

**HELLENIC REPUBLIC**  
**GREEK NATIONAL COMMISSION FOR HUMAN RIGHTS**

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Neofytou Vamva 6 (3<sup>rd</sup> floor), GR 106 74 Athens, Greece, Tel: +30 210 7233221-2;  
fax: +30 210 7233217; e-mail: [info@nchr.gr](mailto:info@nchr.gr), website: [www.nchr.gr](http://www.nchr.gr)

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| <p><b>Comments on the Bill “Implementation of the Principle of<br/>Equal Treatment for Men and Women as Regards Access to<br/>Employment, Vocational Training and Promotion, and<br/>Working Conditions”</b></p> |
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The Commission recognizing the importance of incorporating EU Directive 2002/73 into the Greek legal order and taking into account EC Law and the Greek Constitution underlined the following:

(a) The importance of viewing the EU Directive as a means for achieving substantial gender equality and introducing positive measures, mainly in favour of women;

(b) The fact that gender equality is a non-negotiable matter;

(c) The significance of the choice of terms used in the text;

(d) The Bill’s framework of implementation;

(e) The careful examination of the provisions to be abolished;

(f) The date of entry into force;

(g) The urgency of the provisions pertaining to the equal treatment principle and the prohibition of discrimination (access to employment and relevant terms and conditions; professional orientation, formation and further training; equality of pay; professional advancement; prohibition of any unfavourable treatment; obligation to inform and supply evidence; legal protection; sanctions; burden of proof; and a body to be established to supervise the implementation of the equal treatment principle of men and women).

In its proposals, the Commission stressed the need to take effective measures in line with the harmonization of professional and family life, *inter alia*: parental leave as an individual, personal and non-transferable right; the grant of benefits to parents who make use of parental leave; the establishment of paternity leave with benefits, as an individual, personal and non-transferable right; the inclusion of adoptive parents in the abovementioned benefits, especially in the case single-parent families; the determination of working hours through collective negotiations or other forms of agreement; the regulation of matters pertaining to work, in particular the promotion of flexible terms of employment; the qualitative and quantitative strengthening of support structures in order to cover the needs of all workers.

The President of the Commission (A. Yotopoulos-Marangopoulos) as well as a number of its members (N. Theodoridis, P. Fountedakis, K. Botopoulos and A. Takis) submitted additional proposals.

22 June 2006