

# Empowering women through development programmes

Name of Project: M.U.N

Country: Greece

Participants:

Ακριτίδου Βαρβάρα

Ακριτίδης Αλέξανδρος

Class: A1



# Country Checklist



## ➤ Geography :

- Surface: *131.960 km<sup>2</sup>*
- Population: *10.815.197*
- Capital: Athens
- Location: Greece is a country in Southern Europe and it is the southernmost country of the Balkan Peninsula.
- Bordering countries: Albania, Scopia, Bulgaria and Turkey.

# Athens, Acropolis




## ➤ Political life :

- Independent since: 3 February 1830
- Political regime: Parliamentary representative democratic.
- Name of the Head of Government:  
Alexis Tsipras (Αλέξης Τσίπρας)
- Political party in power: Siriza ( Σύριζα)

# Athens, Parliament Building





➤ Cultural aspects :

- Official language: Greek
- The most influential ethnical groups:
  - Muslim minority
  - Armenians
  - Romani
- The main religion: Orthodox Christians

## ➤ Economic aspects:

- Is it an MEDC or LEDC country ?

Over the past years Greece has made the headlines on the Economist for all the wrong reasons and yet, even if it's main source of income is through it's tourist industry they still retain the title of being a MEDC. Although this status may not last long because of the current economic crisis. Even though when Greece began it's history as a nation state in 1829 , it was a LEDC , which was because Greece was mostly based around Agriculture.

MEDC: Countries with more resources

LEDC: Countries with less resources

# Definition of Key Terms

- **Empower:** To give someone the confidence, skills, freedom etc. to do something.
- **Gender equality:** The act of treating women and men equally.
- **Private sector:** Companies that are not owned or controlled by the government.
- **Labor:** Work, especially the type of work that needs a lot of physical effort.
- **Sexism:** When someone is treated unfairly because of his or her gender.



# Official References/Documents

## ➤ Family Law Reform:

A landmark in the evolution of gender equality legislation was the Family Law reform of 1983 which it constituted a very advanced for the Greek context piece of legislation and was one of the most “women-friendly” ones in the \*EC. The new Law emphasized the social protection of the family.

\*European Commission

- Civil wedding was introduced by virtue of Law *1250/82* and the legal institution of the dowry was abolished.
- Article *1329/1983* determines that women are obliged to keep their maiden name after marriage and even pass it on to their children.





➤ **Employment Relations:**

According to Article 22 of the *1975* Constitution all workers, irrespective of sex or other distinction are entitled to equal pay for work of equal value . Many legislative steps have been taken by the Greek governments in the *1980s* towards at least the creation of an officially fairer labor market, which provides the opportunity for women to stand up for their statutory rights.

- Law 3488/2006 and harmonization with Directives 2000/78 and 2004/113 , they promote equal treatment between men and women in access to employment and in employment relations ,as well as defining and tracking sexual Harassment in the workplace.



➤ **The General Secretariat for Equality:**  
Anti-discrimination legislation in Greece is quite complex .To safeguard its implementation and to promote equality the GGI was set up in 1985 , a centre for Research on Equality Issues in 1989 , as well as Committees at the regional level.





➤ Last Conference on the issue:

Location: Chania, Crete, Greece

Date: *25 of September*

The conference gave women the opportunity to contact influential business people around the globe. The goal was for it to evolve into a platform on which business-boosting and innovation initiatives for both men and women entrepreneurs will be built and launched and to also attract international business leaders and promote sustainable tourism in Crete.

# Current Situation on the Issue


➤ The economic crisis has aggravated gender-based violence, a term which is taken to include domestic violence, human trafficking and sexual harassment. Violence against women can occur in the family, the community or in police custody. Also women are being affected by social and economical poverty. With women earning only two-thirds the pay of a man for the same job, they are poorer than their male equivalents are. And that's one of the reasons why Greek women still spend more time in domestic work than men.





# Position of the Country

➤ Greece is a multiparty parliamentary democracy and a member of the European Union which has influenced standards for women's rights. Greece's 1975 Constitution reflects the principles on equality found in the UN International Convention on eliminating discrimination against women. Gaining the right to vote in 1952, after three decades of struggle by women's emancipation groups is a case in point. Having become a signatory to the UN Convention on women's Political Rights of 1951, the Greek government introduced a Bill to parliament the following year giving full political rights to women.

