

Policy Frames and Implementation Problems: The Case of Gender Mainstreaming

State of the Art and Mapping of Competences in Greece

Maria Pantelidou Maloutas (Project Manager)
Aandromachi Hatjiyanni (Senior Researcher)
Fray Kamoutsi (Senior Researcher)
Laura Maratou-Alipranti (Senior Researcher)
Maria Thanopoulou (Senior Researcher)
Joanna Tsiganou (Senior Researcher)
Maria Filiopoulou (Junior Researcher)
Evelyne Tsanira (Junior Researcher)

University of Athens
National Center for Social Research (EKKE)
14-18 Messogheion Av.
GR-115 27 Athens
Greece
www.mageeq.net

July 2003

Table of Contents

	Summary	1
1.	Gender Equality Policies in Greece	2
1.1	Introduction	2
1.2	Greek political culture	3
1.3	First measures	5
1.4	Quotas	6
1.5	Women's demands and expression of women's interests	7
1.6	Policy implementation	8
1.7	Central issues, new guidelines and measures	9
1.8	References	10
2.	State of the Art on Academic Studies on Gender Mainstreaming	12
3.	Bibliography on Gender Equality Policies	13
3.1	Gender politics, women's movement, women politics	13
3.2	Feminist theory/political theory	14
3.3	Education/Educational policy & gender	14
3.4	Family/Family policy/Social policy	16
3.5	Immigration	19
3.6	Employment policy	22
3.7	Sexuality	23
4.	Mapping of Competences : Where and What Gender Research is taking place in Greece	25

State of the Art and Mapping of Competences in Greece

Summary

Gender equality policy was initiated in Greece when the 1975 Greek Constitution, stipulating for the first time the «equality of the sexes», was voted after the end of the seven year dictatorship in a climate of democratisation of the greek political system. It was followed in the 80s by important legal measures proposed by the newly elected socialist government of PASOK, aspiring to implement it. But Greece still has one of the lowest levels of women in positions of power and in decision making in the EU, while, inspite of the changes in the legal status of women that took place during the 80s, women's inferiority and social discrimination are still paramount. However, a new climate of gender awareness and legitimisation of gender «equality», created in previous decades by feminist political activity, is apparent. Today, the landscape of feminist and women's demands presents itself in a completely different form, with the General Secretariat of Equality _ which is responsible for promoting and implementing policy measures for gender equality in all fields (political, economical, social, cultural) playing a central role. The importance of EU directives can not be too strongly underlined in all campaigns and equality measures. The application of quotas for local elections is one of the latest important equality measures, while labor issues, and especially the fight against women's unemploy-ment which is higher than that of men, are high on the agenda with *The National Action Plan for Employment* providing in various ways for women's employment. The 2001-2006 *National Action Plan for Gender Equality* stipulates as its main objective: «Equality between men and and women in economic life, equal representation in political social and economic life, equal access to social rights and changes in social roles and stereotypes». Gender mainstreaming is considered a means for realising the above objectives, but the effectiveness of measures, as well as, often, simply their implentation, remains to be seen.

1. Gender equality policies in Greece

1.1 Introduction

Greek society still exhibits one of the lowest levels of women in positions of power and in decision making in the EU, a feature in accordance with its undeniable androcentric character. In spite of the changes in the legal status of women that took place during the 80s, as a result of feminist demands and policies of the party in power in view of the «modernisation of Greek society», women's political marginalisation and social discrimination are still paramount. Thus, while most of the «equality» demands of the women's movement of the 70s and early 80s have more or less been satisfied, it became obvious that the diminution of legal inequality is not sufficient in order to abolish gender discrimination, exploitation and inequality. Furthermore, this is a period of recession in feminist mass organisation and mobilisation, with almost no mechanisms for expressing demands or promoting women's interests independent of the state. Nevertheless, many measures are being taken in favour of women and against gender inequality in accordance with European decisions and prevalent relative trends.

Although for various reasons -both specific to Greek society and also common in many other societies - feminism is not expressed as a social movement in Greece of the 2000s. This does not necessarily mean that feminist views and values are in crisis today in Greek society. On the contrary, if women's social inferiority is always apparent in Greek society, its function today in a new climate of gender awareness and legitimisation of gender «equality», created in previous decades by feminist political activity. Furthermore, scholarly thinking, research and writing is influenced today by feminist theory, while seminars, conferences, University courses, and specialised journals in which gender is a central object of study, do exist. It is apparent today that legal equality and welfare provisions, although necessary, are not enough to remedy the profoundly sexist character of the Greek sociopolitical reality. In spite of recent changes, the very prevalent family model continues to be the married two-parent family, with low divorce rates, cohabitation and births out of wedlock. The family unit is often part of a larger network of relatives who continue to perform economic and social support functions, providing family members with a pool of resources in areas such as health care, nursing, employment opportunities, and care of children and the elderly (L. Maratou-Alipranti, 1999). All of the above, sanctioning the traditional character of families, burden women and restrict their life patterns. Gender inequalities go far deeper than the legal level, and it is not yet clear how the maturing of younger cohorts with new values and priorities, less gender stereotypes and more awareness of the unacceptable nature of gender, along with the growing implication of women in politics and a new dynamic in policies against structural gender discrimination, will influence the position of women in Greek society.

1.2 Greek political culture

Greek political culture is a very complex, and in some ways contradictory, entity which combines traditional elements with aspects of a modern culture in a particular way.¹ The low visibility of women in politics and their under-representation in political elites is a structural element of Greek political culture that demonstrates their significantly lower social standing in Greek society. It is also reflected in the minimal space occupied by women's political roles in Greece's political science bibliography.²

Late in obtaining full political rights (1952), rights dynamically demanded during the inter-war period, Greek women followed the «traditional» voting pattern until 1985, privileging the Right and traditional styles (of lack or very low levels) in all other types of formal political participation. At the 1985 general elections, women repaid the attention received from PASOK by voting massively in its favor. Thus, for the first time in Greek electoral history, more women than men voted in favour of a party not belonging to the Right, and this was the case in all areas: urban (+1.5 point for women), semi-urban (+1.3) and even rural (+0,7). (M. Pantelidou Maloutas, 1989,1998). The latter in accordance with PASOK's tactics (helped by EGE, its women's organization), to address itself to women of all social environments. PASOK appeared to women as willing to solve problems of legal discrimination and to offer welfare provisions in an attempt to prove by diverse measures (the creation of a Council for the Equality of the Sexes in 1983, upgraded in 1985 to General Secretariat for Equality, sanctioning thus the establishment of «state feminism»³) that it had women's issues high on its agenda. While PASOK gained power with more men's votes in 1981 (48,8% from men, 47.2% from women), in 1985 when it had lost 5.8% of its electoral force, losing much less women's votes contributed to its retaining power: 44.6% of men (-8.7%) and 45.9% of women (-2.7%) voted in its favor during difficult economic times. Also, the 1985 election marked another (symbolic) novelty: For the first time in Greek electoral history, the vote in favor of the Right marked no real gender variation: 40.1% of men and 40.8% of women voted for ND in 1985. Today there is no significant difference between women's and men's voting patterns, although a small «gender gap» has become a constant element of Greek elections. (M. Pantelidou Maloutas, 1992)

Although there is not a larger percentage of abstention among women than among men,⁴ in all other types of political participation they still show lower levels. However, this is a generation phenomenon, highly dependent on the educational level. In fact, age presents itself as a variable of particular importance in Greek political culture since the differences in socialization experiences from one generation to the other are very broad. Thus, age is an essential indicator of plurality, making it imperative to study age and gender

¹ On the historical origins and current trends of the Greek political culture, see, N. Diamandouros, 1983 and 1993.

² See for example N. Diamandouros, M. Spourdakis, 1991 and M. Tsinisizelis, 1993.

³ Feminist activists of the autonomous groups saw with a lot of skepticism the institutionalization of what was thought of by the governing PASOK as women's interests.

⁴ Participation in the electoral process is compulsory in Greece.

together: In many indicators, the differences in the level of political participation in the same age group according to gender can be smaller than in different age groups of the same gender. (M. Pantelidou Maloutas, 1992). This comment refers to the bigger similarities of young women and men (18-29) than those between young and old women (60+), and it is valid, among others, for the frequency of reading of the press (64.6% of young women and 78.3% of young men declare frequently reading newspapers, compared to 34.8% and 68.2% of older women and men, respectively), the frequency of exchanging political opinions (37.5% and 42.9% of young women and men, respectively, declare frequently exchanging political opinions compared to 23.4% and 58.2% of older women and men, respectively), in the absolute lack of political interest (15.9% and 16.6% of young women and men, respectively, compared to 32.9% and 11.6% for older women and men, respectively), in the frequency of participation in electoral campaigns (15.6% and 19.8% of young women and men declare frequent participation in campaigns as opposed to 8.1% and 23.2% of older women and men, respectively). (M. Pantelidou Maloutas, 1993).

The lower level of participation noted among women is of course to be expected in view of the privatization of «women's issues» and the political system's absolute disinterest, until the '80s, in the reality of gender discrimination, repaid by women's very low levels of formal political activity.⁵ Although party membership, running for public office and entering the political elites was, until recently, almost exclusively male and legitimized as such, the idea of promoting the presence of women in all elected and appointed bodies has been gaining more and more ground.

If voting patterns are not significantly differentiated according to gender identities, on the contrary, Greek political culture is characterized by a massive disparity in the proportion of men and women in public office.⁶ It must be underlined that today Greece presents the lowest level of women Members of Parliament in the EU (8.7%). The high hopes created by the election of the first woman member of the Greek parliament in 1953 -when in a local by-election in Thessaloniki women participated in the electorate for the first time- were soon severely disappointed. During the first period of women's vote (1952 until the dictatorship of 1967) only 8 women succeeded in becoming members of the Greek parliament, of which five belonged to the Left, two to the Right and one to the Center. From 1974 to 2000, another 71 women succeeded in gaining a seat in the Greek Vouli. Thus, in a total of 50 years of political rights, only 79 women became members of Greek parliament, two of which were heads of (small) parties of the Left. Today, the Greek parliament comprises 26 women in a total of 300, which indicates significant progress, especially since 31 were elected in the 2000 elections, five of them, all PASOK candidates, losing their seat for legal reasons regarding their occupation during the pre-election period. Of the 26 remaining 12 belong to PASOK, 10 to N.D. (Right), 2 to

⁵ I insist on the adjective «formal» because, as L. Cram, 1994, p.230 notes, there is a long tradition of political participation by women in Greece «in national struggles for liberation and democracy». Also, since 1887 there has always been a women's movement, when war, civil war and dictatorship permitted it.

⁶ All data concerning women in political elites from M. Pantelidou Maloutas, 2002.

Synaspismos (Left) and 2 to the Communist Party. The 25 members of the Greek delegation to the European Parliament include today 4 women (16%).

