



WORICA
Women inclusion and empowerment
through collage art

WORICA

National Gender Equality and Inclusion Report Greece

Prepared by SOFFA – Social Fashion Factory

February 2026

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About this report

Women inclusion and empowerment through collage art.

This national report was prepared by **SOFFA – Social Fashion Factory** as part of **WORICA – Women inclusion and empowerment through collage art**, an Erasmus+ adult-education partnership (project 2025-1-SE01-KA220-ADU-000350853) bringing together Folkuniversitetet (Sweden), Brûlant·e·s (France), CEIPES ETS (Italy), Fractals – Art Education (Spain), ÖJAB (Austria) and SOFFA – Social Fashion Factory (Greece).

Six national reports – one for each partner country – map the legal and policy framework for gender equality, women’s rights and protection mechanisms, social inclusion measures, key indicators, main challenges, a national glossary, a practical “how-to” guide and useful resources. Together they form the evidence base of the **WORICA EU Gender Equality Handbook** and inform the Collage Art and Inclusion Learning Programme and the Women Empowerment Shows.

The information reflects the situation in **Greece** at the date of completion (February 2026). Laws, services and contact details change; readers are encouraged to verify current information with the authorities and organisations listed in the Useful Resources section. In an emergency, always contact the national emergency services.

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1. General Information

Country: Greece

Date of Completion: 8 February 2026

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Greece is a member of the European Union and the Eurozone, with a legal framework that is strongly shaped by EU equality law and international human-rights conventions. Over the last decade, gender equality policy in Greece has evolved in the context of profound socio-economic change (a prolonged financial crisis, the COVID-19 pandemic, migration flows and a cost-of-living squeeze), all of which have affected women's labour-market participation, access to care services, and exposure to exploitation and violence.

Gender equality governance is coordinated by the General Secretariat for Equality and Human Rights (GSEHR), which operates the national network of structures for women victims of violence (counselling centres, shelters and the SOS helpline 15900). The Greek Ombudsman acts as a central institution for equal treatment and non-discrimination complaints, while specialised public bodies and social partners contribute to implementation (e.g., labour inspection services, public employment services, municipal equality committees, and civil society organisations).

Partner Organisation: SOFFA – Social Fashion Factory

2. National Legal and Policy Framework

Greece's gender equality and anti-discrimination architecture rests on three mutually reinforcing layers: (i) constitutional guarantees, (ii) EU directives and their national transposition, and (iii) international treaties and monitoring mechanisms. In practice, this framework covers equal treatment in employment and occupation, maternity and family-related rights, protection against violence and harassment, and access to remedies.

Key laws and instruments (indicative):

- Constitution of Greece (Article 4): equality before the law and equal rights/obligations; foundation for gender equality across policy domains.
- Law 2839/2000 (Gender quotas): introduced quota provisions to promote women's representation in collective bodies and public decision-making.
- Law 3896/2010 (Equal treatment in employment and occupation): implements EU principles of equal treatment and strengthens protections against workplace discrimination.

- Law 3500/2006 (Domestic violence): establishes criminal provisions and protective measures; forms the backbone of domestic-violence response alongside later reforms.
- Law 4443/2016 (Equal treatment / non-discrimination): strengthens the national framework and designates competent equality bodies; extends non-discrimination provisions across multiple grounds.
- Law 4531/2018 (Istanbul Convention): ratifies the Council of Europe Convention on preventing and combating violence against women and domestic violence; enables monitoring and accountability through GREVIO.
- Law 4604/2019 (Substantive gender equality): promotes gender mainstreaming, strengthens institutional mechanisms, and supports prevention and combatting of gender-based violence.
- Law 4808/2021 (Protection of labour): includes provisions addressing violence and harassment in the workplace and clarifies complaint avenues.
- Law 5089/2024 (Marriage equality): expands legal equality for same-sex couples and reinforces non-discrimination in family law.

Institutional responsibilities: GSEHR supports policy coordination, prevention and victim support (including the national GBV support network). The Ministry of Labour and Social Security and labour inspection channels address workplace rights and enforcement. The Greek Ombudsman supports equal treatment and non-discrimination complaints, while the judiciary and law enforcement provide investigation and prosecution of criminal offences, including domestic and sexual violence. Specialised NGOs and women-led networks often bridge practical access gaps through legal aid, interpretation and psychosocial support.

National strategies and policy instruments (indicative):

- National Action Plan for Gender Equality 2021–2025 (GSEHR): four priority axes, including combatting gender-based violence, strengthening women's position in the labour market, promoting balanced participation in decision-making, and gender mainstreaming in public policy.
- National Strategy for Social Inclusion and Poverty Reduction 2021–2027 (Ministry of Social Cohesion and Family): integrated policy framework to prevent and combat work and social exclusion, especially among special and vulnerable groups.
- National Integration Strategy (Ministry of Migration & Asylum, 2022): framework for social integration of asylum seekers and beneficiaries of international protection, including access to language learning, skills development, labour-market counselling and social cohesion actions.

At EU level, Greece is also subject to evolving obligations on pay transparency, combating gender-based violence, and equal treatment. National policy discussions increasingly focus on improving implementation, strengthening data collection (including administrative data on violence and femicide), and ensuring consistent access to services across islands and rural areas.

Constitutional basis

The state of Greece is grounded on the Greek Constitution, implemented in 1975, by the Hellenic Parliament.

