



Greek National Commission for Human Rights (GNCHR)

Monitoring and advocacy activities for more effective prevention of sexual harassment

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Towards Gender Equality in Europe
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Slovak National Centre for Human Rights



Hellenic Republic
National Commission
for Human Rights

 GNCHR

 NETWORKS

 DECISIONS-
POSITIONS

 NEWS

 GNCHR IN THE
WORLD

 EDUCATION –
RESEARCH



GANHRI

Global Alliance of National Human Rights Institutions

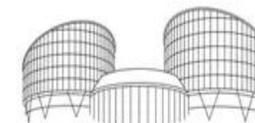


European Network of
National Human Rights Institutions



Racist
Violence
Recording
Network

Recording Mechanism
of Informal Forced Returns



EUROPEAN COURT OF HUMAN RIGHTS
COUR EUROPÉENNE DES DROITS DE L'HOMME





Outline of the presentation

- Current state of sexual harassment at the workplace in Greece
- Monitoring aspects and difficulties
- Latest developments in addressing sexual harassment
- Advocacy issues and combination strategies in combating sexual harassment.



EIGE: Definition of sexual harassment

Any form of **unwanted** verbal, non-verbal or physical conduct of a sexual nature occurs, **with the purpose or effect** of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment.

- Acts of sexual harassment are, typically, carried out in the context of abuse of power, promise of reward or threat of reprisal.



Statistics that matter

About a third of women who faced sexual harassment in the EU experienced it in the workplace

EIGE



Contextualizing Workplace Sexual Harassment in Greece

- The impact of austerity measures (2010-2017)
- Current Employment Status of Greek Women
- Unemployment Rates
- Gender Wage Gap



Gender disparities in Greek unemployment and workplace vulnerability during austerity in Greece

Gender	2012	2013	2014	2015	2016	2017
Female	29.0	31.6	30.00	28.8	28.0	25.3
Male	22.4	25.1	23.5	21.7	19.6	17.5
Total	25.3	27.9	26.4	24.9	23.4	21.0

Source: Unemployment Rates by Gender
2012-2017, Hellenic Statistical Authority



Gender disparities in the Greek labor market and income patterns

- The likelihood of a woman being unemployed is approximately **80% higher** than that of a man. This occurs even as the participation rate of women in the labor force is significantly lower than that of men.
- Despite women's educational achievements, female participation in the labor force is lower and they significantly higher unemployment rates compared to men.
- For women, incomes only rise until the age group of 55-59, after which they decline. In contrast, men continue to experience an upward income trend.
- **The wage gap between women and men widens as age advances.**

(Greek Institute of Small Business, Ioannidis, 2023)

Evolution of Government Approaches to Gender Issues in Greece

1. GENERAL SECRETARIAT FOR **GENDER** EQUALITY, Ministry of Interior, 1985
2. GENERAL SECRETARIAT FOR **FAMILY POLICY AND GENDER** EQUALITY, Ministry of Interior, 2019
3. GENERAL SECRETARIAT FOR **DEMOGRAPHY AND FAMILY POLICY AND GENDER** EQUALITY, Ministry of Labour and Social Affairs, 2021
4. GENERAL SECRETARIAT FOR **EQUALITY** AND HUMAN RIGHTS, **Ministry of Family** and Social Cohesion, 2023



ΜΑΖΙ
ΣΠΑΜΕ
ΤΗ ΣΙΩΠΗ



Monitoring sexual harassment at the workplace

- The Hellenic Police
- Greek Ombudsman, the independent external monitoring body
- Social research



Sexual harassment at the workplace in Greece: Legal developments and current trends

- Law 4808/2021 (Violence and harassment Convention No.190)
- The Gender dimension (complainant's gender / respondent's gender)
- Differences at public and private sector (hierarchies vs ownership)
- Difficulties in gathering the necessary evidence to substantiate a complaint of harassment or sexual harassment



Challengings in reporting sexual harassment

- Public officials are not authorized to actively participate in the investigation process of their case.
- The process of examining the relevant complaints is extremely time-consuming.
- Public officials believe that there will be an attempt to cover up, which discourages them from making complaints.



Increased number of withdrawals. Why?

Self-blame and **further victimization** of harassed person are often also linked to the fear of their moral stigmatization in the context of a dominant perception that too often attributes sexual harassment to the 'sexually inappropriate behavior of the victim (and especially of women and LGBTIQ+ persons).



Latest legal developments



Private sector: Employer obligations and special policies under the law (Law 4808/2021)

- The law bind all employers without exception, regardless of the number of individuals employed in the enterprise to take measures for addressing sexual harassment.
- In addition to the general obligations, the law provides, exclusively and only for enterprises employing more than twenty (20) persons, the obligation to adopt two separate policies:
 - ❖ a) a policy for the prevention and combating of violence and harassment in the workplace and
 - ❖ b) a policy for the management of internal complaints.



Public sector: Integrity Advisors

- A gap in the support for public servants reporting ethical or sexual harassment is now being filled by the new institution of the Integrity Counsel. Until now complaints in the public sector should be made either to the **hierarchical superiors or to the employees' union** (Equality Secretariat of ADEDY), although there is no established procedure.
- Around **70 Counselors have been trained** at the National Center for Public Administration and Local Government (EKDDA) and have received the required professional certification. They are gradually filling the corresponding positions that were established in public entities, such as ministries (excluding the Ministries of Foreign Affairs, Citizen Protection, National Defense, Maritime Affairs and Insular Policy), Independent Authorities, Municipalities, etc.
- Apart from issues related to sexual and ethical harassment, according to the legislation, the Integrity Advisors provides advisory assistance for matters of ethics and integrity faced by employees, including issues such as discrimination, bullying, and conflicts of interest.



Advocating for a Harassment-Free Workplace

a standardized prevention approach

Developing a Unified Protocol for Addressing Sexual Harassment in Both Public and Private Sectors,

a need for resources

While Enhancing Collaboration and Strengthening Institutional Resource (human and material resources)

a background change

Wage gap, head positions, participation in political life and public life



Advocating for a Harassment-Free Workplace

- Data collection and research
- Organisational accountability



Last but not least...

Public Dialogue:

- Promoting open public dialogue about sexual harassment.
- Reducing stigma, encouraging reporting, and fostering a supportive environment for victims to come forward.

Media Engagement:

- Engaging with the media to ensure responsible reporting on sexual harassment cases.

.Awareness and Education:

- Initiating awareness campaigns through various media channels, educational institutions, workplaces, and community organizations.
- Educating people about what constitutes sexual harassment, its consequences, and how to report incidents.

Advocacy for Cultural Change:

- Advocating for broader cultural change.
- Running campaigns challenging harmful stereotypes, promoting gender equality, and fostering a culture of respect and consent

Thank you