During the last decade, the general picture of women in government is one of no more than 12% at best, with women being responsible or involved mostly in matters of Welfare, Culture, Education and Justice, with the rare exception of only one, who occupies a position in a „crucial“ Ministry . Today, there are 4 women in government, only one of which is a Minister. Nevertheless, in July 2000, an «inter-ministry committee for the equality of the sexes» was created with «mainstreaming » as its main target.

1.3 First measures

The 1975 Greek Constitution, stipulating for the first time the «equality of the sexes», was voted after the end of the seven year dictatorship in a climate of democratisation of the greek political system. It was followed in the 80s by important legal measures proposed by the newly elected socialist government of PASOK, aspiring to implement it. In fact, the 80s was a decade of great importance concerning the history of gender equality policies in Greece: The dynamic presence of the feminist movement since the second half of the 70s, the existence of large women's organisations (linked to the parties of the Left) and socialist party' (PASOK) - in government since 1981- wish both to «modernise» the country in order to harmonise its coexistence with other EEC members, and also to appeal to the «non-privileged» members of the electorate, brought important legal measures towards the equality of the sexes: measures that apply to family law concerning equal parental rights and responsibilities, the recognition of children born out of wedlock, divorce, abortion, employment discrimination, along with measures stipulating facilities for employees with family responsibilities, and the ratification of the international convention for the abolition of every kind of discrimination against women. In spite of their inadequacies, these measures, as well as welfare provisions then instituted, offered solutions to specific problems. Also, they legitimized the vision of a society not based on brutal gender discrimination for the first time in Greek political culture, promoting « sex equality» to the level of a widely accepted value. The fact that women's issues were no longer totally excluded from the political agenda had important and lasting effects on women's political attitudes and patterns of behaviour, of which the most interesting for PASOK was that women generously «repaid» the attention they received by voting massively in its favour at the 1985 general elections. Thus a «gender gap» was created for the first time in Greek electoral history.

1.4 Quotas

During the electoral campaign of 1989, the issue of quotas was launched for the first time in Greek politics, mainly by women's organisations that had privileged relations with parties of the Left, and by women politicians. It is interesting to note that some of the women politicians that were pro quota by the late 80s, and that are even more so now, were during the late 70s strongly opposed, considering them even as insulting to women. The campaign in 1989 failed to achieve its goal, as expected, but also it was not very successful on the ideological level, since it seemed then self serving, and failed to legitimise the demand of 35% in the lists, unable to offer convincing arguments on why this percentage. Also, it was not supported by feminists of the autonomous movement, who insisted on «which women?», stressing the importance of the *issues* that the women elected should promote, and not their sex. Although quotas are today applied for the elections in the legislative organs of most parties (and local elections) the demand is not yet explicit concerning general parliamentary elections, but it seems forthcoming. It is very characteristic in the sense that, while in 1994, on the occasion of the European elections, the inter party women's committee dynamically promoted the issue of «more women in the European Parliament», they did not demand a specific percentage. Furthermore, the discussion concerning parity, high the agenda in France, hasn't even started in Greece.

The General Secretariat for Equality, in existence since 1985, tried to launch a «vote for women» campaign during the 1990 elections. But it was feeble and uncoordinated. Today there is more of a systematic discourse in favour of the promotion of women's presence in decision-making in every field, and especially in politics, in accordance to european trends.

In all political parties (with the exception of the G.C.P which is, nevertheless, the only Greek party today with a woman at its head) there are quotas in decision making bodies, usually amounting to the percentage of the party's female membership. Synaspismos, a small party of the Left, seems from this point of view to be the less «woman unfriendly» party in Greece, since 35,1% of the members of it's Central Committee, as well as 22% of it's Political Secretariat are women. The two largest parties of the Greek political system: PASOK, in government, and ND (Right,) comprise respectively 24,4% and 27,3%, against 12,7 and 20%.

Women politicians seem sensitized today on women's issues, and express demands concerning the augmentation of the number of women in political elites, in accordance with the general European trend. Quotas for local election lists⁷ were thus recently voted on in parliament, after a proposal by the Secretary for gender equality. The October 2002 local elections took place with this important novelty, but given the fact that quotas are applied while lists are based on preferential vote, their role in increasing the number of women elected seems to be restraint. While, during the period 1998-2002, there were 14 women mayors out

⁷ For women in local elections in Greece, see M. Pantelidou Maloutas, 1999

of 900 total, plus 1 president of commune out of 133, and women elected members of councils in municipalities represented a small minority of 7% (even non-existent in 36,3% of Greek municipalities, M.Pantelidou Maloutas, 2002). Now, 16 women are elected mayors and 5 are presidents of communes while the number of councillors is increased, but still remains very small (less than 12%). While as local councillors, women are still usually responsible for areas that are stereotypically considered as theirs (childhood, elderly people etc.), it is worth noting that 2002 local elections diminished the number of municipalities with no woman councillor to (only?) 116, compared to 327 during the 1998-2002 period.

1.5 Women's demands and expression of women's interests

The landscape of feminist and women's demands presents itself today in a completely different form than it did 20 years ago. For various internal and external reasons, feminism is not expressed as a mass movement in Greece today. Apart from specific women politicians that have feminist sensitivities, feminist groups no longer function as such and women's organizations that had a massive following (even in rural areas, like EGE in the early 80s) no longer really exist, apart from on paper.⁸ While groups of the autonomous feminist movement are dissolved or transformed into something different, women's organisations of the late 70s and 80s are in a sense substituted by women's committees of political parties.⁹ But there are many more or less active NGOs with women's issues on their agenda, often with international links, offering input to the policies promoted by the General secretariats for equality.

In February 1997, following the initiative of a well-known political personality of the Left, Maria Damanaki, who has developed a feminist awareness, an Observatory of Women's Rights, was created with EU funding through the Unit for Equal Opportunities. The observatory had a social branch to which women who were discriminated could refer, but also wished to develop a research branch, where data collection on women's employment and women in decision making, among other subjects, will be of interest. It seems that the Observatory of Women's Rights is not really active today. It had EU funding for a specific period. As the funding ended, it became less and less present, and actually now it has stopped functioning. There is also a women's inter-party committee created at the initiative of certain parties' women's committees in parliament, which is usually mobilised ad hoc.

⁸ For the history of the women's movement in Greece after 1974, see mainly E. Varikas, 1985, and for a different approach, L. Cram, 1994.

⁹ For the notable «particularities» of the women's movement in Greece of this period, mainly the coexistence of large women's organisations attached to the main parties of the left, with a number of small, radical and very active feminist groups, that had the role of the avant-garde in the movement, see E. Varikas, 1985. See also, E. Avdela, M. Papayannaki, 1984.

1.6 Policy implementation

The General Secretariat for Equality (of the Ministry of Interior, Public Administration and Decentralisation) is responsible for promoting and implementing policy measures for gender equality in all fields (political, economical, social, cultural). Originally created in 1982 as an advisory Council for Gender Equality directly responsible to the Prime Minister and operating as an independent official unit of the Ministry of the Presidency, was upgraded three years later (Law 1558/) into a General Secretariat for Equality of the Ministry of Presidency. Today it is the governmental agency in charge of gender issues. Since 1994, it has a Research Centre for Gender Equality (KETHI) (Law 2266/94) for the scientific documentation of equality policies promoted by the General Secretariat for Equality. KETHI, with five branches in Athens, Thessaloniki, Patras, Heraklion and Volos, has a Documentation Unit and an Information Unit for Women's Employment and Training.

For the implementation of equality policies there is a provision for the functioning of decentralised Regional Committees for Equality in each of the country's regions (Law 2839/2000, Article 6.2), as well as Prefectural Committees for Equality in which it is stipulated that women's organizations and NGOs will be represented. The above institutional frame still remains largely on paper.

In the field of employment, many special provisions for women's unemployment, which is double that of men, exist through the Ministry of Work, as well as many specialised programs for training, etc. It must be noted that, although Greek women today are better represented in fields that were culturally almost closed to them in the past, although there is quasi no gender discrimination in salaries in the public or semi- public sector, and although new career options appear for them in traditionally male-restricted areas (such as the army and security forces), there is still a notable difference between men's and women's occupational ratio, the percentage of unemployment and career histories, in their professional «choices», and definitely in their achieving posts in decision-making. Differences in salaries in the private sector are always there, while the implementation of an «equal opportunities» policy in employment, promoted by the EU, finds as its prime enemy the structure of the traditional Greek family and the division of labor between members of the household, as well as in the underdeveloped social services. Greece has the smallest EU percentage of its labor force in wage remunerated activities and the largest in self-employment, while women represent 39.2% of the labor force and 36,7% of the employed. Women's unemployment rate, 15.9% is more than double that of men. In urban areas, women represent 60,1% of the unemployed. It is notable that 17,1% of working women are university educated, 13.2% compared to working men. Part time work is not very common in Greece (4,6% compared to the 18% EU average), but it is a women's domain for 2/3 of the above percentage.

The insufficient state of (state or community) day care facilities for pre-school children and for older children during after school hours, as well as the cost that has to be paid in the (flourishing because of the demand) private sector for these services, make it very difficult for many women with no family networks to fill the gap, to combine work with family responsibilities. It is notable that the tendency to quit work after childbirth and not resume it afterwards, is very common (C. Symeonidou, 1997).

The National Action Plan for Employment provides in various ways for women's employment. Measures against unemployment, for the promotion of the women's entrepreneurship, recycling programs for women from rural areas, programs for reinsertion to the labor market, employer's subvention for the employment of women, provisions for new day cares for children, application of EU programs (i.e. NOW), etc. But these measures affect a small minority of women., while inequality in the wage sector is very important in Greece, and are obviously not enough for facing the problem of women's unemployment and stagnancy on the occupational hierarchy, as well as the difficulties in combining professional and family life.

1.7 Central issues, new guidelines and measures

The accent on «modernisation» that was prevalent in the early 80s is no longer as underlined as in the past in order to legitimise equality policies. Equality per se seems enough, while equality measures in the area of work are a central issue today. Also, measures to facilitate women's access to decision making, especially political decision making, are on the agenda today. While in the 80s the main policies related to legal measures in order to abolish institutionalised flagrant inequalities, today the target is on the effective exercise of gender equality rights. Violence against women appears to be the new issue lately, and the fight against it is promoted by many television spots and leaflets created and distributed by the General Secretariat for Equality. Furthermore, women's increasing participation in paid employment since the 90s has led to several changes in legislation on employment, social insurance and other social policy areas. Also the need for an increased availability of services, such as day care centres for under school age children, "all day schools" etc. is apparent more and more, while there are a few efforts to introduce measures in order to facilitate the reconciliation of work and family life. The importance of EU directives can not be too strongly underlined in all campaigns and equality measures. The same applies for the role of the GSE and the personalities around it (expressing themselves, or NGOs). Today, they constitute the pillars of pressure for more gender equality policies, which are favored by the EU. Mainstreaming is not yet well understood, but often referred to, and thus erratically applied. It remains largely an ill-defined target on GSE leaflets.