Article 4 of the Constitution states that all Greeks are equal before the law and men and women have equal rights and obligations. Additionally, Article 22 states the right to equal pay for work of equal value, no matter the gender.

Article 116, paragraph 2, foresees that “adoption of positive measures for promoting equality between men and women does not constitute discrimination on grounds of sex. The State shall take measures for the elimination of inequalities actually existing, in particular to the detriment of women”.

Competent authorities and equality bodies

The General Secretariat for Equality and Human Rights (GSEHR) is the primary Greek government agency, housed within the Ministry of Social Cohesion and Family. It's responsible for planning, implementing and monitoring national policies on gender equality and human rights across all sectors.

The Research Centre for Gender Equality (KETHI) supports the GSEHR through the implementation of research and studies. It focuses on evidence-based policy development by eliminating gender discrimination, supporting women's empowerment and socioeconomic inclusion, promoting equal opportunities in employment, as well as running counselling centres for women victims of violence.

The Greek Ombudsman is an independent authority that serves as the national equality body, seeking to promote equal treatment across public and private sectors and handling and investigating discrimination complaints, including gender-based discrimination in employment and access to services.

The National Council for Gender Equality is a network that focuses on proposing policies that promote gender equality and women's rights, consisting of members from the Ministry of the Interior and of Justice, as well as various NGO's and academia members.

Regional Equality Committees have the duty to integrate gender equality and anti-discrimination policies into local government, along with the Municipal Equality Committees.

The Special Permanent Committee on Equality, Youth and Human Rights operates under the Hellenic Parliament and focuses on promoting gender equality, researching and monitoring policies that affect this principle.

Additional relevant laws (indicative)

- Law 3655/2008 (Maternity protection and social insurance): legal basis for maternity benefits and social security protection.
- Law 3769/2009 (Equal treatment in goods and services): broadens equal-treatment protections beyond employment.

- Law 4097/2012 (Equal treatment in education): implements equal-treatment principles in education.
- Law 4198/2013 (Prevention and combatting human trafficking): national framework to prevent trafficking and prosecute traffickers.
- Law 4957/2022 (Higher education governance): establishes gender equality and anti-discrimination committees in universities.

Official links to key laws (Government Gazette / et.gr)

- Hellenic Republic (2000). Law 2839/2000, of 21 April 2000. Government Gazette A'196. Retrieved from <https://search.et.gr/el/fek/?fekId=220665>
- Hellenic Republic (2006). Law 3500/2006, of 25 May 2006. Government Gazette A'232. Retrieved from <https://search.et.gr/el/fek/?fekId=330097>
- Hellenic Republic (2008). Law 3655/2008, of 4 June 2008. Government Gazette A'58. Retrieved from <https://search.et.gr/el/fek/?fekId=373898>
- Hellenic Republic (2009). Law 3769/2009, of 25 May 2009. Government Gazette A'105. Retrieved from <https://search.et.gr/el/fek/?fekId=409015>
- Hellenic Republic (2010). Law 3896/2010 of 1 of June 2010. Government Gazette A'207. Retrieved from <https://search.et.gr/el/fek/?fekId=421865>
- Hellenic Republic (2012). Law 4097/2012, of 7 June 2012. Government Gazette A'235. Retrieved from <https://search.et.gr/el/fek/?fekId=459052>
- Hellenic Republic (2013). Law 4198/2013, of 9 July 2013. Government Gazette A'215. Retrieved from <https://search.et.gr/el/fek/?fekId=486595>
- Hellenic Republic (2016). Law 4443/2016 of 30 of December 2016. Government Gazette, Series I' 232. Retrieved from <https://search.et.gr/el/fek/?fekId=540900>
- Hellenic Republic (2018). Law 4531/2018, of 17 October 2018. Government Gazette A'65. Retrieved from <https://search.et.gr/el/fek/?fekId=575044>
- Hellenic Republic. (2019). Law 4604/2019 of 26 of March 2019. Government Gazette A'50. Retrieved from <https://search.et.gr/el/fek/?fekId=583614>
- Hellenic Republic (2021). Law 4808/2021, of 19 October 2021. Government Gazette A'101. Retrieved from <https://search.et.gr/el/fek/?fekId=615916>
- Hellenic Republic (2022). Law 4957/2022, of 21 September 2022. Government Gazette A'141. Retrieved from <https://search.et.gr/el/fek/?fekId=590129>
- Hellenic Republic (2024). Law 5089/2024, of 9 September 2024. Government Gazette A'27. Retrieved from <https://search.et.gr/el/fek/?fekId=770801>

Additional strategies and organisational equality plans

The National Quality Infrastructure System developed the National Gender Equality Plan for 2024-2026, which they describe as “a set of commitments and actions that aim to promote gender equality in an organization through a process of structural change”. It has 4 priority areas: preventing and combatting gender-based and domestic violence; equal participation of

women and men in the labour market; equal participation of women and men in decision-making and leadership; and mainstreaming the gender perspective into sectoral policies.

The Unit for Equality, housed within the Office of the Secretary General of the Ministry of Foreign Affairs has established the Equality Action Plan for 2024-2027. This Plan englobes initiatives to promote substantive equality and equal opportunities, such as recruitment and staff training to fight workplace bullying, focusing on eliminating gender-based discrimination, ensuring full accessibility and equal treatment for people with disabilities and LGBTQ+ people, seeking to enhance work-life balance.

