISTAME Contemporary Social Circle Lecture Reflection 2011-2012.
18/11/2011	Seminar: “International Economic Crisis and European Strategies / Policies for Gender Equality”. Organization: Finance Subcommittee on National Machinery for Women’s Rights, Nicosia-Cyprus.
10/11/2011	Workshop: “The Contribution of the Women’s Movement to Create a Safer World”. Organization: Greek Delegation and the European Women’s Lobby XEN Greece.
20/07/2011	Meeting of the Regional Committee for Gender Equality of the Greek Regions.
28-29/06/2011	Council “Women in Arab Countries and the Road to Democracy”. Organization: International Socialist Women Lagonisi.
22-23/06/2011	Conference: “Female Migration: Aspects, Problems and Prospects in Greece”. Organization: National Centre for Social Research, Department of Political Science and Public Administration, University of Athens, Panteion University, Center for Women Studies and Research, Athens.
14/06/2011	Meeting to Launch of the Institute for Women of the Mediterranean. Organization: Institute for Women of the Mediterranean, Paris.
09/06/2011	Event: Presentation of the Collector’s Book Club Greek Households (DPA) with the Press Association from 1976 to 2002. Organization: DPA, Athens.
24/05/2011	Tribute Event and Acquaintance Meeting with Eight Women - Mayors, Elected in Local Elections of November 2010. Organization: Women’s Political Association, Athens.
10/05/2011	Workshop: “The Contribution of Kallirois Siganou-Parren to the Recovery of Woman to the Position she Deserves. From Vision to Action”. Organization: Committee of Scientists for Women and Gender Issues of the Lyceum of Greek Women, Athens.

03/05/2011	Event: "Miraculous ... Chemistry". Organization: Centre for Women and Karditsa first Lyceum, under the auspices of the GSGE, the Municipality of Karditsa, Department of Secondary Education Karditsa and the Union of Greek Chemists Regional Department of Thessaly, Karditsa.
29/03/2011	Discussion: "Constructing 'Medeas' – The Battered Woman - Syndromes and Consequences". Organization: Production Company mea culpa, Megaron – The Athens Concert Hall, Athens.
21/03/2011	Event: "The Status of Women in the Era of Economic Crisis: New Data and Perspectives". Organization: Municipality of Eleusis, Eleusis.
18/03/2011	Event: "Opportunities for Women Entrepreneurship in the Era of Crisis". Organization: Professional Chamber of Thessaloniki and the National Chamber Network of Women Entrepreneurs of Thessaloniki.
18/03/2011	Workshop: "100 Years of Women's Games. Equal Opportunities and Gender Equality in the 21st Century: Empowerment of Women". Organization: Department of Women's Panhellenic Socialist Movement (PASOK), Central Macedonia, Thessaloniki.
17/03/2011	Workshop: "Social Inequalities from a Gender Perspective". Organization: Non-profit Company - STOP VIOLENCE and DIMOFELEIA - Kavala.
17/03/2011	Workshop: "The Other Side of Afghanistan: Struggle for Freedom, Social Justice, Equality". Organization: Community of Afghans in Greece, Athens.
16/03/2011	Event: New Year's Ceremony. Organization: Business and Professional Women Organization Athens (OGEE), Athens.
14/03/2011	Conference for Information on Women of Crete. Organization: Women's Intervention Network of Crete, Heraklion.
09/03/2011	Event: "Another Perspective on the Economy: Meeting with Mimis Androulakis". Organization: Women Development Division Manager & Entrepreneur of the Greek Management Association, Athens.
08/03/2011	Conference: "Women and Media". Organization: Greek Parliament, Special Permanent Committee on Gender, Youth and Human Rights, Athens.
04/03/2011	Workshop: "The Political Role of Women and the Future of the European Union". Organization: Information Office of the European Parliament and European Commission Representation in Greece, Athens.
03/03/2011	Workshop: "100 Years of Women's Games. Equal Opportunities and Gender Equality in the 21st Century: Empowerment of Women". Organization: Department of Women's Panhellenic Socialist Movement (PASOK), Athens.
28/02/2011	Workshop: "Trafficking in Persons: Myths and Realities". Organization: European Network on Migration Prostitution TAMPER, Athens.

22/02/-04/03/2011	Session “55th Session of UN Commission on the Status of Women”. Organization: UN, New York.
26/01/2011	Event: New Year’s Ceremony. Organization: Women’s Political Association, Athens.
24/01/2011	Event: New Year’s Ceremony. Organization: National Council of Greek Women, Athens.
21-22/01/2011	Conference: “Gender, Migration and Intercultural Relations in the Mediterranean and Southeast Europe”. Organization: Department of Gender Studies at Panteion University, Athens.
17/12/2010	Conference: “Celebrating 90 years of League for Women’s Rights (KMS) for Gender Equality 1920-2010”. Organization: Association for Women’s Rights, Athens.
20-21/12/2010	19th Annual International Symposium on “Security and Stability in the 21st Century”. Organization: Greek Association for Atlantic and European Cooperation, Athens.
11/12/2010	Award to Secretary General for Gender Equality. Organization: National Chamber Network of Women Entrepreneurs (EEDGE), Athens.
10/12/2010	Workshop / Lecture: “Objectives and Priorities of the National Programme for Substantive Gender Equality 2010-2013”. Organization: Central Region Macedonia, Thessaloniki.
09/12/2010	Meeting for the Year to Combat Poverty and Social Exclusion. Presentation entitled: “Poverty is Female”. Organization: Greek National Statistical Authority (ELSTAT), Piraeus.
22/11/2010	Awards 2010 L’OREAL-UNESCO for Women in Science. Organization: Greek National Commission for UNESCO, Athens.
02/11/2010	Workshop: “Immigrants and Employment in Greece: Prospects for a Cohesive Society”. Organization: National Centre for Social Solidarity, Athens.
15/10/2010	Workshop: “In the Era of ‘Kallikrates’ – We Take the Lead, We Claim, We Change”. Presentation entitled “Equal Participation of Women, Gender Equality Policies”. Organization: Department of Women’s Panhellenic Socialist Movement (PASOK), Athens.
12/10/2010	Workshop: “The Policy of the European Union and the National Action Plan to Combat Human Trafficking”. Organization: Ministry of Foreign Affairs in cooperation with the Delegation of European Commission, European Parliament Office and the International Organization for Migration (IOM), Athens.
30/09/2010	Seminar: “International Day - Rural Women”, Lecture: “National Programme for Substantive Gender Equality (2010-2013)”. Organization: Centre for Rural Women (KEGY), Chania.
27/09/2010	Workshop: “Lysistrati Invites Kallikrates”. Organization: Women’s Political Association, Athens.
09-11/09/2010	International Forum: “Equal Rights and Opportunities for Women: A Key Development Goal beyond 2015” (Gender Equality: The Missing Link?). Congress closing session. Organization: UNESCO and the Greek National Commission for UNESCO, Athens.