The guidelines for gender equality policies for the future are included in the 2001-2006 NATIONAL ACTION PLAN FOR GENDER EQUALITY . They stipulate as their main objective: «the modernisation of the social

model aiming at the exploitation of the total of human potential, regardless of gender, and the obliteration of every form of discriminations against women. Equality between men and women in economic life, equal representation in political social and economic life, equal access to social rights and changes in social roles and stereotypes». Gender mainstreaming is considered a means for realising the above objectives.

Recent legal measures, apart from Law 2910/2-5-01, article 75, 3, on quotas (1/3) in local elections, and Law 2839/12/9/00, article 6.2 on the creation of Regional Committees for equality, include:

- the modification of article 116. 2 of the Greek Constitution concerning the responsibility of the state to take special measures for the obliteration of discrimination against women, thus legalising positive actions.
- the creation of an Inter ministerial Commission for Gender Equality (Directive 316/14-7-2000) in order to carry out the National Action Plan for Equality
- the creation of an Inter-ministerial Commission on Violence against Women
- quotas 1/3 concerning the participation of women in all boards of state and local government organisations (Law 2839/12-9-00, article 6,1).

1.8 References

Avdela, E., Papayannaki, M., 1984, «"L'égalité" contre le feminisme», *Nouvelles Questions Feministes*, 6-7, 1984.

Cram, L., 1994, «Women's political participation in Greece since the fall of the colonels», *Democratization*, 1,2, 1994.

Diamandouros, P.N., 1983, «Greek political culture in transition: Historical origins, evolution, current trends», in, Clogg, R.(ed.), *Greece in the 1980s*, London, Macmillan.

Diamandouros, P.N., 1993, «Politics and Culture in Greece», in, Clogg, R.(ed.), *Greece, 1981-1989: The Populist Decade*, New York, St Martin's Press\Macmillan

Diamandouros, P. N., Spourdalakis, M., 1991, «Political Science in Greece», *European Journal of Political Research*, 20, 1991.

Maratou-Alipranti, L., 1999, *The Family in Athens: Conjugal Models and Household Practices*. Athens: National Centre for Social Research (EKKE) (in Greek).

National Action Plan for Gender Equality 2001-2006

Pantelidou Maloutas, M., 1989, «Greek women and the vote», *Greek Review of Social Research* , 74, (in Greek)

Pantelidou Maloutas, M., 1992, *Women and Politics: The political profile of Greek women*, Athens, Gutenberg (in Greek).

Pantelidou Maloutas, M.,1993, *Political Behaviour*, Athens, Sakkoulas (in Greek)

Pantelidou Maloutas, M. 1998, «Frauen als Akteurinnen in der politischen Kultur Griechenlands», in, Hoecker, B., (ed.), *Handbusch politische Partizipation von Frauen in Europa*, Opladen, Leske+Budrich.

Pantelidou Maloutas, M., 1999, “La présence des femmes dans la vie politique en Grèce”, in, *Les femmes et les hommes dans les communes d’Europe* (Pref. par. F. Gaspar), Paris, CCRE/Etudes.

Pantelidou Maloutas, M.,2002 , *The gender of democracy: Citizenship and gendered subjects*, Athens, Savalas (in Greek).

Symeonidou, C., 1997, “Full and part-time employment of women in Greece: Trends and relationship with life-cycle events» in, Blossfeld, H. Hakim, C. (eds), *Between equalization and marginalization*, Oxford, Oxford University Press, pp.90-112.

Tsinisizelis, M.,1993, «Recent political science writing in Greece», *European Journal of Political Research*, 23,1993.

Varikas, E., 1985, «Les femmes grecques face a la modernisation institutionnelle: Un féminisme difficile», *Les Temps Modernes*, 41/473.

2. State of the Art on Academic Studies on Gender Mainstreaming

Apart from a few studies, noted below, which refer to mainstreaming indirectly, or are of interest for the study of the evolution of gender equality policies in Greece, there are no *academic* studies directly targeting mainstreaming.

Kaltsogia Tournaviti N., 1997, *Women's under-representation and democracy*, Athens, Sakkoulas.(in Greek).

Pantelidou Maloutas, M.,1992, *Women and Politics: The political profile of Greek women*, Athens, Gutenberg (in Greek).

Pantelidou Maloutas, M., 2002 , *The gender of democracy: Citizenship and gendered subjects*, Athens, Savalas (in Greek).

Varikas, E., 1995 «Refonder ou raccomoder la démocratie? Réflexions critiques sur la demande de la parité des sexes», *French Politics and Society*, 12/4, 1994, pp.1-34.

3. Bibliography on Gender Equality Policies

Studies noted below target gender issues and have *aspects* relevant to policies. We decided to include them because the gender equality policy-stricto sensu bibliography would have been very restrained, leaving out an interesting contribution to the matter. Academic studies on gender mainstreaming are, as noted above, practically non-existent.

3.1 Gender politics, women's movement, women politics

Avdela, E. Psarra, A., 1985, *Feminism in inter-war Greece*, Athens, Grigoris (in Greek).

Cram, L., 1994, «Women's political participation in Greece since the fall of the colonels», *Democratisation*, 1,2, 1994.

Kaltsogia Tournaviti N., 1997, *Women's under-representation and democracy*, Athens, Sakkoulas (in Greek).

Centre for Women's Studies and Research Diotima, 1999, *The gender of rights* European Congress, Athens, February 1996, Athens, Nefeli (in Greek)

Nicolacopoulos, I., Pantelidou Maloutas, M., 1988, *Women's political behaviour, Final report*, Athens, National Center of Social Research (in Greek)

Pantelidou Maloutas, M., 1989, «Greek women and the vote», *Greek Review of Social Research*, 74, (in Greek)

Pantelidou Maloutas, M., 1999, "La présence des femmes dans la vie politique en Grèce", in *Les femmes et les hommes dans les communes d'Europe* (Pref. par. F. Gaspar), Paris, CCRE/Etudes.

Pantelidou Maloutas M., 1999, "Women and politics", in, Metaxas A-I. D. (coord) *About Greece*, Athens, Ministry of Press and Mass Media.

Pantelidou Maloutas, M. 1998, «Frauen als Akteurinnen in der politischen Kultur Griechenlands», in, Hoecker, B., (ed.), *Handbusch politische Partizipation von Frauen in Europa*, Opladen, Leske+Budrich.

Pantelidou Maloutas, M., 1998, «PASOK and gender relations» in, Spourdalakis M., (ed.), *PASOK: Party, State, Society*, Athens Patakis. (in Greek).

Pantelidou Maloutas, M. 1997, «Greece: State of the art study of women in decision making », in, Lovenduski, J., Stephenson, S., *State of the art study of research on the quantity and quality of women's participation in European political, social and economic decision making*, Research report, Department of Politics, Southampton University.

Pantelidou Maloutas, M., 1992, *Women and Politics: The political profile of Greek women*, Athens, Gutenberg (in Greek).

Pantelidou Maloutas, M., 1993, *Political Behaviour*, Athens, Sakkoulas (in Greek).

Pantelidou Maloutas, M., 2002, *Democracy's gender: Citizenship and gendered subjects*, Athens, Savalas (in Greek).

Pseudonimou, H, 1992, «Cries and murmurs»: For the lesbian issue in Greece, in, Leondidou, E., Ammer, S., *Women's Greece*, Athens, Enallaktikes Ekdoseis (in Greek).

Stamiris, E., 1986, «The women's movement in Greece», *New Left Review*, 158, 1986.

Tsigris, A., 1996, *Rape: the invisible crime*, Athens, Sakkoulas (in Greek). Varikas, E., 1985, «Les femmes grecques face a la modernisation institutionnelle: Un féminisme difficile», *Les Temps Modernes*, 41/473.

3.2 Feminist theory\political theory

Pantelidou Maloutas, M., 1996, «Political identity, women's subjectivity and democracy», in, Lyrintzis, Ch., Nicolacopoulos, E., (eds) *Society and politics*, Athens, Themelio. (in Greek).

Pantelidou Maloutas, M., 1996, «Feminist movement, feminist theory and citizenship», *Greek Review of Political Science*, 8, 1996. (in Greek).

Pantelidou Maloutas, M., 1999, « In search of the gender of citizenship», in, Diotima, *The gender of rights*, Athens, Nefeli. (in Greek).

Pantelidou Maloutas, M., 2002, *Democracy's gender: Citizenship and gendered subjects*, Athens, Savalas (in Greek).

Varikas, E., 1995 «Refonder ou raccomoder la démocratie? Réflexions critiques sur la demande de la parité des sexes», *French Politics and Society*, 12/4, 1994,

Varikas, E., 2000, *In a different face: gender, difference and universality*, Athens, Katarti (in Greek)

3.3 Education\Educational Policy & Gender

Sotiriadou A., "The educational and cultural capital of emigrants. The Case of Women." *We and the others: Tendencies and symbols*, EKKE, Athens, 1999, 287-300 (in Greek)

Athanasiadou, X., Petridou, V., 1997, "Representations of women in the books of History and Sociology of Lyceum" in Deligianni, V., Ziogou, P., (eds.), *Gender and School Praxis*, Thessalonici, Publications Vantias. (in Greek)

Anagnostopoulos, D., 1997, "Representations of Gender roles in the schoolbook "my Language" of Preliminary Education, in Deligianni, V., Ziogou, P., (eds.), *Gender and School Praxis*, Thessalonica, Publications Vantias. (in Greek) Barnabas-

