

# National Research Report

## THE 'AS IS' SITUATION IN GREECE

---

Deliverable: PR1/T1.1.1



**29-6-2022**

---

KEK KEM

Authored by: THANOS BEIS - KORONAIOS

Project Number: 2021-1-EL01-KA220-VET-000034695



Co-funded by the  
Erasmus+ Programme  
of the European Union

The European Commission's support for the production of this publication does not constitute an endorsement of the contents, which reflect the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



## REVISION HISTORY

Version	Date	Author	Description	Action	Pages
1.0	04/05/2022	DIGICULT	Creation	C	4
1.1	29/6/2022	KEK KEM	Insert	I	17

(\*) Action: C = Creation, I = Insert, U = Update, R = Replace, D = Delete

## REFERENCED DOCUMENTS

ID	Reference	Title
1	2021-1-EL01-KA220-VET-000034695	AR4RECLOTHING Proposal
2		

## APPLICABLE DOCUMENTS

ID	Reference	Title
1		
2		





## **Contents**

1. Introduction.....	4
1.1 Scope of the project.....	4
1.2 Purpose of the document .....	4
1.3 Project target groups .....	4
2. Methodology .....	5
3. National Practices.....	6
3.1 Eco-sustainable practices initiated or implemented by women .....	6
3.2 Green practices for safeguarding the environment .....	7
3.3 Initiatives for clothing upcycling awareness .....	9
3.4 Practices related to gender-based training .....	10
3.5 Existing dialogues for the role of gender in environmental sustainability.....	12
3.6 Technologies used as innovative sustainable practices.....	13
4. Conclusions.....	16
5. References.....	17





# 1. Introduction

## 1.1 Scope of the project

Research has depicted the linkage between environment-oriented activities and gender disparities. In fact, gender equality matters to environmental sustainability with women performing two thirds of global working hours and being more dependent on natural resources in comparison with men (Irish Aid, 2013). However, the agenda promoting the importance of gender equality for the ecosystem still remains unfinished despite all the initiatives taken towards the establishment of eco-friendly activities (UN women, 2014). Therefore, while there is still a high level of gender inequality, women act as half of the world's resource managers, making their role crucial towards safeguarding the environment (Global Environment Facility, 2018). With clothing upcycling being the new trend for green fashion, there has been no concrete initiative promoting women's active participation in upcycling practices, despite EU's endeavor towards environmental sustainability. Therefore, the need for VET trainers and textile professionals (manufacturers, designers, colorists, etc.) to engage in an open dialogue in order to support gender-based training towards buckling down environmental challenges through clothing upcycling activities constitutes a brand new initiative in alignment with EU goals for resource efficiency (Europe 2020 Strategy).

## 1.2 Purpose of the document

This document aims to provide useful insights of the current needs with regards to the level of awareness among textile professionals about men and women's role and participation in environmental activities towards sustainable development of the industry.

The insights will derive from the thorough research conducted at national level, while the findings will be used in a comparison analysis scrutinizing the best practices applied in other European countries in order to identify the gap between the 'as-is' situation and the 'to-be' situation.

The research focuses on the training needs of textile experts for environmental consciousness in order to identify the main pillars of the training materials to be developed for the purpose of the 'ReClothing Training Guide'.

## 1.3 Project target groups

The target groups addressed and affected by this research are:

- Directly:
  - Textile professionals (manufacturers, designers, colorists, stylists, converters, etc.) interested in or already taking initiatives towards environmental sustainability
  - VET & Textile experts willing to actively participate in an open dialogue about green methods that establish the importance of gender equality for the ecosystem
  - HEI with Textile departments



- Indirectly:
  - VET training organizations
  - Public bodies
  - NGOs or other organizations/authorities taking initiatives towards renewable resources and energy efficiency
  - AR developers or developers/organizations willing to embrace innovative digital solutions for sustainable training purposes and enhanced learning experiences
  - Policy makers

## 2. Methodology

In order to efficiently identify the current practices, each partner organization will opt for different case studies applied in the country as indicative examples of the state of the art.

