

Greece – National Report

Introduction

The innovative and active involvement women have shared throughout the ages in Greece, either in conflict, fighting along men, or in piece time, is very well documented in the pages of the ancient and modern history of the country.

In the early nineties (1912-13), the support to the Mil. Services health care system, provided by women civilians –members of the Hellenic Women’s Union , the Hellenic Red Cross and the Patriotic Institution of Welfare (1914) was of great value during the Balkan wars period.

In 1946, the establishment of the Army Nurse’s Corps came as a mark of the Nation’s esteem to the women’s volunteer offering during the 2nd world war. This initiative was completed with the establishment of the Hellenic Armed Forces Nurse Officers School, eight years later(1954) During the Korea conflict, nurse officers were actively involved , supporting the wounded .

Organization Elements

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 which are Joint institutions. Graduates from the Mil. Academies are employed in the all the branches of the 3 Services. Graduates from the two Joint institutions are integrated in the 3 Services as well , serving as doctors, dentists, pharmacists, vet.officers, recruiting, finance and judicial officers.

Women NCO’s were first introduced into the Hellenic Armed Forces in 1979.

Women graduates from the Police Academy are assigned posts throughout the whole spectrum of the Police Services of and are well integrated.

Today, women are subject to compulsory enlistment, only in times of war or in the event of mobilization.

The Services

Women in uniform today are practically serving in the 3 branches of the Armed Forces(Army, Navy, Air Force),along with their male counterparts, as well as in the respective Mil. Medical Services .They are also allocated in all the Services of the Public Security Forces of the country, Coast Guard, the Fire Brigade and as customs Officials

The tables below show the % percentage of servicewomen as they are representing by rank or specialty and per % of the total, for your information

Table No 1: Women as a % of the total	
SERVICE	
ARMY	8.16%
NAVY	12%
AIR FORCE	10,33%
PUBLIC SECURITY FORCES (POLICE)	10%

For the Public Security Services, the intake figure represents one of the higher percent within the respective European Police Services. The total strength of servicewomen in 2004, reaches the 118% compared to the 1995 figure

Table No 2 : % servicewomen: representation by rank	
ARMY	
RANK	ARMY
General	0,00%
Lt General	
Major General	
Brigadier General	0,92%
Colonel	1,18%
Lt Colonel	2,77%
Major	4,39%
Captain	6,96
lieutenant	9,08
2 nd Lieutenant	6,82
Warrant officer	16,45%
Staff sergeant (1 st class)	21,19%
Master Sergeant	23,29%
sergeant	2,96%
corporal	0,00%
Pr.soldier	2,68%

Table No 3: % representation by specialty (officers)	
SPECIALTY	NAVY
Financial Officers	12%
Doctors	5,4%
Dentists	7,7%
Nurses	90,65
NCO's (different status)	53%
Warrant officers	16,5%

Practically all posts and close to combat specialties will be open for the female NAVY Officers who are about to graduate from the NAVAL Academy in June 2004. Women Officers assigned duties on board, which represents a prerequisite for their promotion to higher ranks.

Table No 3: servicewomen . % representation by rank	
Air Force	
RANK	AIR FORCE
Vice Admiral	0,00 %
Air Vice Marshal	0,20%
Brigadier General	1,3%
Colonel	1,14%
Lt.Colonel	2,24%
Major	3,64%

Captain	5,6%
1 st Lt	4,6%
2 nd Lt	5,2%
Warrant Officer	35,9%
Master sergeant	2,83%
sergeant	11,5%
Staff sergeant	10,5%
Airman 1 st class	0,00%
airman	26,5%

Policies

The female military personnel are subject to the same rules of disciplinary action with their male counterparts. 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 recent revision of the Constitution of the country, has consolidated the implementation of the principle of equal treatment of men and women within its articles, which practically implies the removal of any inequality that is related to the provision of equal opportunities regardless the sex.

This constitutional amendment, combined with the law that was promulgated in 2002 to provide for gender and quota free entrance to the Military Academies and the NCO Schools, contributes

to the application of the gender mainstreaming policy as well as to the development of equal career opportunities to all the personnel in uniform within the Services that are mainly based on their overall professional and athletic performance, skills and qualifications..

The entrance of 9 female pilots-cadets in the Air Force Academy last year, as well as the opening to allocation of posts in submarines for female officers who are about to graduate from the Naval Academy in Jounce for the first time this year, represent a few innovative steps against gender discrimination with regard to the provision of professional opportunities in the Services that are related to combat support.

The institution of the "professional soldier", includes candidates from both sexes and has proven successful so far. For the year 2004, a pilot program is planned to explore the ability of the female professional soldier to carry out duties related to combat support.

On the other hand the revolutionary program of 'reforms' that was initiated in the year 2002 in the Hellenic Armed Forces, continues to trace out its successful route, demanding the dedication of all the personnel in uniform, men or women.

