











Greece

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
87.5	44.2	83.1

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Greece, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Athens). The scores for Greece are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0 Legal frameworks score	0.0	100.0	100.0	100.0	100.0	100.0	75.0	100.0	100.0	100.0
WBL 2.0 Supportive frameworks score	75.0	66.7	66.7	0.0	33.3	100.0	50.0	0.0	0.0	50.0
WBL 2.0 Expert opinions score	50.0	100.0	75.0	75.0	93.8	81.3	75.0	93.8	100.0	87.5

In summary, the **WBL 2.0 legal frameworks score** for Greece (87.5 out of 100.0) is higher than the global average (64.2) and higher than the High income: OECD regional average (84.9). When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women starting and running a business, laws affecting women's property and inheritance and laws affecting the size of a woman's pension, Greece obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Greece is on the indicator measuring laws affecting women's safety. To improve on the Safety indicator, Greece may wish to consider putting in place legislation on domestic violence, introducing legislation on femicide, adopting comprehensive legislation on sexual harassment and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Greece (44.2 out of 100.0) is higher than the global average (39.5) and lower than the High income: OECD regional average (68.1). When it comes to supportive frameworks affecting women's work after having children, Greece obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores

for Greece is on the indicator measuring supportive frameworks affecting women's pay. To improve on the Pay indicator, Greece may wish to consider putting in place pay transparency measures or enforcement mechanisms to address the gender pay gap and publishing sex-disaggregated data on employment in different industries or sectors at least on an annual basis.

The **WBL 2.0 expert opinions score** for Greece (83.1 out of 100.0) is higher than the global average (65.7) and higher than the High income: OECD regional average (82.9). When it comes to expert opinions on freedom of movement and expert opinions on women's property and inheritance, Greece obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Greece is on the indicator measuring expert opinions on women's safety.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Does the law address child marriage?	No	No applicable provisions could be located
Does the law address sexual harassment?	No	No applicable provisions could be located
Does the law address domestic violence?	No	No applicable provisions could be located
Does the law address femicide?	No	No applicable provisions could be located
Mobility		
Can a woman choose where to live in the same way as a man?	Yes	Civil Code, Arts. 1386 and 1387
Can a woman travel internationally in the same way as a man?	Yes	Presidential Decree No. 25/2004, Art. 1; Civil Code, Arts. 5 and 1387
Can a woman travel outside her home in the same way as a man?	Yes	Civil Code, Art. 1387
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	Yes	Greek Nationality Code No. 3284/2004, Arts. 1 and 5
Workplace		
Can a woman get a job in the same way as a man?	Yes	Civil Code, Art. 1387
Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Individual Labor Code, Arts. 17, 40, and 48
Does the law prohibit discrimination in employment based on gender?	Yes	Individual Labor Code 2022, Art. 33 and 35
Does the law allow employees to request flexible work?	Yes	Individual Labor Code, Arts. 17, 106 (12) and 123
Pay		
Does the law mandate equal remuneration for work of equal value?	Yes	Individual Labor Code, Art. 36
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage		
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Civil Code, Art. 1387
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Civil Code, Art. 1387
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Civil Code, Arts. 1439-1441
Does a woman have the same rights to remarry as a man?	Yes	Civil Code, Arts. 1439-1441
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	Yes	Individual Labor Code, Arts. 226 and 228
Are leave benefits for mothers paid solely by the government?	Yes	Law No. 3996/2011, Art. 36; Individual Labor Code, Art. 228
Is paid leave available to fathers?	Yes	Individual Labor Code, Arts. 220 and 221

