

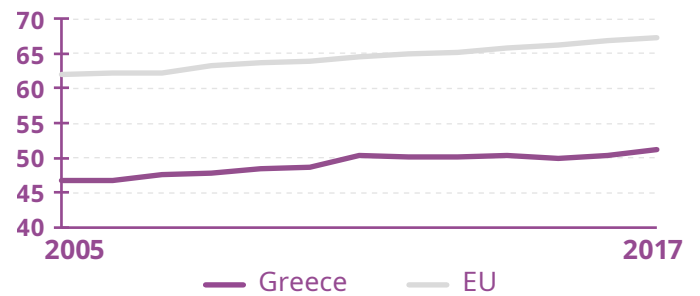
With 51.2 out of 100 points, Greece ranks last in the EU on the Gender Equality Index. Its score has increased by only 4.4 points from 2005 to 2017 (+ 1.2 points compared to 2015). Despite this minor progress towards gender equality, Greece's score places it one position lower than in 2005.

The scores are the highest in the domains of health (83.5 points) and money (71.4 points). In contrast, gender inequalities are most pronounced in the domain of power (24.3 points), even though the score in this domain improved by 6.1 points since 2005.

Furthermore, Greece's score increased in the domain of knowledge (+ 8.5 points), while it decreased the most in the domain of time (- 1.5 points).

Between 2005 and 2017, Greece improved its Index score, but had a much lower score than the EU score throughout the entire period. Greece has moved towards gender equality at a slower rate than the EU's score, meaning that the gap between Greece and the EU has increased over time.

Progress in Greece is slower than the EU average

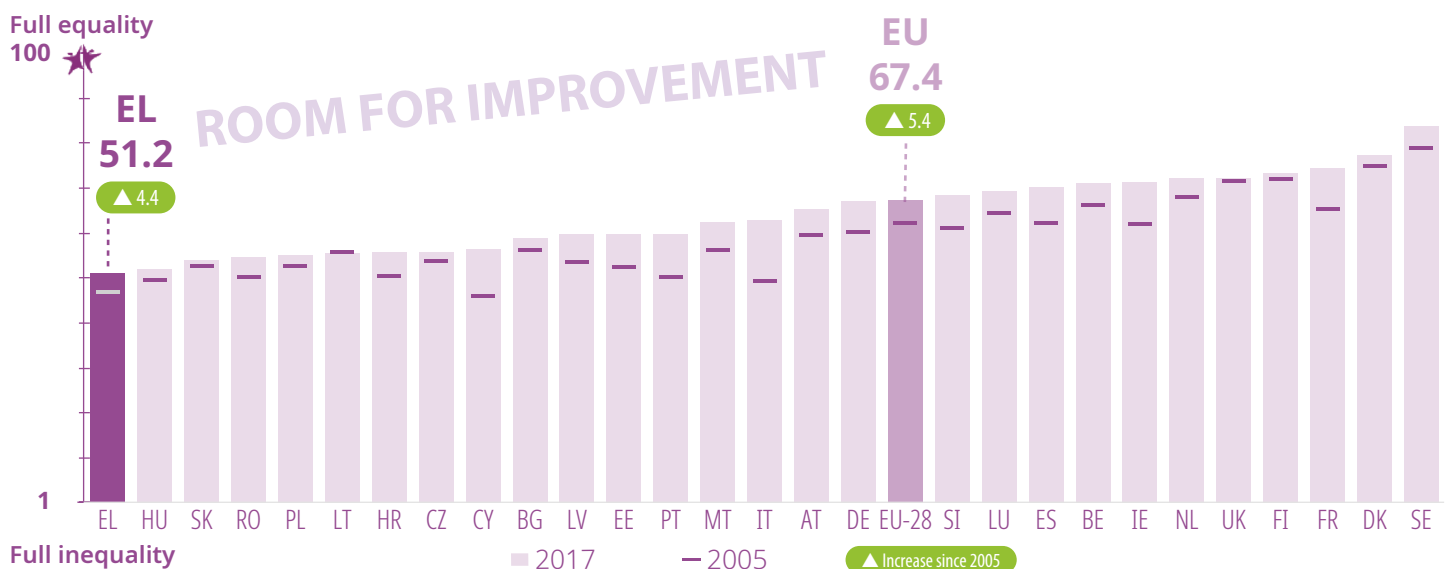


Each year we score EU Member States and the EU as a whole to see how far they are from reaching gender equality. The Index uses a scale of 1 to 100, where 1 is for total inequality and 100 is for total equality.