- Skoura, E., 1997, " Gender issues and teachers representations of their work." in Deligianni, V., Ziogou, P., (eds.), *Gender and School Praxis*, Thessalonica, Publications Vanias. (in Greek)
- Deligianni – Kouimtzi, V., 1988, " Research for the woman in the education: Objectives and proposals, problems and prospects ", Proposal in the congress of KEME " Feminism and Education ", 11-13 December, Athens. (in Greek)
- Deligianni - Kouimtzi, V., 1986, "Socialisation on gender roles in the games of children of preschool age." Pedagogic Conference on *Preschool Education and the Training of Kindergarteners*, Volos, 23-4 September 1985. Athens. (in Greek)
- Deligianni - Kouimtzi, V., 1987, "Gender stereotypes in the handbooks of Primary school "my Language ", *Philologist*, 49,1987, p. 229-248. (in Greek)
- Deligianni, V., Ziogou, P., 1993, *Education and Gender: Historical dimension and modern reflections*. Thessalonica, Vanias (in Greek)
- Deligianni- Kouimtzi, V., Athanasiadou, X., 1997, " Teachers' Representations of Gender." in the Deligianni, V., Ziogou P., (eds.), *Gender and School Praxis*, Thessalonica, Publications Vanias. (in Greek)
- Iliou, M., 1988, " Women in academic positions: Development of their place or stagnation? ", *The Greek Review of Social Research*, 70, p. 3-24. (in Greek)
- Kakavoulis, A., Mesimeri, M., 1997, "Gender Stereotypes and school " in Deligianni, V., Ziogou, P., (eds.), *Gender and School Praxis*, Thessalonica, Publications Vanias. (in Greek)
- Kanatsouli, M., 1997, "Types of women and feminine " voices " in the books of Primary school" in Deligianni, V., Ziogou, P., (eds.), *Gender and School Praxis*, Thessalonica, Publications Vanias. (in Greek)
- Kantartzi, E., 1991, *Feminine images: Longitudinal Study on the content of spelling books of Primary school*. Thessalonica, Kyriakidis. (in Greek)
- Kati, D., 1990, *Intelligence and Gender. Sexist meanings in scientific interpretations of Cognitive skills*. Athens, Odysseus. (in Greek)
- Kitsou, A.D., 1993, *History of the Institution of coeducation in Greece*, Thessalonica, Kyriakidis. (in Greek)
- Kogidou, D., 1995, *Deconstruction of sexism in perceptions, attitudes and practices of teachers – Strategy for a non- sexist education. Proposal in the European Training Program 'Teachers on issues of Equality'*, Athens, Centre of Researches for Subjects of Equality. (in Greek)
- Kogidou, D., 1996, 'The institution of Gender Studies in the Greek universities: The case of Pedagogic Department of Preliminary Education of A.P.C'. Proposal in the European Meeting '*Gender Studies in Greece and the European Union*. Athens, Paratiritis. (in Greek)
- Lampropoulou, V., Georgoulea, M., 1989, "Gender roles through the educational system", *Modern Education*, 46: 58-69. (in Greek)
- Lapathioti, E., 1991, «The Trade-union practices of women in education.» *Educational community*, 14: 20-22. (in Greek)
- Leontari, A., 1993, " Age and Gender Differences of children in Primary school", *Review of Pedagogy*, 18: 107-126. (in Greek)

Louvrou, E., 1994, " A linguistic analysis on the sexist profile of the schoolbook 'my Language' of Primary school, *Language*, 32: 45-61. (in Greek)

Maratou Alipranti L. et al. 2001. *Gender and Education in Greece: State of the Art and Bibliographical Review*. KETHI (Research Centre for Women's Equality). Athens 2001 (Report). (in Greek)

Maratou-Alipranti L., Bagavos, Chr., Papadakis, M. and Papiakou, V. 2002. *Population and education in Greece: Trends and Perspectives*. Athens: National Centre for Social Research (EKKE) *Family/Family Policy/Social Policy* (in Greek)

Natsiopoulou, T., Giannoula, P., 1996, "Investigation on Gender stereotypes ", *Modern Education*, 89: 67-72. (in Greek)

Pliatsikas, D., 1990, "The Gender Effect in the modules selection and the skills", *Logos and Praxis*, 41: 57-70. (in Greek)

Tomara - Sideri, M., 1999, "Educational attainment and social background", *The Greek Review of Social Research* 98/99 A-B, EKKE, Athens, 1999 (in Greek)

Tressou - Mylona, E., Samourkasoglou, E., 1996, "Students' attitudes towards Mathematics" in Paraskevopoulos et al. (eds.), *Gender Relations, Proposals in the Training Seminar of Educators-Executives on issues on Sexual Education and Equality of Sexes*, Athens, Ellinika Grammata.. (in Greek)

Tressou - Mylona, E., 1995, Practices that promote girls' equal attainment in mathematics. *Education and Equal Chances*, Athens, General Secretariat of Equality. (in Greek)

Tressou - Mylona, E., 1997, "Gender and Mathematics: educational inequalities and pedagogic practices for equal attainment", in Deligianni, V., Ziogou, P., (eds.), *Gender and School Praxis*, Thessalonica, Publications Vantias. (in Greek)

3.4 Family/Family Policy/Social Policy

Agalopoulou, P. (1999), "Women's Rights in the Framework of the Family». In *The Gender of Rights*, Athens: Nefeli, 151-159 (in Greek).

Benoit-Guilbot, O., L. Maratou-Alipranti, et al. (1998). *Processes of Social Transformation in the Piraeus Area: Movement, Family, and Employment*. Athens: National Centre for Social Research (EKKE) (in Greek).

Carlos M.P., Maratou Alipranti L., (2000) "Family policy and new family forms: the cases of Greece and Portugal" in *Families and Family Policies in Europe*, Peter Lang, Frankfurt, 34-48.

Caron j., and Riga, A. V. (1997), *Unmarried mothers and women's movement Athens: Gutenberg*, Αθήνα, 1997 (in Greek).

Cavounidis J. (1998). "Social exclusion, citizenship and gender". In *Social Inequalities and Social Exclusion*. Conference Proceedings. Athens: S. Karaghiorghas Foundation, 365-372 (in Greek).

Chatjichristou, Chr., "Divorce and one parent families in Greece. Demographic review and a proposal for the development of multilevel counselling intervention". *Social Science Tribune*, No 24, 143-165.

- Chatjichristou, Chr., (1999). *The separation of parents, the divorce and the children*. Athens: Hellenica Grammata.
- Chatjokou, M. (1990). *The needs of the one parent families in the area of Peristeri*, Report, Athens: EOP.
- Daskalaki, I., Papapetrou, G. and Riga, A.-V (1991). 'The Unmarried Mother: Problems, Conflicts, Future Prospects'. *The Greek Review of Social Research* 82: 70–84 (in Greek).
- Douca V. and Sterghiou, A. (1996). *Woman and Social Policy in Greece*. Ministry of Internal Affairs, General Secretariat for Equality. Athens: Official Publications.
- Doulkeri, T., ed. (1993). *Social Security in Greece*. Athens: Papazissis (in Greek).
- Galanis, G.N.(ed.), 1995. *Lone parent family*. Athens: Papazissis.
- Georghas, D. (1997), 'Structure and functions of the Greek family" In *Family and Family Policy in a Changing World. EOP Conference Proceedings*. Athens: Eptalofos, 17-29.
- Getimis, P., and D. Gravaris, (eds). (1994). *Welfare State and Social Policy: The Contemporary Problematic*. Athens: Themelio (in Greek).
- Grammatika-Kontessi, K. (1993). 'Family Protection in the Greek Social Security System'. In Doulkeri (ed.), *Social Security in Greece*. Athens: Papazissis, 149–60 (in Greek).
- Gravaris, D. (1998). 'The Construction of the Social State: From Political Discourse to State Interventions'. In M. Spourladakis, (ed.) *PASOK–Party–State–Society*. Athens: Patakis, 91–120 (in Greek).
- The Greek Review for Social Research*, (1999) Special Issue "Contemporary Family: Multidisciplinary Approaches", No 98-99.
- Hantrais, L. (1995). *Social Policy in the European Union*. London: Macmillan.
- Hantrais, L., and M. Letablier, eds. (1995). *The Family in Social Policy and Family Policy in Europe*. Cross-National Research Papers. Loughborough University.
- Hantrais, L, (ed.) (1999). 'Changing Family Forms, Law and Policy. Cross-national research papers, 5th series, No. 3. Loughborough University, European research Centre.
- Hantrais, L. (ed.) (1999). 'Socio-Demographic Change, Policy Impacts and Outcomes in Social Europe'. *Journal of European Social Policy* 9 (4): 291–309.
- Hantrais, L. (ed.) (1999). *Gendered Policies in Europe, Reconciling Employment and Family Life*, London: MacMillan Press.
- Kogidou, D. (1995). *One-Parent Families: Reality, Prospects, Social Policy*. Athens: Livanis (in Greek).
- Kogidou, D. (1996). "Dependence or independence. Possibilities and restrictions for the lone mothers". In *The gender of Rights. Proceedings of a European Conference*. Athens: Nefeli, 227-256.
- Kottaridi, Y., et al. (1998). 'Disabled Children and Their Families in Mediterranean Countries. A Preliminary Study in Greece'. Athens: National Centre for Social Research, EKKE/INSPO Working Paper No 1.

- Kyriazis, N. (1995). 'Feminism and the Status of Women in Greece'. In Constans, D., and T. Stavrou, eds. *Greece Prepares for the Twenty-First Century*. Washington and Baltimore: The Woodrow Wilson Center Press and the Johns Hopkins University Press, 267–301.
- Kyriopoulos, et al., ed. (1995). *Health, Social Protection and Family*. Athens: Centre of Health Social Sciences (in Greek).
- Lambropoulou, K. (1993). 'Women as Care Providers. Significance and Implications for Social Welfare Exercise'. In *Dimensions of Social Policy in Contemporary Greece*. Conference Proceedings. Athens: S. Karaghiorghas Foundation, 715–32 (in Greek).
- Maratou-Alipranti, L. (1999). *The Family in Athens: Conjugal Models and Household Practices*. Athens: National Centre for Social Research (EKKE) (in Greek).
- Maratou-Alipranti, L. (1998). 'Family Rupture, Lone-Parenting, and Social Exclusion: Family Obligations. The Greek and European Experience'. In *Social Inequalities and Social Exclusion*. Conference Proceedings. Athens: S. Karaghiorghas Foundation, 547–62 (in Greek).
- Maratou-Alipranti, L., (1999). «One-Parent Families: Recent Trends and Policy Priorities. Comparative Revision Among European Countries». *The Greek Review of Social Research*, No 95, 185-208.
- Maratou-Alipranti, L., (2000) *Family Change and Family Policies in Greece: Country Report*. TMR program, Mannheim: MZES.
- Maratou-Alipranti L. (ed.) 2002. *Families and Welfare State in Europe. Trends and Challenges in the new century*. Athens: Gutenberg/EKKE.
- Maratou-Alipranti L. and M. Carlos (2000, "Family policy and new family forms: the cases of Greece and Portugal" in A. Pfenning, Th. Bahle (eds.). *Families and Family Policies in Europe, Comparative Perspectives*, Frankfurt am Main: Peter Lang, pp. 15-33. .
- Markantoni, I.S., Riga, A.V. (1991), *Family, Motherhood, Fostering*. Athens: Mavromatti.
- Martin, Cl. (1996). 'Social Welfare and the Family in Southern Europe'. *South European Society and Politics*, 1 (3).
- Matsagganis M. (1999). *Welfare policies in Greece since the early 1980s*. Oficina do CES 148. Centro de Estudos Sociais, Faculdade de Economia, Universidade de Coimbra.
- Matsagganis M. (ed.), 1999. *Perspectives of the Social State in South Europe*. Athens: Hellinica Grammata (in Greek).
- Matsagganis M. (2002). "Social Policy and Family in Greece". In Maratou-Alipranti L. (ed.). *Families and Welfare State in Europe. Trends and Challenges in the new century*. Athens: Gutenberg/EKKE, 161-186.
- Millar, J., and A. Warman (1996). *Defining Family Obligations in Europe*. London: Family Policies Studies Centre–Joseph Rowntree Foundation
- Moussourou, L (1994). 'Family Policy in Greece: Traditional and Modern Patterns'. In Dumon, D., ed. *Changing Family Policies in the Member States of the European Union*. Brussels: Commission of the European Union D.G. V, 88–105.