The desk research focuses on the following pillars:

1. Eco-sustainable practices initiated or implemented by women
2. Green practices for safeguarding the environment
3. Initiatives for clothing upcycling awareness
4. Practices related to gender-based training
5. Existing dialogues for the role of gender in environmental sustainability
6. Technologies used as innovative sustainable practices

Therefore, the project consortium will cast about for any practices – or the lack of them – among the partner countries with a view to formulate a training solution tailored to the needs of the target group. The findings of the current research document will be validated directly by the project target group so as to ensure their active involvement in the project activities throughout its implementation. To that end, partners (except ATERMON as an IT company and UNICERT as an accreditation body) will contact at least 25 participants demonstrating the results of this report and involving them in a needs verification survey.



## 3. National Practices

### 3.1 Eco-sustainable practices initiated or implemented by women

<b>Name of the organization:</b>	<b>Y.W.C.A. of Greece</b>
<b>Name of the action:</b>	Mobile Exhibition for Recycling
<b>Year of implementation:</b>	1988
<b>Objectives of the action:</b>	Raising awareness of Greek society about environmental consciousness
<b>Description of methodology:</b>	In the context of the European Year of the Environment, the organization created training and awareness-raising materials for adult learners. The materials were promoted during a 'Mobile Exhibition for Recycling'.
<b>Impact:</b>	The Exhibition for Recycling travelled all over the country stimulating the active participation of citizens and volunteers. As a result, more similar actions were initiated as a follow-up, such as 'National Programme for the Environment'.
<b>Website:</b>	<a href="https://xen.gr/women-environment/">https://xen.gr/women-environment/</a>
<b>Skills required to implement such an action</b>	<ul style="list-style-type: none"><li>▪ Teamwork</li><li>▪ Self-motivation</li><li>▪ Negotiation</li><li>▪ Communication</li><li>▪ Decision making</li></ul>
<b>Potential challenges</b>	<ul style="list-style-type: none"><li>▪ Lack of general awareness</li><li>▪ Difficulty in reaching out interested parties</li><li>▪ Lack of support by bigger stakeholder</li><li>▪ Lack of infrastructure</li></ul>



<b>Name of the organization:</b>	<b>ECOGENIA</b>
<b>Name of the action:</b>	Exhibition for Climate action and sustainability
<b>Year of implementation:</b>	2020
<b>Objectives of the action:</b>	Educate young Greeks about environmental sustainability and foster a culture of civic environment
<b>Description of methodology:</b>	The organization considering the greater good, will work together to find community based solutions while developing new skills to build stronger and more resilient communities. Ecogenia also is planning after-school enrichment programs to educate younger, school – age children about what they can do about sustainability and what it means to be a citizen
<b>Impact:</b>	Ecogenic, legally was established in Greece as nonprofit partnership and now it is invited to serve as an implementing partner. The organization wants to be a leader and train for disaster preparedness and relief efforts. Think about the fires that have ravaged parts of Greece. It plans environmental conservation efforts and will mobilize sustainability efforts in local communities and villages across Greece.
<b>Website:</b>	<a href="http://www.ecogenia.gr">http:// www.ecogenia.gr</a>
<b>Skills required to implement such an action</b>	<ul style="list-style-type: none"> <li>▪ Teamwork</li> <li>▪ Self-motivation</li> <li>▪ Negotiation</li> <li>▪ Communication</li> </ul>
<b>Potential challenges</b>	<ul style="list-style-type: none"> <li>▪ Lack of general awareness</li> <li>▪ Lack of support by bigger stakeholder</li> </ul>

### 3.2 Green practices for safeguarding the environment

<b>Name of the organization:</b>	<b>GRECOTEL CRETA PALACE</b>
<b>Name of the action:</b>	Clean up the Med
<b>Year of implementation:</b>	Ongoing
<b>Objectives of the action:</b>	Cleaning the coastline in order to support the environmental awareness of the hotel clients and as well as the employees.



