

WOMEN FROM ALL OVER THE WORLD MEETING IN ATHENS

The Zappeio conference center in Athens was the scene this month of a three-day conference on women in public administration, the first of its kind in Greece. Women are now taking over positions which were once thought to be the exclusive preserve of men in the business world, the sciences, and public administration.

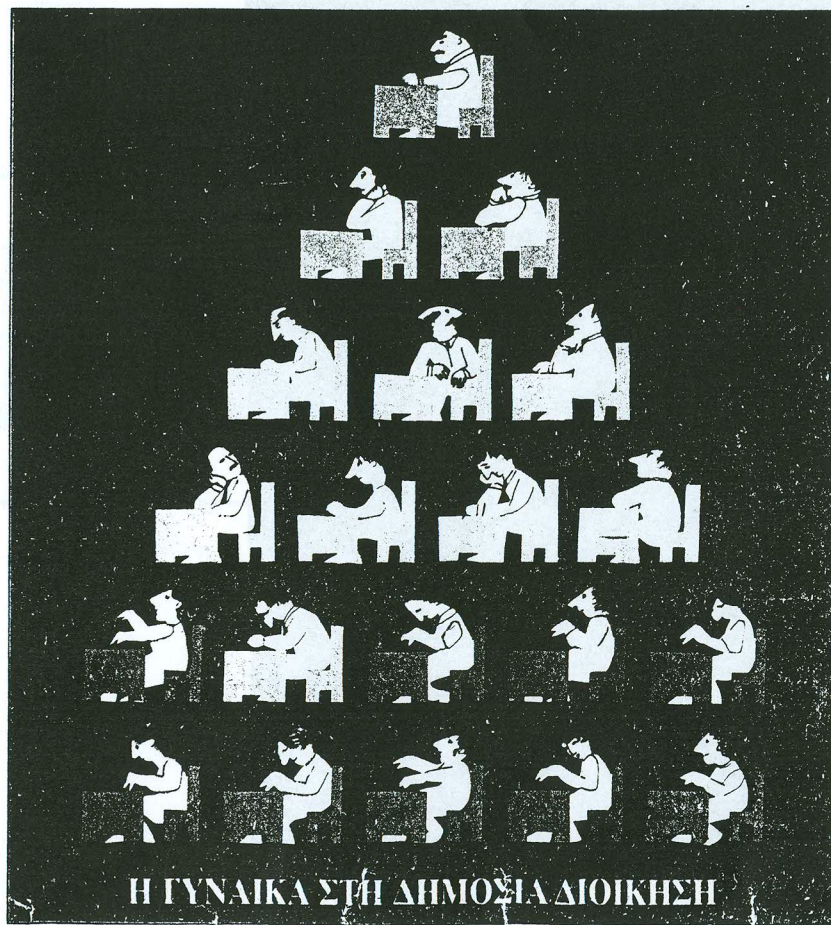
Statistics given at the conference showed that despite the rapid progress made by women, they are still in a socially inferior position to men. And the reasons for that seem to be the prejudices which keep the women at home, the lack of equal opportunities and unfair treatment at work.

The conference, which was organized by the Ministry to the Prime Minister's Office, the Council for Sexual Equality and the Civil Servants' Union, was opened by Apostolos Lazaris, Minister to the Prime Minister's Office:

"As minister responsible for the public administration, I feel rather as if I'm on trial here," he said. "Every morning when I go into my office I come face to face with the poster for your conference, showing the staff hierarchy with the women at the bottom and the men at the top - and I'm very much afraid that the poster is all too close to the truth."

Chrysanthi Antoniou-Laiou, Chairperson of the Council for Sexual Equality and adviser to the Prime Minister, had harsh words for the ministers, too:

"When trying to implement equality in the public sector we frequently run into difficulties. Even ministers find it hard to swallow the idea. But



A poster depicting the socially inferior position of women in Greece today, used to put publicize

a matter of government policy."