- Moussourou, L. (2002) "Family and the Welfare State : Trends and Perspectives". In Maratou-Alipranti L. (ed.) 2002. *Families and Welfare State in Europe. Trends and Challenges in the new century*. Athens: Gutenberg/EKKE, 23-34.
- Papadopoulos, Th. (1996). "Family", State and Social Policy for Children in Greece". In Bramen J. and O'Brien M. (eds). *Children in Families, Research and Policy*, London: Falmer Press, 171-188.
- Rhodes, M. (1996). 'Southern European Welfare States: Identity, Problems and Prospects for Reform'. *South European Society and Politics* 1(3): 1–22.
- Riga, A.-V. (1992). 'The Unmarried Mother in Greece: Social Prejudice or Structural Family Change?' *The Social Science Tribune* 8: 135–60.
- Symeonidou, H. (1996). 'Social Protection in Contemporary Greece'. *South European Society and Politics* 1(3): 67–86.
- Symeonidou, H. (1997). 'Full and Part-Time Employment of Women in Greece: Trends and Relationships with Life-Cycle Events'. In Blossfeld, H., and C. Hakim, eds. *Between Equalization and Marginalization*. Oxford: Oxford University Press, 90–112.
- Symeonidou, H. et al. (1992). *The Socio-Economic Factors of Fertility in Greece*. Vol. 1. Athens: National Centre for Social Research (EKKE) (in Greek).
- Symeonidou, H. (1995). "Family and working life of women in Greece." In T. Willemsen, G. Frinking, and R. Vogels (eds.), *Work and family in Europe: The role of policies*, pp. 88–98. Tilburg: Tilburg University Press.
- Symeonidou, H. et al. (1997). *Determinant Factors of Fertility in Greece*. Vol. 2. Athens: National Centre for Social Research (EKKE) (in Greek).
- Symeonidou, H., et al. 2000 *Expected and actual family size in Greece. Life-cycle events. A follow-up study: 1983, 1997*. Athens: National Centre for Social Research (in Greek).
- Teperoglou, A. (1994), 'Child-Centeredness and Its Implications for the Greek Family'. In de Hoog, K., and J. van Ophen, eds. *Changes in Daily Life*. Wageningen: Agricultural University, 209–10.
- Tsitoura, S. (1990). *Care for the Family*. Athens: Greek Society of Social Medicine (in Greek).

3.5 Immigration

- Amitsis, G. and Lazaridis, G. (eds) (2001). *Legal and Socio-political Dimensions of Immigration in Greece*. Athens: Papazisis (in Greek).
- Anthias F. and Lazaridis G. (eds) (2000). *Gender and Migration in Southern Europe*, Oxford- New York: Berg.
- Anthias F. (2000). "Metaphors of Home: Gendering New Migrations to Southern Europe". In Anthias F. and Lazaridis G. (eds), *Gender and Migration in Southern Europe*, Oxford- New York: Berg, pp.15-48.

- Bagavos, C. and Papadopoulou, D. (2002). *Migration Trends and European Migration Policy*. Athens: INE-Labour Institute (in Greek).
- Baldwin-Edwards, M. and Arango, J. (eds), (1999). *Immigrants and the Informal Economy in Southern Europe*. London, Portland: Frank Cass.
- Baldwin-Edwards, M. (1997) "The Emerging European Immigration Regime: Some Reflections on Implications for Southern Europe". *Journal of Common Market Studies*. Vol. 35, 4, pp. 497-519.
- Baldwin-Edwards, M., and Safiliou-Rothschild, C. (2000). "Immigration and Unemployment in Greece: Perceptions and Realities". *South European Society and Politics*. 4/3:206-221.
- Barjaba K. (1997). *Between Social Integration and Exclusion: Albanian Immigrants in Greece*. University of Trieste and ISIG, Institute of International Sociology of Corizia, Italy.
- Beare, M. (1997) «Illegal Migration: Personal Tragedies, Social Problems or National Security Threats?» in: Ph. Williams (Ed) (1997) «Illegal Immigration and Commercial Sex. The New Slave Trade», *Transnational Organized Crime* 3/4 (Special issue), pp.11-41.
- Bravo A. (1997). 'Does Migration Lead to a Redefinition of Gender Roles?' Conference paper, Institute of International Economic Relations, Athens, and Regional Network on Southern European Societies.
- Cavounidis J. (2002a). «Migration in Southern Europe and the Case of Greece», *International Migration* Vol.40 (1), ISSN 00200-7985, pp 45-69.
- Cavounidis J. (2001b). "Immigrants of the First Legalization Program in Greece". In *Legal and Socio-political Dimensions of Immigration in Greece*. Athens: Papazisis pp.91-112 (in Greek)
- Cavounidis J. (2002c). *Characteristics of Migrants: The Greek Regularisation Program of 1998*. Thessaloniki: Sakkoulas Publications and National Labour Institute Athens (in Greek).
- Drettakis, M. (2002). *Migration Flows and Fertility 1991-2000*, Athens (in Greek).
- Emke-Poulopoulou, I. (2001). *Trafficking in Women and Children: Greece, a Country of Destination and Transit*. Athens: IMEO-EDIM.
- Fakiolas R (1999b) "Immigration and Unregistered Labour in the Greek Labour Market". In R. King, G Lazaridis and C.Tsardanidis (eds.) *Eldorado or Fortress? Migration in Southern Europe*, London: Macmillan.
- Iosifides T. (1997). "Immigrants in the Athens Labour Market: a Comparative Study of Albanians, Egyptians and Filipinos". In King R. and Black R. (eds) (1997). *Southern Europe and New Immigrations*. Sussex Academic Press pp. 51-74.
- Karydis V. (1998). 'Criminality or Criminalization of Migrants in Greece? An Attempt at Synthesis' in Ruggiero et al. (eds). *The New European Criminology: Crime and Social Order in Europe*. Routledge, London.
- King R. and Black R. (eds) (1997). *Southern Europe and New Immigrations*. Sussex Academic Press.
- King R., Lazaridis G. and Tsardanidis C. (eds) (2000). *Eldorado or Fortress? Migration in Southern Europe*, New York: Macmillan Press and St. Martins Press Inc.

- Kontou, M. (1999). "The Claims of Greek Immigrant Women during the Migration Movement to the Federal Republic of Germany". In *The Gender of Rights*. Centre of Studies and Research DIOTIMA. Athens: Nefeli Publications (in Greek).
- Lazaridis G. and Romaniszyn K. (1998), "Albanian and Polish undocumented workers in Greece: A comparative analysis", *Journal of European Social Policy*, Vol 8 (1) pp 5-22
- Lazaridis G. (1996). "Immigration to Greece: a critical evaluation of Greek policy", *New Community* 22(2): 335-348.
- Lazaridis G. (1997). "Female Immigrants in Greece. Domestic Workers from Philippines and Albania- a Field Survey". In *Nationalism, Racism and Gender*. Thessaloniki: Paratiritis: pp. 47-75.
- Lazaridis G. and Romaniszyn K. (1998), "Albanian and Polish Undocumented Workers in Greece: A Comparative Analysis", *Journal of European Social Policy*, 8:1, pp. 5-22.
- Lazaridis, G. (1998) *Of Prostitutes and Pimps: Trafficking of Women from Ex-Socialist Countries to Greece*, Brussels, Daphne Project report for the European Commission.
- Lazos, G.(1997) *The Prostitution of the Underage in Modern Greece* (mimeo in Greek).
- Lazos, G. (2002a) *Prostitution and international Trafficking in modern Greece 1.The Prostitute*, Kastaniotis, Athens.
- Lazos, G. (2002b) *Prostitution and international Trafficking in modern Greece 2.The Client*, Kastaniotis, Athens.
- Lianos, P.T., Sarris, A. and Katseli, L.T. (1996), "Illegal Immigration and Local Labour Market: the Case of Northern Greece", *International Migration*, vol. xxxiv - No 3, pp. 449-484.
- Maratou-Alipranti, L. (1996) «Foreign Labour Force: Trends and the Problem of Social Integration» in *Dimensions of Social Exclusion in Greece*. Athens: National Centre for Social Research, pp. 275-306 (in Greek).
- Markova E. and Sarris A. H. (1997). "The Performance of Bulgarian Illegal Immigrants in the Greek Labour Market" *South European Society & Politics*, Vol.2, No 2 Frank Cass Journals, pp. 57-77.
- Markova E. and Sarris A. (2002). "Earnings Performance of Bulgarian Illegal and Legalised Immigrants in Greece" Discussion Paper, September, School of Law, Economics and Political Science, University of Athens.
- Marvakis, A. Poursanoglou, D. and Pavlou, M. (eds) (2001). *Migrants in Greece*. Athens: Patakis (in Greek).
- Naxakis C. and Chletsos M., (eds.), 2002. *Immigrants and Migration: Economic, Political and Social Aspects*. Athens: Patakis (in Greek).
- Papantoniou-Fragouli M. and Leventi K. M. (2000). "The Regularisation of Aliens in Greece". *International Migration Review*. Volume XXXIV, Number 3, Fall Issue, pp. 950-955.
- Psimmenos I. (1997). *Immigration from the Balkans: Social Exclusion in Athens*, Glory Book. Papazissis, Athens (in Greek).