21/07/2010	Workshop: "The Woman Protagonist in Economic and Social Reality". Presentation entitled "National Programme for Substantive Gender Equality 2010-2013". Organization: Region of Epirus, Ioannina.
06/07/2010	Seminar: "Life in Crisis and the Role of Women". Presentation entitled "National Programme for Substantive Gender Equality 2010-2013". Organization: Region of North Aegean, Lesbos.
27/05/2010	Gender Equality Prize Award "Helen Alitzoglou" to the journalist that contributed in promoting gender equality issues. Organization: Institution of Promotion of Journalism – Athanasiou Vas. Botsi, Athens.
22/04/2010	Meeting on "Social Integration of Social Vulnerable Population Groups (Roma) - Roma Women". Organization: Greek Parliament, Special Permanent Committee for Gender, Youth and Human Rights, Athens.
17-18/04/2010	Pan-Cycladic Conference of Women's Associations: "The Development of the Cyclades in the 18th Century to Date - The Contribution of Women". Organization: Women's Cultural Association Folk Mykonos, Mykonos City, Prefecture of Cyclades.
18/03/2010	Event: "Working Women and Family". Organization: Municipality of Kallithea and the Department of Social Policy, Panteion University, Athens.
13/03/2010	Conference: "Equality at Work: Reality or Myth". Organization: Association of Greek Women (EGE), Athens.
08/03/2010	Workshop: "100 Years Women's Movement: Achievements and Visions". Organization: Greek Parliament Special Permanent Committee for Gender & Youth Human Rights, Athens.
08/03/2010	Event / Film: "The Silence of Lorna". Organization: European Parliament, Athens.
08/03/2010	Event on the occasion of International Women's Day. Organization: Athens Metro, Athens.
08/03/2010	Workshop: "The Woman in Contemporary Reality". Organization: Association of Women Chambers, Athens.
04/03/2010	Workshop: "Domestic Violence: Protecting Structures, Support and Rehabilitation of Abused Victims". Organization: Association of Women's Marathon, Marathon.
04/03/2010	Conference: "Women on Leadership. Developing Female Leaders". Organization: Institute of Development Women Managers and Entrepreneurs (IAGME), Athens.
12/01/2010	International Roma Women's Conference: "I am a European Roma". Congress Conclusions. Organization: Council of Europe, Nationwide Network of Municipalities for the support of Greek Roma Network (ROM), Zappeion Megaron - Athens.
28/01/2010	Event: New Year's Ceremony. Organization: Association for Women's Rights, Athens.
27/01/2010	Event: New Year's Ceremony. Organization: National Council of Greek Women (ERC), Athens.

26/01/2010	Event: New Year's Ceremony. Organization: Women's Political Association, Athens.
11/01/2010	Event: New Year's Ceremony. Organization: Association of Greek Women (EGE), Athens.
14/12/2009	Conference: "Violence against Women: When you Come back to Reality". Organization: Association of Women Kryoneri, Kryoneri.
07/12/2009	Workshop: "Protection and Rehabilitation of Trafficking Victims". Organization: Federation of Societies of Industrial Workers (OBES), Piraeus.

CATALOGUE III

INTERVIEWS OF THE SECRETARY GENERAL
IN THE MASS MEDIA

May 2012 – December 2009

27/05/2012	Interview: Radio Channel 9.
05/05/2012	Interview: NET FM 105.8. Journalist Eugenia Katoufa.
05/05/2012	Interview: Radio 9, 98.9 FM.
05/05/2012	Interview: ANT1 Radio, 97.2 FM.
03/05/2012	Tapped interview for Skai Evening News (TV).
03/05/2012	Interview: "Skai Life", Information Show, Skai TV Station. Journalists: Konstantinos Bogdanos and Eva Antonopoulou.
03/05/2012	Interview: METRO Newspaper. Journalist Evangelia Kakleidaki.
25/04/2012	Interview: ANT1 Radio 97.2 FM.
22/04/2012	Interview: NET FM 105.8. Journalist Eugenia Katoufa.
11/04/2012	Interview: Athens 9.84 FM. Journalist Calliope Aslanidou.
10/04/2012	Interview: "Solatino". Magazine Journalist Adriana Martinez.
06/04/2012	Interview: ERA Heraklion 97.5 FM, Journalist Nektaria Manousoudaki.
16/03/2012	Interview: ANT1 Radio 97.2 FM. Journalist Kostas Laskaratos.
16/03/2012	Interview: Thessaloniki Municipal Radio FM 100. Journalists Katerina Antiochou and Nikos Fotopoulos.
08/03/2012	Appearance on the Greek Parliament Television Station, Special Feature Show On the Alert entitled "Woman: The Other Half of Heaven?". Journalist Irene Anastasopoulou.
08/03/2012	Interview: Associated Press. Journalist Eutyxia Katsarea.
08/03/2012	Appearance on NET TV Station, morning show "Proini Enimerosi". Journalists Kostas Arvanitis and Marilena Katsimi.
07/03/2012	Interview: Vima FM 99.5. Journalist Rodanthi Tavladoraki.
07/03/2012	Interview: ERA Tripoli. Journalist John Galanopoulos.
05/03/2012	Interview: Newspaper "METRO". Journalist Evangelia Kakleidaki.

01/02/2012	Interview: Thessaloniki Municipal Television TV 100, Evening News. Journalist Maria Moustakas.
21/11/2011	Interview: Flash 96 FM. Journalist Lia Deligianni.
01/11/2011	Interview: Hellas News TV. Journalist Dimitra Tsoukali.
27/10/2011	Interview: Athens 9.84 FM. Journalist Calliope Aslanidou.
04/10/2011	Interview: Radio Station of the Church of Greece 89.5 FM. Journalists Katerina Chouzouri and Makis Adamopoulos.
03/10/2011	Interview: Radio Macedonia ERT3.
03/10/2011	Appearance on TV: “Skai Life”, Information Show, Skai TV Station. Journalists Konstantinos Bogdanos and Eva Antonopoulou.
28/09/2011	Interview: Athens 9.84 FM. Journalist Calliope Aslanidou.
27/09/2011	Appearance on NET TV Station, Morning Show “Proini Enimerosi”. Journalists Kostas Arvanitis and Marilena Katsimi.
21/09/2011	Interview: Rodopi Channel 92.4 FM.
01/07/2011	Interview: Magazine “Psychology”. Journalist Lydia Moutafis.
23/06/2011	Appearance on TV Station ET1 on the Show “Women”. Journalists Lena Aroni Anagnostopoulou and Dora Anagnostopoulou.
04/06/2011	Interview: Channel One 90.4 FM.
22/05/2011	Interview: Magazine “Woman”. Journalist Maro Vasiliadou.
21/05/2011	Interview: Radio Television Suisse. Journalist Jonas Pool.
21/05/2011	Interview: Athens 9.84 FM. Journalist Calliope Aslanidou.
12/05/2011	Appearance on TV Station ET3 on the show “Five and ...”. Journalist Elsa Pimenidou.
15/04/2011	Interview: Swedish Newspaper “Svenska Dagbladet”. Journalist Josephin Pehrson.
01/05/2011	Interview: Newspaper “Athens News”. Journalist Helen Lambropoulou.
08/04/2011	Interview: Newspaper “International Herald Tribune”. Journalist Niki Kitsantoni.
23/03/2011	Appearance on TV Station NET, Programme “Happening Now”. Journalist Maria Sarafoglou.
18/03/2011	Interview: Flash Thessaloniki 99.4 FM.
16/03/2011	Interview: Channel 6 Eastern Macedonia – Thrace.
16/03/2011	Interview: RAI 3. Journalists Luisa Mastrogiovanni and Carlos Lania.

15/03/2011	Interview: ERA Komotini.
12/03/2011	Interview: NET 105.8 FM.
07/03/2011	Interview: Newspaper «Athens News». Journalist Katerina Tzilivaki.
05/03/2011	Interview: NET 105.8 FM.
03/03/2011	Interview: NET 105.8. Journalist Periklis Vasilopoulos.
24/09/2010	Appearance on NET TV Station, Morning Show “Proini Enimerosi”. Journalists Kostas Arvanitis and Marilena Katsimi.
24/09/2010	Interview: Athens 9.84 FM.
21/09/2010	Press Conference on the “National Programme for Substantive Gender Equality 2010-2013”.
31/08/2010	Interview: ANT1 Radio 97.2 FM. Journalist Kostas Laskaratos.
11/03/2010	Interview: European Commission Website.
10/03/2010	Interview: Newspaper “Athens Voice”. Journalist Lena Hourmouzi.
08/03/2010	Article by M. Stratigaki entitled: “Power has Gender: The Male”. Newspaper “Eleftherotypia”.
08/03/2010	Appearance on TV station ET1 Show. Journalist Rika Vagianni.
08/03/2010	Interview: ERA Network Thessaly, Volos.
07/03/2010	Appearance on TV Station NET on Show “Yesterday, Today, Tomorrow”. Journalist Seraphim Fyntanidis.
06/03/2010	Interview: Newspaper “Kosmos tou Ependiti”. Journalist Christina Liakopoulou.
06/03/2010	Interview: Newspaper “Kerdos”.
08/02/2010	Interview: Newspaper “Athens News”. Journalist Katerina Tzilivaki.
05/02/2010	Interview: Newspaper “To Vima”. Journalist Eleftheria Kollias.
24/10/2009	Interview: Newspaper “Eleftherotypia”. Journalists Elizabeta Kazaloti and Mary Pini.
18/12/2009	Interview: Magazine “Epikaira”. Journalist Royal Kokkala.
01/12/2009	Interview: Newspaper “Ta Nea”. Journalist Evi Saltou.
12/2009	Interview: Magazine “Dimosios Tomeas”. Journalist Yiannis Papadakis.