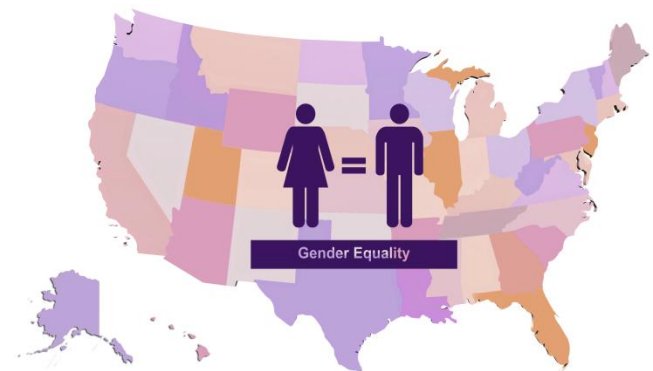
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- What elements could the country be ready to add/change on the issue.
    - To prevent and fight all forms of violence against women.
    - To support employment and economic Independence of women.
    - To defend the rights of all women through Promotion of gender equality.

# Position Paper

➤ How have solution efforts so far turned out?

All gains in the field of gender equality since the 1980s have been put at serious risk by the economic and political developments of the last few years. Whilst the Greek autonomous feminist movement has been responsible for the generation of ideas which led to positive changes, most of this has been absorbed or mutated into women's groups that tend to be attached to political parties and trade unions and are thus less independent and powerful.

➤ Gender equality and feminism in Greece: Gender equality and feminism in Greece has never had a positive image among the wider public and women-friendly policies are something that organized feminist are not very much connected with. Also, state practices have been counteracted to some extent by informal networks and civil society, which had traditionally been entrenched in state mechanism or strong professional associations. In this respect, it seems that the crisis has strengthened the Greek civil society and social cohesion over women.



➤ **NGOs work done on the issue:**

A non-governmental organization (NGO) is an organization that is neither a part of a government nor a conventional for-profit business. Usually set up by ordinary citizens, NGOs may be funded by private persons, businesses, governments, or foundations. NGOs are highly diverse groups of organizations engaged in a wide range of activities. One of the issues they take part in, is women's empowerment. They also highlight various issues of gender inequality and inequity in order to stimulate responses from them.

Although the typology and scopes of NGOs with Overall missions of women employment vary, four types of them have impacts and are more visible than the others. They are :

- Grassroots women self-help NGOs
- Women's rights advocacy NGOs
- Women's economic development NGOs
- International women empowerment NGOs



- **Grassroots women's self-help NGOs**

They grow from within communities, initiated by women leaders or groups to promote the welfare and economic opportunities of women who are community residents. They focus on short-term income generation projects, such as cottage industries for women in communities, so that long term empowerment can be achieved. Grassroots women's self-help group NGOs need little or no intervention from outsiders, although information and technical advice from other established women NGOs can help them greatly in their efforts and impacts.

- **Women's rights advocacy NGOs**


They are typically established by leaders with strong feminist ideology or group of people who desire to address one or more aspects of women's rights abuse. Strategies of advocacy environmental NGOs focus on raising public awareness on women rights abuse, their impacts and other issues in order to prevent them. They advocate for gender equality through various measures including activism. They also link people with the political processes, so that they can demand responses from governments based on their constitutional and other rights.





- **Women's economic development NGOs**

They strive to promote financial self-sufficiency of women through economic development. They provide direct social service, with missions to address specific needs of women such as education, health care and income generation within the board development framework. Based on the needs, they design and implement projects that benefit women from underserved or unserved communities.

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- **International women empowerment NGOs**  
They operate in a variety of areas that address various global-level gender injustice issues, especially such issues faced by women in developing nations. They often develop collaborative partnerships with local and national NGOs to address Specific issues that effect women in societies.