- Psimmenos I. (2000). "The Making of Periphractic Spaces: The Case of Albanian Undocumented Female Migrants in the Sex Industry of Athens". In Anthias Fl. and Lazaridis G. (eds), *Gender and Migration in Southern Europe*, Oxford-New York: Berg pp. 81-102.
- Psimmenos I. (2001). *Pathways of Immigration Control: Organisational Culture and Identity Processes in Greece*. KEKMOKOP, Panteion University, Athens.
- Psimmenos I. (2001). "New Employment Patterns and Undocumented Migrants in Metropolitan Athens". In Marvakis, A. Persanoglou, D. Pavlou, M. (eds) *Migrants in Greece*. Athens: Patakis, pp. 95-126. (in Greek).
- Psimmenos, I. (1995) *Migration From the Balkan States: Social Exclusion in Athens*, Glory Books-Papazisis (in Greek).
- Psimmenos, I. (1998a) «The Sexual Exploitation of Women: The Case of Albanian Female Migrants in the Sex Industry» *The Struggle of Women*, 63/64, pp.32-34 and 93-94 (in Greek with English Summary).
- Sarris A. and Markova E. (2001). "The Decision to Legalize the Bulgarian Illegal Immigrants in Greece". In S. Djajic (ed.), *International Migration: Trends, Policies and Economic Impact*, London: Routledge.
- Scordas A. (2002). «The New Immigration Law in Greece: "Modernization on the Wrong Track"», *European Journal of Migration and Law*, 4: 23-48.
- Tsingris, A (1998a) «Trafficking in Women-Sexual Exploitation of Women. The Greek Judiciary Practice.» in: *Woman's Struggle*, 63/64, pp. 23-32 and 93 (in Greek).
- Tapinos G. (2000). "Irregular Migration: Economic and Political Issues". In *International Migration, Combating the Illegal Employment of Foreign Workers*, OECD Publications, Paris.).
- Valencia D. (1995). "The Status of Philipino women in Greece" in *Nationalism, Racism and Gender*. Thessaloniki: Paratiritis: 79-84

3.6 Employment Policy

- Galata V., (1996), *The level of training, the employment and the professional evolution (mobility) of women*, Athens, INE/GSEE, (in Greek).
- Giannakourou M., (1999,)«Equality of opportunities between men and women as an object of collective bargaining and collective work contracts», *Epitheorissi Ergassiakon Shesseon* , no. 16, pp. 50-72 (in Greek).
- Giannouloupoulos Ch., (1996).«Do the new employment practices in firms favour the family and work issue?» *Proceedings of the European Conference "Family and work: New trends in employment"*, Athens, 3-4 May 1996, Lambrakis Studies Foundation, Kostea-Gitona School, pp. 58-62 (in Greek).
- Damoulianou Chr., (1997),«Family and work», *Proceedings of the conference "Family and family policy in a changing world"*, Athens, National Welfare Foundation, (in Greek).
- Doulkeri T. (1994, *Gender equality in industrial relations*, 3rd edition, Athens, Papazissis. (in Greek).
- Doulkeri, T. (1994). *Equal Treatment for Men and Women at Work*. Athens: Papazissis (in Greek).

Doulkeri, T (1994). *Equality Between Sexes and Professional Relations*. Athens: Papazissis (in Greek).

Ketsetzopoulou M. Symeonidou H., «Equality of sexes: The position of women in the public and the private space», in, Mouriki A., Naoumi M., Papapetrou G. (ed.), *The social portrait of Greece 2001*, Athens, EKKE (in Greek).

Kyriazis, N. (1998). 'Female Employment and Gender Relations in Greece: Forces of Modernization and Tradition'. *European Urban and Regional Studies* 5 (1): 65–75. (in Greek).

Kassimati K., Thanopoulou M., Tsartas P., (1993), *Women's Employment in the Tourist sector: study of the Greek Labour market and Identification of Future Prospects*, Athens, European Commission – Equal Opportunities Unit and Panteion University of Social and Political Sciences – ΚΕΚΜΟΚΟΠ. (in Greek).

Maratou-Alipranti, L. et al. (1995) "Réseaux sociaux en milieu urbain: Sociabilité, entraide et travail", *Revue Grecque de Sciences Sociales*, No 88, pp. 172-211. (in Greek).

Quack S., Papagaroufali E. and Thanopoulou M., (1993), *Female repatriates from Eastern Europe: comparing problems and strategies of occupational integration in Germany and Greece*, Berlin and Athens, European Commission – Employment, Industrial Relations and Social Affairs – Equal Opportunities Unit,

Symeonidou, H. (2002). "Trend 3.4 Women's Employment". In D. Charalambis, L. Maratou-Alipranti and A. Hadjiyanni (eds). *Recent Social Trends in Greece, 1960-2000*. Montreal: McGill-Queen's University Press (forthcoming).

Symeonidou H. (1996), The exclusion of women from the labour market in Greece, Katsoulis et al. (eds), *Dimensions of Social exclusion in Greece*, vol. B, Athens, EKKE, pp. 133-158(in Greek).

Symeonidou H., (1998), Employment and unemployment of women in Greece. Evaluation of relative policies», in, Maratou-Alipranti P., Hadjiyanni A. (eds), *Unemployment, Work, Education – Training in Greece and France*, Proceedings of a Greek-French Conference, Athens, National Centre for Social Research, pp. 181-201.

Thanopoulou M. 1992, *Women's Employment or work in Greece: main trends and directions of the post-war bibliography*, Athens, EKKE (in Greek).

Thanopoulou M., Fronimou E., Tsilimigaki V., (1995), *Women prisoners pending release in Greece. Research on the problems for vocational integration or reintegration and identification of prospects*, Athens, ADA (in Greek).

Vaiou, D. (1995). "Women of the South After, Like Before Maastricht?" In Hadjimichalis, C., and D. Sadler, (eds). *Europe at the Margins: New Mosaics of Inequality*. Chichester: John Wiley, 35–49

Vaiou, D. Xatzimichalis, K.(1997). *With the Sewing Machine in the Kitchen and the Polish in the fields*, Athens, Exantas.

3.7 Sexuality

Gautier, A., 1999, "Reproductive rights" in *The Gender of Rights: Power, women and citizenship*, Diotima: Center for Studies and Research on Women, Athens, Nefeli, pp.394-409 (in Greek).

Ioannidi-Kapolou, E. N., 1999, "The social representations of sexual behaviour in the treatment of AIDS. The implementation of experimental methods", *The Greek Review of Social Research*, 100/C, NCSR, Athens(in Greek).

Lazos, G., 2002, *Prostitution and white slavery in modern Greece. 1. The Prostitute*, Athens, Kastaniotis Publications (in Greek).

Lazos, G., 1997, *Sexuality as a value in modern Greece*, Athens, Themelio (in Greek).

Lazos, G., 1997, "The foreign prostitute in modern Greece. Some social and logico-emotional coordinates", in *Forms of social exclusion and mechanisms of its production*, Dimitriou, S. (ed.), Athens, Ideokinisi, pp. 79-98(in Greek).

Maganas, A., Gavalakis, N., 2000, "The criminalisation of the behaviour of prostitution clients", *Criminal Justice*, 4/2000(in Greek).

Symeonidou, C. et al. , 1992, *Socioeconomic determinants of fertility in Greece*, NCRS, Athens(in Greek).

Tsigris, A. , 2001, "The phenomenology of sexual violence: victim research and official statistics", *Greek Review of Social Research*, 106/C, NCSR, Athens

Stergiou, A. , 1996, *Rape, the unseen crime*, Athens-Komotini, Sakoulas Publications(in Greek).

4. Mapping of Competences: Where and what gender research is taking place in Greece

Here we also enlarge the scope of our data collecting to include the main Institutions that undertake gender research. They will, in all likelihood, be the ones that will undertake research on gender mainstreaming, which is just starting. (There is actually only one project, noted under *Diotima*, with mainstreaming as its object of study). The main Research Institute for gender research is of course KETHI, the research branch of the General Secretariat of Equality. EKKE is the largest and actually the only public but independent Social Science research center in Greece. The Universities form a different category, while other Research Institutions are much smaller and are cited hierarchically, according to the quantity of their research on gender. The data concerning various research projects are not homogenous, since the quantity of information available was not the same among different institutes.

National Center for Social Research (EKKE)

Alipranti – Maratou L. – Teperoglou A. – Ketsetzopoulou M. (2002): *Study on the Enhancement of the Participation of Greek Women in Scientific Research*, Athens, EKKE, 2002.

Symeonidou, H., Douligeris, V., Kappi, Ch., Magdalinos, M., Maratou-Alipranti, L., Balourdos, D., Pappas, P. and Samartzi, M. (1997). *Socio-economic Factors Affecting Fertility in Greece*, Vol. II. Athens, EKKE.

Symeonidou, H., Cavouriaris, M., Kandilorou, E., Magdalinos, M., Mitsopoulos, G., Tsahalides, J. and Vezyrgianni, K. (2000). *Expected and Actual Family Size. Life-Cycle Events: A Follow-up Survey 1983-1997*. Athens, EKKE.

Symeonidou, H., Mitsopoulos, G. & Vezyrgianni, K. (2001). *The Impact of Policies on the Division of Paid and Unpaid Labour in Families*. European Network on Policies of Unpaid and Paid Work. Tilburg: European Science Foundation.

Symeonidou, H. (2002). *Fertility and Family Surveys in Countries of the ECE Region. Standard Country Report – Greece*. N. York and Geneva: United Nations.

Symeonidou, H., Mitsopoulos, G. & Vezyrgianni, K. (2001). *The Impact of Policies on the Division of Paid and Unpaid Labour in Families*. European Network on Policies of Unpaid and Paid Work. Tilburg: European Science Foundation.

Symeonidou H. (2001): *Fertility and Family Survey in Greece, FFS*, Athens, EKKE.

Symeonidou H. (2001-04): *The rationale of motherhood choices: Influence of employment conditions and of public policies - MOCH*, Athens, EKKE.

Samartzi M. (2001): *Social and psychological problems and reactions of mentally disabled women*, Athens, EKKE

Samartzi M. (2001): *The use of dangerous substances and the abuse of preventive medical measures by women working at medical centres*, Athens, EKKE.

Safilidou K. (2000): *Causes and mechanisms of social exclusion of women smallholders*, Athens, EKKE.

Tsiganou J. – Tzortzopoulou M. – Zarafonitou Ch. (2000): *Socially Excluded Groups in Greece: The Gender Question*, Athens, EKKE.

EKKE Studies:

Fronimou E. – Thanopoulou M. – Tsilimigaki V. (1997): “Women pending prison release: Their right to vocational re-integration”, Athens, Sakkoulas.

Fronimou E. (2000): “Women and Prisons: Aspects of the Greek Reality” in Daskalaki K. et al., eds. : “Criminals and victims at the dawn of the 21st century”, pg. 367-373.

Fronimou E. (2001): “Female Criminality and Social Re-integration”, in the “Social Portrait of Greece”, Athens, EKKE.

Symeonidou, H. (1997). “Full and Part-time Employment of Women in Greece”. In: H.- P. Blossfeld and C. Hakim (eds.) *Between Equalization and Marginalisation. Women Working Part-time in Europe and the United States of America* (pp 90-112). Oxford: Oxford University Press.

Symeonidou, H. (2000). “Expected and Actual Family Size in Greece, 1983-1997”. *European Journal of Population*, 16, 335-352.

Symeonidou, H. (2001). “Les Politiques Familiales des Pays de l’Europe du Sud. Le Cas de la Grèce et de l’Espagne”. Dans: *L’Europe à l’épreuve: convergence et transformations des modèles, collection Les Cahiers européens de la Sorbonne Nouvelle, 1*, 53-69.

Symeonidou, H. (1994). “The Incompatibility between Women’s Family and Working Life”. *Dini*, 7,113-131.