The scores are based on the gaps between women and men and levels of achievement in six core domains: work, money, knowledge, time, power and health. Two additional domains are integrated into the Index but do not have an impact on the final score. The domain of intersecting inequalities highlights how gender inequalities manifest in combination with age, dis/ability, country of birth, education and family type. The domain of violence against women measures and analyses women's experiences of violence.

In addition to providing a snapshot into the Index scores, the Gender Equality Index 2019 includes a thematic focus on work-life balance.

Gender Equality Index scores for EU Member States, 2005 and 2017



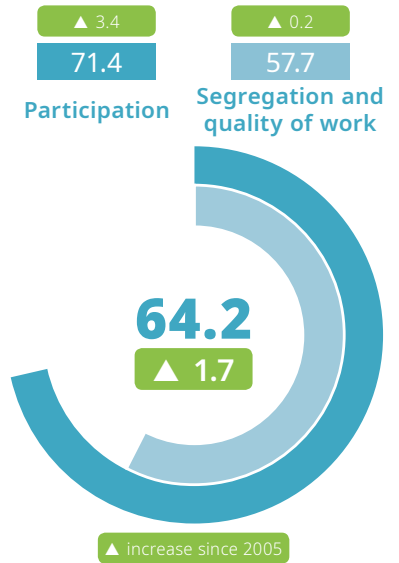


Work

Greece's score in the domain of work is 64.2, showing progress of 1.7 points since 2005 (no change since 2015). With this score, Greece remains the second last in the EU.

The employment rate (of people aged 20-64) is 49 % for women and 70 % for men. With the overall employment rate of 60 %, Greece has not reached its national EU 2020 employment target of 70 %. The full-time equivalent (FTE) employment rate decreased from 34 % to 31 % for women and from 61 % to 48 % for men between 2005 and 2017, narrowing the gender gap (from 27 percentage points (p.p.) to 17 p.p.). Between women and men in couples with children, the gap is six times bigger than in couples without children (31 p.p. and 5 p.p.).

Twice as many women (14 %) work part-time as men (7 %). On average, women work 39 hours per week and men 44 hours. The uneven concentration of women and men in different sectors of the labour market remains an issue: 23 % of women work in education, health and social work, compared to 8 % of men. Fewer women (4 %) than men (20 %) work in science, technology, engineering and mathematics (STEM) occupations. In general, Greece has very low shares of both women and men working in STEM occupations, compared to the rest of the EU Member States.

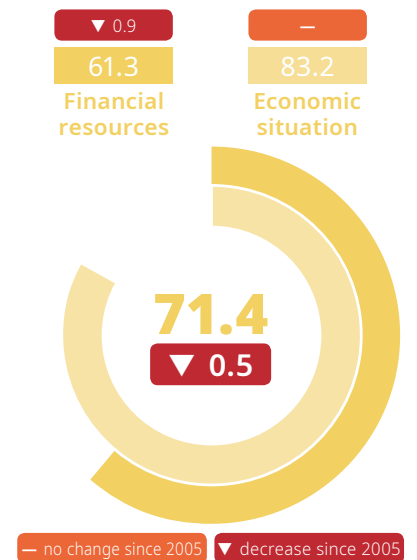


Money

Greece's score in the domain of money is 71.4, remaining stable since 2005 (+ 0.7 points since 2015), with little progress in the economic and financial situations of women and men.

Mean monthly earnings increased for women (+ 6 %) and decreased for men (- 5 %) from 2006 to 2014, narrowing the gender gap. Nonetheless, inequalities persist: women earn 15 % less than men per month. In couples with children, women earn 22 % less than men (23% less for women in couples without children). Among single people, women earn 7 % less.

