

Gender, Work and Family issues in Greece

Elise Boyarsky, Shayla Burks, Arielle Berg, Stephanie Bordy

December 18, 2006

Bardis, Panos D. 1959. "A Comparative Study of Familism." *Rural Sociology* 24(4):362-371.

In his study on familism, professor Panos D. Bardos compares the three distinct groups of Greeks, Mennonites and Methodists. Familism in this case is a way of life that includes ideas such as the family holding great influence over the individual, a family-centered economic life, and households dominated by males. Bardos found in his study that Greeks in Greece portrayed many more familistic characteristics than the other two groups, and that women and men held significantly different attitudes towards familism and society. The author attributes this to the idea that in man-centered societies, women tend to be more conservative than men. He then continues to explain that the high familism scores found in Greeks can be attributed to multiple factors, including the nationalism of the Greek church and its pervasiveness in many areas of life, the agricultural society present in Greece, and its educational system. Bardos uses a study based on a scale with subject response as the basis for his research and for the data that he presents.

Cavounidis, Jennifer. 2006. "Labor Market Impact of Migration: Employment Structures and the Case of Greece." *International Migration Review* 40(3):635-636-660.

In the article that she has written, Jennifer Cavounidis discusses the presence of migrant workers in Greece and how this affects work structure as a whole, but more specifically, how this presence affects women. Cavounidis includes details on migration trends to Greece, and how the presence of migrant workers specifically affects two types of family labor. The first type involves migrant workers being substituted for family members in family-type businesses, and the second involves migrant workers substituting for family members in the areas of domestic work and care for dependent family members. While this change in Greek employment is bringing the labor structure of Greece to more closely resemble more typical EU countries, women are often the people who are more negatively impacted by these changes. Cavounidies expounds on these ideas throughout her essay, and uses other sources to help support her position.

Columbia University. 2006. "The Clearinghouse on International Developments in Child, Youth and Family Policies.", Retrieved October 29, 2006 (www.childpolicyintl.org).

The clearinghouse website provides information on 23 countries on child, youth and family issues. They compare different childcare policies, programs, and services available to parents across the nations. The information on Greece covers allowance,

child education, family leave and benefits. Greece is compared to other countries on their policies and especially on benefits awarded to parents across the world.

Committee on Elimination of Discrimination against Women. 2002. "Press Release; Greece Describes Wide Range of Legislation Promoting Gender Equality as Anti-Discrimination Committee Continues Exceptional Session."

Released in 2002 by the Committee on Elimination of Discrimination against Women, this press release helps to describe and explain some recent advancements that have been made in the feminist movement and feminist ideals in Greece. The information is conveyed using basic information about some recent changes, along with interview and commentary from women involved in the committee. First, recent changes are described, including government strategies and actions along with social changes in Greece, including an improved economy that has helped to lead to a rapid development in increased gender equality, and a change in the way in which Greek society views women. Then, a number of women involved in the committee are noted as giving their opinion on different matters concerning the current issues with gender and the equality of women in Greek society. The press release is effective in answering a myriad of questions concerning current gender issues in Greek society, partly because it also includes a response from Greek women who are involved in the Greek movement for gender equality.

Human Rights Watch. 2006. "Memorandum of Concern Trafficking of Migrant Women for Forced Prostitution into Greece." Human Rights Watch, Retrieved October/22, 2006 (http://www.hrw.org/backgrounder/eca/greece/greece_memo_greece.htm).

This website on human rights trafficking looked at the trafficking of migrant women forced into prostitution in Greece. The authors feel that Greece has failed to make a significant attempt to tackling trafficking issues. They also feel that Greece has not admitted there is a human trafficking problem or have severe punishment for trafficking

as well. Many European countries have policies in place to help the trafficking problem,

but Greece has not yet joined this alliance to protecting migrant women from human trafficking.

Karakasidou, Anastasia N. 1996. "Women of the Family, Women of the Nation: National Enculturation among Slavic Speakers in Northwestern Greece." *Women's Studies International Forum* 19(1-2):99-109.

Professor Anastasia N. Karakasidou explains the role of Slavic-speaking women in an area of Greece through exploring different areas relevant to the womens' lives; these include areas such as family organization, gender power within the family, and women as a part of the nation. Karakasidou argues that since the early 20th century,

when most Slavo-Macedonians held their own ethnicity separate from the Greek national ideals, they have now merged their identities with that of Greece, and that it is women who have played a pivotal role in this process. She describes the productivity of women in the work they performed in multiple areas, the relevance of this work to the culture, and how this work translated to the idea that women are the ones who support and convey this culture through domestic socialization. Karakasidou succeeds in explaining her position in an informative and interesting manner, using other sources to help support her position.