*Stimulating gender-based innovative training methods to promote CLOTHING REcycling through Augmented Reality*

<b>Description of methodology:</b>	The hotel materializes with the involvement of young children in cleaning the coastline in front of the hotel many times during the year in order to educate and train the young children to have the right environmental behavior and to give to their clients a better way of life.
<b>Impact:</b>	Greotel is a pioneer company in Greece in the field regarding protection, maintenance and promotion of the environment and our cultural heritage. Since 1990 the hotel innovates in the protection of nature with the establishment of the sector “environmental culture” rising as one of its main goal to be sustainability. The hotel wants to continue to contribute t cleaner and greener planet.
<b>Website:</b>	<a href="http://greotelcrete.gr">http://greotelcrete.gr</a>
<b>Skills required to implement such an action</b>	<ul style="list-style-type: none"> <li>▪ Teamwork</li> <li>▪ Communication</li> <li>▪ Cooperation with public sector</li> <li>▪ Volunteering</li> </ul>
<b>Potential challenges</b>	<ul style="list-style-type: none"> <li>▪ Difficult to motivate more people</li> </ul>

<b>Name of the organization:</b>	<b>INTECO</b>
<b>Name of the action:</b>	“Eco Fert”
<b>Year of implementation:</b>	Ongoing
<b>Objectives of the action:</b>	Insteco has a goal to promote ecological agriculture in Greece through research, training and information towards the public.
<b>Description of methodology:</b>	“Ecofert” - Inspection, evaluation, and certification, aims in the development suitable for usage in organic farming. The aim is to issue a certificate of conformity for inputs (fertilizers and plant products) which are suitable for organic farming.
<b>Impact:</b>	The aim of Insteco is to support and promote ecological agriculture in Greece is through research, dissemination, and awareness raising activities.
<b>Website:</b>	<a href="http://www.insteco.gr">http://www.insteco.gr</a>
<b>Skills required to implement such an action</b>	<ul style="list-style-type: none"> <li>▪ Teamwork</li> <li>▪ Collaboration between scientists, research centers</li> <li>▪ Cooperation with civil society organizations</li> </ul>
<b>Potential challenges</b>	<ul style="list-style-type: none"> <li>▪ Lack of general awareness</li> <li>▪ Lack of funds</li> </ul>





### 3.3 Initiatives for clothing upcycling awareness

<b>Name of the organization:</b>	<b>RECYCOM</b>
<b>Name of the action:</b>	UP TEXTILE : Promote collaboration with the public sector and used clothing recycling, processing, and management of textile waste.
<b>Year of implementation:</b>	Ongoing
<b>Objectives of the action:</b>	The vision of Recycom is the establishment and development, in Greece, of a unique recycling center of clothing and footwear, contributing in the Greek economy with the investment of new capitals and new green working positions. Raise awareness and motivate said entities in the fields of recycling.
<b>Description of methodology:</b>	Recycom wants to inform and build awareness of young students, citizens and all sectors of the community for the benefits of recycling and reuse of cloth and footwear fir the environment. As activities it organizes bazaars in schools.
<b>Impact:</b>	Recycom is an organization that collaborates with more than 150 sectors, has helped more than 102,000 fellow citizens that are in need and continues to grow. Together we can make the difference in order to provide a better and more green environment for the next generation.
<b>Website:</b>	<a href="https://www.recycom.gr/">https://www.recycom.gr/</a>
<b>Skills required to implement such an action</b>	<ul style="list-style-type: none"> <li>▪ Teamwork</li> <li>▪ Collaboration with public sector</li> <li>▪ Communication</li> <li>▪ Creativity</li> <li>▪ Cultural competence</li> </ul>
<b>Potential challenges</b>	<ul style="list-style-type: none"> <li>▪ Lack of general awareness</li> <li>▪ Difficult to motivate more people</li> </ul>