CATALOGUE IV		
GSGE PROJECTS FUNDED UNDER AXIS III “STRENGTHENING OF GENDER EQUALITY POLICIES IN PUBLIC SECTOR” (OP “PUBLIC ADMINISTRATION REFORM”) - NSRF*		
No	PROJECT TITLE	BUDGET ALLOCATED IN EURO (€)
1	<p>Codification and proposals for simplification of laws and regulations in the field of gender equality</p> <p>Subproject 1: Updating study.</p> <p>Subproject 2: Collection / Encoding Legislation, Collecting Greek Court Reports and European Union Court Reports, proposals for simplification of enforcement.</p> <p>Subproject 3: Awareness, publicity, and dissemination.</p> <p>Subproject 4: Development of an information system for the organization and dissemination of the legislation concerning gender equality issues.</p>	590.779
2	<p>Impact assessment of 100 laws and regulations on gender equality policy</p> <p>Subproject 1: Design of impact assessment plan and impact assessment of 100 laws and regulations on gender equality.</p> <p>Subproject 2: Publicity - Dissemination of results.</p>	320.000
3	<p>Horizontal nationwide interventions</p> <p>Subproject 1: Establishment, operation and support of the Scientific Committee for the monitoring of ongoing actions/projects.</p> <p>Subproject 2: Training of staff.</p> <p>Subproject 3: Call Center's technical equipments for the nationwide Telephone Helpline (SOS).</p> <p>Subproject 4: Space configuration for the nationwide Telephone Helpline (SOS).</p> <p>Subproject 5: Operation of nationwide Telephone Helpline (SOS).</p> <p>Subproject 6: Implementation of a comprehensive package of coordinated prevention and sensitization interventions.</p> <p>Subproject 7: Evaluation of nationwide interventions.</p>	1.639.000
4	<p>Training of public servants on the prevention and combating of violence against women</p> <p>Subproject 1: Training of public servants on the prevention and combating of violence against women.</p>	61.000

* Projects 1-26 are implemented by SIS/GSGE, while Projects 27-29 are implemented by the SIS of the OP “Public Administration Reform” 2007-2013.

No	PROJECT TITLE	BUDGET ALLOCATED IN EURO (€)
5	<p>Actions of public administration to prevent and combat violence against women</p> <p>Subproject 1: Rental of buildings to house the Counselling Centres. Subproject 2: Configuration of spaces of buildings for the operation of the Counselling Centres. Subproject 3: Supply of technological equipment for the operation of the Counselling Centres. Subproject 4: Supply and installation of other equipment for the proper functioning of the Counselling Centres. Subproject 5: Operation of the Counselling Centres. Subproject 6: Coordination of the operation of the Counselling Centres.</p>	5.000.000
6	<p>Encouraging and supporting the participation of women in positions of political responsibility</p> <p>Subproject 1: Awareness campaign on the balanced participation of women in political decision-making of local and regional authorities. Subproject 2: Awareness campaign on the balanced participation of women in political decision-making centers at national and European level.</p>	400.000
7	<p>Encouraging and supporting the participation and representation of women in positions of political responsibility at regional and local level</p> <p>Subproject 1: Horizontal support actions to strengthen women's participation in decision-making in local and regional government. Subproject 2: Design and create a database and portal project. Subproject 3: Support of seminars and conference. Subproject 4: Supply of equipment, installation and space configuration for the networking offices on gender equality.</p>	1.500.000
8	<p>Promotion and support of women in senior ranks of the trade union of the public sector (ADEDY) and of its members</p> <p>Subproject 1: Create structure for gender equality issues. Subproject 2: Actions for networking and transnational cooperation. Subproject 3: Organization of sensitization workshops. Subproject 4: Actions for training and empowerment.</p>	600.000
9	<p>Strengthen and support women for their involvement in commercial enterprise and the trade union movement (ESEE)</p> <p>Subproject 1: Organizational structure and operation for gender equality issues. Subproject 2: Creating support tools. Subproject 3: Actions for networking and transnational cooperation. Subproject 4: Publicity actions.</p>	300.000

No	PROJECT TITLE	BUDGET ALLOCATED IN EURO (€)
10	<p>Enhancing and strengthening the participation of rural women in trade unions and other bodies representing rural collectives (GESASE) Subproject 1: Conduct a study. Subproject 2: Educational and empowerment actions for rural women. Subproject 3: Create a structure for gender equality issues.</p>	300.000
11	<p>Promote and strengthen women's participation in representative bodies of trade unions (GSEE) Subproject 1: Conduct a study. Subproject 2: Actions to educate and empower working women. Subproject 3: Create a structure at the headquarters of GSEE to support the Women's GSEE Secretariat. Subproject 4: Implementation of targeted Action Plans.</p>	1.200.000
12	<p>Action Plan to promote women in decision-making centers of GSEVEE collectives Subproject 1: Developing a comprehensive Action Plan to promote women in collective bodies of GSEVEE and for the operation of an Office on gender equality issues. Subproject 2: Operation of an Office for gender equality issues at GSEVEE. Subproject 3: Targeted actions to empower women and increase their participation in representative bodies and institutions and their appointment to positions of responsibility. Subproject 4: Networking - Transnational exchanges and cooperation.</p>	300.000
13	<p>Strengthening the participation of women in positions of responsibility in business and bodies representing businesses Subproject: Strengthening the participation of women in positions of responsibility in business and bodies representing businesses.</p>	300.000
14	<p>Support for NGOs (women's organizations) Subproject 1: Subprojects-Action Plans (Round A). Subproject 2: Subprojects-Action Plans (Round B). Subproject 3: Final assessment. Subproject 4: Publicity for Round A. Subproject 5: Publicity for Round B.</p>	3.755.000
15	<p>Study (technical assistance): "Participation conditions in the field of art: A gender perspective approach".</p>	18.081
16	<p>Study (technical assistance): "The representation of women in artistic collectives".</p>	17.958
17	<p>Study (technical assistance): "The mainstreaming of gender in tourist development in the country".</p>	18.081

No	PROJECT TITLE	BUDGET ALLOCATED IN EURO (€)
18	<p>Upgrade and expand the services of the Library on Gender and Equality of the GSGE</p> <p>Subproject 1: Support for the expanded services of the Library.</p> <p>Subproject 2: Study on the creation of thematic digital repository on gender equality and adaptation of the Library services to meet the needs of people with disabilities.</p> <p>Subproject 3: Space configuration, supply and installation of necessary equipment.</p> <p>Subproject 4: Development and pilot operation of thematic digital repository and customized services for users with disabilities.</p> <p>Subproject 5: Mapping Women's Archives throughout the country and recording their material toward enriching the historical record of the Library.</p> <p>Subproject 6: Inventory of existing documents, maintaining and storing them in digital form.</p> <p>Subproject 7: Digitization and storage of new items.</p> <p>Subproject 8: Publicity for the Project and dissemination of information on Library services.</p>	1.000.000
19	<p>Organization of services for integration, monitoring and evaluation of gender equality policies across the breadth of public action (Observatory)</p> <p>Subproject 1: Operational design of mechanism-structure for monitoring gender equality and support its implementation.</p> <p>Subproject 2: Development of the infrastructure required to operate the mechanism- structure for monitoring gender equality policies.</p> <p>Subproject 3: Supply of computer equipment and databases for the operation of the mechanism-structure for monitoring of gender equality policies.</p> <p>Subproject 4: Development and operation of information systems required to operate the mechanism-structure for monitoring gender equality.</p> <p>Subproject 5: Establishment, operation of a supported Scientific Committee for the scientific guidance and monitoring of the project.</p> <p>Subproject 6: Support the implementation of gender equality policies across the breadth of public action; networking and development of collaborations.</p> <p>Subproject 7: Conducting studies, surveys and drawing-up national reports to support the operation of the mechanism-structure for monitoring of gender equality.</p> <p>Subproject 8: Publicity of results and information/sensitization.</p> <p>Subproject 9: Final Project evaluation.</p>	3.500.000
20	<p>Creation of methodologies and tools for monitoring and controlling the integration of gender equality in all public policies</p> <p>Subproject 1: Establishment of working groups for designing a System of Integration Standards of gender equality in public policies. Support the implementation of gender equality Action Plans in central government and at local government.</p>	6.000.000