The risk of poverty decreased for women (- 2 p.p.) and increased for men (+ 1 p.p.) between 2005 and 2017: around 20 % of both women and men are at risk. People facing the highest risk of poverty are: people born outside of Greece (40 %); lone mothers (30 % compared to 21 % of lone fathers); young people aged 15/16-24 (28 % of women and 29 % of men); and people with low levels of education (23 % of women and 25 % of men). Inequalities in income distribution have remained stable among women and increased among men between 2005 and 2017. Women earn on average 87 cents for every euro a man makes per hour, resulting in a gender pay gap of 13 %. The gender pension gap is 25 %.

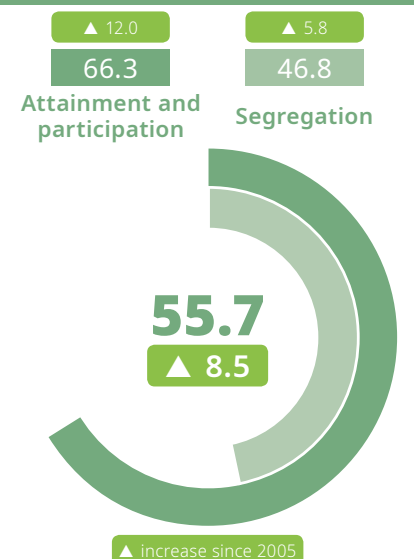


Knowledge

Greece's score in the domain of knowledge is 55.7, showing progress of 8.5 points since 2005 (+ 0.1 points since 2015). Although Greece ranks 21st in the EU in this domain, its progress exceeds the progress of the EU (+ 2.7 points). There are improvements in both sub-domains of attainment and participation, and segregation.

The share of both women and men tertiary graduates increased in Greece, between 2005 and 2017. While there were fewer women tertiary graduates in 2005 (14 %) than men (16 %), the share of both women and men attaining tertiary education has reached 23 %. The gender gap is widest among women and men born outside the EU (9 p.p. to the detriment of men) and among single people (9 p.p. to the detriment of women). Greece has already met its national EU 2020 target of having 32 % of people aged 30-34 with tertiary education. The current rate is 44 % (51 % for women and 38 % for men). Participation in lifelong learning slightly increased between 2005 and 2017. Around 11 % of women and 12 % of men participate in formal and non-formal education and training (compared to 9 % and 10 % in 2005). Despite the small increase, Greece has one of the lowest participation rates in the EU.

The uneven concentration of women and men in different study fields in tertiary education remains a challenge for Greece. Around 36 % of women and 17 % of men students study education, health and welfare, or humanities and arts.



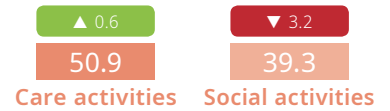


Time

Greece's score in the domain of time has not changed since the last edition of the Index, because new data is not available. The next data update for this domain is expected in 2021. More frequent time-use data would help to track progress in this domain.

In the domain of time, Greece's score is 44.7, which is the second lowest score in the EU for this domain. Time-share has worsened in relation to social activities since 2005 and gender inequality in the distribution of time spent on care activities remains an issue. Women take on more responsibilities than men, caring for their family. Around 38 % of women care for and educate their family members for at least one hour per day, compared to 20 % of men. Approximately 85 % of women do cooking and housework for at least one hour daily, compared to only 16 % of men. The gender gap is far wider among women and men in couples with and without children than among single women and men.

Women are less likely to participate in sporting, cultural and leisure activities outside the home (11 %, compared to 18 % of men). Nearly the same proportion of women (7 %) and men (6 %) are involved in voluntary or charitable activities.



44.7*

▼ 1.5

▲ increase since 2005 ▼ decrease since 2005

* Scores not updated since 2017 edition.



Power

Greece's score in the domain of power is 24.3, which is the lowest across all domains, despite the 6.1-point increase since 2005 (+ 2.6 points since 2015). Greece ranks 27th in the EU, 27.6 points below the EU's score in this domain. There are improvements in all sub-domains, with the strongest increase in political power.

Greece introduced a legislative quota of 33 % in 2008, supporting a small rise in the share of women in the parliament (from 16 % in 2007 to 18 % in 2018), but doubling since 2005 (9 %). The share of women ministers also increased from 5 % to 19 %, between 2005 and 2018.