Is dismissal of pregnant workers prohibited?	Yes	Law No. 3996/2011, Art. 36
Childcare		
Does the law establish the provision of center-based childcare services?	Yes	Joint Ministerial Decision 41087/29-11-2017, Art. 3(1)(a); Law 3463/2006, Arts. 75 and 226; Joint Ministerial Decision Δ22/οικ.11828/293/2017, Art. 1
Does the law establish any form of support for families for childcare services?	Yes	Law No. 4704/2020, Art. 35; Joint Ministerial Decision Δ11/οικ.32940/1376/2020, Arts. 1-6; Joint Ministerial Decision No. 54128/2021, Arts. 1-6
Does the law establish any form of support for nonstate childcare providers?	No	No applicable provisions could be located
Does the law establish quality standards for the provision of center-based childcare services?	Yes	Joint Ministerial Decision 41087/29-11-2017, Art. 8(4)(5); Joint Ministerial Decision Δ22/οικ.11828/293/2017, Arts. 4, 7 and 8; Presidential Decree 99/2017 (Greek Government Gazette A 141), Art. 5
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Civil Code, Arts. 127, 741 and 1387
Does the law prohibit discrimination in access to credit based on gender?	Yes	Law No. 3769/2009, Arts. 2-4
Does the law prescribe a gender quota for corporate boards?	Yes	Corporate Governance of Greek Listed Societies Law No. 4706/2020, Art. 3(b)
Does the law include gender-sensitive procurement provisions for public procurement processes?	Yes	The Public Contracts Law No. 4782/2021, Art. 30
Assets		
Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Civil Code, Art. 1399
Do sons and daughters have equal rights to inherit assets?	Yes	Civil Code, Art. 1813
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 1820 and 1821
Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Art. 1400
Pension		
Are the ages at which a woman and a man can retire with full pension benefits the same?	Yes	Law No. 4336/2015, Art. 1
Are the ages at which a woman and a man can retire with partial pension benefits the same?	Yes	Law No. 3863/2010, Art. 3; Law No. 4336/2015, Art. 9
Is the mandatory retirement age for a woman and a man the same?	Yes	No applicable provisions could be located
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Individual Labor Code, Art. 221; Law No. 3655/2008, Art. 141(1)(2);