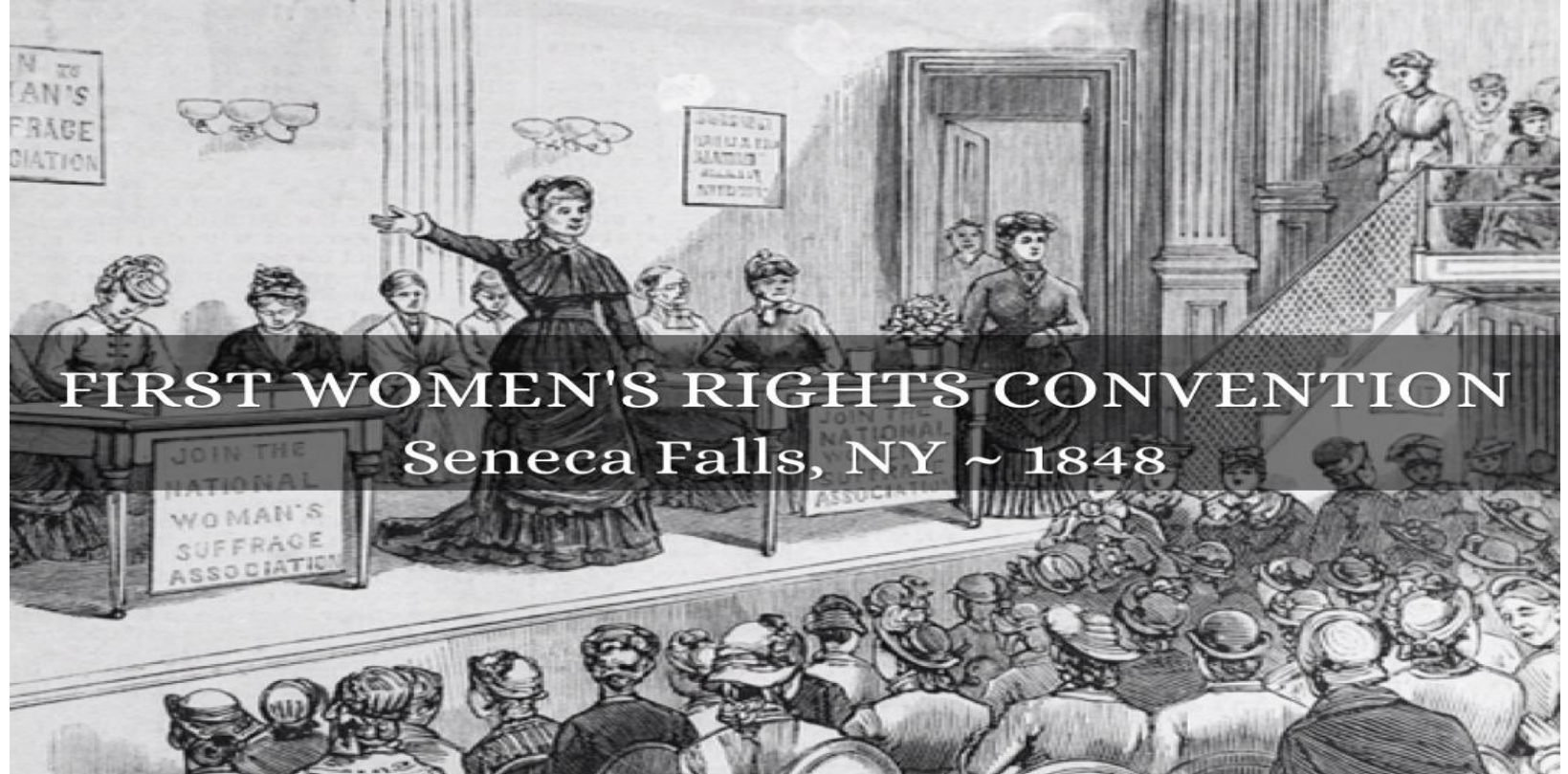


➤ What can women personally do to change the status quo?

Status quo is a Latin phrase meaning the existing state of affairs, particularly with regards to social or political issues. In the sociological sense, it generally applies to maintain or change existing social structure and values. As to what women can do to personally change that is to defend their rights through promotion of gender equality and to prevent and fight all forms of violence against women. Lastly, they could make use of cultural creativity for the purpose of promotion of the gender equality.

➤ **First convention for women's rights:**

The Seneca Falls convention was the first women's rights convention. It advertised itself a "convention to discuss the social, civil and religious condition and rights of women. Held in Seneca Falls, New York it spanned two days over July 19-20, 1848. Attracting widespread attention, it was soon followed by other women's rights conventions. Female Quakers local to the area organized the meeting along with Elizabeth Cady Stanton, who was not a Quaker. The meeting had six sessions, included a lecture on Law, a humorous presentation and multiple discussions about the role of women in society.



# FIRST WOMEN'S RIGHTS CONVENTION

Seneca Falls, NY ~ 1848





➤ How has the UN been involved with empowering women?