Greece faces the strongest challenges for gender equality in the sub-domain of economic power. The share of women on boards of the largest publicly listed companies is 9 % and on the board of the central bank 8 % (compared to 7 % and 0 % in 2005). Women comprise 13 % of members of the boards of research-funding organisations, 20 % of board members of publicly owned broadcasting organisations and just 10 % of board members of the highest decision-making bodies of national Olympic sports organisations.



24.3

▲ 6.1

▲ increase since 2005



Health

Greece's score in the domain of health is 83.5, showing a regress of 1.1 points since 2005 (+ 0.4 points since 2015). Greece ranks 22nd in the domain of health. There is a decrease in the sub-domain of access to health services (with no new data for the sub-domain of health behaviour).

Self-perceptions of good health decreased in Greece between 2005 and 2017. Around 71 % of women and 77 % of men consider themselves to be in good health (75 % and 80 % in 2005). Health satisfaction increases with a person's level of education. The gender gap is wider among single women and men (27 p.p.), to the detriment of women. Life expectancy increased for both women and men between 2005 and 2016. Women on average live five years longer than men (84 years compared to 79 years).

Access to adequate healthcare decreased for both women and men between 2005 and 2017. Around 12 % of women and 10 % of men report unmet needs for medical care (compared to 7 % and 6 % in 2005), while 11 % of both women and men report unmet dental needs (compared to 7 % for both). Women and men with disabilities report higher unmet needs (30 % and 28 %), compared to women and men without disabilities (20 % and 21 %).



83.5

▼ 1.1

▼ decrease since 2005

* Scores not updated since 2017 edition.



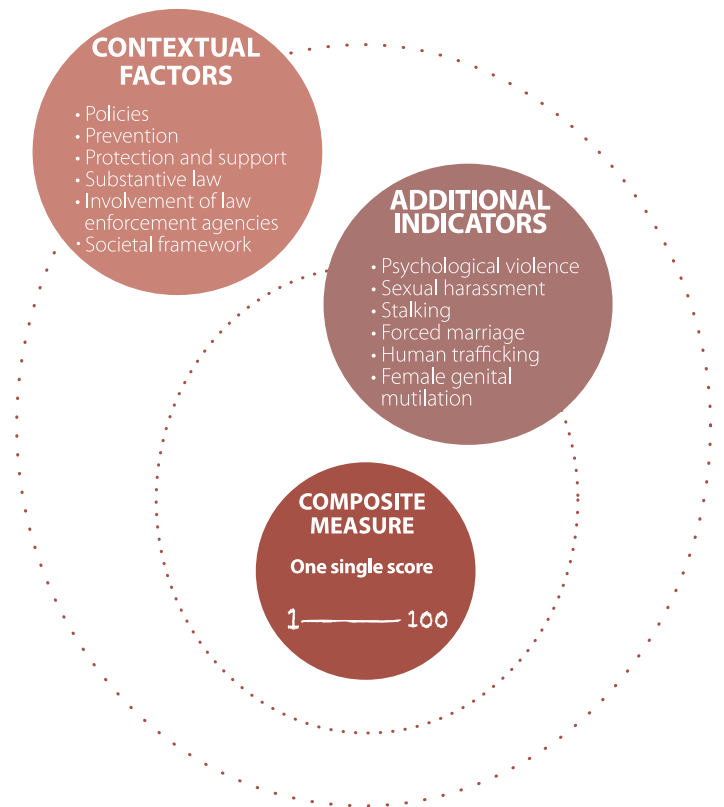
Violence

Violence against women is both a consequence and cause of persisting gender inequalities in the areas of work, health, money, power, knowledge and time. In contrast to other domains, the domain of violence does not measure differences between women's and men's situations but examines women's experiences of violence. For this reason, the domain of violence is not captured in the calculations of the Gender Equality Index. Instead, it is calculated as a separate composite measure of three aspects: prevalence, severity and disclosure of violence against women. The calculation of scores relied on the 2014 European Union Agency for Fundamental Rights survey data results. No EU-wide survey on gender-based violence has been carried out since then. Until the completion of the next survey, the scores cannot be updated.

Greece signed and ratified the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention) in June 2018.