<b>Name of the organization:</b>	<b>FABRIC REBUPLIC</b>
<b>Name of the action:</b>	Recycling clothing
<b>Year of implementation:</b>	2018
<b>Objectives of the action:</b>	Fabric republic is a is an innovative and integrated surplus clothing management system, which focuses on the social needs of today, sustainability and sustainable development.
<b>Description of methodology:</b>	In total, in its three years of operation, it has developed a network of collaborations with more than 70 organizations offering clean clothing to more than 200,000 of our fellow human beings, who come from vulnerable social groups. With the aim of no clothing going to waste, the creation of the fabric republic social workshop began, which manufactures clothes and accessories that means that raw materials are used clothes and fabrics that would end up in landfills while, all materials from the packaging to the final object are made of environmentally friendly and recyclable materials.
<b>Impact:</b>	Fabric Republic believes in conscious consumption and the effect that our purchasing habits have on people and the environment. At the same time, all sales revenues are allocated for the needs and purposes of the clothing bank. Following a circular economy model based on equality, solidarity, conservation and optimization of natural resources and sharing.
<b>Website:</b>	<a href="http://www.fabricrepublic.gr">http://www.fabricrepublic.gr</a>
<b>Skills required to implement such an action</b>	<ul style="list-style-type: none"> <li>▪ Teamwork</li> <li>▪ Collaboration with small companies</li> <li>▪ Communication</li> <li>▪ Creativity</li> <li>▪ Cultural competence</li> </ul>
<b>Potential challenges</b>	<ul style="list-style-type: none"> <li>▪ Lack of general awareness</li> <li>▪ Difficult to motivate more people</li> </ul>

### 3.4 Practices related to gender-based training

<b>Name of the organization:</b>	<b>DIOTIMA</b>
<b>Name of the action/training:</b>	Women empowerment
<b>Year of implementation:</b>	1989
<b>Objectives of the action/training:</b>	Its purpose is to integrate the perspective of gender, race, social class, age, etc. in social, employment, migration, integration and other policies.



*Stimulating gender-based innovative training methods to promote CLOTHING REcycling through Augmented Reality*

<b>Description of methodology:</b>	It implements empowerment actions and programs for upgrading skills and promoting (self-)employment, for all women and especially for groups of women facing social exclusion, such as unemployed, single parents, survivors of gender-based violence, immigrants / refugees, etc
<b>Impact:</b>	It contributes to the gendered understanding of social and political life, to the advocacy for gender rights, to the guarantee of women's right to self-determination. It pushes for transparency and accountability. Organizes conferences, workshops, workshops, workshops and open public debates to disseminate the results of the actions
<b>Website:</b>	<a href="http://diotima.org.gr">http://diotima.org.gr</a>
<b>Skills required to implement such an action/training</b>	<ul style="list-style-type: none"> <li>▪ Teamwork</li> <li>▪ Communication</li> </ul>
<b>Potential challenges</b>	<ul style="list-style-type: none"> <li>▪ Lack of general awareness</li> </ul>
	<ul style="list-style-type: none"> <li>▪ Lack of funding</li> </ul>

<b>Name of the organization:</b>	<b>KETHI</b>
<b>Name of the action/training:</b>	Education, training and raising awareness
<b>Year of implementation:</b>	1994
<b>Objectives of the action/training:</b>	Eliminate gender discrimination and inequalities, as well as strengthen women's position through planning, implementing, monitoring and evaluating action plan.
<b>Description of methodology:</b>	<b>KETHI is activated</b> dynamically in the promotion of gender equality in all sectors: social, political, cultural and economic life. Its aim is mainly on the elimination of gender discriminations and inequalities. Develop actions on gender equality issues at work, entrepreneurship and social inclusion, through the provision of documentation and information. It also enhance scientific knowledge by conducting researches and studies n the field of gender equality
<b>Impact:</b>	Since 1994, KETHI, in cooperation with the Ministry of Education and Universities of Greece and Europe, has been working systematically towards the elimination of gender inequalities in education. During the 2000s, KETHI had the opportunity to diffuse the accumulated knowledge, through the implementation of a nationwide training program / awareness training and performed intervention actions in secondary schools (7,000 schools across the country). KETHI collaborates constantly with the academic community, women's organizations, institutions of civil society, research centers and other



	organizations, providing information on scientific fields in which is active
<b>Website:</b>	<a href="https://www.kethi.gr/">https://www.kethi.gr/</a>
<b>Skills required to implement such an action/training</b>	<ul style="list-style-type: none"> <li>▪ Communication</li> <li>▪ Determination</li> <li>▪ teamwork</li> </ul>
<b>Potential challenges</b>	<ul style="list-style-type: none"> <li>▪ Lack of general awareness</li> </ul>