Symeonidou, H. (2000). “Social Protection in Contemporary Greece: Typical and Atypical Forms”. *Hellenic Quarterly*, 3, 17-31.

Symeonidou, H. (2001). “National Research of 1999 on Fertility and Family: First Results”. *Geografia*, 2,128-131.

Symeonidou, H. (1998). “Unemployment and Employment of Women. Evaluation of Relevant Policies”. In: *Unemployment - Education – Vocational Training in Greece and in France* (pp. 181-205), Conference Proceedings, 8 November 1996. Athens: National Centre for Social Research, French Embassy, Frankohellenic Scientific and Technical Union.

Symeonidou, H. (1998). “Forms of Indirect Social Exclusion: Employment and Unemployment of Women in Greece”. In: *Social Inequalities and Social Exclusion* (pp. 348-365), 6th Scientific Conference of S. Karagiorga Foundation, University of Macedonia, 27-30 November 1996 Thessaloniki, Athens: S. Karagiorga Foundation.

Symeonidou, H. (1998). “Welfare State and Family in Countries of Southern Europe. The case of Greece”. In: *Family - Europe – 21st Century* (pp. 341-349), Proceedings of the European Forum for Family. Athens: Nea Synora.

Symeonidou, H. (1998). "Economic Activity of Women and Family Policy: The Case of Greece". In: *Conference: Gender and the Labour Market*, organized by the Applied Econometric Association, Perpignan: University of Perpignan.

Symeonidou, H. (1998). "L' Etat Providence et la Famille dans les pays de l' Europe du Sud. Le Cas de la Grèce". Dans: *Régimes Démographiques et Territoires; les Frontières en Question* (pp. 575-583), Colloque International de la Rochelle 22-26 Septembre 1998, Paris: AIDELF.

Symeonidou, H. (2001). "Réponses politiques à la baisse de la fécondité en Grèce". In: *"Vivre plus longtemps, avoir moins d' enfants. Quelles implications?"*, Colloque international de Byblos – Jbeil, Association Internationale des Démographes de Langue Française 10-13 October 2000, Bublos, Liban: AIDELF.

EKKE Research Projects / Studies within the framework of an Action Plan:

Fronimou E. (2001): "Women Prisoners and Ex-Convicts", General Secretariat for Equality.

Fronimou E. – Pappa X. (2001): "The Social Exclusion of Women: The case of women in prisons and ex-convicts", KETHI, General Secretariat for Equality.

Symeonidou, H. (with collaboration of K. Vezyrgianni) (1998). *Family and Child in Greece, Analysis and Suggestions for the Creation of National Programmes*, Report submitted to the Ministry of Health and Welfare. Athens, National Centre for Social Research.

Symeonidou, H., Cavouriaris, E., Magdalinos, M., Naoumi, M., Sissouras, A., Tryfonas, S., Fakoura, A., Psimenou, M. (May 2002). *Evaluation of the Demographic Policy in Greece*. Report submitted to the Ministry of Health and Welfare. Athens, National Centre for Social Research.

Research Centre for Gender Equality (KETHI)

Karamesini, M., Ioakimoglou, H., 2003, «Major factors of the wage gap between men and women», Athens, Research Centre for Gender Equality (KETHI).

The aim of the present study is the investigation of the major factors implying in the wage gap between men and women in Greece. It uses statistical data from a survey on the wages in manufacture and services sectors for the year 1995. The study aims to the identification of each factor's contribution to gender based wage dissimilarities.

Maratou - Alipranti, L., 2002, «Guide for Women in Single Parent Families», 5th Medium Programme for Gender Equality. European Commission (DGV), Athens: General Secretariat of Equality, EGE, Research Centre for Gender Equality (KETHI).

Alitzoglou, E., Koutsivitou, A., Liapi, M., Sereti, N., Stratigaki, M. 2002, 'Action plans for the equality of men and women in the Mass media and big companies ', Athens, Research Centre for Gender Equality (KETHI).

Tsaklaganou, G., 2002, «Study on the issue of Trafficking», Athens, Research Centre for Gender Equality (KETHI).

The present study examines issues of illegal passage and sexual exploitation at the international and European level. It documents the dimensions of trafficking worldwide and exposes the factors that contribute in the growth of the phenomenon.

Athanasiadou, C., Mimikou, G., Petropoulou, S., 2001, «The Conditions of Women's Employment in Greece: 1980-2000 », Athens, Research Centre for Gender Equality (KETHI).

The present study is a bibliographical review that explores the following topic areas: a) women's employment and finance, b) women's employment and new technologies, c) women's employment and family, d) women's employment and the law .

Iliou, K., Kotalakidis, G., et al 2001, «Gender and Socially Excluded Groups», Athens, Research Centre for Gender Equality (KETHI).

The present study is a bibliographical review. The programme's objective is to collect, evaluate and analyse the theoretical studies and the empirical surveys that have been published concerning this specific issue in Greece.

Teperoglou, A., Psara, M., 2001, Women and politics, Athens, Research Centre for Gender Equality (KETHI).

The present study is a bibliographical review. Its objective is to collect, record, and analyse the empirical studies that have been published in Greece that deal with the issue of women's relationship with politics.

Papatheodorou, T., Karidis, B., Vidali, S., 2001, «Sexual Harassment in the Workplace: a Plea for the Criminalisation of the Behaviour in Greece», Athens, Research Centre for Gender Equality (KETHI).

Kouimtzi, A., Papadimou, C., Frosi, L., 2001, «The Factor of Gender in Primary and Secondary Education», Athens, Research Centre for Gender Equality (KETHI).

Nomikou-Pitidi, M., 2001, «Woman and Social Policy: Health, Social Environment, Family, Research Centre for Gender Equality (KETHI).

Petroglou, P., 2001, «A European Guide to Good Practices for the Reconciliation of Family and Professional Life», Athens, Research Centre for Gender Equality (KETHI).

Matsaganis, M., Petroglou, P., 2001, " The Social Protection System and Women ", Athens, Research Centre for Gender Equality (KETHI).

Vitsilaki-Soroniati, C., Maratou - Alipranti, L., Kappela- Lagoudaki, A., 2001, 'Gender and Education', Athens, Research Centre for Gender Equality (KETHI).

The present study is a bibliographical review. The study investigates and documents whether and to what extent studies have been carried out concerning each one of the five topic areas that are included in the study:

Avramikou, A., 2001, " Flexible Employment and Inequalities in the Workplace ", Athens, Research Centre for Gender Equality (KETHI).

The present study is a bibliographical review.

Topali, P., 2001, «The Correlation Between Paid Housework and Filipina Women Immigrants in Athens», Athens, Research Centre for Gender Equality (KETHI).

Vaiou, D., Krali, E., Lykogianni, S. 2001, «Gender and the Build Environment», Athens, Research Centre for Gender Equality (KETHI).

The present study is a bibliographical review. Its objective is to investigate issues concerning the built environment, of the city in particular, that are examined from a perspective of gender

Lazari, D., Laliotou, P, 2001, «Sexual Harassment in the Workplace: a Plea for the Criminalisation of the Behaviour in Greece», Athens, Research Centre for Gender Equality (KETHI).

The present study explores the issue of sexual harassment in the workplace. It analyses the following dimensions: a) the need to combat the phenomenon, b) its criminological dimension, c) the contemporary legislative and case-law evolutions on a European and national level, and it makes d) a plea for the possible criminalisation of the action by the Greek legislator.

Peglidou, A., 2001, «Managing Psychological Disease in the Case of Depression: the Psychiatrist, the Priest and the Magician; An Anthropological Survey of Similarities in Assistance and Treatment», Athens, Research Centre for Gender Equality (KETHI).

Kakavoulia, M., Kappa, B., Liapi, M., 2001, «Gender and Mass Media», Athens, Research Centre for Gender Equality (KETHI).

Kafiri, K., 2001, « Gender and Mass Media »", Athens, Research Centre for Gender Equality (KETHI).

Zobola, M., Vasardanis, G., Kozirakis, G., Roufagali, A., 2001, «“The Female Workforce in Local Government: Elected women throughout Greece”, A collection and annotation of preliminary data concerning elected women in Prefecture Government, Athens, Research Centre for Gender Equality (KETHI).

Dermanakis, N., 2000, «An Analysis of Trends in Women’s Employment in Technical Occupations in France, Germany, Greece, the UK and Finland», Athens, Research Centre for Gender Equality (KETHI).

Petroglou, P., 2000, «Greek Report: Practices for the Reconciliation of Family Life and Career », Athens, Research Centre for Gender Equality (KETHI).

Adamaki, N., 2000, «A review of Greek and Foreign Bibliographies on Domestic Violence against Women and the Agencies that Support Women»,

Kadaraki, M., 1999, «An evaluation of the unrecognised skills and experiences of women», Athens, Research Centre for Gender Equality (KETHI).

Katsori, K., Katomeliti, E., Kouvara, A., Mari, E., Papadopoulou, F., 1999, «Statistical analysis of the socio-economic characteristics of women who seek guidance», Athens, Research Centre for Gender Equality (KETHI).

Zervou, M., 1999, “GREECE: national report on the implementation of “the action programme” of the Fourth International Meeting for Women, Beijing, 1995. Chapter 1. Women and Poverty”, Athens, Research Centre for Gender Equality (KETHI).

Zervou, M., 1999, “ GREECE: national report on the implementation of “the action programme” of the Fourth International Meeting for Women, Beijing, 1995. Chapter 6. Women and economy”, Athens, Research Centre for Gender Equality (KETHI).

Zervou, M., 1999, « Key Indicators of Women’s Employment in the Labour Markets in Greece, Spain, France and Italy / Seminaire De Travail: l’ accompagnement des femmes vers l’emploi en Europe, Bruxelles», Athens, Research Centre for Gender Equality (KETHI).

Houdoumadi, A., 1998, «Research on the possibility of intervention in the Metaxourgio area: Social integration of Muslim women», Athens, Research Centre for Gender Equality (KETHI).

The study is part of the project « Social integration of Muslim women » (Co Financing by General Secretariat of Equality and the Bernard Van Leer Foundation).

Kotsovellou, B., 1998, «A presentation of the tentative results of the Information training system towards the labour market». The present study was supported by the Research Centre for Gender Equality Issues (KETHI) and it was elaborated within the framework of the EU Initiative “Employment”-Axis NOW.

Zervou, M., 1998, «Basic characteristics of women’s place in the labour market: A first commentary on the data, 1993-1996”, Athens, Research Centre for Gender Equality (KETHI).

Katsori, K., Katomeliti, E. 1997, «Observatory for the search of employment. Statistical elaboration of the socio-economic characteristics of unemployed women.

The present study was supported by the Research Centre for Gender Equality Issues (KETHI) and it was elaborated within the framework of the EU Initiative “Employment”-Axis NOW.

