

# Greece

## KEY COUNTRY INDICATORS

**Gender Gap Index 2009** ..... **.85** **0.67**

Rank (out of 134)      Score (0 = inequality, 1 = equality)

Gender Gap Subindexes	Rank	Score
Economic Participation and Opportunity .....	86	0.61
Educational Attainment .....	60	0.99
Health and Survival .....	57	0.98
Political Empowerment .....	94	0.09

Economic Participation and Opportunity Indicators	Rank	Score
Labour force participation .....	86	0.71
Estimated earned income (PPP US\$) .....	81	0.53
Legislators, senior officials, and managers .....	70	0.38
Professional and technical workers .....	79	0.83

### Additional Indicators

Fertility rate (births per woman).....	1.30
Maternity leave benefits (% of wages paid) .....	100%
Provider of maternity coverage.....	Social security, employer
Length of paid maternity leave.....	119 days

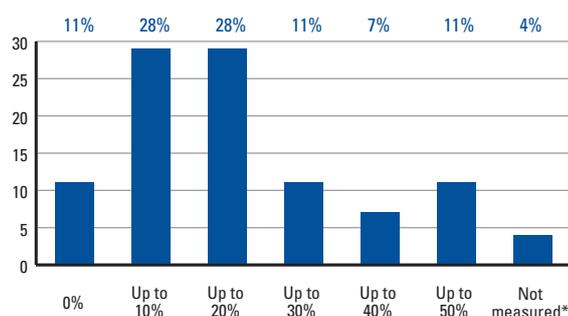
## SURVEY RESULTS

### Representation of Women in Business

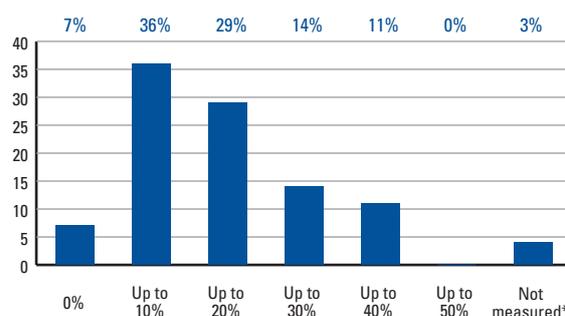
Approximate percentage of women employees (overall) ..... **32.83%**

Percentage of female CEOs .....

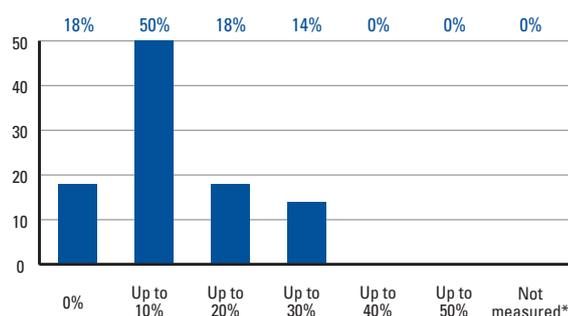
Please indicate the appropriate percentage of entry-level management positions in your company that are held by women:



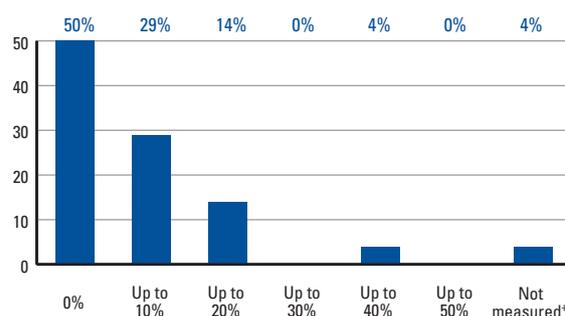
Please indicate the approximate percentage of middle management positions in your company that are held by women:



Please indicate the approximate percentage of senior management positions in your company that are held by women:



Please indicate the percentage of women among the Board of Directors of your company:

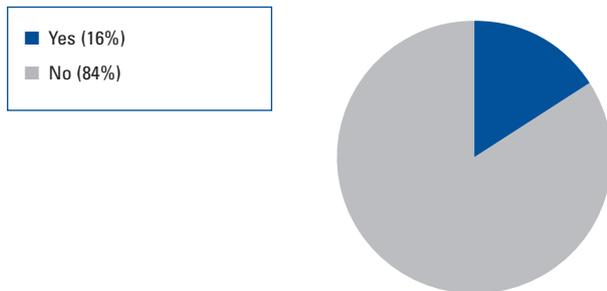


\* "Not measured" means respondent answered "My company does not measure this information"

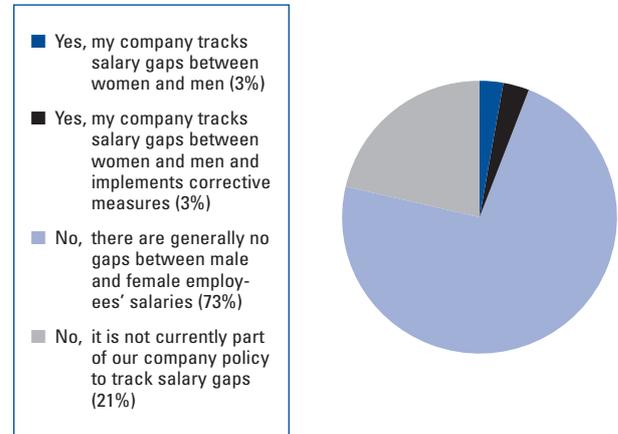
## SURVEY RESULTS (Cont'd.)