No	PROJECT TITLE	BUDGET ALLOCATED IN EURO (€)
	<p>Subproject 2: Customization of the System of Integration Standards of gender equality per political agency/body, as well as pilot development and implementation of Sectoral, Regional and Local Action Plans for Gender Equality.</p> <p>Subproject 3: Evaluation of the implementation of gender equality Action Plans at sectoral, regional and local levels.</p> <p>Subproject 4: Publicity actions for the Project.</p>	
21	<p>Implementation Guide for Gender Equality Policies in the customization and implementation of the actions of all Operational Programmes of the NSRF, the ESSAA and ESSAAL, and their evaluation</p>	100.000
22	<p>Development of structures and services of Local Government for the benefit of women and in order to combat gender violence – Development and operation of Shelters – Round A'</p> <p>Development and operation of Shelters in the Municipalities of Heraklion, Ioannina, Kerkyra, Komotini, Larisa, Lesvos, Patras, Tripoli, Athens, Thessaloniki, Kozani, Piraeus, Lamia and Rhodes.</p>	10.000.000
23	<p>Development of structures and services of Local Government for the benefit of women and in order to combat gender violence – Development and operation of Shelters – Round B'</p> <p>Development and operation of Shelters in the Municipalities of Agrinio, Volos, Chania, Acharnon and Kordelio-Evosmos.</p>	3.585.000
24	<p>Encouragement and support of the participation of women in positions of political responsibility and representation at national and European level of politics</p> <p>Subproject 1: Creation of a permanent dialogue framework for equal treatment.</p> <p>Subproject 2: Training/Communication skills development and support.</p> <p>Subproject 3: Conducting research/studies.</p> <p>Subproject 4: Sensitization actions.</p>	1.100.000
25	<p>Development of structures and services of Local Government to benefit women to combat violence – Creation of Counselling Centres for women victims of violence at local level</p> <p>Development of Counselling Centres in the Municipalities of Alexandroupolis, Arta, Veroia, Zakynthos, Thiva, Kavala, Kalamata, Kastoria, Katerini, Keratsini-Drapetsona, Kefalonia, Korinthos, Kos, Peristeri, Preveza, Pyrgos, Rethymnon, Rhodes, Serres, Trikkaion, Florina, Filis, Chalandri, Chalkida and Chios.</p>	7.700.000

No	PROJECT TITLE	BUDGET ALLOCATED IN EURO (€)
26	Strengthening and publicizing artistic creation that promotes gender equality – Artistic production	2.500.000
27	Strengthening and improving skills of women civil servants in Central Administration, public entities, private entities and local authorities in order to take-on senior positions Subproject 1: Design educational programs and educational materials. Subproject 2: Implementation of specialized training programs. Subproject 3: Conduct training seminars for managers of official councils. Subproject 4: Organizing awareness seminars. <u>Beneficiary:</u> National Center for Public Administration and Local Government (EKDDA)	484.700
28	Supporting the work of the Greek Ombudsman, an agent that monitors and promotes the implementation of the principle of equal opportunities and of gender equality in public policies <u>Beneficiary:</u> European Programme Implementation Service of the Greek Parliament (YEPP)	351.780
29	Design and implementation of Special Human Resource Training Programmes in public administration and local government administration The Project's objectives are: a) the horizontal implementation of the gender dimension in policy-making, and b) the implementation of affirmative actions (positive measures) toward the promotion of gender equality. The programme content will be defined as per training group, according to specific perspectives of gender policies and the responsibilities and operations of the Public Administration bodies. <u>Beneficiary:</u> National Centre for Public Administration and Local Government (EKDDA)	777.250
TOTAL		53.357.129

CATALOGUE V

GSGE PRESS RELEASES

13/06/2012	Trial of a Serial Rapist.
07/06/2012	Violence against Women MP Candidates by an MP of the Political Party “Golden Dawn”.
06/06/2012	Cooperation Protocol with Greek Bar Associations.
15/05/2012	The Crime of Rape.
05/04/2012	Progress Report of the GSGE for the period November 2009 - April 2012.
03/05/2012	National Elections 2012 – Vote also for Women.
02/05/2012	Prostitution, Violence against Women and Criminalization of the Customer.
30/04/2012	Gender Equality Issues in Culture: NSRF –funded Project by the GSGE.
27/04/2012	Honoring Eleni Pampoukis - Historical Archive of the Library of Gender and Equality of the GSGE.
23/04/2012	Call for proposals concerning studies and research projects on gender equality issues.
20/04/2012	Integration of the Directive 2010/18/EE Council on the Implementation of the Revised Framework Agreement on the European Social Partners on Parental Leave.
17/04/2012	Design and Implementation of Biennial Plans of Action for Gender Equality (Action Plans) in 13 Greek Regions and 15 Largest Municipalities.
12/04/2012	Female / Male: a Film Weekend by the Greek Film Archive and the GSGE, 24-25 April 2012.
12/04/2012	B' Round: Program to Support Women's non Governmental Organizations and Activities on Gender Equality (NSRF).
09/04/2012	Signed Political Program Agreement between the General Secretariat for Gender Equality and the Country's 25 Municipalities in order to Create Counselling Centres to Support Women Victims of Violence.
02/04/2012	New Women's Counselling Centre of the GSGE in Heraklion-Crete.
02/04/2012	New Women's Counselling Centre of the GSGE in Lamia.
29/03/2012	The New Women's Counselling Centre in Patra had its grand opening.
27/03/2012	The Minister of Interior Inaugurated the Women's Counselling Centre - Multicentre in the center of Athens'.

23/03/2012	Grand Opening of the Women's Multicentre in the center of Athens.
21/03/2012	Event "The Woman in Ibsen's Theater in the 21st Century".
16/03/2012	Exemption from Payment of Fee for Lodging a Complaint for Domestic Violence Victims.
15/03/2012	One Year of Operation for the Telephone Helpline SOS 15900.
13/03/2012	Meeting of Secretaries General of Population & Social Cohesion and Gender Equality with the Immigrants.
08/03/2012	Message from the Secretary General for Gender Equality on 8th of March - International Women's Day.
07/03/2012	Counselling Handbook on Sexual Harassment in the Workplace.
05/03/2012	Support to the Regional Committees for Equality (PEPIS) from the GSGE.
01/03/2012	Publication of 6 Short Stories by 6 Women Authors - International Women's Day, 8th of March, 2012.
21/02/2012	Announcement of Funding for the Action Plans for the Promotion of Gender Equality by NGOs.
02/02/2012	Women Victims of Domestic Violence are being included in Vulnerable Groups of the Programme "Local Actions of Social Integration".
25/01/2012	Counselling Centres and Shelters for Women Victims of Violence in 33 Greek Municipalities.
20/01/2012	Results of the Operation of the Telephone Helpline SOS 15900 & Development of Support Structures for Women Victims.
09/01/2012	Recruitment of Staff for GSGE Counselling Centres in Cities: Larissa, Piraeus and Tripolis.
21/12/2011	Recruitment of Staff for GSGE Counselling Centres in Cities: Athens, Thessaloniki, Patras, Heraklion and Lamia.
19/12/2011	Workshop for the Library of and Equality of the GSGE entitled "Enriching the Library with the Research Materials of the Operational Program EPEAEK II", 19/12/2011.
16/12/2011	Latest Charges - Induction Tests for the Coast Guard & Midwifery Care in NHS Hospitals.
09/12/2011	The Governors of the Greek Regions signed the "European Charter for Equality of Women and Men in Local Life".
06/12/2011	Signing Ceremony of the "European Charter for Equality of Women and Men in Local Life", by the Governors of the Greek Regions.