The domain of violence presents updated data on three additional indicators to help monitor femicide, female genital mutilation and trafficking in human beings. However, not all Member States collect such data and improvements in data collection are necessary.

Greece does not provide data on women victims of intentional homicide by an intimate partner or family member. EIGE's estimates show that 25 % to 42 % of the 1 787 girls (in the migrant resident population) are at risk of female genital mutilation. Statistics on trafficking in human beings are gathered and reported. There were 138 registered women victims of trafficking in human beings in 2016.



Comparable data, disaggregated by sex, is essential to the development of EU-wide strategies on preventing and eliminating violence against women across Member States.



Thematic focus on work-life balance

Gender Equality Index 2019 focuses on work-life balance — an issue of high political importance in the EU. In addition to work-life balance related indicators captured by the Index (e.g. in the domains of work, time and knowledge), the thematic focus presents additional indicators — a work-life balance scoreboard (WLB scoreboard). The WLB scoreboard cuts across three broad areas: paid work, unpaid work (care) and education and training. It presents 15 indicators in six specific areas of concern: parental leave policies; caring for children and childcare services; informal care for older persons and persons with disabilities and long-term care services; transport and infrastructure; flexible working arrangements; and lifelong learning.

Parental leave policies

Parental leave helps parents balance their caring duties and work life. However, it is often unavailable to potential parents, as their eligibility might be dependent on criteria such as whether a person is in paid work; whether they are an employee or self-employed; the sector in which they work; the length of service; or whether leave is accessible to same-sex couples or migrants. Changes in the labour market, such as the spread of atypical forms of employment (e.g. temporary contracts and on-demand work, bogus self-employment and voucher-based work) have increased concerns about parents' access to leave, especially in cases where it is based on definitions of traditional standard employment.

In 2016, 62 % of women and 51 % of men aged 20-49 (potential parents) were ineligible for parental leave in Greece. Unemployment or inactivity was the main reason for ineligibility for 71 % of women and 44 % of men. Self-employment was a reason for the ineligibility for 22 % of women and 48 % of men. The remaining 6 % of women and 8 % of men were ineligible due to inadequate length of employment. Same-sex parents are ineligible for parental leave in Greece. Among the employed population, 32 % of women and 37 % of men were ineligible for parental leave.

Informal childcare and childcare services

As the number of dual-earning and single-parent families grows, new needs for childcare services appear. High-quality, available, accessible and affordable childcare services are essential to allow parents to stay in or join the labour market and reduce the gender gap in employment.

In Greece, 59 % of all informal carers of children are women. Overall, 55 % of women and 48 % of men are involved in caring for or educating their children or grandchildren at least several times a week. These figures are slightly lower than the EU average, where 56 % of women and 50 % of men are involved in caring for or educating their children or grandchildren. The gender gaps are wider among women and men who are working (67 % and 51 %), and within the 20-49 age group (86 % and 69 %).

Greece has not reached either of the Barcelona targets to have at least 33 % of children below the age of three and 90 % of children between the age of three and school age in childcare. Around 21 % of children below the age of three are under some form of formal care arrangements, and only 9 % of children this age are in childcare for at least 30 hours a week. Formal childcare is provided for 84 % of children from the age of three to the minimum compulsory school age (29 % are in formal childcare for at least 30 hours a week). Around 17 % of households report unmet needs for formal childcare services in Greece. Lone mothers are more likely to report higher unmet needs for formal childcare services (23 %), compared to couples with children (16 %).

Informal care for older persons and persons with disabilities and long-term care services

Available, accessible and affordable care services and infrastructure are crucial if people with caring responsibilities are to maintain a healthy balance between their care duties and work life. This is especially relevant for women, who are often more engaged than men in both formal and informal care of older persons and/or persons with disabilities. In light of emerging demographic trends, such as ageing societies, lower birth rates and consequently the decline of the working-age population, the need for formal and informal long-term care services has become more important than ever.