Ms Antoniou-Laiou announced that a Bill doing away with inequalities in pension arrangements for men and women is shortly to be brought before Parliament. Attempts are also being made to deal with the question of the Civil Service Lists, on the basis of which promotions are made and in which men precede women irrespective of their performance in the entrance examinations taken by all who enter the Service. Alterations are to be made in school hours and working hours and the regulations dealing with placing and transfers of couples working for the Service will be amended.

In Greece today, there are women serving as general secretaries of ministries, as prefects (local governors) and at the head of state enterprises.

Evdokia Serreli (36) is one of these women - as General Secretary of the Ministry of Health and Welfare, she is the only woman ever to have held such a post in Greece.

She and the eight women prefects have gone a long way towards shattering the myth of women's inefficiency in senior positions.

But in the higher ranks of

only 30% of the jobs are held by women (the figure in 1974 was 15%). Only one in ten of the civil servants on Grade 2 (the grade scale runs backwards, 1 being the highest) is a woman. And the percentage of heads of directorate who are women is even smaller. There has been a slight improvement in the number of women department heads and also in the number of women holding university degrees (33% as against 25% in 1974).

In pre-school teaching, 100% of the staff are women. This figure falls to 62.2% in secondary education, 29.8% in Craft Schools, 27% in Technical Colleges and only 3.1% in the universities.

In 1983, 65% of the civil servants with university degrees and tenure on Grade 8 were women, and only 11% of those on Grade 2.

At the real decision-making centers, women are conspicuous by their absence. Of 34 important committees and councils in the eight basic ministries, 25 are composed entirely of men! And the other 9 have no more than a token female presence of 15-20%.

Although female participation in public administration has been increasing, there has been no increase in women's participation in the

Mediterranean Women On the Move

The Mediterranean Women's Studies Institute (KEGME) organized a Symposium in Delphi on April 5-8, 1984. The theme of the Symposium was "Mediterranean Women on the Move": the employment, health and education of migrant women.

The Symposium was attended by women's organizations from the Mediterranean countries and experts on immigration from countries such as Australia, the U.S.A., Sweden, Germany, France and others.

A reporter from "Press Algerie" and a participant at the Symposium, Yousfi Jadria, expressed her appreciation to KEGME: "It is wonderful to meet with other Mediterranean women and exchange views and ideas; to make our voice



Foreign participants presenting their topics to the other representatives at the Symposium on "Mediterranean Women on the Move".

unified and strong; to reach international opinion. Our hope is that KEGME will continue its work and that the Mediterranean countries will intensify their support". Another participant, professor at the University of Split in Yugoslavia, Ivo Bausic said: "Employment abroad has had a positive impact on the economic emancipation of Yugoslav women".

Immigrants, throughout the world, forced to leave their homes for economic, political or social reasons, face the problem of discrimination. Their contribution to the development of the countries of immigration and the countries of origine is undisputable.

Foreign female workers feel the impact of the lower status of women. If they have qualifications equal to those of men, they receive

lower pay for doing the same work.

Their contribution to the preservation and maintenance of the family and national identity is widely acknowledged. Preserving their traditions, they help their families survive in a foreign world. They are responsible for maintaining the close-knit family structure, and the feelings of ethnic identity of the second generation. The difficult conditions of life and work affect the health of many foreign women, causing their premature repatriation.

KEGME plans to present the specific recommendations that came out of the Symposium, for improving the status of the migrant women, to the 1985 International Women's Conference in Nairobi.



The President of the Greek Women's Union, Margaret Papandreou, taking a coffee break during the Symposium at Delphi.

When women work together



View of Petra, on the northern coast of Lesbos

A new agro-tourist enterprise helps the women of Petra achieve economic independence

Lesbos is one of Greece's most beautiful islands. No one can leave it without having fallen in love with its idyllic scenery. Clear blue waters, sandy beaches, tall mountains and a seemingly endless forest of olive trees are particular charms of the island. Ancient and modern civilizations interwoven with Lesbos' beauty only serve to accentuate its attractions.

At Petra, a small village on the northern coast of Lesbos, a women's group has formed the very first agro-tourist enterprise in Greece. The Council of Equality between the Sexes created this enterprise

its aim being the achievement of economic independence for women, especially those living in rural areas.

