

GREECE - NATIONAL REPORT

COMMITTEE OF WOMEN IN THE NATO FORCES ANNUAL MEETING 2005 National Delegate: Lt Col. Georgia Vourou

INTRODUCTION

The involvement of women in war and conflict as well as in "supportive activities (social contribution , humanitarian , health care) is well documented in the pages of the ancient and recent history of Greece.

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 .

Today, Service women have become an integral part of the Hellenic Armed Forces , demonstrating their indispensability and skills in many aspects of the every day practices .

ORGANIZATION ELEMENTS

Women Officers in Greece are mainly graduates from the Military Academies.

The Army, Navy and Air Force Academies constitute the Mil. Institutions for the 3 Services .The Corps Officers School and the School of Nurse Officers represent the Joint Academies . 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, 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 and their integration into the military family has proven to be successful They are serving in the three branches as well as in the Joint Services and have the same career opportunities along with their male counterparts.

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 and the Joint Services. In general, 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

NOTE: Granted that the H. Armed Forces are not fully professional, , the number of the male personnel **subject to compulsory service** is taken into consideration per Service in the numerical representation given below For example, the total % of the NAVY female personnel in uniform appears to be 14,97 when the above mentioned group is excluded , but it goes down to 10,29 when it is included in the samples. At the same time the female profile in this numerical representation is also affected by the increased recruitment rates of the male professional cadres in 2004

Table No 1: Women as a % of the total			
SERVICE	Total	OFFICERS	NCO's +prof.cadres
ARMY	4%		
NAVY	10,29%	7,5%	14,97
AIR FORCE	11,08%	8,79	10,57
JOINT SERVICES	24,48%		

Table No 2 : % representation by rank	
RANK	ARMY
General	0,00%
Lt General	>>
Major General	>>
Brigadier General	0,5%
Colonel	2,0%
Lt Colonel	3,0%
Major	4,0%
Captain	7,0%
lieutenant	13%
2 nd Lieutenant	15%
Warrant officer	15%
Staff sergeant (1 st class)	13%
Master Sergeant	25%
sergeant	3%
corporal	3%
Prof.Cadre	0,5%

The female officers graduated from the Military Academies can apply for close to Combat specialties and posts, including the Special Forces, under the same selection criteria Applied to their male counterparts.

Table No 3: % representation by specialty	
RANK	NAVY
Admiral	
Vice Admiral	
Rare Admiral	6,66%
Commodore	3,57%
Captain	2,94%
Commander	4,19
Lieutenant	4,94%
Sub-Lieutenant	9,65%
Ensign.	7,60%
Warrant officer	13,65%
Chief petty officer	0,40%

Petty Officer 1 st Class	30,71%
Petty officer 2 rd class	15,29%
Petty officer 3 rd class	3,41%
Seeman (prof.cadre)	-

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 2005. Women today are serving in the Frigates , but there are no restrictive regulations with regard to their assignment to posts in submarines .So far, such an intention was not documented . For this assignment , a volunteer offering is a prerequisite.

RANK	AIR FORCE
Vice Admiral	0,00 %
Air Vice Marsal	0,00%
Brigadier General	1,23%
Colonel	1,04%
Lt.Colonel	2,15%
Major	3,61%
Captain	4,86%
1 st Lt	20,60%
2 nd Lt	11,60%
Warrant Officer	18,52%
Master sergeant	2,79%
sergeant	11,5%
Staff sergeant	10,5%
Airman 1 st class	0,00%
airman	26,5%

The opening to the post for female pilots is a fact for the cadets of the Air Force Academy.

POLICIES

Human Resources and Gender mainstreaming have been recognized as the core values for the year 2005 in the Hellenic Armed Forces. The clear objectives of the Ministry of Defense to ensure the well faire of the personnel as well as the integration of gender aspects and equality into policies and every day practices in the Military, is very much reflected in the Ministerial Directives announced for the year 2005 .

Within this framework the Services were directed to re-evaluate most of the existing related policies for the benefit of the Military personnel and to ensure the compatibility of the military life and the family welfare.

The female military personnel are subject to the same rules of disciplinary action with their male counterparts. At the same time , the 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 gender

This constitutional amendment ,combined with the law that was promulgated in 2002 to provide for quota free entrance to the Military Academies , the Joint Mil. Institutions as well as to the NCO Schools, contributes 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 . As a result,a remarkable increase in the entrance of the female cadets in the Military Academies is documented for this year .

The institution of the "professional cadre" , continues on a gender neutral basis and has proven successful so far. By December 2005 3000 personnel , men and women professional cadres are scheduled to be incorporated in the military family as new members

At the same time, the revolutionary program of "reforms" that was initiating in 2002 continues to trace its successful route , promoting Jointry, Training opportunities and the operational readiness of the units , as well as the improvement of the overall living conditions of the personnel in uniform . The gradual implementation of the goals imposed 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 cadres and soldiers subjected to compulsory Service.

With the increase of the participation of the personnel in the deployments , new policies and initiatives have become the focus of interest for the military , to ensure the integration of gender aspects in the every day practices for the benefit of the participants The personnel deployed have

FAMILY SUPPORT & MATERNITY POLICIES

For the year 2005 , families having three children are regarded as <having many children> families and are financially supported according to the relevant National legislation Pregnant servicewomen of the three Services are eligible to 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.

Families with member(s) suffering from serious deceases or severe disabilities are provided an additional 30 days paid leave of absence A number of beneficial measures are also applied to ensure the support of the families of those who are participating in Missions /deployments abroad.

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

The Office of Gender Equity ,which was first established in March 2004 at the Ministry of Defense ,has successfully completed its fist year of active involvement mainly as :

a. Intelligence ,selecting information from the Services to form a central cases data base 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

The office has recently set its long term objectives which have been accepted through the chain of Command and at Ministerial level.. 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

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 and athletic tests as well as an oral interview.The law that was promulgated in 2002 to provide for 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 standards set by the institutions The number of applicants to enter the Academies or the NCO'S Schools is generally high. Recruitment policies are carefully planned to include mainly Information campaigns,Circulation of info brochures ,the use of mass media and TV .

Campaigns are conducted to support the institution of the 'professional cadre' which represents a new entity. 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. The highly educated prof.cadres will be integrated to serve in demanding posts.

TRAINING

Within the framework of the reform process ,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 enters the Academies or the 2 Joint institutions every year.

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 are affecting the promotion system of the personnel.. The basic training course of the female prof.cadres is performed on gender neutral basis.

The Olympic Games have offered a unique experience in terms of training either in the country and abroad for both men and women in the Military, especially in the field of CBRN and Medical related issues ,This experience has recognized as a valuable asset for the future as well.

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 last year. Servicewomen at the rank Rear Admirals and Brigadier Generals are serving in the NAVY

DEPLOYMENTS

Female personnel at present are deployed in the Operations in the Balkans and Afganistan_The installation of a role 2 Hospital in Kabul is a demanding task which will be completed somewhere in summer 2005.There is an increased in the % of the female participants which for the Army no reaches the 17% .With regard to the participation to humanitarian assistance , Greece has actively involved in the recent catastrophic events in S.A. Asia. From the missions organized and supported by Greece at that time , female military personnel were participated in the Sri Lanka mission ,mainly performing health care duties.

CONCLUSION

Women today have an active involvement in the Hellenic Armed Forces and are successfully engaged in demanding roles and duties.. The status of their integration is getting improved reflecting the support provided at Ministerial level and through the whole Chain of Command.

National Delegate to CWINF

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