The main axes of this 'modernization' process are focused on:

- a. The reorganization of the structure of the Armed Forces focused on the promotion of Jointry as well as the improvement of the flexibility, the operational capabilities and the level of readiness of the units.
- b. The upgrade and productive exploitation of all the human resources and the promotion of training.
- c. The rationalistic management of the resources
- d. The improvement of the overall living conditions of the personnel in uniform

The implementation of the above mentioned goals has brought to light radical changes within the Services at a managerial, organizational, structural and strategic level.

These changes, in turn, resulted in a number of beneficial initiatives that have a positive effect on the working conditions of the personnel, their training, their employment capabilities and professional performance, regardless the gender.

In addition, the social aspects of these innovative steps are considered of equal importance, granted that they are applicable to officers , NCO's , professional soldiers and soldiers .

Gender Equality and Research

The increased concern expressed at Ministerial level to ensure every aspect of social welfare and equal opportunities is well reflected in the efforts made through the chain of Command and the Services.

Within this framework, an extended research project was conducted in autumn 2003 as a product of cooperation between the Ministry of Defense and the Hellenic Research Center for Gender Equality, under the title: The co-existence of men and women in the Hellenic Armed Forces: an increasingly strengthened reality.

The results of this research were presented in February 2004

This research, possibly represents the most extended research ever conducted among the European countries for the purpose of the exploration of the sensitive issue of the relations between the male and female personnel in the Military, either of the same rank or between higher and lower ranks.

For this research, 14 areas of mean interest were identified, analyzed and properly formed to be reflected within each of the 15.839 self- completed questionnaires that were distributed in total

The degree of satisfaction related to the working conditions and environment,
The contact with the superior ranks, with colleagues of equal rank as well as the commanding Officers,
Cognitive declinations as a result of the pressure imposed by the system,
The degree of cooperation,
Career opportunities and development, promotions, meritocracy,
Sexual harassment and its relation to career development,
The perception of maternity, etc,

represent the majority of issues that were explored ,in an effort to identify the degree of the 'embodiment 'of the principle of equal treatment of men and women in the Military.

The results of the research, are considered satisfactory, and have placed at the disposal of the Ministerial and Military Authorities for further exploitation by the Service.

Maternity Policy – Family Support Policies

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.

Returned back to active duties, they are allocated in posts depending on their preferences and their transfer is not allowed without their permission for the first three years.

Servicewomen in the third month of their pregnancy are allowed not to wear uniform . They are also excluded from any training activities as well as the use of computers.

Additional support and facilitation related to service duties and the participation to exercises is provided to single mothers, divorced mothers or widows who are looking after their children, as well as in case both parents are mil. Personnel or the number of children they are taking care of, excides the 3.

Every support (financial or exemption from duty) is also provided to those service women who have turn to artificial fertilization.

Within the framework of the welfare of the family members, a wide spectrum of related policies have been applied to promote the transfer in the same cities ,the serving together , the provision of housing at the place the new assignment ,the health care support of all the family members, the child care , the built of new day nurseries in the capital or the periphery etc.

A number of beneficial measures are also applied to ensure the support of the families of those who are participating in Missions /deployments abroad.

Quality of Life issues related to work environment

The social aspects of the reform measures applied to the Armed Forces are targeted at ensuring a healthy, secure and stable work environment in the units.

The use of catering services in the camps, the establishment of new gymnasiums and sport centers, the internet centers in most of the camps, the enrichment of the libraries of the guardhouses and the units, etc, represent a number of measures beneficial for both sexes.

The Office on equity of sexes

The establishment of this office was announced in February 2003, by the Minister of Defense. Progress has made with regard to the staffing and organization of the Office this year. Today, the Office is situated in the Hellenic MOD and has direct access to the Minister of Defense and the Military Authorities. Its goals and overall function is directly related to the implementation of the principle of equality of the two sexes within the Hellenic Armed Forces and the elaboration of any relevant information

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Recruitment

To enter the Military family both men and women are selected after passing the National competitive examinations, or written exams applicable to NCO's, and the same medical, psychological evaluation tests and clinical interview, athletic performance evaluation tests as well as an oral interview.

The law that was promulgated in 2002 to provide for gender and quota free entrance to the Academies and the NCO's Schools has a direct effect on the entry fitness tests, which are now conducted on a gender free basis to include:

Athletic requirement	Score requirement
Sprint 100 m	16" to 17"
Running Distance 1000 m	4.20" to 5'
High jump	1,00m to 0,90m
Running Jump	3,60 to 3m
Shot (7,275 Kgr) (mean distance, shots with right & left hand)	4,50 to 4m
Swimming (50m)	(no record is required)

Applicants to the following institutions are requested to show their abilities in swimming: Naval Academy, NCO's Navy School, Air Force Academy (pilots), and NCO's School of radio-navigators.