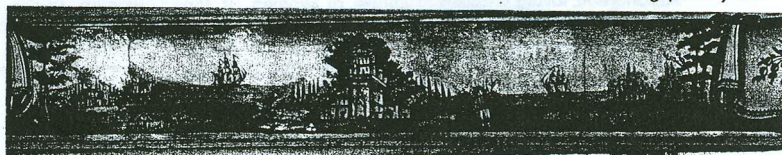
Welcoming tourists at its reception area, the enterprise helps them find lodging in the village, providing room and board for all. Greeks and foreigners alike are welcomed into local homes, instead of tourist accommodations, to ensure that they sample family life. Whatever the visitor eats is home-made. Whatever he buys is hand-made. Everything is made with love and care.

Traditional island cuisine,

Greek pastries, olives from the island's abundant groves and, of course, Lesbos' excellent ouzo are treats to one and all.

The women's effort thereby provides the island farm woman with an opportunity to use her skills, acquire private income and help achieve independence within the community. Economic independence is the basis for social emancipation.

Watching the women of Petra picking olives and grapes, collecting watermelons, taking the animals out to the fields, cooking traditional cuisine, making pottery and



Painted room decoration in a house of Petra



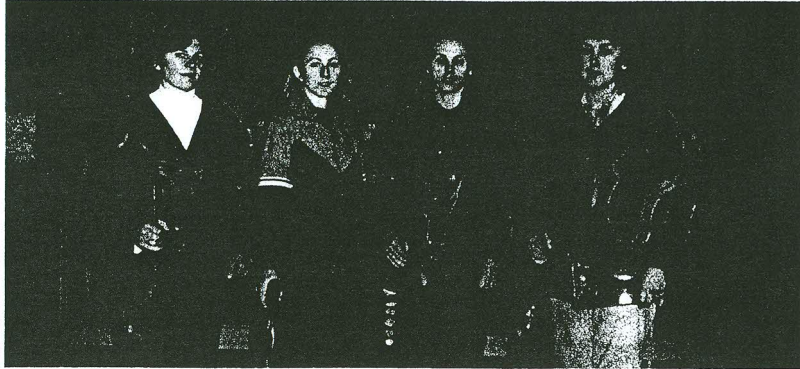
embroidering inspires a deep respect and appreciation for their agricultural lifestyle.

The women of Petra are thereby reviving an authentic way of life in communion with nature, the spirit of peace and the dream of universal understanding.

Spotlight

Women in the service

The marksmen are women



The four champion markswomen

The women police officers' shooting team consists of four champion markswomen — Evangelia Athanasiou, Nafsika Garini, Vassiliki Lountzi and Vivi Papastergiou. These form the core of Greece's national team. They have the support of four other talented young women who substitute for them when necessary.

All 21 in the team (13 men and eight women) follow a systematic training program six hours a day. Training becomes even more intense as a match approaches. Their lives are those of athletes, forcing them to give up a number of pleasures. At the same time, they carry out normal police duties in various branches of the force to which they belong.

We asked these markswomen why they chose a sport which is considered essentially masculine, and were told:

"We don't consider that

marksmanship. There can be no doubt that shooting is a difficult and tiring sport, but we hold a powerful ace — strength of will. As women, we feel proud of what we are doing, and as far as our profession is concerned, marksmanship is always a plus in the police force.

"We go in for a lot of training and do our best to fulfill our multifarious commitments, aiming to keep our team at the top. It's worth noting that our participation in Greece's national team is more than 60% in all matches."

QUESTION: What could you tell young people about the sport, especially marksmanship?

ANSWER: Sport is a source of life. Shooting is one of the finest sports, but for an individual it is rather expensive. There are probably plenty of young people who would like to take up shooting, but who don't know much about it be-

lieve this sport requires a lot more promotion from the mass media. Compared with athletes in other sports, we remain pretty obscure.

QUESTION: Is there anything you would like to add?