National Referral Mechanism (NRM) for victims of human trafficking

The Greek National Referral Mechanism is a coordinating system for identifying, referring, supporting and protecting victims or presumed victims of human trafficking. It serves to ensure that once someone is identified as a victim, they have access to protection services, legal support and social assistance.

According to the NRM, in 2024, there were 465 new recorded cases of human trafficking in Greece, of which 275 were adult women, 75% of the total of adults. Labour exploitation was recorded as the most prevalent form of exploitation.

The telephone 1109 or email info@1109.gr is the Human Trafficking Hotline, available 24/7 in over 200 languages.

The role of IOM in Greece

The International Organization for Migration is the leading intergovernmental organization in the field of migration, working closely with governmental, intergovernmental and non-governmental partners to ensure humane migration and to transform EU and international norms into operating tools.

IOM contributes to strengthen national protection and inclusion systems by supporting institutional coordination between ministries, law enforcement, labour inspectorates, social services and NGOs.

It has as key global roles to:

- Save lives and protect migrant's rights, with particular attention vulnerable groups.
- Find solutions for displacement and facilitate pathways for regular migration with durable solutions.
- Provide emergency shelter and camp coordination, health services and psychological support.
- Prevent and respond to gender-based violence and human trafficking.
- Implement gender-responsive and survivor-centred approaches.
- Capacity-build national authorities regarding referral mechanisms, labour exploitation and social inclusion.

The IOM office in Greece was set up in 1952, serving as a strategic partner for national authorities and civil society organizations. They focus on supporting the Greek authorities in providing safe and dignified accommodation for asylum seekers, implements assisted voluntary return and reintegration programmes, but also programs that support integration into Greek society, like language and cultural orientation.

It supports the National Referral Mechanism by identifying, protecting and referring victims of human trafficking, through a gender-sensitive approach. It helps provide them with psychological support, legal counselling, safe accommodation, interpretation and cultural mediation.

It implements programmes for gender-based violence prevention and response and supports labour market integration, skills development and employability for migrants, while raising awareness for women's rights, access to services and anti-discrimination.

Through these actions, the IOM contributes to strengthening national protection systems while addressing structural and intersectional vulnerabilities faced by migrants. It also contributes to evidence-based policymaking through research, data collection and analytical tools that highlight gendered migration trends and vulnerabilities.

3. Women's Rights and Protection Mechanisms

Women's rights in Greece include equal access to education, employment, healthcare, housing and political participation. Protection mechanisms combine institutional complaint pathways, specialised support services for survivors, and dedicated referral mechanisms for vulnerable groups.

Main institutional protection and complaint mechanisms:

- Greek Ombudsman (Synigoros tou Politi): investigates complaints on equal treatment and discrimination; accessible via online submission and via gov.gr; free of charge.
- Labour rights enforcement and workplace complaints: the labour call centre 1555 and labour inspection channels can provide information, register complaints and guide individuals experiencing discrimination, harassment or violations of labour law.
- Police and judicial authorities: emergency response (112/100), filing of reports, protective measures (including restraining and safety measures where applicable) and prosecution pathways.
- GSEHR network for women victims of violence: SOS Helpline 15900 (24/7), counselling centres and shelters offering psychosocial support, legal counselling, and safe accommodation.
- KETHI counselling centres and specialised NGOs: complementary psychosocial support, legal information, empowerment programmes and referrals (often essential for migrant/refugee women and survivors with complex needs).

Access principles: Survivors have the right to dignity, confidentiality and information. In interactions with authorities, individuals can request interpretation and support. Early documentation of incidents (messages, emails, photos, medical reports, witness contacts, employment documents) can be important for remedies and protection.

Protection for victims of human trafficking and severe exploitation:

- National Referral Mechanism (NRM): a coordinated pathway for identification, referral and support of victims; includes cooperation between public authorities and civil society service providers.
- NRM Annual Report 2024: 465 new cases were recorded in 2024; most cases related to labour exploitation and sexual exploitation (as recorded by the mechanism).
- 1109 Resource Line for Human Trafficking (A21): 24/7 hotline (including interpretation) and referral support; can connect survivors to specialised services.
- IOM Greece and partner organisations: support services, safe accommodation, assistance with documentation, voluntary return where relevant, and integration support.

Rights guaranteed by national legislation (employment, parental leave, anti-discrimination)

Women's rights in Greece are grounded in the Constitution, EU labour laws and specific equality legislation.

Right to equal treatment, opportunities and non-discrimination in employment. Guarantees equal treatment of women and men in all aspects of employment, including recruitment and selection, working conditions, professional promotions, vocational training.

Right to equal pay. It is constitutionally guaranteed that there should be a predisposition for equal pay for equal work or work of equal value. Employers are required to apply gender-neutral criteria in remuneration.

Right of protection against sexual harassment. Labor law recognizes sexual harassment as a form of sex discrimination and employers have a legal obligation to prevent and address harassment in the workplace.

Right to maternity protection. Discrimination related to pregnancy or maternity is explicitly prohibited, including dismissal due to or during pregnancy and maternity leave and new mothers have a right to a maternity leave and parental leave.

Right to work-life balance. To promote a bigger share in family obligations, women and men with childcaring responsibilities may request a flexible working arrangement.

Right to equal education. Women and girls are entitled to equal access to primary, secondary and tertiary education, as well as vocational education and training.