Alitzoglou, E., Katsori, K., 1997, «A European guide: women in search of employment in France, Greece, Spain, and Italy”, Athens, Research Centre for Gender Equality (KETHI).

Demathas, Z., 1995, «A presentation of the variables in the labour market that are used for census and the annual labour force research.

The present study was supported by the Research Centre for Gender Equality Issues (KETHI) and it was elaborated within the framework of the EU Initiative “Employment”-Axis NOW

Drouga, K., Papathanasiou, M., Tsonidis, A., «Speaking of domestic violence: Reports of Abused women on Domestic Violence».

Zeikou, B., Karpetas, K., Kodogeorgi, C., Biliari, M., Ikonou, T., «Violence against Women by their Partner»,

Abelidou, M., Vafiadou, S., Tsourtu, B., Foiniki, A., Hatzivasili G., «Research on the Needs of Women in the Mountainous Remote areas of Crete»,

Anastasiou, A., Manthou, Π., Kalkavoura, D., Topa, M., «Attitudes of the Population of South Magnesia on Women as Heads of Single Parent Families»,

KETHI Studies in progress:

Argyropoulou, N., «A comparative study of the phenomenon of prostitution as an effect of the collapse of socialism in both Greece and in Cuba”, A study of the causes, the dimensions, and the consequences of prostitution in Greece and Cuba. Methods of dealing with prostitution and intervention procedures for prostitutes are also included. Prostitution in Greece and Cuba

Kotzamanis, B., « The profile of modern woman in Greece: Investigation and analysis of the Socio-economic and demographic characteristics and their spatial variations. Research Centre for Gender Equality (KETHI), Project Leader Artinopoulou B.

Tsalikoglou, F., « Woman and mental health », Research Centre for Gender Equality (KETHI), Project Leader Artinopoulou B.

Zervou, M., Dermanakis, N., «The Wage Gap In Specific Sectors and Professions in Greece: The Cases of Tourism, health, and trade Sectors. Equal Pay – MIND THE GAP (V Community Action Programme on Gender Equality – Co financing EE-GSE.

Soumeli, A., Giannakorou, M., « Wage Equality in the collective contracts of work. Equal Pay – MIND THE GAP (V Community Action Programme on Gender Equality – Co financing EE-GSE)

Center for Women’s Studies & Research (DIOTIMA)

Title *Gender and Mass Media. Targeted Field Research, Athens 2001*
 Institution Research Center for Gender Equality
 Project Leader Center for Research on Women’s Issue
 Partner Panteion University, Department of Communication and Mass Media
 Research Targeted Field Research
 Project Leader Maria Kakavoulia, Panteion University
 Maria Liapi, Center for Women’s Studies & Research (Diotima)

Title *Self-employment activities of women and minorities: Success /failure in relation to national policies for inclusion and the social and political rights of citizens. Targeted Socio-Economic Research (TSER) 1998-2001*
 Institution European Union Program RTD
 Project Leader Johann Wolfgang Goethe University
 Partner Center for Women’s Studies & Research (DIOTIMA)
 University of Greenwich School of Social Science
 University of UMEA, Dept. of Ethnic Studies ITUF
 Universita Degli Studi Della Calabria
 Aalborg University Research Center on Development and International Relations
 University of Dundee, Dept. of Political Science and Social Policy
 University of Crete

Title *Men-Women Equality Policies applied in European Enterprises during 1991-1995 (First Phase 1996-2001)*
 Institution Equal Opportunities Unit of the European Commission
 Project Leader Center for Women’s Studies & Research (DIOTIMA)
 Partner General Secretariat for Equality Greece
 Research Center for Gender Equality
 Members of the Women’s Section of the General Confederation of Greek Workers and IAGME
 Project Within the Framework of the 4th Medium-term Action Program for Equality of Opportunities between Women and Men, 1996 – 2000.

Title *Mainstreaming the equality principle in European Enterprises: Preconditions for Implementation (Second Phase 1997-1998)*

Institution Equal Opportunities Unit of the European Commission
 Project Leader Equal Opportunities Unit of the European Commission
 General Secretariat for Equality Greece
 Research Center for Gender Equality
 Members of the Women's Section of the General Confederation of Greek Workers and IAGME

Partner Center for Women's Studies & Research (DIOTIMA)
 Fondazione Regionale Pietro Seveso, Italy
 Centrim United Kingdom
 AFEM, France
 Pat Walker and Associates, United Kingdom

Project Within the Framework of the 4th Medium-term Action Program for Equality of Opportunities between Women and Men, 1996 – 2000.

Title *The dynamics and international prospects of Enterprises run by women. A profile of businesswomen in traditionally man-dominated sectors and innovative technologies (INNOVADONNA, 1998).*

Institution Equal Opportunities Unit of the European Commission
 Project Leader Chamber of Commerce Toledo, Spain
 Partner Center for Women's Studies & Research (DIOTIMA)
 D.G. de la Mujer, Spain
 APME, Portugal
 CEEFIA, France

Project Within the Framework of the 4th Medium-term Action Program for Equality of Opportunities between Women and Men, 1996 – 2000.

Title *An Investigation on Actions for Equal Opportunities 1994-1998 Athens, 1998*

Institution European Commission, Directorate-General XVI
 Project Leader Maria Repousi, Center for Women's Studies & Research (DIOTIMA)
 Partner -----

Title *An Analysis of Intervention Structures on the Issue of Foreign Women Prostitution*

Project Leader Center for Women's Studies & Research (DIOTIMA)
 Partner University of Firenze
 Municipality of Bologna
 Municipality of Madrid
 NGO of Parsec
 University of Dundee

Research project European Program "Daphne" Athens 1998, Project No. 97/2/408/w

Title *The relationship between the professional and family life of women. A Reconnaissance of the Field, Athens 1997*

Project Leader Center for Women's Studies & Research (DIOTIMA)

National and Kapodistrian University of Athens

Department of Greek Philology

Papathomas – Mastoropoulou Aik., 'The Woman in the Mycenaean Greece with reference to the findings of linear writing.'

Pikoulas T., 'The women in the chronicles of Tacitos.'

Belissariou A., 'The leading role of feminine criminality in the English theatre, 1603-1641.'

Department of Philosophy, Pedagogy and Psychology:

Kanelopoulou B., 'The fatherhood in the artificial insemination with donor in Greece and the redress of genealogical relation.'

Labropoulou S., 'The status of women in Cyprus and particularly before the invasion.'

Labropoulou S., 1. The culture of Greeks of dissemination 'Greek Spelling Women in Southern Italy' 2. Women, sex and equality (Education, work, history, philosophy).

Markantonis I., 'Family and prison: The psychosocial identity of women and the pedagogic intervention to their children.'

Department of Nursing:

Tzavaras A., 'Investigation of the role of gender of nurses in the communication with patients.'

Department of Theology:

Papakosta - Christinaki, 'Study on the feminist theories that interpret the Old Will with regard to the role of women. Report in the 'chosen' women of the Old Will with parallel research in selected orthodox sources.'

Department of Law:

Iliopoulou – Straga, 1. Collection and publication of decisions of Greek courts from 1975-1999 that is reported in individual and social rights, 2. Individual and Social Rights.

Kourakis N., 'The problem of feminine criminality in modern Greece and its relation with the overpopulation of feminine prisons 2. Underage offenders in Greek correctional shops: research of review 3. Repetitive research (follow up) underage offenders. 4. Gangs of minors.'

Department of Political Science:

M. Pantelidou Maloutas, 'Municipal elections 2002 and gender: the repercussions of quotas in the men/women composition of 900 Municipal Councils of Greece.'2003

M.Pantelidou Maloutas ""Genre et gestion locale du changement dans les pays européens"" European comparative research project –2003.

Department of Medicine:

Nicolaidou P., 'Research on the frequency of nursing in Greece and investigation of cross-correlations with the social and economic level of family. Degree of information of mother for the advantages of nursing.'

Aristotelian University of Thessaloniki

V. Deligianni, S. Ziogou "Promoting Equality Awareness in Education: women as Citizens" ».European comparative research program -1996

V. Deligianni :”Arianne Project on Adolescent Masculinities in Education” European comparative research program-1998

V. Deligianni: Attitudes of future school teachers concerning the equality of the sexes –1998

V. Deligianni: Gender identities in adolescence and life choices. EPEAEK-2000

S.Ziogou: Education gender and citizenship. EPEAEK –2000.

University of Panteion, KEKMOKOP (Centre for Social Morphology and Social Policy)

Title *EQUAPOL, Gender-sensitive and Women Friendly Public Policies : a Comparative Analysis and Assessment of their Progress and Impact*

Project Leader/Author Dr. M. Stratigaki

Duration 2002-2005

Budget European Commission (Improving the Human Research Potential and the Socio-economic Knowledge

Title *2003 IPROSEC, Improving Policy Responses and Outcomes of Socio-economic Challenges: Changing Family Structures, Policy and Practices.*

Project Leader/Author Prof. L. Moussourou

Duration 2000

Title *Reconciliation of Work and the Family*
 Project Leader/Author Prof. L. Moussourou
 Duration 2002-2004

Title *IAPASIS, Does Implementation Matter? Informal Administration Practices and Shifting immigrant strategies in Four Member States.*
 Project Leader/Author Prof. K. Kassimati
 Duration 2000-2003

Mediterranean Women’s Studies Institute, (KEGME)

Women’s accession to higher education. Inter-country research 1992-1993.

Women, Nationality and European Legislation: The repercussions of Inter-country mobility by sex. Inter-country Research, Department of Equal Opportunities, EU 1995.

Women managers in small & medium-sized enterprises. Research in collaboration with the National Technical University of Athens, 1996.

Research for the recognition of the incidents and the conditions of girl’s abuse. Research in the framework of Program DAPHNE, EU, 1999.

Research Institute of the National Workers Union of Greece (INE)

Recent Research and Studies

Women: Discrimination in education, work and wage (Study).

Women and the Labour market today: the case of Greece. (Published Study)

Design and implementation of women’s network/NOW".

New types of Collectivities - the significance of Networks and the growth of Partnerships from a gender aspect". (Study).

Study of the growth of enterprising action of women. (Study).

Investigation of the factors that inhibit women’s active role in the Labour market and society. (Study).

Evaluation of existing Vocational training programs with a gender criterion".

Recording of the Continuing Vocational Training (SEK) of young pein Greece.

Quality of training, employment and the professional accession of women. (Published study)

Methods and techniques for a work team creation.

The Problems of Women in the city of Larissa (1999). (Research).

One parent family in county of Imathia: Problems and prospects. (Research)

Mapping women's employment (Study).

Networks that promote the social and economic integration of women (Study).

Different women, different needs (Study and research). Different women different needs.

Partnerships and gender (Research in progress)

Gender pay equity in Europe.