The slight declinations to the score requirements noted, are depending on the institutions

Recruitment policy: Recruitment policies are carefully planned to include mainly:

Information campaigns

Circulation of info brochures

Use of mass media and TV

The number of applicants to enter the Academies or the NCO'S Schools is generally high.

A special campaign was conducted to support the institution of the 'professional soldier' which represents a new entity. By October 2004, the recruitment of an additional intake of 5.000 professional soldiers, both men and women will be completed. They will be selected by psychological and athletic tests, oral interview and other criteria directly related to the level of their education and specialty studies.

Training

Within the framework of the reform process within the Armed Forces ,training represents a fundamental parameter that can guarantee the professional qualifications and overall performance of the personnel in uniform.

The promotion of Jointry within the Hellenic Armed Forces has pave the way to the implementation of a very demanding goal, which is Joint training. The establishment of the Supreme Joint War College, a university level institution, where officers of both sexes have access, represents one of the first positive steps made so far towards the fulfillment of this goal . Women

Officers can attend the Staff Colleges and Application Schools respective to the Services , also can apply to attend post graduation programs at the universities of the country or abroad . The length of education in the Academies of the three Services lasts 4 years . For the 2 joint Academies it varies from 6 years (doctors),5 years (pharmacists, dentists) and 4 years (nurses, financial , recruiting Officers) and is offered free of charge A number of foreign students enter the Academies or the 2 Joint institutions every year according to MOU's.

Women NCO's are participating in a basic course , the schools and courses of the respective branch and specialty as well as in the in-service education.

The promotion of sporting activities ensures the physical performance of the personnel and represents a priority issue which is supported by The Supreme Sports Council of the Hellenic Armed Forces as well as the Mil. Hierarchy

Health based fitness tests are conducted twice a year and their results have a direct effect on the career development opportunities of the personnel.

Employment

Active duty women serve alongside their male counterparts and have the same rights, obligations, promotion and pay arrangements. 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 .The highest rank belongs to the chief of the Medical Service of the Police , who has promoted to Major General this year.

The financial Officers of the NAVY , are assigned duties in the frigates for 18 mounths as 1st Lt's and for 2 years as 2nd Lt's

Deployments

The participation of service women in the multinational operational environment has proven successful. So far women Officers and NCO's have deployed in Korea, AFOR , SFOR, KFOR Servicewomen , Navy Officers and NCO's are also serving in frigates , depending on the mission. Since 2000, women 'Professional cadres ' are assign duties at sea , taking part in the first piloting effort for the NAVY.

The service women selection is conducted on voluntary basis

Today, a limited number of female personnel is deployed at KFOR , SFOR and at sea .

Recent and projected developments

The Resent Constitutional and Legislative arrangements give an impulse to practices that :

- a. Promote the active involvement of the servicewomen in assignments closely related to combat.
- b. Ensure the implementation of the principle of Equality of both sexes within the Armed Forces.
- c. Contribute to the welfare of the personnel in uniform and their families.

The promotion of Jointry , which is considered one of the fundamental axes for the reform process has brought to light radical changes within the Services at a managerial, organizational ,structural and strategic level beneficial for both sexes.

joint training (the establishment of the Supreme Joint War College)

Joint medical Care services (The upgrading of the med. services, the formation of joint pediatric, gynecological, rehabilitation units , joint outpatients facilities as well as the establishment of the Medical Branch of the Hellenic National Defense General Staff)

The use of a uniform Command Control Communication Computers and Intelligence System.,etc.

The establishment of the office of equity in the MOD as well as the implementation of the results of the study mention before , will add a finishing touch to the process of the full integration of the servicewomen within the Military family.

The psychological support of the personnel deployed represents an issue of high priority .

The open line that was established to provide psychological support last year, has proven supportive for the personnel .

This year, a number of additional measures have been proposed by the Mil. psychiatric Services of the country and have submitted for approval through the chain of Command, as follow:

- a. The personnel deployed, on their repatriation, have the right to return to the post they were assigned before their deployment.
- b. The personnel deployed have the capability to stay two years in the assignment of their interests.
- c. Re-deployment is permitted only after a period of two years for the personnel who have families and children.
- d. The preparation and transfer of the total number of the personnel to be deployed ,as a unit from the beginning , in order to consolidate ‘the spirit ‘of the unit.
- e. The formation of a support team for the spouses of the personnel deployed abroad.
- f. The formation of a critical events management psychiatric team , with real –time transfer capabilities , composed of psychiatrists, psychologists and nurse specialists .

The servicewomen are actively engaged in the Olympic races (planning, organization, training, medical support , in the Olympic Hospital CBRN Response Unit , the Joint Mil. Security Force, the Olympic Mil. Branch etc.

In general, the integration of women in the Services has proven successful over the years and is expected to be improved.