Right to equal healthcare. Equal access to public healthcare services, sexual and reproductive healthcare, maternity care and preventive services, diagnostics and treatment without discrimination, through informed consent and confidentiality.

Right of policies for women in minority groups. Women from minority or vulnerable groups include migrant and refugee women, Roma women, women with disabilities, LGBTQ+ women, victims of trafficking or exploitation and elderly women.

Complaint and Redress Mechanisms (Equality bodies, legal aid)

Greece provides administrative and judicial mechanisms through which women can present complaints and seek redress. These include the Greek Ombudsman, the national equality body for gender-based discrimination, which is accessible without legal representation and investigates complaints related to employment discrimination, sexual harassment, unequal pay or access to services. It also includes the Labor Inspectorate (SEPE), that also handles complaints related to labour law violations, unlawful dismissal, maternity leave breaches or workplace harassment and can impose administrative sanctions on employers.

4. Social Inclusion Measures

Social inclusion measures are delivered through national strategies, employment services, and targeted integration programmes. In gender-equality terms, a ‘social inclusion’ lens is essential because many women face intersectional vulnerabilities that compound discrimination (e.g., migrant/refugee women, Roma women, women with disabilities, single parents, survivors of violence and trafficking, and LGBTQI+ persons).

Key public-policy frameworks and services:

- National Strategy for Social Inclusion and Poverty Reduction 2021–2027: an integrated approach to social inclusion, employment and access to services for vulnerable groups; aligned with the European Pillar of Social Rights and the SDGs.
- Public Employment Service (DYPA): targeted provisions for ‘special and vulnerable groups’, explicitly including women victims of gender-based and domestic violence and victims of human trafficking; includes counselling and registration mechanisms.
- National Integration Strategy (2022): measures for pre-integration and integration, including language learning, skills development, access to services and labour-market counselling for refugees and other eligible groups.
- HELIOS / HELIOS+ integration actions (Ministry of Migration & Asylum / IOM): accommodation support, integration courses (including language and life skills), and job counselling for beneficiaries of international protection.

At local level, municipalities and regions may implement equality action plans through municipal and regional equality committees. However, local capacity can vary significantly, making partnerships with civil society and specialised organisations particularly important in remote areas.

Complementary actors and targeted programmes:

- Women's rights organisations and women-led networks providing legal aid, interpretation, psychosocial support and empowerment services (e.g., DIOTIMA, KETHI counselling centres, Melissa Network).
- Programmes addressing GBV risks and response for refugee and migrant women in specific regions (often implemented with UNHCR support).
- Social economy actors and community-based initiatives that create pathways to employment and autonomy for women with complex barriers (e.g., long-term unemployment, care burdens, migration-related constraints).

Policies for vulnerable women (migrants, unemployed, low-skilled)

The National Strategy for Social Inclusion and Poverty Reduction 2021-2027 is managed by the ministry of Social Cohesion and Family, through the General Secretariat for Social Solidarity and Combating Poverty. It aims to fight poverty, social and work exclusion and inequality and promote labour market participation, focusing on vulnerable populations.

The 2019 National Strategy for the Integration of Third-Country Nationals in Greece, was developed by the Ministry of Migration and Asylum and focuses on a two-way integration process for social cohesion and seeks to protect the rights of legally residing migrants and refugees. They work through ensuring access to necessary services and goods, such as accommodation, healthcare, access to education, language training and labour market access.

The Greek Public Employment Service (DYPA) provides special counselling, training, skills assessment and job support services for unemployed people belonging to vulnerable groups, such as women victims of gender-based and domestic violence, victims of human trafficking, people with disabilities, transgender people, amongst others.

Greece also participates in the European Social Fund Plus (ESF+), which invests in employment opportunities for unemployed women, upskilling and reskilling, inclusive education and training and support for marginalised communities such as people with disabilities, migrants and Roma minority.

Available Support Services (training, psychological support, shelters, childcare, help line)

There are numerous support services targeting vulnerable women in Greece, like the EU programme EmpowerHer dedicated to refugee women by providing them with language and vocational training in the hospitality sector, seeking to promote their social and employment inclusion. Kininiko EKAV and Innovation Hive are NGOs that collaborate with this project by supporting and empowering migrant women survivors of human trafficking, in order to help them escape labour exploitation, achieve socioeconomic integration and cooperate to improve anti-trafficking efforts.

Projects like Skills4Women focuses on upgrading skills of disadvantaged migrant and refugee women to improve their employability and integration into the labour market. Similarly, Women Up provides career counselling, guidance and tailored support for vulnerable women, including single mothers, refugees and migrants, to enhance their employment prospects.

NGOs like ASAM Greece provide psychosocial support services, capacity building, foster resilience within local communities and empowerment for migrant and refugee women, women with disabilities and elderly women.

For shelter and accommodation support, there is the National Centre for Social Solidarity (EKKA), a social support service for women and families in need, that offers temporary accommodation, counselling and reintegration support.

5. Key Indicators and Data

The indicators below provide a concise snapshot of gender equality outcomes and key gaps relevant to women's economic participation, political power, unpaid care responsibilities and exposure to violence. They can be used to contextualise needs assessments and to benchmark progress over time.

Gender Equality Index (EIGE) – Greece (Index 2025):

- Overall score: 57.0/100 (22nd in the EU). Greece's score increased by 7.3 points since 2015 and by 5.7 points since 2020, with the biggest improvement in the domain of power.
- Domain scores (2025): Work 67.9; Money 76.7; Knowledge 58.7; Time 56.0; Power 26.2; Health 83.8.
- Most room for improvement: the domain of time (care activities) and the domain of power (decision-making).

