



MINISTRY FOR  
SOCIAL COHESION AND FAMILY

GENERAL SECRETARIAT FOR  
EQUALITY AND HUMAN RIGHTS

This report summarizes Greece's contribution to the recommendations of the Working Group on Discrimination against Women and Girls, which visited our country from April 1-12, 2020. The report was prepared by the competent General Secretariat for Equality and Human Rights of Ministry of Social Cohesion and Family, including contributions from all competent ministries.

The General Secretariat for Equality and Human Rights (former General Secretariat for Demographic, Family Policy and Gender Equality) is the governmental agency competent to plan, implement, and monitor the implementation of policies on gender equality in all sectors and it constitutes an organizational unit of the newly established Ministry of Social Cohesion and Family. The new Ministry was established after the national elections of July 2023 with the aim of integrating at Ministry level, the policies on human rights, gender equality, the rights of the child and the rights of vulnerable social groups, with the main goal to achieve social cohesion. The areas of competence of the new Ministry also include demography and family support policies.

As presented in the conclusions of the Working Group Report, our country faced a series of challenges during the economic crisis, which had negative effects in all areas of women's lives, and was followed by the COVID-19 pandemic, which also had a disproportionate impact on women. Despite the challenges, there were opportunities, mainly at the legislative and political level, which are to be presented below based on the recommendations.

**On the institutional framework (Rec. no 89a)** there is indeed one independent body not fully dedicated to gender equality (the equality mandate of the Office of the Ombudsperson) and a governmental body responsible for gender equality in Greece. The Greek Ombudsperson's total annual budget has been increased in the years 2016-2022 and ranged from €6,243,000 (2016) to €7,226,000 (2022) for all its mandates. It is important to mention that the Greek Ombudsperson has no special budget for its special mandate as Equality Body for the promotion of the principle of equal treatment and to combat discrimination, including discrimination against women.

The General Secretariat for Equality and Human Rights (henceforth the General Secretariat), as mentioned already, has always been part of a Ministry and its budget is depending on the Ministry's priorities. Nevertheless, the budget allocated to the General Secretariat amounted to €1,700,000 for 2022, €1.913.000 for 2023 and has been almost doubled with its transfer to the new Ministry to reach €3.443.000 for 2024. As concerns the human resources there is an increase of 4 persons since 2020 (36 persons in 2017 and 44 in 2022).

**On monitoring the impact of laws and programmes on gender equality (Rec.89b)** it is important to mention the work done following the adoption of the Law 4604/2019: to insert the gender impact assessment and gender budgeting notions that the Law 4604/2019 introduced, the General Secretariat implements a technical expertise programme, with the assistance of DG Reform (EU Commission). The programme provides technical assistance to

four pilot ministries to mainstream gender to their selected policies, with a view to expand this knowledge to all public administration after 2024. An expansion of the programme has been secured for this scope.

**On the participation of women in economic and social life (Rec.90)** the Greek government has implemented the following measures (indicatively) since 2020:

The Employment Service implemented an 8-month public works and work of social value programmes within municipalities aiming at enhanced protection of maternity, (special maternity leaves, leaves for school visits, reduced working hours etc), including the official minimum wage and all required social security contributions. The Employment Service also offered employment and entrepreneurship programmes support to unemployed women who are victims of gender-based violence.

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

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

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

The “**SHARE** Project” (period 2020-2022), aimed to tackle traditional gender family roles and promote reconciliation of work and private life, emphasizing companies’ working environments by capacity-building and awareness-raising on the role of men to achieve work-life balance.

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

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

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

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

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

**Childbirth Benefit:** Introduced by Law 4659/2020. It is a lump-sum benefit of €2,000 Euro and is given for every child born in Greece in two equal installments of €1,000 Euro; the first one is paid the first month after the child is born and the second one after five months. The benefit is granted to all mothers residing legally and permanently in Greece, provided that the equivalent family income is less than €40,000 per year. The childbirth benefit is entirely financed by the State budget.