29/11/2011	Completion of the 1st Film Panorama on Violence against Women (GSGE and Greek Film Archive).
25/11/2011	International Day for the Elimination of Violence against Women, November 25.
18/11/2011	“1st Film Panorama on Violence against Women” by the GSGE and the Greek Film Archive, 25-28 November 2011.
16/11/2011	Uploading of Educational Materials about the Methodology for Counselling Women Victims of Violence on the GSGE Website.
14/11/2011	Workshop on “1981-2011: The Role of the European Union Gender Equality in Greece”, November 11, 2011.
14/11/2011	Signature of the European Charter for Equality of Women and Men in Local Life by 126 Greek Municipalities.
09/11/2011	Communication from the Secretary General for Gender Equality, M. Stratigaki on shelters for women victims of violence in 15 municipalities of the country as part of the workshop “The City of Equality”, Tuesday, November 8, 2011 following the signature of the “European Charter for Equality of Women and Men in Local Life” by 126 municipalities (7 November 2011).
08/11/2011	Seminar on “1981-2011: The Role of the European Union Gender Equality in Greece”, Friday, November 11, 2011 in the amphitheater of the General Secretariat of Information and Communication.
07/11/2011	Live broadcast of the conference “The European Charter for Equality of Women and Men in Local Life”, November 8, 2011 on www.isotita.gr and www.hellasnews.tv
7/10/2011	This year’s Nobel Peace Prize awarded to 3 women.
3/10/2011	Great interest expressed in the methodology on Counselling women victims of violence at the Conference “Violence against Women - Counselling Methodology”.
26/09/2011	Results from the 1st semester of operation of the Telephone Helpline SOS 15900 - Presentation of the Guide “Violence against Women - Counselling Methodology” at a Conference on 30/09/2011.
25/07/2011	New program to support women’s organizations and activities for Gender Equality (NSRF).
21/07/2011	Briefing of the Regional Committee for Equality (PEPIS) Attica on gender equality policies in Local Government.
14/07/2011	Letter of Congratulations to Mrs. Rena Asimakopoulou for being the first woman President of the Supreme Court in Greece.
05/07/2011	The participation of Bertrand Kada in the theater play “Women”.

20/06/2011	Workshop on “The Protection of Refugee Women and Girls”.
02/06/2011	Discussion on “Sexual Harassment in Greece: References, Dimensions, Consequences”.
13/05/2011	Signature of the Convention of the Council of Europe on the Prevention and Combating Violence against Women and Domestic Violence.
13/04/2011	A month of operation of the Telephone Helpline SOS 15900.
05/04/2011	Information Session for women’s organizations on the work of the 55th Session of UN Commission on the Status of Women (New York, 22/2 - 04/03/2011).
16/03/2011	Launching of the Telephone Helpline SOS 15900 / electronic mail sos15900@isotita.gr
13/03/2011	Launching of the Telephone Helpline SOS 15900 / electronic mail sos15900@isotita.gr
08/03/2011	New photo exhibition “Women of the World” (4-13/3/2011 - Syntagma Metro Station).
03/03/2011	Photo exhibition “Women of the World” (4-13/3/2011).
03/03/2011	Message from the Secretary General for Gender Equality on March 8 - International Women’s Day and Announcement of GSGE.
03/03/2011	Official GSGE Indictment sent to the National Broadcasting Council (ESR).
25/02/2011	Speech by the Secretary General for Gender Equality at the 55th Session of the Commission on the Status of Women UN.
07/02/2011	Upgrade and expansion of the services of the Library on Gender and Equality of the GSGE.
03/02/2011	Annual GSGE Report for the year 2010.
14/12/2010	New Law on Equal Opportunities and Equal Treatment of Men and Women in Employment and Occupation.
09/12/2010	Extrajudicial complaint against Satellite TV Station ALPHA and Lakis Lazopoulos.
07/12/2010	Support Plans of Action for Women’s Organizations and NGOs.
02/12/2010	The National Employment Agency (OAED) supports the self-employed.
25/11/2010	Press conference by Deputy Minister of Interior, Public Administration and Decentralization, Mrs. Theodora Tzakri and the Secretary General for Gender Equality on the occasion of “World Day for the Elimination of Violence against Women”.
23/11/2010	Invitation to Press Conference of Deputy Minister of Interior, Public Administration and Decentralization, Mrs. Theodora Tzakri and the Secretary General for Gender Equality on the occasion of the November 25th “International Day for the Elimination of Violence against Women”.

02/11/2010	Improvement of Greece by 27 positions in the international ranking of countries based on inequality between women and men.
22/10/2010	Message for October 24, International Day of United Nations.
20/10/2010	Campaign of the General Secretariat for Gender Equality “Defy Stereotypes. In these elections vote also for women also”.
15/10/2010	Message of condolence on the death of Angela Ntaifa-Frantzeskaki.
10/15/2010	October 18: European Day against Human Trafficking.
13/10/2010	Meeting October 20, 2010: “Defy Stereotypes. In these elections vote also for women”. Regional and Municipal Elections 2010.
08/10/2010	Meeting with a three-member Steering Committee of the Greek Delegation of the European Women’s Lobby.
07/10/2010	Two Iranian members of parliament visited the Offices of the GSGE.
23/09/2010	Meeting of the General Secretariat for Gender Equality for the presentation of the “National Programme for Substantive Gender Equality 2010-2013”.
21/09/2010	Press Conference by Secretary General for Gender Equality, M. Stratigaki for the presentation of the “National Programme for Substantive Gender Equality 2010-2013”.
16/09/2010	Invitation to Meeting of the General Secretariat for Gender Equality entitled “National Programme for Substantive Gender Equality - 2010 – 2013”.
15/09/2010	Congratulation letter to the head of the new Agency “UN-WOMEN” Michele Bachelet, former President of Chile.
09/09/2010	Meeting with Deputy UN Secretary-General, Dr. Asha-Rose MIGIRO.
06/09/2010	Workshop on the “National Programme for Substantive Gender Equality 2010-2013”.
01/09/2010	Petition to the National Radio and Television Council (ESR) (K. Tsoklis).
30/08/2010	Promotion of women to head electoral combinations in Regional and Municipal Elections.
10/06/2010	Gender Equality Programme “Kallikrates”.
28/05/2010	Program of Action and Establishment of the Council of Europe.
25/05/2010	Awarding Gender Equality Prize “Helen Alitzoglou’ by the Institution of Promotion of Journalism – Athanasiou Vas. Botsi, Athens.
03/05/2010	New provision of tax law.
20/04/2010	The National Employment Agency (OAED) supports women’s entrepreneurship.

15/04/2010	Hosting of the declarations of women's organizations on the website of the General Secretariat for Gender Equality.
12/03/2010	54th Session UN Commission on the Status of Women.
08/03/2010	Message for International Women's Day.
10/02/2010	Briefing meeting with women's organizations.
28/01/2010	Series of meetings of the Secretary General for Gender Equality, M. Stratigaki with the former General Secretaries for Gender Equality.
22/12/2009	One year from the murderous attack on the Secretary General of Panattikis Union of Cleaners and Domestic Personnel (PEKOP) Konstantina Kuneva.
25/11/2009	Message for the World Day for the Elimination of Violence against Women.

CATALOGUE VI

PARTICIPATION OF THE GSGE IN INTERNATIONAL AND EUROPEAN ORGANIZATIONS

EUROPEAN UNION

Participation in the Meeting of Experts on the “Observatory for the European Charter for Gender Equality in Local Communities” (Vilnius, 22-23/5/2012).

Participation in the Working Group Meeting of the European Good Practices Exchange Programme for Gender Equality on the strengthening of the participation of women in economic decision-making centers (Oslo, 10-11/5/2012).