Selected EIGE indicators (factsheet – latest year shown):

- Full-time equivalent employment rate (15–89, 2023): Women 38%, Men 57% (EU: Women 44%, Men 59%).
- Low-paid workers (16+, 2024): Women 14%, Men 7% (EU: Women 28%, Men 16%).
- Housework chores every day (16–74, 2024): Women 65%, Men 28% (EU: Women 59%, Men 33%).
- Informal childcare for >35 weekly hours (16–74, 2024): Women 37%, Men 15% (EU: Women 41%, Men 20%).
- Share of members of parliament (2024): Women 23%, Men 77% (EU: Women 33%, Men 67%).
- Share of ministers (2024): Women 25%, Men 75% (EU: Women 35%, Men 65%).
- Share of board members in largest quoted companies (2024): Women 27%, Men 73% (EU: Women 34%, Men 66%).

Labour market snapshot (ELSTAT Labour Force Survey – 3rd Quarter 2025):

- Employed women: 1,910.7 thousand; unemployed women: 227.5 thousand; female unemployment rate: 10.6%.
- Labour-force participation rate: women 43.5% vs men 61.2%.

Gender pay gap (ELSTAT – 2024):

- Gender pay gap (unadjusted, hourly earnings): 13.4% (2024).

Gender-based violence exposure (EIGE – violence domain):

- Estimated share of women who have experienced physical and/or sexual violence by any perpetrator since age 15: 37%.

Note on interpretation: indicators reflect both structural and cultural dynamics (e.g., occupational segregation, care norms, labour-market institutions) and can mask differences across groups (for example, migrant and refugee women may face additional barriers that are not fully captured in headline statistics).

Gender Equality Index (EIGE)

The Gender Equality Index is a tool from the European Institute for Gender Equality that measures the overall progress of gender equality in the EU, on a scale of 1 to 100, the latter being full equality, through 6 domains: work, money, knowledge, time, power and health. The Index for Greece in 2025 is set at 57%, holding the 22nd position in the EU, an increase of 5,7 points since 2020.

Labour market participation rate (%)

The Labour Force Survey for the 3rd quarter of 2025, published by the Hellenic Statistical Authority shows that the total of the employed population amounts to 4 402 914 people, and the unemployed population to 393 162 people, with an unemployment rate of 8.2%.

Out of these, 1 910 700 were employed women and 227 500 were unemployed women, amounting to a 46% of the labour force rate and 10.6% of unemployment rate.

The Gender Equality Index measures work in full-time equivalent employment rate, which “takes into account the higher incidence of part-time employment among women and is obtained by comparing each worker’s average number of hours worked with the average number of hours worked by a full-time worker”.

According to EIGE’s 2025 report, the full-time equivalent employment rate for women is 38%, compared to 57% for men, making this one of the lowest rates in the EU, and 14% of women are low-paid workers, twice the amount of the men. Women hold 35% of managerial positions in the workplace, 16% are information and communications technology specialists and 27% represent the share of members of boards in largest quoted companies.

Additionally, women represent 23% of the share of members of Parliament, 25% of the share of Ministries and 26% of the share of members of regional assemblies/ local municipalities and This means that, on average, one in four political representatives is a woman.

There is a significant gender gap in terms of women’s participation in Science, Technology, Engineering and Mathematics (STEM) education, employment and in senior positions and salaries withing STEM fields (Perifanou & Economides, 2020).

Female employment rate (%)- (including relevant indicators from an intersectional perspective such as women with disabilities, women with a migrant background or experiences of transphobic discrimination).

When it comes to full-time equivalent employment rate, 65% of women are living in couple with children and 29% are living in couple without children, comparative to 99% and 33% of men, respectively. 39% of foreign-born women have a full-time equivalent employment rate, comparable to 73% of foreign-born men, placing the gender gap at 34%. (EIGE, 2025)

For women with disabilities, 9% have a full-time equivalent employment rate, compared to 14% of men with disabilities. (EIGE, 2025)

Employed women and men face the same risk of in-work poverty (12%), in single or single-parent households.

Gender Pay Gap (%)

According to EIGE (2025), the median earnings for women is of 17 815 euros (PPS) and 20 329 euros for men, representing a wage difference of 12,36% less for women. The pension gap between men and women over the age of 65 is of 24%.

Women living in couples earn on average of 72% of their partner's earnings, but men in couples earn 61% more than their partner. It is also stated that the gender gap is wide within couples with children.

Indicators of violence

Gender-based violence

37% of women have accounted for experiences of physical and/or sexual violence by any perpetrator since the age of 15. About 43% of women from the age range of 18-29 years old have experienced this type of violence, as have 24% from the age range of 30-44 years old, 36% from 45-64 years old and 24% from 65-74 years old. (EIGE, 2025)

Of women who have experienced physical or sexual violence in the past 12 months, around 16% have not told anyone, and around 52% have experienced health consequences from this type of violence.

40% of women have experienced psychological violence by a current or former partner since the age of 15, while 43% have experienced sexual harassment at work by any perpetrator since they were 15 years old and 26% have experienced being stalked.

According to EIGE, in 2022, there were 10 356 women victims of domestic violence recorded by police, making up to 74% of the total of victims, psychological violence being the most common form reported, after which comes physical violence.