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

In terms of policies that support families, labour, work-life balance and access to quality care for children, Law 4808/2021 introduced, for the first time, paternity leave and the legal framework of parental leave and other facilitations for parents and carers. The Law also provides protection from dismissal of parents who use the leave and flexible working arrangements for the upbringing of their children. Specifically, the new Law stipulates the following: 1) Fathers have a right to paternity leave (14 days with pay) and are protected against dismissal for 6 months from the birth of the child, 2) both parents have a right to a 4-month parental leave, 3) parents with children up to 12 years old have a right to flexible arrangements (e.g. teleworking, flexible hours, part-time), 4) caregivers have a right to a five-day leave for a relative in need of care, 5) each worker has the right to time off work (2 days per year) for urgent family matters.

The programme “Nannies of the Neighbourhood” (enacted by Law 4837/2021) was designed to support working mothers to take care of their babies, aged from 2 months to 2.5 years by giving them access to accredited caregivers. The programme provides financial support to working mothers to cover a percentage of the childcare cost through a voucher. The programme aims to support and facilitate women mothers and guardians, after having a child, to achieve their full reintegration into the labour market, the continuation of their professional career, and to reduce undeclared work by encouraging the unemployed women, upon certification, to work as caregivers. The Program continues to be implemented with an increase in the voucher amount to 500 Euros and with the recent inclusion of the Municipality of Athens.

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

The “Gender Equality Label” for companies (implemented in a pilot phase through the SHARE Project) is in line with Law 4604/2019 which provides for drafting of “Equality Plans” (point 174). This is further enhanced with Law 4837/2021 for social protection support

providing for a “Diversity Label” for public and private companies implementing equal treatment and anti-discrimination policies in the workplace.

**On the pay gap (Rec.90b) and economic decision making (Rec. 90c):** the gender-pay gap has decreased by two points since 2015 (12.5%) to 10.4% in 2021. Statistics on gender pay gap in Greece are accumulated according to the EU indicator “gender pay gap in unadjusted form” ([earn\\_gr\\_gpg](#), [earn\\_gr\\_gpgr2](#)), based on the methodology of the structure of earnings survey (SES), which is carried out every four years. The latest available data refer to the year 2018. The survey referring to the year 2022 is still in progress and the data will be available at the end of 2024.

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

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

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

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

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

**On regular data collection and reporting of sex disaggregated statistics on all aspects of employment (Rec. 90d, i)**

The transposition of the EU “Pay Transparency” Directive will set these obligations and define the relevant framework shortly. Already according to the Annual Action Plan of the Ministry of Social Cohesion, within the next quarter, a Legislative Committee will be established. At present, relevant statistics by gender are kept by the Hellenic Statistical Authority, the Ministry of Labor and Social Security and the Capital Market Commission, which supervises the operation of private sector businesses.

**On gender stereotypes (Rec. 90h):** The General Secretariat implements long-term training programs for secondary school students in relation to violence against women and gender stereotypes.

Accordingly, the Research Center for Equality issues through the programs it implements, aims to combat gender stereotypes. Related actions have also been undertaken by the Greek National Council for Radio and Television, which under Law 4604/2019 and 4779/2021, has imposed sanctions on broadcasting media because of words, phrases, images in their programs, such as reality shows, that insulted women dignity and promoted stereotypes discriminative against women. Law 4779/2021 on audiovisual media services prohibits the introduction and promotion of discrimination and incitement to violence or hate speech on grounds of, inter alia, gender identity or sex characteristics and sexual orientation. Moreover, in 2022-2023, several Decisions have been issued concerning the approval of Social Messages about stereotypes and harmful practices on gender equality and non-discrimination. In 2023, relevant decisions have been issued on gender equality issues and the equal representation of women during the pre-election period. It's worth mentioning that the past two years, the number of complaints received by the National Council for Radio and Television (supervisory and sanctioning independent administrative authority) relating to gender equality issues has decreased.

Actions combating gender stereotypes and sexism are provided in the National Action Plan on Women, Peace and Security. It includes activities to raise awareness among media professionals on gender mainstreaming and combating of gender stereotypes and sexism, related to the image of women in media.

In 2021, the National LGBTIQ+ Equality Strategy 2021–2025 has been drafted, highlighting the role of gender stereotypes as a causal factor in the discrimination experienced by LGBTIQ+ persons in multiple fields. The strategy was adopted following public consultation and is being implemented.