The UN is empowering women to participate fully in economy life across all sectors in essential to build stronger economies, achieve internationally agreed goals for development and sustainability and to improve the quality of life for women, men, families and communities. The women's Empowerment Principles offer practical guidance to business and on how to empower women in the workplace, market and community.



Developed through a partnership between UN women and the United Nations Global Compact, the Principles are designed to support companies in reviewing existing policies and practices to realize women's empowerment. In brief, the Principles are:


- Establish high-level corporate leadership for gender equality.
- Treat all women and men fairly at work.
- Ensure well-being, health and safety of all women.
- Promote education, training and professional development for women.
- Measure and publicly report on progress to achieve gender equality.

# Research Report


## ➤ The Equality Committee:


Realizing that development programs are crucial, in order to build stronger economies, sustainability, accomplish internationally agreed goals for development and to improve the quality of life for women. Fully aware that women at some work positions are paid less and are treated unfairly. Alarmed by the fact that while the Convention on the Elimination of Discrimination Against Women (CEDAW) was adopted by the United Nations General Assembly, in 1979, discrimination though still exists in the workplace, social life and the lack of access to education and also other basic necessities.





Congratulating that the UN, along with the Europe Union and the NGO have put in dedicated work into the issue of creating development programs for women. And on the other hand noting with regret that there is still a big number of people that haven't accepted the principles so far. Some of which are based on how to treat all women fairly at work within the human rights, to ensure a healthy and safely workplace and to promote education for women. Acknowledging that many supranational entities and non governmental organizations have so far accepted principles such as the Calvert women's Principles, in order to combat the inequality in the employment sector.

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- Calls upon all Member States, who have not yet done so, to sign and ratify the Convention on the Elimination of Discrimination Against Women (CEDAW) adopted by the General Assembly.
  - Requests , Member States to work with companies and corporations in their borders, to create a corporate workplace which will allow also women to have fairly treatment in the workplace, and promote more work opportunities in a business environment, which will show that they can work to the private sector and be given the chance to show their skills and talents.




➤ Requests NGO's, the World Bank and International Monetary Fund (IMF) to fund the following activities:


- Funds for non-governmental organizations:


Objective: Strengthened civil society development and enhanced contribution to social justice, democracy and sustainable development.


- TFESSD activities are managed in four windows which correspond to the four managing the fund.



Activities in the Social Development window serve as a catalyst for mainstreaming the social development agenda into World Bank, lending support to governments. Activities in the Poverty window support the development of poverty reduction strategies, poverty analysis, and the design, implementation and evaluation of poverty reduction. Activities in the Environment Window primarily support strategic environmental work in the whole World Bank Group. Activities in the Social Protection window, primarily support thematic and cross-cutting Work on social protection and disability.


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- The IMF's purpose is to provide the global public good of financial stability. Some of the activities of IMF are by providing:
    - Policy advice to governments and central banks based on analysis of economic trends and cross-country experiences.
    - Research, statistics, forecasts and analysis based on tracking of global, regional and individual economies and markets.
    - Loans to help countries overcome economic difficulties.
    - Concessional loans to help fight poverty in developing countries.

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- Supports all regional and international initiatives working on creating equality for the women including:
    - UN women: is a leading supporter of efforts toward ensuring that national planning, budgeting, monitoring and evaluation processes incorporate a gender perspective.
    - OECD: Council at Ministerial level is the first milestone in the Gender Initiative, which was launched by the OECD to help governments promote gender equality in education, employment and entrepreneurship.




➤ Urges member states to pass the necessary principles to ensure discrimination against women in the work place is considered a human rights infringement and a crime, while implementing to take the required precautions if citizens fail to do so, by means of some rules, such as:

- Land rights: land rights offer a key way to economically empower women, giving them the confidence they need to tackle gender inequalities.
- By defending the rights of all women through promotion of gender equality and interventions targeting in particular women facing discrimination.
- To support employment and economic independence of women.



➤ Further Urges the all member states to support and establish education programmes for uneducated women in order to reduce the levels of uneducated women by all means. We can succeed that by taking a more transformative approach to girls' education by tackling discrimination, violence and the exclusion of girls' from education. As such, programming in girls' education will focus on the empowerment of girls' in tandem with improving their learning and measuring learning outcomes.



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- Hopes that all member states, UN women, Empower Women, Calvert women principles follow all of the measures and actions taken in this resolution.



**THANKS FOR WATCHING**