

## THE FRAMEWORK

### National Programme for Substantive Gender Equality 2010-2013

This Programme has a national scope. Its actions cover all the country's regions, addressing a wide range of regional as well as national public policies.

The National Programme for Substantive Gender Equality 2010-2013 has been drafted with four strategic goals in mind:

1. Protection of **all women's rights** through the promotion of gender equality and through targeted interventions towards groups of women facing multiple discriminations.
2. Prevention and combating of all forms and types of **violence against women**.
3. Support of women's **employment** and their financial independence.
4. Utilisation of **cultural** creation in order to highlight the goal of gender equality.

The Programme is structured on **three pillars**. They entail, respectively:

- a. proposed legislative regulations to improve family law, reform and enhance legislation addressing violence and introduce new provisions aimed at substantive gender equality;
- b. GSGE specialised gender equality policies (interventions in selected areas of public policy and creation of policy making institutions, structures and bodies); and
- c. Interventions by other Ministries and public agencies which foster gender equity via public policies (mainstreaming policies).

**NEW INSTITUTIONAL FRAMEWORK  
FOR LOCAL AND REGIONAL STRUCTURES  
“Kallikratis” Programme (Law 3852/2010)**

Greek local and regional government structures have been undergoing re-organisation as of 2010 (Programme “Kallikratis”). According to Law 3852/2010 otherwise known as the “Kallikratis” Programme, **the administrative division of Greece has been reformed**, and the legal borders of the locally, self-administrated units, the electoral procedure related to their governing bodies, and their responsibilities, have been redefined.

The Kallikratis Programme uniformly and consistently relates to and interacts with the two levels of local government, that of (1) Municipalities and Regions, and the (2) Decentralized Administrative Units. The administrative structure of Greece is as follows: 13 Regions (elected region heads) that replace 76 administrative units (prefectures, expanded prefectures) and 325 new municipalities (flexibility).

The "Kallikratis" programme vigorously promotes transparency and actively improves the business environment by creating new institutions and encouraging the wider use of the Internet and new technologies.

**Gender Equality in the Institutional Framework  
for Local and Regional Structures**

After the reformation of local and regional government (**“Kallikratis” Programme**) all competencies in the fields of care, social services and welfare have become the sole responsibility of the **New Municipalities**.

This framework empowers the operation of public entities active in supporting vulnerable groups. Therefore, it has a positive effect on the quality of services provided to citizens, especially to women, who mostly receive such services.

Furthermore, **gender equality policies** are an explicit responsibility of the new Municipalities via the creation of service units working on Social Policy and Gender Equality Policy. The new Law obliges the New Municipalities (until the 31st of December 2012) to include in their organisations, the **“Social Policy and Gender Equality Policies”** Unit, which will be responsible for the following:

- Prevention and Combating of Violence Against Women.

- Development of Actions in order to Combat Gender Stereotypes.
- Development of Special Programs for Vulnerable Social Groups.
- Development of Actions in order to increase Women's Participation in Employment.
- Development of measures for the Reconciliation of Professional and Private/Family Life.
- Development of measures in order to encourage Women's Social and Political Participation and promote Women in Decision Making Centres.

Furthermore, the new Institutional Framework allows for the creation of Specialized Committees in Municipalities. One of those Committees that can be set up in the Municipalities is the **Committee for Gender Equality** in which elected representatives, Municipal Employees, gender Experts and representatives of local NGO's can participate.

In Regions, new **Regional Committees on Gender Equality (PEPIS)** have been created, aiming at gender mainstreaming in the development programming of each Region and the implementation of specialised programmes focused on women.

Members of the Committee are:

- The Governor as President.
- A member of the Regional Council.
- A representative from the Municipalities of the Region (that is proposed by the Regional Association of Municipalities and Communities).
- A representative from a local NGO.
- A GSGE representative.

## GSGE ACTIONS FOR MUNICIPALITIES AND REGIONS

Recognizing that the incorporation of a gender perspective (gender mainstreaming) in public policies (ministries, municipalities, regions) is a prerequisite for men and women to benefit equally from public interventions, the GSGE utilizes a public policies monitoring and assessment system to evaluate their impact on gender relations.

The strategy for the "integration of gender into all policies" (gender mainstreaming) refers to ways in which all public policies could include the objective of equality in design and implementation. With regard to all the national public policies, GSGE secured the necessary cooperation of the relevant Secretary-General which will promote in practice the strategic goal of gender integration in the central and regional policies of the country to reduce the gender gap.

### "Encouraging and supporting the participation of women in positions of political responsibility and representation at regional and local level"

The project was included in the NSRF financial framework, and is implemented with the beneficiary PETA SA in collaboration with the Central Union of Municipalities of Greece (KEDE) and the Association of Regions (ENPE).