More than 10 000 perpetrators were reported for domestic violence but only 3 409 were prosecuted, 1 823 sentenced and just 111 were held in prison for the crime they committed.

Consistent with the same data, women represented 93% of people killed by intimate partners, 67% of people killed by domestic perpetrators and 38% of overall homicide victims.

Women account for 91% of rape victims by any perpetrator and 97% of victims of rape by domestic perpetrators.

Gender stereotypes and care

The Gender Equality Index 2025 of EIGE present key findings of the public perceptions of gender roles, based on surveys.

The data presented shows that, in Greece, more than two thirds of men (68%) believe that a man's job is more demanding than that of a woman, but this view is also shared by more than half of women (53%). 58% of women and 67% of men tend to agree or totally agree that men are more ambitious in politics rather than women.

It also presents how 64% of men find it acceptable for a man to control his wife's finances, as do 48% of women and how 43% of both men and women tend to agree or totally agree that if a woman shares intimate pictures of herself with someone, they are partially responsible if the image is shared online without their consent.

37% of women with children from age 0 to 11 spend over five hours a day on childcare, compared with 15% of men, amounting to more than 35 weekly hours. Everyday housework chores are done by 65% of women and 28% of men, making this one of the higher gender gaps in the EU. Informal long-term care for more than 20 hours a week is performed by 26% of women and 12% of men.

6. Main Challenges

Despite steady progress in some areas (notably improvements in 'power' since 2020), Greece continues to face structural gender inequalities that are strongly linked to labour-market segmentation, the burden of unpaid care, unequal economic resources, and persistent gender-based violence.

Key challenges include:

- Low employment intensity for women: EIGE highlights that women's full-time equivalent employment rate is among the lowest in the EU. This reflects barriers to stable labour-market attachment, including care burdens, skills mismatches, and segregation into lower-paid occupations.
- Unpaid care and time poverty: women are far more likely to perform daily housework and intensive informal childcare. This limits availability for paid work, training and participation in public life, reinforcing economic dependence.
- Underrepresentation in decision-making: women remain underrepresented in parliament, government and economic leadership. Low 'power' domain scores indicate the scale of the challenge despite recent improvements.
- Gender-based violence and institutional response: violence remains widespread, and while helplines and specialised structures exist, survivors may face barriers in access

(geographic, linguistic, economic) and in navigating complex reporting and justice pathways.

- Intersectional vulnerabilities: migrant/refugee women, Roma women, women with disabilities, and LGBTQI+ persons may face compounded discrimination and increased exposure to exploitation, including trafficking and labour exploitation.
- Implementation gap and uneven local capacity: laws and strategies are comparatively robust, yet consistent implementation, monitoring, data collection, and resourcing (especially outside metropolitan areas) can be uneven.

Society demands and advocacy positions:

Civil society and institutional advocates increasingly call for a shift from ‘formal equality’ to ‘effective equality’—with measurable outcomes, stable financing and accountability. Key demands include: expansion and stable funding of shelters and counselling services; stronger prevention and education (including in schools and workplaces); better victim-centred policing and justice pathways; pay-transparency and enforcement against workplace discrimination; affordable childcare and long-term care services; and inclusive, culturally competent services for migrant/refugee women and other marginalised groups. Advocacy is carried by women’s rights organisations and networks (e.g., DIOTIMA, KETHI, Melissa), institutional bodies (GSEHR, Greek Ombudsman, National Commission for Human Rights) and public mobilisation, including renewed attention to sexual violence and harassment following Greece’s #MeToo movement.

In the area of human trafficking, advocates emphasise early identification, safe reporting pathways, interpretation, and survivor-centred support that does not depend on cooperation with law enforcement as a precondition for assistance. There is also growing demand for improved data quality and harmonised administrative data collection to better understand femicide, domestic violence and exploitation trends.

Barriers identified (e.g., wage gap, stereotypes, lack of care services)

Gender inequalities in the labour market: despite the existence of a comprehensive national and EU-aligned legal framework on gender equality, significant gender gaps persist in the labour market participation and employment outcomes in Greece. Women’s employment rate remains significantly lower than men’s and structural barriers limit effective access to employment, especially for women with caregiving responsibilities, migrant and refugee women, as well as women with disabilities and older women.

Women continue to be overrepresented in precarious, part-time employment, limiting income security, social protection coverage and career progression and report more barriers compared to their male counterparts. Women are often perceived as less competent due to traditional gender roles, leading to suppositions that they cannot handle leadership roles (Papamichail et al., 2024).

The gender pay gap and occupational segregation is still visible in Greece, reinforced by persistent traditional gender role stereotypes that continue to influence labour market participation and limit career progression opportunities. Segregation limits women’s access to decision-making and leadership positions, as they are segregated into feminised and lower-

paid sectors, undermining their economic independence and contributing to higher risks of in-work poverty.

Responsibility for the household, child and family care remains disproportional, showing a greater need for more work-life balance and redistribution of such responsibilities, as women reported more frequently that personal and family responsibilities hinder their career progression, highlighting persistent gendered expectations around caregiving (Papamichail et al., 2024).

Intersectional inequalities: women belonging to marginalised groups, such as migrants, refugees, Roma women, women with disabilities and LGBTQ+ women, experience intersectional discrimination across employment, education, healthcare and social protection systems and current policies remain insufficient, limiting the ability to target to every need.

