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In Greece, the values of gender equality are well consolidated within the articles of the Constitution of the country

The clear objectives of the Ministry of Defense, to ensure the well faire of the personnel, as well as the integration of the gender equality into policies and every day practices in the Military, are very much reflected in the Ministerial Directives announced for the year 2006. These Directives, have taken into account the national priorities and action plan axes of the Ministry of Internal Affairs for the years 2004-2008, which comprise:

- The implementation of gender mainstreaming,
- The sound management,
- The abolishment of the stereotypes,
- The right of equal participation and access and
- The friendly co-existence of family and professional life in the military.

As a result, a wide spectrum of related policies applied,

- To promote the transfer in the same city, the serving together, the provision of housing at the place of the new assignment, the health care support of all the family members, the child care, the built of new day nurseries in the capital and the district etc.  
Pregnant servicewomen of the three Services are eligible for 14 month paid leave. Shorter paid leave is also available in case of miscarriage or abortion.
- Special measures have been taken regarding single-parent families, due to various reasons and families that have a member with special needs.
- Care has also been given to improve the working conditions of the personnel, their training, their employment capabilities and professional performance, regardless the gender.
- In the Navy, 5 more frigates have so far completed the necessary reconstruction processes in order to be able to accept mixed crew.

By the year 2006, the Office of Gender Equality, which was first established in March 2004 at the Ministry of Defense, has successfully completed its 2<sup>nd</sup> year of active involvement mainly as:

a. Intelligence, selecting information from the Services to form a central database for future research work.

b. Mediator , through a networking of selected POCs within the Services .This particular role is expanded to include the successful cooperation of the Office with respective organization at National and International level

So far, the Office of Gender Equality has conducted multiple research papers and issued equality guidelines, in an effort to familiarize the military personnel with the terms of gender equality, the legal aspect of it in the civilian and the military sector, the relevant directives that have currently been applied in the Hellenic Armed Forces, etc.

In the nearest future, a research will be conducted under the auspices of the Institute of Defense Analysis, in order to investigate the implication of the decreased birth –rates on the development of the Armed Forces for both sexes.

The female military personnel are subject to the same rules of disciplinary action as their male counterparts do. At the same time, mil. Law complies within a common legal framework, concerning any case of harassment denounced by both sexes as well as any forms of discrimination detected.

The representation of Servicewomen in the Armed Forces is growing. Today , they are representing the 5, 4% of the overall strength of the ARMED Forces , with the male soldiers included.

Women Officers are graduates from the Army, Navy Air Force Academies as well as the School of Nurse Officers and the School of Corps Officers that they are Joint institutions. Graduates from the Joint School of Corps Officers are integrated in the 3 Services, serving as doctors, dentists, pharmacists, vet. officers, recruiting, finance and judicial officers.

The provision for quota free entrance to the Military Academies resulted in a remarkable increase to the percentage of the female cadets entering the Military Academies and is expected to continue this way. For the Academic year 2005-2006, the female cadets represent the 12,5% in the Army Academy, the 14,7% in the Naval Academy, the 4,54% of the pilot cadets and the 2,85% of the mechanical engineers cadets in the Air Force Academy. As for the Joint Institutions, Servicewomen are representing the 52% in the Nurse Officers School and the 44,5% in the Corps Officers School.

The same specialty selection criteria are applied to the female officers, graduates from the Military Academies as to their male counterparts, with regard to their specialties. At present, Servicewomen Officers or NCOs do not serve in the submarines, not because of legal or Service restrictions application but mainly due to the cost effectiveness of their reconstruction to accept mixed crew.

In February 2006, the Human Resources Directorate of the Ministry of Defense with the support of the three Branches, had the opportunity to complete a specific questionnaire aiming at collecting and exchanging the best practices related to the implementation of the United Nations Security Council Resolution 1325, within the European Countries.

The event, which, in terms of a national response, was accomplished as a result of cooperation with the Ministry of Internal Affairs, provided a unique opportunity and food for thought to the Armed Forces, in order to re-evaluate the existing practices and procedures that are relevant to the abovementioned document.

Late in October 2005, a NATO joint exercise under the name <<Dolphin>>was conducted between the Mediterranean Dialogue countries and the GR Armed Forces. The scenario of this ‘‘ mostly navy’’ exercise, managed to engage the participants in every spectrum of activities (entrapment procedures, search and rescue, role 1 to 3 medical facilities development) necessary to confront an earthquake event, the epicenter of which was in Gavdos Island, near Crete. The presence of Servicewomen (Officers and NCOs) in this exercise was considered successful.

As for the deployments, Servicewomen are currently deployed in the Balkans and in Afghanistan .In this country, in Kampul area, GR has also established a role 2 enhanced hospital, which is successfully run its second year of deployment.

Today women are serving in a variety of posts than ever before. Service careers are managed on a gender-neutral basis and new opportunities for development are provided Their active involvement, their skills, training and overall performance, is recognized as a core value in the Hellenic military system today.