### Measurement and Target Setting

Does your company have specified targets, quotas, or other affirmative policies to increase the percentage of women in senior management or executive positions?

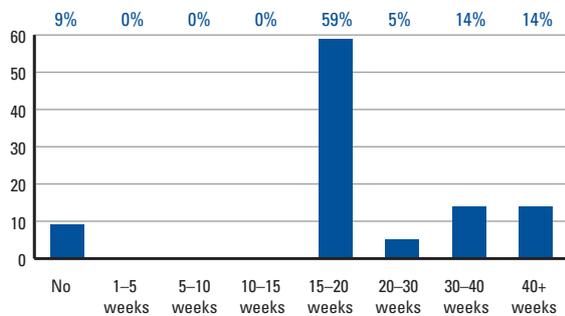


Does your company monitor and track salary differences between male and female employees holding similar positions?

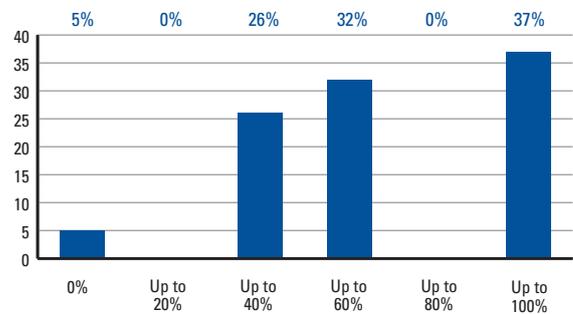


### Work-Life Balance Practices

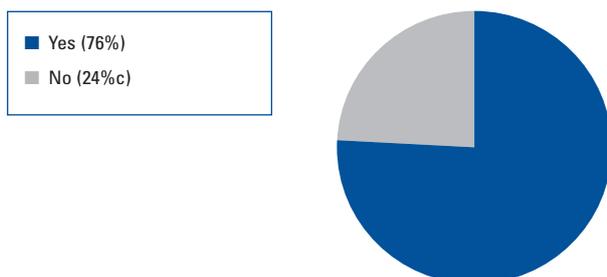
Does your company offer maternity leave?



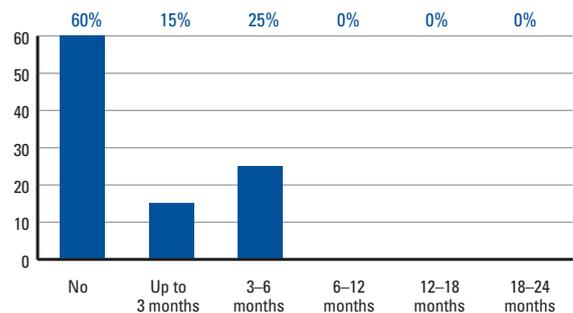
What is the approximate percentage of salary paid during this period?



Does your company offer the option of parental leave, i.e., post-pregnancy leave that can be taken by mothers or fathers?



Does your company have longer-term leave programmes and/or allow career breaks for parents and/or caregivers?

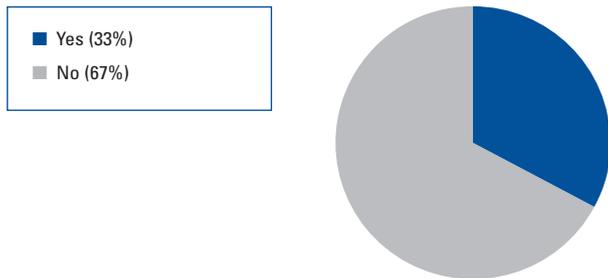


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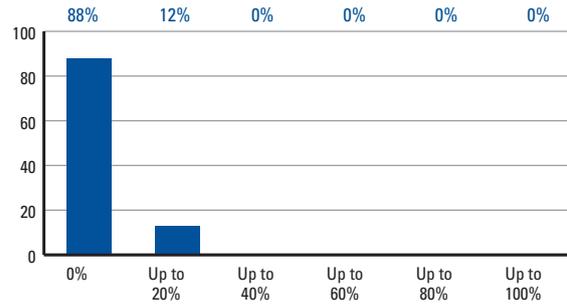
## SURVEY RESULTS (Cont'd.)