Restrictive asylum policies compound precarity and limit legal protection, as lengthy procedure waits induce psychological stress and marginalisation and shows evidence of how gender, race, nationality and legal status intersect to increase vulnerability (Tastsoglou et al., 2021).

Violence against women: women from all social groups and age ranges remain victims to widespread and persistent violence, whether it is domestic violence, sexual violence, workplace harassment or victims of human trafficking. Despite increased visibility and existing legislation, this violence remains significantly underreported, particularly among women in vulnerable or economic dependent situations.

Migrant and refugee women and victims of trafficking face additional barriers given language restraints, an uncertain residence status or a limited access to legal aid. Ineffective state responses and financial dependence on abusive actors trap these women in harmful environments, besides the inadequate housing or overcrowded camps that fuel abuse and exploitation (Tastsoglou et al., 2021).

Immigrant women who experience intimate partner violence face multiple intersecting barriers, such as existing xenophobic and discriminatory attitudes towards immigrants in Greece and a limit responsiveness from police and prosecutors, who may treat intimate partner violence as a private family issue (Poteyeva & Wasileski, 2016).

Police officers report that women victims typically suffer severe physical violence and psychological abuse, while male victims present minor physical injuries and verbal abuse. Officers noted that discrimination, limited services and stigma are among the primary reasons that make victims fail to report abuse, besides there being a need for improvement in training and gender-sensitive response protocols in the police force (Kravvariti and Browne, 2023).

Gaps in implementing and accessing redress: even with existing legal protective measures against discrimination, implementation challenges persist, including underreporting of discrimination and workplace harassment and a limited awareness of available complaint mechanisms. Once again, women in vulnerable situations face additional obstacles given language barriers, insecure legal status or lack of access to resources.

Although Greece has constitutional and legislative framework that formally support gender equality, there is limited political will, resources and implementation efforts specific to higher education and research. Both structural and cultural biases persist in Greek universities and research centres (Anagnostou, D., & Avlona, 2019).

There is also a limited awareness of the importance of gender equality integration in municipal strategies and a need for municipal-level policies that address gender-based barriers, in order to promote an equitable work environment (Papamichail et al., 2024).

7. National Glossary

Key terms and definitions (Greek – with English equivalents):

Greek term	Meaning (EN)
Ισότητα των φύλων	Gender equality: equal rights, responsibilities and opportunities for women and men.
Ουσιαστική ισότητα	Substantive equality: policies/actions that address structural disadvantages, beyond formal equal treatment.
Έμφυλη βία	Gender-based violence: violence directed against a person because of gender (incl. domestic/sexual violence, harassment, trafficking).
Ενδοοικογενειακή βία	Domestic violence: violence within the family or intimate relationships.
Σεξουαλική παρενόχληση	Sexual harassment: unwanted verbal/non-verbal/physical conduct of a sexual nature that violates dignity.
Βία και παρενόχληση στην εργασία	Violence and harassment at work: behaviours causing physical/psychological/sexual harm in the workplace.
Μισθολογικό χάσμα	Gender pay gap: difference between average hourly earnings of women and men.
Γυάλινη οροφή	Glass ceiling: invisible barriers that prevent women from reaching leadership positions.
Συμφιλίωση επαγγελματικής και οικογενειακής ζωής	Work-life balance: enabling people to combine work and care responsibilities.
Θετικές δράσεις	Positive action: targeted measures to prevent/compensate for disadvantages linked to gender.
Κοινωνική ένταξη	Social inclusion: ensuring access to opportunities, services and participation for all, especially vulnerable groups.
Εμπορία ανθρώπων	Human trafficking: recruitment/transport/harboring of persons for exploitation (incl. labour/sexual exploitation).
Μηχανισμός Παραπομπής	Referral mechanism: coordinated pathway for identification and referral of victims to services.

8. Draft Practical Guide ('How-To')

How to identify discrimination

Discrimination occurs when a person is treated unfairly or less favourably because of a protected characteristic (including sex, gender identity, pregnancy/maternity, family status, disability, ethnic origin or religion). It can appear as direct discrimination (explicit unequal treatment), indirect discrimination (apparently neutral rules that disadvantage women), harassment/sexual harassment, or retaliation after reporting.

Immediate priorities

- If you are in immediate danger: call 112 (European emergency number) or 100 (police). If speaking is not possible, send a text message with your address, name and the type of emergency.
- Prioritise safety planning: move to a safe place if possible; contact a trusted person; use specialist helplines for guidance.
- Preserve evidence early: screenshots/messages/emails, medical reports, photos, witness contacts, employment documents (contract, payslips, schedules), and any prior complaints or incident reports.

Practical pathways by situation (examples)

- Workplace discrimination (pay, promotion, pregnancy/maternity): document the facts; seek advice from a trade union or legal aid; contact 1555 / labour inspection channels; consider complaint to the Greek Ombudsman if appropriate.
- Sexual harassment at work or in education: write down a timeline; preserve communications; seek psychosocial support; report through institutional channels (HR, university mechanisms) and/or via 1555, Ombudsman and police depending on severity and risk.
- Domestic violence / intimate partner violence: call 15900 for confidential guidance and referrals; in emergencies call 112/100; consider medical documentation; ask about shelter availability and legal options.
- Human trafficking / severe exploitation: call 1109 and request referral via the National Referral Mechanism; seek interpretation; avoid returning alone to an unsafe workplace or controller; request safe accommodation and legal support.