The project has implemented the following actions:

1. **Publication** of the "European Charter for Equality of Women and Men in Local Life", which was broadly distributed to municipalities and regions.
2. **Preparation and publication** of the Implementation Guide of the "European Charter for Equality of Women and Men in Local Life".
3. **Organization of the Conference** "Town of Equality" on 7 and 8 November 2011 with the participation of Mayors to sign the "European Charter for Equality of Women and Men in Local Life". The **seminar** (08/11/2011) following the signing of the Charter had as a main goal to help the municipal representatives to start implementing their action plan, by giving specific ideas and providing good practices from other countries according to the institutional framework. In addition, the Implementation Guide of the "European Charter for Equality of Women and Men in Local Life" that GSGE prepared was distributed.

So far the municipalities made a commitment to develop and implement an action plan for the integration of gender policies of the City by signing the Charter are about **150**.

4. In addition, the Governors of the Regions signed the European Charter at a **ceremony** held on 9/12/2011 and made a public commitment to implement relevant policies. At a later time (03/02/2012), a **seminar** took place, where the Charter was presented and the discussion that followed the presentations revealed the need to implement actions in order to promote gender equality in Greek Regions.

5. Creation of a **website** [www.airetes.gr](http://www.airetes.gr) (Database of Elected Women).

6. Organization of **training sessions** (planned education/training of 1000 elected women). So far 6 out of the 13 seminars have been realized. These seminars include sessions on: the institutional framework of Municipalities and gender equality, communication strategies, the empowerment of elected women at the local level in order to realize their capacities and play an active role in the decision-making procedure etc.

7. Planning of the creation of **Gender Equality Offices** in the Central Union of Municipalities of Greece (KEDE) and the Association of Regions (ENPE).

### **"Development of methodologies and tools for monitoring and controlling the integration of gender equality in all public policies"**

In addition to the previous project GSGE implements the project: "**Development of methodologies and tools for monitoring and controlling the integration of gender equality in all public policies**".

The project aims to support the development and pilot implementation of **action plans** for inclusion of gender in the policies of ministries, regions and municipalities.

The GSGE addressed to all Secretaries General of the 14 ministries, to the 13 regions and the 15 municipalities in population leading, to their inclusion in the project to fund equality plans (action plans) based on Innovative Model System Integration of Gender Equality (SEIF), which has already been developed.

A Working Group has developed three **Implementation Guides of the standard System Integration of Gender in regions, municipalities and ministries** (available in: [www.isotita.gr](http://www.isotita.gr)), where the methodology of gender mainstreaming is presented and analyzed.

## **GSGE awareness-raising campaign**

### **"Defy Stereotypes in these elections: Vote also for Women"**

In 2010, emphasis has been given to the promotion of women in regional and municipal elections and the integration of gender in the policies of local governments in the new context of the "Kallikrates" Programme. In the context of regional and municipal elections held in November 2010, the GSGE awareness-raising campaign "**Defy Stereotypes in these elections: Vote also for Women.**" The aim of the campaign was to carry out the first public awareness-raising campaign to overturn stereotypical perceptions of gender in politics, and to support and assist women candidates through the distribution of relevant printed material.

The awareness-raising campaign included: a) **production materials** (posters and leaflets in Greek and Albanian languages, badges), b) **creation and viewing of television spots**, c) **production of a radio spot**, d) **organizing of a workshop to strengthen the participation of women in decision-making centres**, and e) an **information stand in central Athens**.

## **"Shelters and Counseling Centers in Municipalities"**

Seeking a multifaceted and multidisciplinary intervention to prevent and combat the phenomenon of violence, a significant portion of the financial framework of the NSRF has been utilized to develop an integrated program of action. It includes:

- Helpline operation nationwide (SOS 15900)
- Creation of the Women's Center of Athens
- Launch of 13 GSGE Counseling Centers in the capitals of Regions
- Creation of 20 shelters for abused women in major cities in the country,
- Creation of more than 27 municipal Counseling Centers in other cities.

The model of operation of **these 61 structures**, and methodological approach to counseling to ensure quality of service, are supported by the production of scientific material.

## FOLLOW UP

### Situation

**8** Women Mayors (325 Mayors in total)  
**0** Women Governors (13 Governors in total)  
**11** Women Vice Governors  
**115** Women Regional Councillors

### Results

- **150 Municipalities** Singed the "European Charter for Equality of Women and Men in Local Life"
- All the **13 Regions** Singed the "European Charter for Equality of Women and Men in Local Life"
- **19 Municipalities** have already established the "Social Policy and Gender Equality Policies" Unit
- **11 out of the 13 Regions** have established the Regional Committees on Gender Equality.
- **10 Municipalities** have established the thematic Committee for Gender Equality.
- Many Municipalities that signed the "European Charter for Equality of Women and Men in Local Life" after the ceremony, organized **Conferences, Events and Meetings**. Thematic areas: **1.** Violence against Women, **2.** The European Charter for Equality of Women and Men in Local Life, **3.** Women's Participation in Decision Making Centres, **4.** Combating Gender Stereotypes (in the framework of Parents School and Parents Counselling Groups that are developed by Municipalities).