**On the role of the education system to combat patriarchal attitudes (Rec. 90j) and sexuality education (Rec.90 l):**

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

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

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

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

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

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

**On equal access to education for Roma and other disadvantaged groups and in all regions (Rec 90m, n):**

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

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

- Enrollment - All children/Students attend public schools based on geographical criteria (they attend the school nearest to their home). Vulnerable students are enrolled in school regardless of whether they are registered in Municipal Registers or whether they have a certificate of permanent residence.
- Transportation arrangements to and from school for students facing difficulties to reach the school, mainly supporting Roma students that reside at a settlement far from public transport or they have other difficulties to reach the school.
- Arrangements for mobile populations without a permanent residence. Roma families travelling within the country for seasonal work are facilitated to continue school attendance.
- Social benefits such as Minimum Guaranteed Income and child benefit (A21) are linked to continuing school attendance, serving as a motivation measure to enhance Roma participation at school.
- Establishment of Educational Priority Zones psychologists and social workers employed in schools and Reception Classes targeting also Roma students in the context of intercultural education.

This action "Supportive interventions in ROMA communities to enhance access and reduce dropout of education by children and adolescents <https://hub.uoa.gr/support-interventions-in-roma-communities-actions>, running from 2019 until 2023, aims to combating children and adolescent's early school leaving and increasing the access of students from Roma communities to all levels of education (pre-school, primary, secondary, high school, lyceum). Educational interventions are targeted to the whole educational community (students, parents, teachers, education staff) as well as to the

areas of the country hosting a high concentration of Roma population. Special actions are organized within Roma settlements, focusing on Roma parents and adolescents who have not completed compulsory education. The aim is to encourage them to participate in literacy classes in order to obtain a primary school diploma and then enroll to Second Chance Schools so as to get the compulsory education certificate. The Action is planned to continue also in the next programming period 2021-2027.

### **On equal participation in political and public life (Rec. 91):**

On legislative measures that enhance the participation of women in decision making bodies, after 2020:

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

Previously, the Law 4604/2019 introduced a quota 40% in favor of women for the lists of candidates in each constituency at the national elections and the elections for the European Parliament. Furthermore this law introduced legal penalties the absence of quotas in the composition of Councils of the Public Administration results in.

- For local and regional elections, Law 4555/2018 issues a 40% gender quota on the total number of candidate regional, municipal councillors and community councillors. The former respective quota was 1/3.
- Law 4386/2016 provides a gender quota of 1/3 in candidates for the National Council for Research, Technology and Innovation, Sectoral Research Councils, Regional Councils for Research, Technology and Innovation and the same quota for the members of Scientific Councils of Research Centres and Institutes. Scientific excellence and qualifications are also taken into consideration.

During the run-up to the two previous national, regional and municipal elections (2015, 2019) and the recent ones (2023), the General Secretariat launched awareness-raising campaigns to support and empower women candidates. During 2016-2019, [the Research Centre for Gender Equality<sup>1</sup> organized seventeen training seminars](#) for more than 350 women, candidates or elected to office, on Gender, Society Politics and Political Communication.

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

The representation of women in parliament and government is shown in the following tables (from 1996 until 2023-May and July).

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<sup>1</sup>It is a Legal Entity under Private Law of the Ministry of Labour and Social Affairs founded in 1994, supervised by the General Secretariat. It develops actions, inter alia, to eliminate gender stereotypes, and to promote women's participation in decision-making centres.

Table 1: Women's representation in the Hellenic Parliament

Year of elections	Total number of seats	Women Members of	
		f	rf
1996	300	19	6,3
2000	300	31	10,3
2004	300	39	13,0
2007	300	48	16,0
2009	300	52	17,3
2012 /5	300	56	18,7
2012/6	300	63	21,0
2015 /1	300	70	23,3
2015/9	300	55	18,3
2019	300	66	22
2023/5	300	72	24
2023/7	300	69	23

Table 2: Women's representation in the Government (2023 elections)

	Women		Men	
	f	rf	f	rf
Ministers	4	17,4	19	82,6
Deputy Ministers	1	25	3	75
State Secretaries	9	26,4	24	68,6
Secretary Generals	15	25,9	43	74,1
Special Secretaries	2	50	2	50

As regards the representation of women in decision making positions in the Ministry of Foreign Affairs, out of 890 persons, 390 are women (43.8%) and 500 men (56.2%). Furthermore, recognizing the need for gender-equal representation in various United Nations bodies, Greece encourages the submission of candidatures by women. In this regard, four candidates have been elected as independent experts at United Nations bodies<sup>2</sup>, all of whom are women.