Participation of Secretary General for Gender Equality in the work of the Meeting of the High Level Commission for the integration of a gender perspective into all policies and actions, organized under the Danish Presidency of the European Union (Copenhagen, 26-27/1/2012).

Coordination of Greek participation in the Program Meeting of the European Commission for the Exchange of Good Practices in the field of gender equality on violence against women (London, 7-8/2/2012).

Participation in the work of the 38th Meeting of the Advisory Committee of the EU for Equal Opportunities for Women and Men (Brussels, 24/11/2011).

Participation of the Head of Directorate for European Policy and International Cooperation GSGE in the European Seminar on the role of men regarding gender equality issues (Brussels, 26/9/2011 and 13/1/2012).

Participation in the European Conference on the Strategy of the European Committee for Equality between Women and Men 2010-2015 (Brussels, 19-20/9/2011).

Participation of Secretary General for Gender Equality in the Workshop on High Level Group of the European Commission to integrate a gender perspective into all policies and actions, organized under the Polish Presidency of the European Union (Warsaw, 5-6/9/2011).

Participation of Secretary General for Gender Equality in the work of the special meeting of the High Level Commission for mainstreaming a gender perspective into all policies and actions that focus on planning the Agenda of the next tripartite presidency of the European Union (Brussels, 15/6/2011).

Participation of Secretary General for Gender Equality in the official Opening of the Institute for Women of the Mediterranean, an initiative of the French Government under the Euro-Mediterranean Partnership (Paris, 6/14/2011).

Participation in the meeting for the exchange of good practices on gender equality (Implementation of gender mainstreaming) (European Commission, Brussels, 17-18/5/2011).

Participation of Secretary General for Gender Equality in the work of the EU Advisory Committee on Equal Opportunities for Women and Men (Brussels, 5/5/2011).

<p>Participation in the meeting of the WES (European Network for Women Entrepreneurship) in Brussels (22/3/2011) and presentation of positions GSGE and the competent bodies (Ministry of Labour - Employment Agency - EOMMEX) regarding female entrepreneurship.</p>
<p>Participation in the Expert Group set up by the EU Advisory Committee on Equal Opportunities for Women and Men in order to express an opinion on the gender dimension of active aging (March-November 2011).</p>
<p>Participation in the Expert Group set up by the EU Advisory Committee on Equal Opportunities for Women and Men in order to express an opinion on the gender dimension of social integration / three (February-April 2011).</p>
<p>Participation of Secretary General for Gender Equality in the work of the High Level Commission for mainstreaming a gender perspective into all policies and actions (Hungarian Presidency of the European Union, Budapest 11-12/1/2011).</p>
<p>Participation in the meeting: "Female Entrepreneurship in Europe" of EU (Brussels, 12/8/2010).</p>
<p>Participation of Secretary General for Gender Equality at the European Congress on Violence against Women (Brussels, 25/11/2010).</p>
<p>Participation of Deputy Minister of Interior, Public Administration and Decentralization Mrs. T. Tzakri, to the Conference of Women Ministers of the EU to combat gender violence under the Belgian EU Presidency (Brussels, 24/11/2010).</p>
<p>Participation in a workshop of the 4th Summit on "Gender and Diversity in Employment" under the Belgian Presidency (Brussels, 15-16/11/2010).</p>
<p>Participation of Secretary General for Gender Equality at the European Conference on Elimination of Wage Disparities between Women and Men (Brussels, 25-26/10/2010).</p>
<p>Participation of Secretary General for Gender Equality at the Informal Ministerial Meeting under the Belgian Presidency of the European Union (Brussels, 26/10/2010).</p>
<p>Participation in the International Conference on Women, Peace and Security, organized by the Belgian Presidency of the EU, with the completion of 10 years from the adoption of Resolution 1325 of the Security Council of the United Nations (Brussels, 9/9/2010).</p>
<p>Participation in the proceedings of the High Level EU Working Group on mainstreaming a gender perspective into all policies and actions, both during the Spanish and the Belgian Presidency of the European Union (Madrid 15/1/2010 and Brussels, 7-8/9/2010).</p>
<p>Participation in the EU Advisory Committee on Equal Opportunities for Women and Men (Brussels, 30/4/2010).</p>
<p>Participation of Secretary General for Gender Equality at the Informal Ministerial Meeting under the Spanish Presidency of the European Union (Valencia, 26/3/2010).</p>
<p>Representation by a 3member National Delegation to the European Forum on "Beijing + 15", organized by the Spanish EU Presidency (Cadiz, 4-5/2/2010).</p>

Participation in the Expert Group set up by the EU Advisory Committee on Equal Opportunities for Women and Men in order to express an opinion on the establishment of a coherent and comprehensive European Strategy for preventing and combating violence against women (April 2010-October 2010).

EUROPEAN INSTITUTE FOR GENDER EQUALITY (EIGE)

Participation in GSGE Thematic Network of the Institute for Gendered Violence of the EIGE (Barcelona, 23/1/2012).

Participation of Secretary General for Gender Equality in the work of the International Congress of the EIGE, on mainstreaming a gender perspective into all policies and actions - gender mainstreaming (Brussels, 28/11/2011).

Participation of the GSGE's Library on Gender and Equality in the work of the EIGE's Stakeholder Consultation Meeting – Documentation Centre (Budapest, 8/3/2011).

Participation in the Board of the EIGE, at its seventh meeting (Brussels, February 2010).

Participation in the 2nd, 4th, 6th, 7th and 8th Expert Forum of the EIGE (Vilnius, 3-4/6/2010, 18-19/11/2010, 28-29/6/2011, 14-15/11/2011, Brussels 15/3/2012).

Participation in the Working Group on Beijing Indicators of the EIGE (Vilnius, 17/11/2010, 7/4/2011, 15/9/2011 and 19/4/2012).

Participation in the Working Group "EU Gender Equality Index" (Vilnius, 2010 and 2011).

Participation in the work of the Board of the EIGE, in the sixth meeting of its members (Vilnius, 16-17/12/2009).

UNITED NATIONS

Participation of the National Representative to the UN on gender equality in the work of the fourth session of the Forum on Minority Issues UNHCR United Nations Human Rights (Geneva, 29-30/11/2011).

Participation of the National Representative to the UN on gender issues in the Working Group of the European Commission to shape the EU position in view of the 56th Session of UN Commission on the Status of Women (New York, 27/2 to 9/3/2012).

Participation in the proceedings of the 55th Session of UN Commission on the Status of Women (New York, 22/2-4/3/2011) with a national delegation, headed by the Secretary General for Gender Equality.

Participation and speech by the Secretary General for Gender Equality in the parallel event of the Socialist International Women in the 55th Session of UN Commission on the Status of Women (New York, 25/2/2011).

Participation of the National Representative to the UN on gender equality in the work of the 54th Session of UN Commission on the Status of Women (New York, 1-12/3/2010) by simultaneously organizing a side event on the sidelines of the Summit Socialist International Women (3/3/2010).