Lambropoulou, Dimitra, Antonis Liakos and Yannis Yannitsiotis. "Work and Gender in Greek Historiography during the Last Three Decades." *Rethinking Work, Gender and Society*:173-2-14.

Professors Dimitra Lambropoulou, Antonis Liakos and Yannis Yannitsiotis split their essay into parts in order to describe how in Greek society, work has become an area of investigation and gender has become a helpful device for the investigation of work. In order to support their position, the authors first describe how work became more complex in the 1970s and 1980s, then discuss the appearance of Greek social history during this time and how labor and gender both took on more definite forms, and finally what is occurring presently in regards to working relations, with gender serving as one of the main instruments for understanding these relations. In describing these areas, the authors also discuss the creation of a new form of thought, a combination of work studies and gender history that converged with questions that had already been raised regarding the role of family, household, and kinship in Greece. This area of thought, which approaches topics on multiple areas concerning women, has helped to both explore and explain the role of women in the workforce. Overall, the authors succeed in thoroughly explaining both what has occurred in Greece in regards to these issues since the 1970s, as well as their stance on this issue. The authors also use other works and studies in order to help support their position.

Papadopoulos, Theodoros N. 1996. "Greek Family Policy From A Comparative Perspective." Pp. 47-48-57 in *Women, Work and the Family in Europe*, edited by E. Drew, R. Emereck and E. Mahon. Routledge.

Theodoros Papadopoulos discusses the role of Greek family policy and how it plays a large role in the welfare provider of the family. The article covers seven main topics that are discussed. These include predominance of the nuclear family in Greece, Greek family policies, childcare, leave provisions, child care support packages in Greece, and aspects of gender in Greek familism. The article compares policies in Greece with family policies of other European Union countries. There were many findings that showed Greece had flaws in their family policies especially in childcare for ages 0-3. Overall Greece needs to update their family policies in all aspects beyond childcare, to provide fair and equal coverage for families.

Papalexandris, Nancy and Dimitris Bourantas. 1991. "Attitudes towards Women as Managers: The Case of Greece." *The International Journal of Human Resource Management* 2(2):133-148.

Nancy Papalexandris and Dimitris Bourantes focus on the position of women in Greece when it comes to higher-posts in the work-force. Using past research along with two research designs, Papalexandris and Bourantes collect and analyze data concerning various areas, including organizational and personal attitudes towards women as managers. Overall, the authors have several objectives in conducting their study, including trying to measure the attitudes towards women as managers in Greece, to identify the differences in these attitudes and correlate them with various characteristics of the respondents, and to then discern some useful implications of action to be taken by various institutions and organizations to help remedy the problem of how women are viewed as managers. Papalexandris and Bourantes are successful in gathering and sharing their information, and come to several important conclusions concerning the need for further research as well as some initial steps that can be taken to help resolve this problem.

Patrinou, Harry A. and Lambropoulos, Haris S. 1993. "Gender Discrimination in the Greek

This article reflects information from two labor market surveys which looks at male and female earnings and the discrimination in Greece compared to other countries. The authors found that Greece has a law for equal treatment yet that was not found in the results of the study in Greece. The results found that even though females are more educated than men, they still receive lower wages.

Paxon, Heather. 2004. "Appendix 2." Pp. 257-259 in *Making Modern Mothers: Ethics and Family Planning in Urban Greece*"Appendix 2." Berkley: University of California Press.

The section of this book is going to be very practical because it gives examples of specific laws that have affected gender, work and family issues in Greece. Some of the laws are specifically related, while others are just interesting reading. For example, one law from Greece protects pregnant women by forbidding dismissal from their employment. Each of these laws is extremely relevant because it shows the direct steps the government is taking to provide equality to all citizens. Another law, that I think will be extremely useful, is the Law 1483/84, otherwise known as the Greek Parental Leave Act. Parental leave is one of the more debated family issues in many countries. Greece has stipulated that each parent will receive three months leave. Heather Paxon uses these laws to show that Greece has taken great strides to set up a government that protects all of its citizens regardless of gender.

Population Reference Bureau. 2006. "Population Reference Bureau.", Retrieved October 29, 2006 (www.prb.org).

The population reference bureau (PRB) supplies people with information in all different regions of the world about population, health, and the environment. The PRB has four major topics which include reproductive health and fertility, children and families, population and the environment, and migration, immigration and gender. This website provides a source of empowerment by making sure policymakers have reliable sources of information when creating health, population, and environmental policies across the nation. This website is based of factual information on the population around the world which can help policymakers understand the problems in their own countries and others.