According to data by the Ministry of Interior, high level positions at Public administration entities, are very close to being gender balanced (46% are women in top positions).

Her Excellency Ms Aikaterini Sakellaropoulou, the first woman to serve as President of the Council of State, the country's highest administrative Court and a human rights advocate was elected, on January 2020, as the first female President of the Hellenic Republic with 261

<sup>2</sup>Subcommittee on the Prevention of Torture and other Cruel, Inhuman or Degrading Treatment-SPT (for the period 2019–2022), Committee on the Elimination of Racial Discrimination-CERD (for the period 2020–2024), Human Rights Committee (for the period 2019–2022), UN International Institute for the Unification of Private Law-UNIDROIT (for the period 2019–2023).



votes (out of 300). Her Excellency the President of the Hellenic Republic is also an active member of the UN Circle of Leadership Initiative.

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

The Ministry of Interior has also taken measures with regard to implementing and monitoring gender participation in the collective bodies of the administration. The Ministry regularly issues reminder-circulars stipulating that care should be given to respect gender balance in accordance with the Code of Civil Servants and in particular in the context of the selection of Department Heads. Female candidates who were absent from their duties on maternity and/or child-upbringing leaves, while being Department Heads, should receive points corresponding to work-time in a responsibility post.

**On combating violence against women (Rec. 92):** Law 4443/2016 introduces the concept of “multiple discrimination” in the Greek legislative framework. The Gender Equality Action Plan 2016-2020 dedicated its first axis on “Social Inclusion and Equal Treatment of Women facing Multiple Discrimination”. In 2017, the “Department for Social Protection and Combating of Multiple Discriminations” was established within the General Secretariat. In this context, the target group of the Network structures for women victims of violence has been expanded to further include women facing multiple discriminations, providing them with psychosocial support, job Counseling and legal Counseling.

In December 2021, the General Secretariat presented the National Action Plan for Gender Equality 2021-2025, continuing the effort for a society of substantial equality, free from violence, stereotypes and discrimination. The Action Plan includes a set of actions for gender and domestic violence, women's participation in social and political life, women's work and women's economic empowerment, and for the implementation of gender mainstreaming, i.e. the horizontal integration of the gender perspective in all policies (collaborations with ministries and local authorities, promoting equality in education, culture, health, science, research, media, budgets, improving the position of women who suffer multiple discriminations and removing their social exclusion). Indicatively, on preventing and combating gender-based violence, legislative interventions, information and awareness-raising actions, development of new measures and tools, preparation of research on the extent and forms of gender-based violence in cyberspace are foreseen. Also, the following new projects are foreseen in the context of the Action Plan on "Preventing and combating violence against women and domestic violence":

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

The implementation of the requirements set by the Istanbul Convention is a strategic goal of the General Secretariat, which has been designated by the Greek state as the competent body for coordination, implementation, monitoring and evaluation of the measures and policies adopted in the fields covered by the Convention. In March 2022, the first national report was submitted to the competent Committee of Independent Experts (GREVIO) on the progress achieved in specific areas set by the Istanbul Convention. In February 2023, GREVIO

carried out the first evaluation visit in Greece, the findings of which have been published on the 14<sup>th</sup> November 2023 ([Baseline Report for Greece](#)).

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

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

The General Secretariat, in collaboration with the Ministry of Citizen Protection, the Ministry of Digital Governance and VODAFONE, created the special application "Panic button", with the aim of helping women who are in danger to call for immediate help in a safe manner (by pressing a button on her mobile phone). With the help of technology women's phones are connected to the police, the authorities detect the location and can immediately intervene to protect them. The bodies responsible for providing it are the Counseling Centers and the Greek Police. The application has been put into operation in the Counseling Centers of Attica and Thessaloniki.

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

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

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

### **On marginalized groups of women (Rec. 93)**

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

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

The Reception and Identification Service cooperates closely with the Hellenic Police, at both central and regional levels, to prevent the detention of women asylum seekers. Accommodation is provided to women within the accommodation facilities and structures of the Service, when non-custodial measures can be applied, while at the same time the situation of vulnerable female residents, who do not have the necessary legal documentation but have been issued a decision on suspension of removal, is being monitored.

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

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

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

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

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