### Work-Life Balance Practices (Cont'd.)

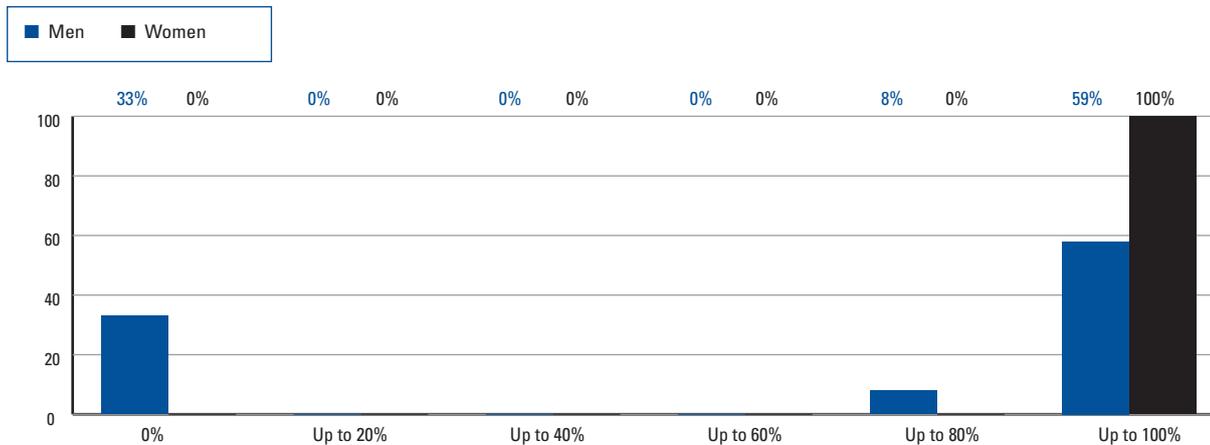
If your company offers long-term programmes and/or career breaks, do you also have "re-entry" programmes that help those employees stay connected while they are away and facilitate their return to the workplace?



If your company offers longer-term leave programmes and/or career breaks for parents and/or caregivers, what percentage of those taking this leave are men?



Of the total number within each gender that takes this leave, what percentage return to the same position or one with higher responsibility after taking their leave?

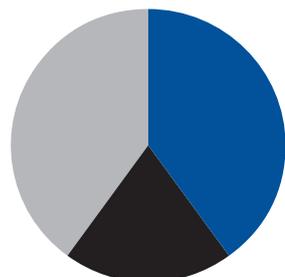
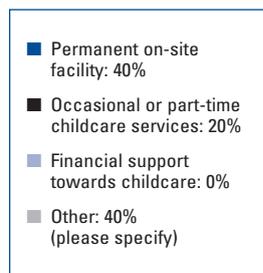


Percentage of companies that offer any form of childcare facilities.....**28%**

If yes, please specify the type of childcare facilities (select all that apply)

Percentage of companies that support employees in their effort to balance work and personal responsibilities through the following policies:

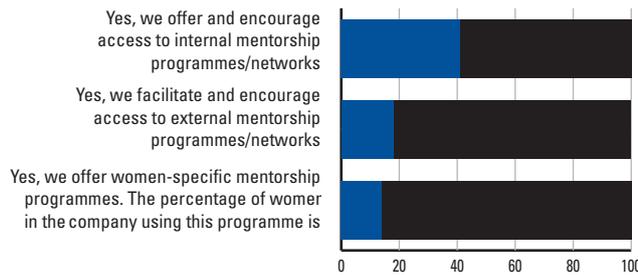
	Yes (%)	No (%)
Flextime/flexible working hours	67	33
Remote/distance working	14	86
Part-time work	32	68



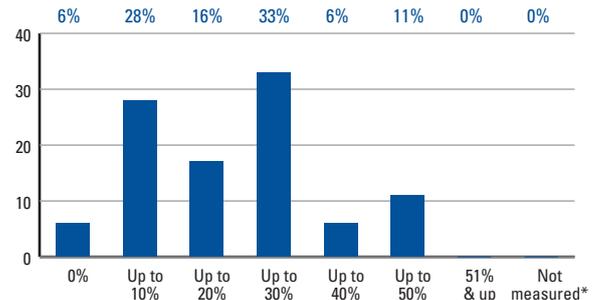
## SURVEY RESULTS (Cont'd.)

### Mentorship and Training

Does your company offer access to mentorship and networking programmes? Select all that apply and indicate percentage of women users if you have this information.



Among the assignments that you consider to be business critical/important, what percentage, in your opinion, are currently held by women? (Consider, for example: key startups, turnarounds, and line roles in key business units or markets).



### Barriers to Leadership

From the following list, please use a scale of 1 (least problematic) to 5 (most problematic) to rate the following barriers to women's rise to positions of senior leadership in your company. Select N/A if the option is not a barrier.