Theodossopoulos, Dimitrios. 1999. "The Pace of the Work and the Logic of the Harvest: Women, Labour and the Olive Harvest in a Greek Island Community." *Journal of the Royal Anthropological Institute* 5(4):611-626.

Dimitrios Theodossopoulos discusses the role of Greek women in the family and in the work environment, specifically in the case of the annual olive harvest in a small Greek island community. Theodossopoulos argues that the women's participation in the harvest and their positions in economic enterprises that affect their families cannot be separated from the achievements of their household. In conducting his study, he uses the method of participant observation, in which he observes families on the island throughout the harvest, and even participates, in order to gather information on the importance of women to the harvest. The author defends his argument through the information that he gains during his participation in the olive harvest. Overall, the author does a great job of explaining the basic information about the olive harvest, as well as the breakdown of assigned roles within the harvest and how this relates to gender roles and family.

United Nations Committee on Economic, Social and Cultural Rights. 2004. "Concluding Observations of the Committee on Economic, Social and Cultural Rights: Greece." Retrieved October/29, 2006 (<http://www.unhchr.ch/tbs/doc.nsf/0/0fcc2b5b27738e28c1256f430056245b?Opendocument>).

This report raises concerns over the status and treatment of ethnic minorities in Greece, particularly, the Roma. It raises concerns over widespread poverty, disease, physical and sexual abuse--particularly among women and children--as well as the lack of educational opportunities for children and notes the number of underage children working illegally. It also notes the lack of effort on the part of the Greek state to ameliorate these conditions and gives a list of recommendations.

United Nations Human Rights System. 2003. "Greece: Thematic Reports." United Nations Human Rights System, Retrieved October/29, 2006 (<http://www.hri.ca/fortherecord2003/vol6/greecetr.htm>).

This report discusses human right issues facing both women and immigrants. It provides information on Greece's ratification of the Convention on the Elimination of

all Forms of Discrimination Against Women in 1983 and the Optional Protocol in 2002 coupled with the country's ironic resistance to criminalizing marital rape or making other forms of rape and violence against women serious crimes. It is also an excellent reference for the specific treatment of immigrants and the abuses they face by local authorities as well as the difficulties they encounter trying to leave the country.

U.S. Department of Labor. 2003. *Foreign Labor Trends*. Washington, D.C.: Government Printing Office.

The U.S. Department of Labor Foreign Labor Trends report on Greece includes a multitude of information and statistics on various labor issues in Greece, including a description and background information of labor, the economy and labor, labor law, and labor standards and worker's rights. The report also includes information on several areas of labor that pertain to women, including the fact that women have a much higher unemployment rate than men, and that women are under-represented in trade union decision-making centers. The report also includes information on the lack of specific sexual harassment legislation in Greece, and explains what is provided in place of this legislation. The report further explains current policies and statistics in the Greek labor system. The report does not really take sides on issues, but rather explains the facts and what is provided in different areas of the labor scene.

Van der Geest, Sjaak, Anke Mul and Hans Vermeulen. 2004. "Linkages between Migration and the Care of Frail Older People: Observations from Greece, Ghana and the Netherlands." *Ageing & Society* 24(3):431-450.

This article discusses the linkage between migration and the care of older people in Greece, Ghana, and the Netherlands. The authors claim that there are four ways these two ideas are linked. To get a better understanding they compare cases in Greece and Ghana against situations in the Netherlands. They looked at political, cultural and economic contexts. The problems they found for migrants were parallel to issues that were found in the care of frail older people in all three of these countries.

Venieris, Dimitris. 2003. "Social Policy in Greece: Rhetoric versus Reform." *Social Policy and Administration* 37(2):133-147.

Assistant professor Dimitris Venieris argues that what he feels are the negative dynamics of social policy in Greece are caused by several factors, including weak social participation, a lack of a strong culture of universalism and social citizenship, and poor politics. He explains that due to various factors, including complex policy and interlocking interest linkages, the welfare system is strongly resistant to reform. Venieris focuses on the 1980s and the 1990s in explaining different policies that were put into play and why these ineffective policies failed to remedy the social

situation and social services that were present at the time. He then continues on to explain how further action in the new century also failed to assist the social policy in improving. Venieris then concludes with an overall analysis of social policy in Greece and recommendations for how Greece can begin to solve its social policy problems. In writing his argument, Venieris references multiple sources and includes historical facts and figures in order to explain his position.