WBL 2.0 supportive frameworks data

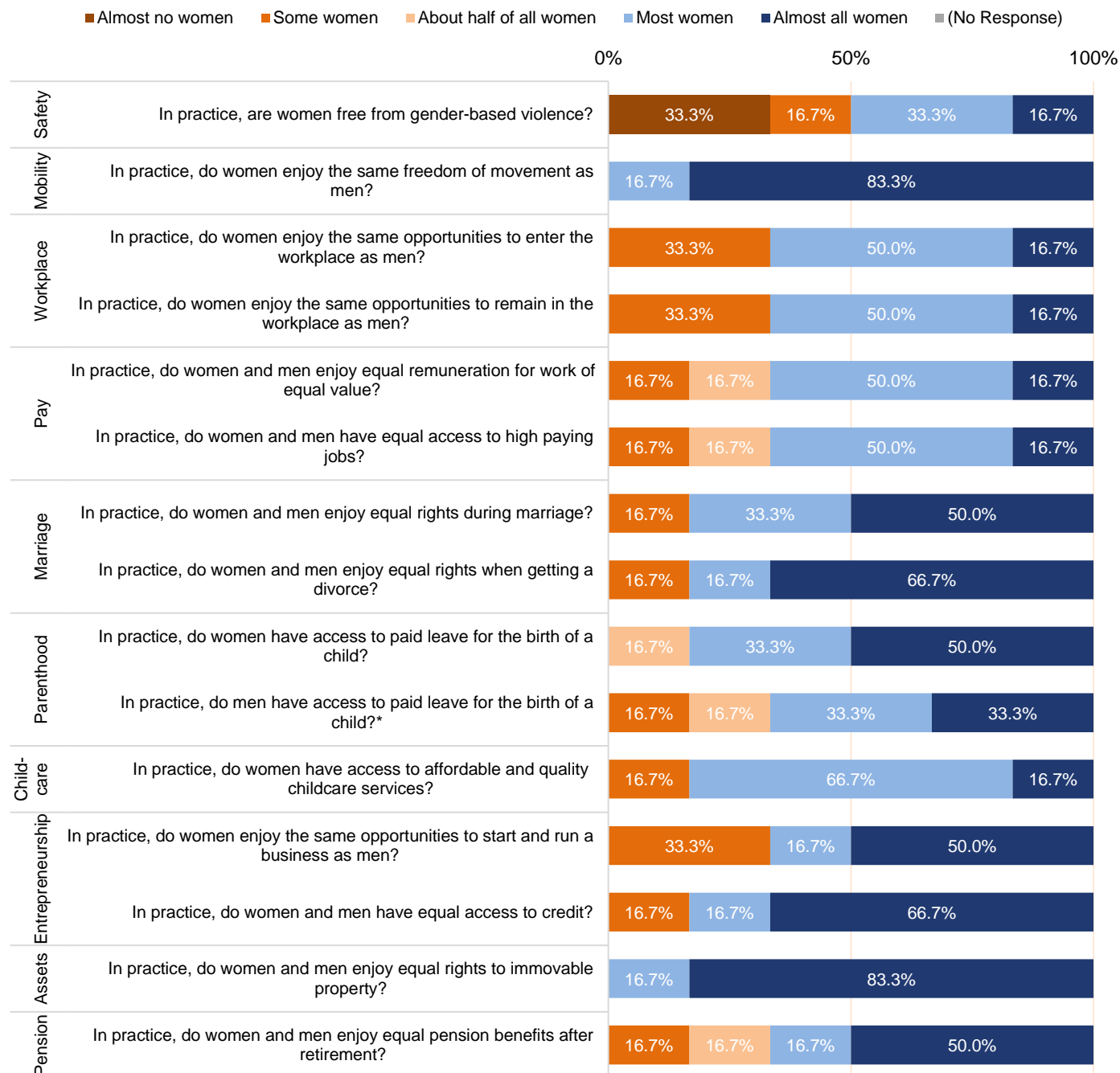
QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	Ministerial Decision No. 82063/2021; National Counseling Centers; In-Service Training
Are special procedures in place for cases of sexual harassment?	No	Insufficient evidence located
Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	Yes	General Secretariat for Demography and Family Policy and Gender Equality
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	Yes	State Budget 2023
Mobility		

Are passport application processes the same for a woman and a man?	Yes	Passport application form
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
Does a specialized body receive complaints about gender discrimination in employment?	Yes	Individual Labor Code, Art. 54; Sinigoros (Ombudsman) website
Has the government published guidelines on nondiscrimination based on gender in recruitment?	Yes	Ministry of Labor and Social Security, Principle of Equal Treatment
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Pay		
Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	No	Insufficient evidence located
Have sex-disaggregated data on employment in different industries or sectors been published?	No	Insufficient evidence located
Marriage		
Is there a fast-track process or procedure for family law disputes?	No	Insufficient evidence located
Are there specialized family courts?	No	Insufficient evidence located
Is legal aid available for family law disputes?	Yes	Ministry of Justice
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Government Greece Website, Application Portal for Maternity Allowance
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	Yes	Law 4808/2021, Art. 48
Have sex-disaggregated data on unpaid care work been published?	Yes	Hellenic Statistic Authority website on Gender Equality
Childcare		
Is there a publicly available registry or database of childcare providers?	Yes	Official Website of the Hellenic Agency for Local Development and Local Government (E.E.T.A.A.)
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Official Website of the Greece Government; Official Website of the Hellenic Authority for Higher Education
Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers?	No	Insufficient evidence located
Has the government published any reports on the quality of childcare services?	No	Insufficient evidence located
Entrepreneurship		
Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	No	Insufficient evidence located
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	No	Insufficient evidence located
Does a current national government plan or strategy focus on women's access to financial services?	No	Insufficient evidence located
Assets		
Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	No	Insufficient evidence located
Are awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Have anonymized sex-disaggregated data on property ownership been published?	No	Insufficient evidence located
Pension		



Are incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Law No. 4997/2022, Art. 28; Greek Government Website

WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.