ANSWER: We would like to take this opportunity to thank the leadership of the police force for its wholehearted support of our efforts and for the facilities and technical help which it provides. We would also like to thank our male colleagues on the team for their moral support and their true spirit of comradeship.

The shooting team of the Urban Police Force forms part of the Subdirectorate for Physical and Mental Training at police headquarters.

Thanks to the systematic and painstaking efforts of its members and the support of their superiors and the state, this team is well on the way to success. It reflects honor on the service to which it be-

lieves. Women in Greece are now entering fields once considered socially forbidden to the "weaker sex." Greek women, having become pilots, surgeons, professors and judges, are now occupying positions in the police force, representatives of law and order. The Ministry of Public Order has opened its doors to women for careers in the police force and more women have been hired to teach in police academies.

It is worth noting that psychology and sociology courses are now being offered for the first time to students and officers of the police academy and its five departments.

Language courses, limited in the past, are now being offered on a regular basis and on all levels (English and French). The hours have been increased to offer students and officers a better chance of learning the language. Intensive language courses are also offered during the summer to officers of the fire department,

five hours a day, five days a week. Statistics also show a significant increase in women teaching at the academies.

We interviewed women who are pursuing careers in the police force and teachers working in the academies (police and fire departments). One teacher pointed out that she is impressed by the levels obtained by her students and their positive response to the institutional changes taken by initiative of the Ministry of Public Order. She underlined that this male-dominated profession seems to have accepted the presence of female teachers on all levels.

When asked what a career in the service of law and order means to her, one police officer replied:

"Liberation! A means to be active in a field which until today was off-limits to women.

"An escape from childhood expectations and fixed behavior, such as I can't play soccer, I mustn't climb trees, I shouldn't wear a uniform,

there are games for girls and there are games for boys, etc. In essence, this is what gives us the feeling of being liberated and equal to men."

When asked how she feels about a career in the police force and what her expectations are, one police cadette replied: "Primarily you experience something new and realize it's a new way to contribute and participate actively in society."

An English teacher at the police academy in New Philadelphia and the fire department in Kifissia who taught English to the male cadettes and officers finds her work quite satisfactory and inspiring:

"The woman's presence in this male-dominated profession shatters the established and classical image of the 'weaker sex' that these men have. In the classroom they have before them a new prototype. This prototype, having the necessary credentials and knowledge, can be an asset in changing the image they have concerning the role of women.

"It can shatter the traditional image they have that women belong in the kitchen."

(The next issue will deal with women in the military service — their duties and opportunities for advancement, as well as the problems they face.)



Spotlight

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OF CURRENT
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NATO "STORMS"

The recent "peace offensive" of Turkish Prime Minister Turgut Ozal towards Greece was not long-lived. It collapsed when Ozal dropped his peaceful mask and intervened in the internal affairs of Greece with a statement by Halim Eralp, spokesman for the Turkish Foreign Ministry, containing a claim against the Greek island of Lemnos...

Eralp said, in violation of Greek territorial sovereignty, that if Greece goes it alone and includes Lemnos in its national manoeuvres "Storm - 84", Ankara would react strongly.

It is at least peculiar that Turkey, which up to now objected to the inclusion of Lemnos in NATO manoeuvres, now goes as far as to protest even against the

No country would accept a statement such as the one made by Eralp, with the approval of course of the Turkish government. The Greek government reacted strongly and immediately to Eralp's statement. It described it as "provocative and politically unacceptable."

It should be noted that "Storm 84" is an exercise which coincides with the

President Kirchsclaeger in Greece for Talks



was accepted and approved during the ratification of the Montreux Treaty by the Turkish National Assembly.

Rustu Aras, then Foreign Minister of Turkey, said at that time:

"The provisions concerning the islands of Lemnos and Samothrace which belong to our friend and neighbor Greece, and which were demilitarized with the 1923 Lausanne Treaty are also abolished by the Montreux Treaty, something we are particularly happy about."

It is evident, diplomatic, observers concluded, that by holding military exercises on Lemnos, Greece was exercising its sovereign right