Delivery of the “National Progress Report on the completion of 15 years of the World Conference on Women” to the Greek Parliament in view of the event of the Interparliamentary Union “Beijing + 15” (New York, 2/3/2010).
Participation in the International Conference of the United Nations entitled “Women, Peace and Security, Ten Years of Resolution 1325 of the Security Council” (Geneva, 15-16/9/2010).
Congratulatory Letter from the Secretary General for Gender Equality to Mrs. M. Bachelet on her appointment as Head of the newly formed Organization UN-WOMEN (15/9/2010)
Writing, translation and submission of the 7th Periodic Report of Greece on the Elimination of Discrimination against Women to the relevant UN CEDAW Committee (24/12/2010).
Participation in the Working Group of the Ministry of Foreign Affairs for the first National Report of Greece for Human Rights at the 11th Session of the Human Rights Council UN.
Meeting between the Secretary General for Gender Equality with the Deputy Secretary General of the United Nations Dr. Asha-Rose Migiro at GSGE Offices in Greece (9/9/2010).
COUNCIL OF EUROPE (CoE)
Participation in the Workshop of the Executive Committee of the Council of Europe Commissioner for Human Rights (Paris, 31/1/2012).
Participation in the Regional Conference of the Council of Europe to prevent and combat all forms of violence against women, including domestic violence (Bratislava, 29/12/2011).
Participation of the Chairman of the Council of Europe for Equality between Women and Men in the International Conference for the development of national mechanisms for gender equality in European countries, organized within the framework of the Ukrainian presidency of the Committee of Ministers of the Council of Europe (Kiev, 25-26/10/2011).
Participation of the Chairman of the Council of Europe on Gender Equality in the 11th Meeting of the Informal Network of the Council of Europe on mainstreaming a gender perspective into all policies and actions (Strasbourg, 21/9/2011).
Participation of the Chairman of the Council of Europe on Gender Equality in the International Seminar on mainstreaming gender in the budgeting process, organized by the Council of Europe, the International Organization of La Francophonie and the Government of Armenia (Yerevan, Armenia, 30/6-1/7/2011).
Participation of the Chairman of the Council of Europe on Gender Equality in the Meeting of Experts of the Council of Europe for the mainstreaming of gender in sport (Strasbourg, 20-21/6/2011).
Participation in the work of the ad hoc Committee for the Prevention and Combating Violence against Women and Domestic Violence CAHVIO, which prepared a draft European Convention on this issue. This is the first legally binding international instrument to protect women against all forms of gender violence. The Convention was signed by Greece (Istanbul, 5/11/2011).

Participation of the Chairman of the Council of Europe on Gender Equality in the proceedings of the World Forum for Intercultural Dialogue (Baku, Azerbaijan, 7-9/4/2011).
Participation on the recommendation of the Chairman of the Council of Europe on Gender Equality in the parallel event of the Council of Europe and the Permanent Representative of Turkey to the United Nations in New York on 25/2/2011 in the 55th Session of UN Commission Status of Women.
Participation in the proceedings of the Commission for Gender Equality, in which our country holds the Presidency of the period 2010-2011 with the representative of the General Secretariat for Gender Equality.
Participation of the President of the Council of Europe on Gender Equality to the Parliamentary Assembly of CoE countries which met in Paris (March 2010).
Participation in the ad hoc Committee for the Prevention and Combating Violence against Women and Domestic Violence CAHVIO, which prepared a draft European Convention on this issue. This is the first legally binding international instrument to protect women against all forms of gender violence.
Participation in the 7th Conference of Ministers for Equality between Women and Men of Europe (Baku, Azerbaijan, 24-25/5/2010).
Participation at the 10th Meeting of the Network for mainstreaming gender into all policies and actions on "Immigrants and the Labor Market" (Strasbourg, 23/9/2010).
Participation in the proceedings of the Parliamentary Assembly of the Council of Europe (Paris, 25-26/3/2010).
OTHER ORGANIZATIONS
Educational Meeting with group of postgraduate students from the ERASMUS University of Holland at the Offices of the GSGE (Athens, 4/4/2012).
Participation in the Workshop entitled: "Presentation of the new European Sea and Fishing Fund 2014-2020" with consultation on the regulation recommendation of the Committee with reference to the aforementioned Fund (27/1/2012).
The General Director of Coordination participated in the Biministerial Meeting hosted by the Greek Ministry of Foreign Affairs for International Development Assistance (Athens, 12/12/2011).
GSGE Department of International Cooperation and International Organizations participated in the Research Organization for Economic Cooperation & Development meeting for public policies on gender and leadership (Athens, 11/11/2011).
GSGE General Director of Coordination participated in the European Conference "WINNET 8 – Centers for the supporting of women that promote innovation in gender equality in Europe, face employment segregation, influence policies and promote good practices" (Kastoria, 12-14/9/2011).
GSGE General Director of Coordination participated in the Workshop on the 36th General Conference of the United Nations Educational, Scientific and Cultural Organization UNESCO (Paris, 25/10-10/11/2011), held at the Ministry of Foreign Affairs by the Greek National Commission of UNESCO (Athens, 8/9/2011).

<p>GSGE Head of Directorate for European Policy and International Cooperation research participated in “Women’s Rights and the Europeanization of Greece”, sponsored by the Institute of European Studies at the University of California, Berkeley, USA (Athens, 6/9/2011).</p>
<p>Briefing session of a group of students of Greek descent from three universities in the U.S. - The Next Generation Initiative (Athens, 14/7/2011).</p>
<p>Participation of Secretary General for Gender Equality in the Plenary Meeting of the Greek National Commission for UNESCO (Athens, 5/7/2011).</p>
<p>GSGE Directorate for European Affairs and International Cooperation participated in the joint press conference in the Greek National Commission for UNESCO and the Association of Greek gymnastic and sports clubs to announce the creation of partnerships between UNESCO and the Athletics Federation in the Classic Marathon 2011 (Athens, 6/6/2011).</p>
<p>Participation in the seminar for exchange of good practices “Equality Pays” of the EEA Financial Mechanism EEA and Norway Grants (Brussels, 8/3/2011).</p>
<p>Participation in coordination meetings at the Foreign Ministry on 23/11/2010 for the third Peer Review of Greece’s Development Assistance from DAC, DAC Organization for Economic Cooperation and Development (OECD).</p>
<p>Participation in meeting organized by the Greek National Commission for UNESCO of the International UNESCO Conference on “Equal Rights, Equal Opportunities for Women: Basic Development Goal beyond 2015” (Athens, 9-11/9/2010).</p>
<p>Participation of the National Representative to the UN on gender equality in the Human Dimension Meeting of the Organization for Security and Cooperation in Europe (OSCE) on “Promote gender equality and women’s participation in political and public life” (Vienna, 6-7/5/2010).</p>
<p>Participation of the National Representative to the UN on gender issues at the Regional Meeting of the Initiative “Gender Task Force for South Eastern Europe”, which is part of the EU Stability Pact in Southeast Europe (Zagreb, 23/3/2010).</p>

CATALOGUE VII

LEGISLATIVE COMMITTEES

1. LEGISLATIVE COMMITTEE ON THE AMENDMENT OF FAMILY LAW PROVISIONS

1. **AMPAZIS Ioannis**, Lawyer.
2. **CHASIRTZOGLOU Maria**, Justice of Appeal.
3. **FOUNTEDAKI Katerina**, Associate Professor, Aristotle University of Thessalonica.
4. **GOULIAROU Athina**, Lawyer.
5. **KOTZAMPASI Athina**, Associate Professor, Aristotle University of Thessaloniki.
6. **KOUNOUGERI-MANOLEDAKI Eftychia**, Professor, Aristotle University of Thessaloniki, Chairwoman.
7. **PAPADOPOULOU Dimitra**, Associate Law Professor, National and Kapodistrian University of Athens.
8. **PAPAZISI Theano**, Law Professor, Aristotle University of Thessaloniki.
9. **SAMARTZOPOULOU-CHRISTODOULOU Athina-Maria**, Lawyer.

Secretary: **KOUMPOURAS Georgios**, Lawyer, GSGE.

2. LEGISLATIVE COMMITTEE ON THE DRAFTING OF A BILL FOR COMBATING VIOLENCE AGAINST WOMEN

1. **APOSTOLIDOU Anna**, Lecturer of Law School, Democritus University of Thrace.
2. **FARSEDAKIS Iakovos**, Emeritus Professor, Panteion University of Social and Political Sciences, Chairman.
3. **KATSIVARDAKOU Theodora**, Lawyer, Head of Directorate, GSGE.
4. **KONTOTHANASI Anna**, Lawyer.
5. **LAMPSA Magdalini**, Sociologist.
6. **MILIONI Foteini**, Lawyer, Director of Private Law Legal Entity “EPANODOS”.
7. **PAPARRIGA-KOSTAVARA Aikaterini**, Lawyer.
8. **PARASKEVOPOULOS Nikolaos**, Penal Law Professor, Aristotle University of Thessaloniki.
9. **SARELI Aggeliki**, Lecturer at Law School, Democritus University of Thrace.
10. **TSIOURDAS Vasileios**, Justice of Appeal, Thessalonica.

