

NATO UNCLASSIFIED
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GREEK NATIONAL REPORT 2009

Policies

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.

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

Organisation

Current PERCENTAGES of total force by service

	Total % of Female	% of female flag officers	% of female senior officers	% of female junior officers	% of female NCO	% of female soldiers participating in military operations
ARMY	12%	1,28%	5,3%	16,53%	33,9%	0,6%
AIR FORCE	13%	1%	3,3%	14,5%	14,5%	
NAVY	15%	2%	5,5%	10,3%	3,95%	
OTHERS						
Military Nursing School	69%					
Military School of Corps Officers	39%					
TOTAL	13,3%	1.42%	4.7%	13,7%	17,45%	0,2

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, 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
- Landing Crafts Air- Cusion

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 behaviours.

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

	TRAINING/EDUCATION ISSUE	MAIN TOPICS	AIM - TARGET GROUP
1.	The Air Force Academy was selected for the implementation of a pilot program in order to incorporate the dimension of gender in the academic program of the armed forces academies. A questionnaire at the end of the academic year is used to evaluate	Gender oriented items in the following lessons: Legal Aspects, Sociology, Psychology, Leadership. In the lesson "Legal aspects" there is a	Integration gender awareness education in to Army -Navy- Air cadets, in order to influence their culture and as a result change attitudes, perceptions and behaviors.

	and improve this academic program.	chapter for the UNSCR 1325	
2.	Development & implementation of a web portal with the following subsystems: - General information web site - Asynchronous e-learning subsystem	Provide e-learning courses related on equality issues •Asynchronous e-learning mechanism for the distribution of courses related with Equality and the targets of the project •Creation of three pilot lessons dealing with issues of Equality •Embedded mechanism of self-assessment •Download capabilities of useful material	Head and personnel of equality offices. Basic Training for all ranks in order to disseminate gender related information.
3.	Induction seminar to equality issues Spoke persons from Research Centre for Gender Equality.	International Organizations, UN EU, CEDAW. Gender mainstreaming issues. Equality Glossary	New members of equality offices
4.	Pre-deployment training	We plan to develop a gender resource package for the Multinational Peace Support Operations Training Center, in Kilkis, Greece.	Provide adequate and mission specific training before deployment in: Multinational PSOs Officers basic and advanced course. UN Military observers course. NATO Tactical CIMIC course.
5.	Workshop in cooperation with ministry of Internal Affairs (Secretary General for Gender Equality) and Ministry of Labor Issues.	Equality in the enterprises and in the armed forces. Social Responsibility	Debates open to society, media as well as the armed forces personnel. All ranks
6.	Training seminars in the main	Presentation the	Special target group: The

	Units all over Greece	mission, goals and strategy of MoD's Equality Gender Office.	Joint War College Officers. Undertaking of initiatives of legal and institutional nature to enhance the presence of female personnel in the armed forces and improve their professional development in the entire range of the chain of command. All ranks
7.	Support thesis concerning the implementation of UNSCR 1325 in the leadership training of the Joint Staff College.	Emphasize to national action plan for the implementation of UNSCR 1325	Joint War College Officers

Special Interest Items/Events

In the presence of the Minister of National Defence, on 15 May 2009 (World Family Day) was organized, under the auspices of MoD, a conference in Athens on the occasion of the anniversary of " 30 years Women in the Armed Forces". In this regard operational women from the three branches (Army, Navy, Air Force) shared their experience and perspectives in the Armed Forces. In the panel discussion with the director of Human Resources honourably participated the chairperson of the CWiNF.

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.
- 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.

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