Most informal carers for older persons and/or persons with disabilities in Greece are women (71 %). The percentages of women and men involved in informal care for older persons and/or people with disabilities several days a week or every

day are 13 % and 6 %. The proportion of women involved in informal care is 2 p.p. lower than the EU average, while the involvement of men is 4 p.p. lower. Around 25 % of women and 6 % of men aged 50-64 take care of older persons and/or persons with disabilities, in comparison to 8 % of women and 6 % of men in the 20-49 age group. Around 21 % of women who take care of older persons and/or persons with disabilities are employed, compared to 31 % of men combining care with professional responsibilities. There are also fewer women than men informal carers who are working in the EU. However, the gender gap is narrower in Greece (10 p.p. compared to 14 p.p. for the EU). In the 50-64 age group, 22 % of women informal carers work, compared to 17 % of men. Around 60 % of women and men in Greece report unmet needs for professional home care services. This is the second highest percentage in the EU.

Transport and infrastructure

Access to affordable and quality public infrastructure, including care facilities, educational facilities, health services and transportation, impacts women's and men's opportunities to balance paid work with other activities. The uneven division of caring duties and household tasks between women and men influences the ways in which they use or need certain types of transport and infrastructure. Time spent commuting is a good indication of whether existing public infrastructure helps or hinders women and men in juggling their everyday activities.

In Greece, women and men spend almost equal amounts of time commuting to and from work (around 32-33 minutes per day). Couples with or without children spend a similar

amount of time commuting. Women commute longer than men in couples without children (38 and 33 minutes), while men spend slightly more time commuting than women in couples with children (35 and 32 minutes). Single people spend around the same time commuting as people in couples (35-36 minutes per day). If they work part-time, women commute the same time as men (32 minutes), and if working full-time, both women and men spend similar time travelling travel to and from work (32-33 minutes per day).

Generally, men are more likely to travel directly to and from work, whereas women make more multi-purpose trips, to fit in other activities such as school drop-offs or grocery shopping.

Flexible working arrangements

Flexible working arrangements, such as opportunities to transition between part-time and full-time work, flexibility in working hours and remote work, typically give employees a greater ability to control how much, when and where they can work. If carefully designed, keeping in mind the different needs of women and men, flexible working arrangements can make it easier to balance work and family life. They can also support people with caring responsibilities to enter the labour market as full-time employees.

More women (59 %) than men (52 %) have no control over their working-time arrangements. Access to flexible working arrangements in Greece is slightly lower for women, but higher for men than in the EU, where 57 % of women

and 54 % of men have no possibility of changing their working-time arrangements. Access is especially limited for employees of the public sector, where 96 % of both women and men do not have control over their working arrangements. There is more flexibility for private-sector employees, although the gendered pattern persists: 62 % of women have no access to flexible working hours, compared to 53 % of men.

Even though there are more women than men working part-time in Greece, fewer women (24 %) than men (29 %) part-time workers transitioned to full-time work in 2017. The gender gap is narrower than the EU average, where 14 % of women and 28 % of men moved from part-time to full-time work.

Lifelong learning

Constant advances in technology require workers to upskill continuously and stay up-to-date with new developments and technologies over the course of their careers. Lifelong learning is a catalyst for gender equality as it gives women and men greater choice in their work options and more opportunities to achieve their full potential. Insufficient financial resources and time-related barriers, such as conflicts with work schedules and/or family responsibilities can prevent access to lifelong learning for both women and men. Lifelong learning can help women to re-enter the labour market after career breaks due to care responsibilities.

Greece has the sixth lowest participation rate in lifelong learning (5 %) in the EU, with almost no gender gap. Women (aged 25-64) are slightly more likely to participate in

education and training than men regardless of their employment status, except for economically inactive men, who participate in lifelong learning in a higher percentage than economically inactive women. Conflicts with work schedules are a greater barrier to participation in lifelong learning for men (35 %) than for women (23 %). Family responsibilities are reported as barriers to engagement in education and training for 53 % of women compared to 37 % of men. Family responsibilities are more of an obstacle for participation in lifelong learning in Greece than in the EU overall, while work schedules are reported as less of an obstacle in Greece than for the EU average. According to the EU average, 38 % of women and 43 % of men report their work schedule to be an obstacle, and 40 % of women and 24 % of men report that family responsibilities hinder participation in lifelong learning.

Read more about the Gender Equality Index at <http://eige.europa.eu/gender-equality-index>

European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

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