Where to turn in Greece (indicative contacts)

- SOS Helpline 15900 (GBV): sos15900@isotita.gr (confidential, free).
- Labour call centre 1555 (workplace issues): provides guidance and routes complaints to competent services.
- Greek Ombudsman: free complaint mechanism for equal treatment and maladministration; gov.gr also offers equal treatment information and services.
- 1109 (A21) Resource Line for Human Trafficking: 24/7 hotline and referral support; connects to specialised services and the NRM.

What information to prepare when making a complaint

- A short written timeline (dates, places, people involved, what happened; include any witnesses).
- Evidence package (messages, photos, medical documentation, employment documents, contracts, payslips, work schedules).
- Your preferred language and interpretation needs (request an interpreter where needed).
- Your desired outcome (e.g., safety protection, workplace remedy, legal action, counselling, shelter, immigration/legal status support).

Supportive practice: Survivors should not be expected to navigate services alone. Whenever possible, ask a trusted person or organisation to accompany you, and request trauma-informed and confidential handling of your case. If you feel unsafe or dismissed, ask to escalate your case or seek a second point of contact through another institution.

Discrimination occurs when a person is treated unfairly or less favourably than others in a comparable situation due to a certain characteristic. In women's case, this happens when she is treated unfairly, excluded or harmed because of her gender.

This discrimination can occur in employment, education, housing, healthcare or access to services and is prohibited by national law, EU law and international human rights conventions. Some common forms of discrimination against women include: unequal pay or conditions at work; being denied employment due to pregnancy or motherhood; humiliation, harassment, unwanted verbal, non-verbal or physical conduct of sexual nature at work or outside of it; gender-based violence, which includes domestic violence, sexual violence, forced marriage or trafficking; denial of healthcare or reproductive services; disrespectful treatment during medical care.

It's important to note that there is no need of physical proof of harm for an experience to be valid and the first steps to take include prioritizing safety and reach out to a trusted person or organization that can provide support, as well as seek medical help, if need.

Steps to address it: contacts and local resources

SOS Helpline for Women: telephone 15900 or email at sos15900@isotita.gr. Free and confidential national helpline of the GSEHR for women experiencing violence or discrimination that supports survivors of domestic violence, sexual violence and harassment, available 24 hours a day, every day.

Domestic violence service: telephone or text 100. If speaking is not possible, send a text message with the exact address, full name and type of emergency. This line can also be used by someone other than the victim.

For discrimination in the workplace, contact the Hellenic Labor Inspectorate: telephone 1555, email at helpdesk@hli.gov.gr or submit a contact form online. There is also the option of contacting a trade union to seek legal advice about labour rights, besides in situations of abuse or breach of contract.

Greek Ombudsman: file free complaints online, by submitting a form on the official website or via gov.gr, in person at Chalkokondyli 17, Athens, or through a video appointment, within 6 months of the incident.

Everyone has the right to file a police report in police stations, request an interpreter and be treated with dignity and confidentiality.

Besides institutional resources, there are women-specific support organizations like women's shelters, counselling centres, NGO's that support migrant and refugee women, legal aid organizations that specialize in gender-based violence. These organizations can provide services such as safe accommodation, legal support, interpretation, psychosocial counselling and information about other resources available.

9. Useful Resources

- GSEHR Structures Network for women victims of violence (incl. SOS Helpline 15900): <https://minscfa.gov.gr/en/gender-equality-and-human-rights/structures-network-for-women-victims-of-violence/>
- WomenSOS (information hub for violence against women): <https://womensos.gr/>
- 1109 Resource Line for Human Trafficking (A21): <https://1109.gr/>
- National Referral Mechanism (NRM): <https://nrm.gov.gr/>
- Greek Ombudsman (Equal Treatment / complaints): <https://www.synigoros.gr/>
- Gov.gr – Equal treatment (non-discrimination) services: <https://www.gov.gr/en/sdg/citizenship-and-civil-rights/non-discrimination/equal-treatment>
- Labour call centre 1555: <https://1555.gov.gr/>
- DYPA – Special and vulnerable groups: <https://www.dypa.gov.gr/en/idikes-koinonikes-omades>
- DIOTIMA Centre for Gender Rights and Equality: <https://diotima.org.gr/en/>
- KETHI – Research Centre for Gender Equality & counselling centres: <https://www.kethi.gr/en/counseling-centers>
- Melissa Network of Migrant Women: <https://www.melissanetwork.org/>
- Ministry of Migration & Asylum – HELIOS programme: <https://migration.gov.gr/en/migration-policy/integration/draseis-koinonikis-entaxis-se-ethniko-epipedo/programma-helios/>

Structures Network for women victims of violence: <https://minscfa.gov.gr/en/gender-equality-and-human-rights/structures-network-for-women-victims-of-violence/>

DIOTIMA Centre for Gender Rights and Equality in Athens: <https://diotima.org.gr/en/>

Melissa Network of Migrant Women in Athens: <https://www.melissanetwork.org/>

State website with all of the necessary information and emergency numbers for matters of sexual harassment, abuse and violence: <https://metoogreece.gr/>

KETHI Counselling Centres: <https://www.kethi.gr/en/counseling-centers>

EKKA Shelters: <https://ekka.org.gr/index.php/en/domes-ypiresies-en/ksenones-en>

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