

GREEK NATIONAL REPORT 2008

Policies (policy changes/new policy affecting women in uniform)

The gender equality office of the Ministry of Defence that was first established in March 2004, refers to the General Director of the General Directorate of Financial Planning and Support since 2006.

The mission of the gender equality office is to:

- Collect, coordinate and analyze equality issues regarding the personnel of the armed forces.
- Initialize institutional proposals and undertake the necessary measures in order to implement equality issues.
- Coordinate equality issues with the cooperation of the General Staffs and the Secretary General for Gender Equality.

Particularly the gender equality office refers to the Head of Human Resources of the MoD.

Concerning the genders issues, the Directorate's strategic plan is the following:

The Enactment, staffing and operation the gender equality offices of the General Staffs. The mission of these offices is the implementation of gender equality in the Armed Forces, aiming to eliminate any work discrimination based on gender.

Additionally, a detailed Job Analysis has been developed for the Equality Office.

In collaboration with the Research Center for Gender Equality, the Directorate has organized seminars on the subject of equality, so that experts have trained the executive officers of equality of the General Staffs.

The Ministry of Defence participates in the project "Artemis - Equity in the Armed Forces". The primary aim of the project is to contribute, via the mechanics developed, to eliminate the segregation phenomenon, based on gender. The basic goals of the project are:

Examine the role of females in the Greek Armed Forces. To assess if and how gender influences the workload.

Evaluate and improve the culture in the Armed Forces by alleviating gender stereotypes concerning work positions within the Armed forces.

The outcome of the "Artemis" program coincides with the ministry's goals.

Firstly, the implementation of an integral action plan of the corporation of the gender aspect in the ministry's curriculum. Specifically, an organizational transformation will be accomplished, in order to achieve the objective goals of the gender equality office.

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Secondly, by promoting gender equality issues and by stressing their importance towards the ministry's and General Staffs policy.

Organisation

Current PERCENTAGES (DATA from 2008) of total force by service, for example:

	Total % of Female soldiers	% of female flag officers	% of female senior officers	% of female junior officers	% of female NCO	% of female soldiers participating in military operations
Army	10,8	1,28	5,3	14,83	10,3	2,13
Air Force	9,44	1,6	2,9	11	13,4	11,5
Navy	15	0	1,2	6	24,2	14,28
TOTAL	11,7	0,96	3,1	10,61	15,9	9,3

Recruitment

New initiatives to attract more female candidates

In order to balance work and family life the number of operating nursery (day care) centers increased rapidly to 22, thus covering the main units in the major cities. The program foresees the expansion of this action with the construction of new nursery facilities.

Areas forbidden for female soldiers

- Submarines
- Fast patrol boats

Areas now opened to female soldiers, which were closed / forbidden for women in the past

According to a recent law (L3488/06) women can enter the Hellenic armed forces in all specializations (also as professional privates).

Training

New policies/programs, initiatives or standards

Incorporate the dimension of gender in the academic program of the armed forces academies, in order to influence the culture of the working environment of the officers as soon as possible and as a result change attitudes, perceptions and behaviors. More specifically the Air Academy was selected to implement a pilot program with the addition of two more gender oriented hours, in the following lessons: legal aspects, sociology, psychology, leadership.

Mentoring programmes

The fair and equal treatment of the personnel in the areas of education, postgraduate education, positioning and evaluation has been established on the premises of gender equality.

Education and awareness programs available

Development & implementation of a web portal with the following capabilities:

- Provide general information about the project "Artemis - Equality in the Armed Forces"
- Publish the results of research done within the project
- Provide e-learning courses on issues related to equality between females and males

- Useful links to other web sites
- News/announcements publication
- Creation of lessons dealing with issues of Equality
- Embedded mechanism of self-assessment

Special Interest Items/Events (Recent and Projected Developments)

Equality Centers

Regional Support Centers:

Attica (Piraeus), Thessaloniki, Patra, Volos, Xanthi, Kos, Samos.

Operation time: two days per week for one year

The Objectives of the Centers are:

- Recording the potential equality problems that are identified in Armed Forces
- Providing information to all staff members regarding legislation and the procedures needed for handling problems
- Providing information on similar situations or good practices

Maternity/Paternity leave (short description of rules)

- ✓ 14 months maternity leave with salary for female officers
- ✓ Priority in transfers and shelter provided in military facilities for families with children
- ✓ 10 days leave with full salary for wedding and 5 days leave for child birth
- ✓ When female officers return from maternity leave they have the option to be assigned to a garrison of their choice
- ✓ Female officers with underage children are excluded from duties that require them to stay overnight, if their husband is also on duty.

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Recently we established the parental leave (1 day every 2 months) for males and females that allow them to monitor their children's performance at school. This availability permits the male officer to also preserve his role as a father.

Initiatives to improve the work-life balance (day care for children, flexible hours, part-time work etc.)

A leaflet concerning the balance between professional and family-private life will soon be issued, by our directorate.

Trends

As the latest figures show there is a reverse tendency in the entrance (of women) in the NCO schools. More specifically in 2007 in Thessaloniki NCO School, the number of females is greater than the males (25 vs. 23 in a total of 48).

Lt Col M. Katsaris/Head of Human Resources
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