Secretary: **ARGYROPOULOU Loukia**, Lawyer, Head of Department, GSGE.

3. LEGISLATIVE COMMITTEE ON THE DRAFTING OF A BILL FOR SUBSTANTIVE GENDER EQUALITY

1. **KAMTSIDOU Ifigeneia**, Law Professor, Aristotle University of Thessaloniki, Chairwoman.
2. **PANARETOU Soula**, Chairwoman of the Greek League for Women's Rights.
3. **PAPADOPOULOU Triantafyllia**, Assistant Professor of Constitutional Law, Aristotle University of Thessaloniki.
4. **SARRI Stamatina-Amalia**, Lawyer, Head of Department, GSGE.
5. **SOTIRIOU Despina**, Deputy Public Prosecutor.
6. **STAVRINAKI Stamatia**, Lawyer.
7. **VARCHALAMA Eili**, Advocate.
8. **YANNAKOUROU Stamatina**, Lawyer, Deputy Ombudsman in charge of Gender Equality Issues.

Secretary: **AGORITSA Christina**, Lawyer, Head of Department, GSGE.

CATALOGUE VIII

SCIENTIFIC COMMITTEES

1. SCIENTIFIC COMMITTEE ON COMBATING VIOLENCE AGAINST WOMEN

1. **ARCEL TATA Libby Eleftheria**, Psychologist, Emeritus Professor, University of Copenhagen.
2. **ATHANASIADOU Christina**, Psychologist, Assistant Professor, Aristotle University of Thessaloniki.
3. **CHARITOU-FATOUROU Mika-Maria**, Psychologist, Emeritus Professor, Aristotle University of Thessaloniki.
4. **CHLIOVA Aggeliki**, Psychologist.
5. **DROUGA Katerina**, Psychologist, Research Centre for Gender Equality.
6. **ILIADOU-TACHOU Sophia**, Historian, Associate Professor, University of Western Macedonia.
7. **KANDYLAKI Agapi**, Social Worker, Assistant Professor, Democritus University of Thrace.
8. **KATSIVARDAKOU Theodora**, Lawyer, Head of Directorate, GSGE.
9. **KAVVADIA Ioanna**, Economist, Specialised Counsellor of the GSGE.
10. **LEONTARI Aggeliki**, Psychologist, Professor, University of Thessaly.
11. **MARAGOUDAKI-MAVROGIORGOU Eleni**, Sociologist of Education, Assistant Professor, University of Ioannina.
12. **NTAILIANI Konstantinia**, Physicist, Head of Unit, Special Application Service/GSGE.
13. **PATTAKOU-PARASYRI Vasiliki**, Social Worker, Assistant Professor, Technological Educational Institute of Crete.
14. **RAVANIS Konstantinos**, Educator – Physicist, Professor, University of Patras.
15. **RENTZI Theano**, Homoeopath.
16. **TATSI Eleni**, Sociologist, Head of Department, GSGE.
17. **TRONTZA Dionysia**, Educator.

2. SCIENTIFIC COMMITTEE ON WOMEN'S EMPLOYMENT AND ENTREPRENEURSHIP

1. **BARDANI Rena**, Lawyer, Coordinator of the Network for Employment Relations and Social Policy, Hellenic Federation of Enterprises (SEV).
2. **DROUGA Katerina**, Psychologist, Research Centre for Gender Equality.
3. **IOANNIDIS Stavros**, Professor of Economics, Panteion University of Social and Political Sciences, Foundation for Economic & Industrial Research (IOBE).
4. **KARAGEORGOU Maria**, Lawyer and Educator, Senior Investigator of the Ombudsman, Department of Gender Equality.
5. **MARATOU-ALIPRANTI Laura**, Sociologist, Researcher, National Centre for Social Researches (EKKE).
6. **PAPADOPOULOU Fani**, Political Scientist, Research Centre for Gender Equality.
7. **PAPALEXANDRI Nancy**, Professor, Department of Marketing and Communication, Athens University of Economics and Business.
8. **SANTROUS Maria**, Economist, Head of Department, GSGE.
9. **SKOMPA Maria**, Educator, Special Scientist of Social Policy, PhD candidate.
10. **VARCHALAMA Eili**, Advocate Lawyer.

3. SCIENTIFIC COMMITTEE ON GENDER AND CULTURE

1. **CHATZINIKOLAOU Teti**, Historian-Ethnologist, Director of Contemporary Cultural Heritage, Ministry of Culture and Tourism.
2. **DIMITRIADI Tania**, Painter, Specialised Counsellor of the General Secretary for Youth.
3. **DIMOU Akis**, Theatre writer.
4. **KATSOUNAKI Maria**, Journalist.
5. **KAVVADIA Ioanna**, Economist, Specialised Counsellor of the GSGE.
6. **LEONTSINI Mary**, Assistant Professor, National and Kapodistrian University of Athens.
7. **LIOKI Ersi**, Communication and Public Relations Office, GSGE.
8. **NTOUNIA Christina**, Writer, Associate Professor, University of Ioannina.
9. **PARADEISI Maria**, Assistant Professor, Panteion University of Social and Political Sciences (Department of Communication, Media and Culture).
10. **PELEKI Aggeliki**, Economist, Special Scientific Staff GSGE.
11. **ZOUNI Pemy**, Actress, Member of Parliament, Pan-Hellenic Socialist Movement (PASOK).

4. SCIENTIFIC COMMITTEE ON GSGE LIBRARY AND ARCHIVES

1. **BOUTZOUVI Aleka**, Historian.
2. **HARITATOS Manos**, President of the Committee of the Hellenic Literature and Historical Archive.
3. **KAKALI Dina**, Director of the Library of Panteion University of Social and Political Sciences.
4. **KALLAS Ioannis**, Associate Professor and President of the Department of Sociology, University of the Aegean.
5. **KASIMATI Koula**, Emeritus Professor, Panteion University of Social and Political Sciences.
6. **KOKOLIOU Eleni**, Archivist-Librarian, ERT.
7. **MINOTOU Marietta**, General Director of the State General Archives.
8. **MOSCHOVAKOU Nafsika**, Educator, Special Scientific Personnel GSGE.
9. **PAMPOUKI Eleni**, Head of the Women's Historical Archive.
10. **PAPADIMITRIOU Christina**, Sociologist, GSGE.
11. **REPOUSI Maria**, Associate Professor, Department of Primary Education, Aristotle University of Thessaloniki.
12. **SKOMPA Maria**, Educator, Special Scientific Staff on Social Policy, PhD Candidate.
13. **VAIOU Dina**, Professor, Department of Urban and Regional Planning, National Technical University of Athens.
14. **ZIOGOU-KARASTERGIOU Roula**, Professor of Philosophy and Pedagogy, Aristotle University of Thessaloniki.

5. SCIENTIFIC COMMITTEE ON GENDER MAINSTREAMING IN PUBLIC POLICIES

1. **HALATSI Efthymia**, Economist, National Bank of Greece.
2. **HATZIVARNAVA Evi**, Sociologist, former Director of the Research, Planning, Evaluation and Documentation Department, Institute of Social Protection & Solidarity.
3. **KANTARTZIS Thanasis**, General Director of the Local Government Institution, former Mayor of Karditsa.
4. **KARALI-DIMITRIADI Antigoni**, former General Secretary for Greeks Abroad.
5. **PAPADOPOULOU Vasiliki**, Head of Directorate, GSGE.
6. **PAPAGIANNOPOULOU Matina**, Sociologist, Special Scientific Staff, GSGE.
7. **SARRI Stamatina-Amalia**, Lawyer, GSGE Head of Department.
8. **Dr. SOTIRIADOU Anastasia**, Head of General Directorate, GSGE.
9. **THEOLOGITOU Sophia**, Advisor on Hygiene Expert, former General Secretary of the North Aegean Region.
10. **ZERVOU Maria**, Economist, Head of Department, GSGE.

HELLENIC REPUBLIC
MINISTRY OF INTERIOR



GENERAL SECRETARIAT
FOR GENDER EQUALITY

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