### 3.5 Existing dialogues for the role of gender in environmental sustainability

<b>Name of the association/synergy:</b>	<b>CAFÉ FEMININO GREECE</b>
<b>Year of implementation:</b>	On going
<b>Objectives of the action:</b>	Café Femenino Greece through the two-fold Quality-Equality aims to increase awareness of public opinion over issues such as gender equality and women empowerment within the international coffee trade. In 2003, a few women in northern Peru decided to change this by co-founding Café Femenino alongside Organic Products Trading Company. For the first time, women were recognized as coffee producers and paid for the coffee they produced.
<b>Description of methodology:</b>	Since then, Café Femenino has grown into a movement empowering women in remote coffee-growing regions in nine countries. These women made sure that when you choose Café Femenino, you're choosing to help women take on leadership roles, obtain the title to the land on which they farm, and earn an extra premium for their high-quality coffee beans. The mission of Café Femenino Greece is to financially support the women of the cooperatives, which take part in the Café Femenino program in the 9 origin countries. This is achieved by paying the extra premium on the price of the green coffee which goes directly to the cooperatives as well as by committing to paying 0.025 euro per cup of coffee sold in the Café Femenino stores to the Café Femenino Foundation, in order to sponsor certain projects each year in origin countries. (Peru, Colombia, Bolivia, Nicaragua, Guatemala, Mexico, Brazil, Dominican Republic, Indonesia.)



<b>Impact:</b>	In this way Café Femenino helps women coffee farmers fight for the credit they deserve and the voice they need to empower themselves and their communities. Its aim is to raise awareness relating to the mission and vision of the Café Femenino foundation initiatives in the European continent and to support women in business and women's entrepreneurship in Greece by including women-made products in the Café Femenino stores. Even further, Café Femenino Greece supports financially selected Greek women's NGO's by offering 0.025 euro per cup of coffee sold in the Café Femenino stores.
<b>Website:</b>	<a href="https://www.cafefemeninogreece.com/">https://www.cafefemeninogreece.com/</a>
<b>Skills required to implement such an action</b>	<ul style="list-style-type: none"> <li>▪ Communication</li> <li>▪ Teamwork</li> </ul>
<b>Potential challenges</b>	<ul style="list-style-type: none"> <li>▪ Lack of general awareness</li> <li>▪ Difficulty in reaching out women in remote areas</li> </ul>

### 3.6 Technologies used as innovative sustainable practices

<b>Name of the organization:</b>	NON-PROFIT CIVIL PARTNERSHIP FOR THE PROTECTION OF AQUATIC ECOSYSTEMS - iSea	
<b>Name of the tool/technology:</b>	SEAlly	
<b>Year of implementation:</b>	2020	
<b>Objectives of the tool:</b>	SEAlly© is a citizen science tool that allows fishermen, port officials, divers and all sea lovers to record sea turtle and/or shark sightings in the Mediterranean.	
<b>Description of methodology:</b>	A key aspect of the project is the active involvement and engagement of citizens on the basis of Citizen Science, as well as the use of innovative technology tools. Primarily, SEAlly© was developed so that fishers, port authorities, divers and all sea lovers can record sea turtle and/or shark sightings in the Mediterranean Sea and thus provide valuable primary data. Through the continuation of the project now users can record batoids, as well. SEAlly© is the first mobile application, which allows multi-taxa recording and in particular species of which abundance is not well known. Both sea turtles, sharks and batoids have a long lifespan, slow growth rates and migrate large distances. Thus, data collection through this application will increase scientific knowledge about sea turtles, sharks and batoids.	



## *Stimulating gender-based innovative training methods to promote CLOTHING REcycling through Augmented Reality*

### **Impact:**

Biodiversity refers to the variety of life on Earth. Biodiversity loss is the displacement or extinction of species. Living species and ecosystems are the cornerstone of life as we know it today. These are functional groups, each of which plays an important role in maintaining the balance of life. People tend to understand the value of a species or ecosystem when they directly offer something directly to humans, such as fish being food or a sandy beach serving tourism. In fact, all species and ecosystems contribute to the well-being of humans, as well as to all organisms just because they exist. The loss of a particular species may seem insignificant, however, the extinction of one species increases the likelihood of other species becoming extinct through a chain reaction resulting in the collapse of ecosystems.

Today, the accelerating rate of species extinction is the highest ever recorded as the "6th Mass extinction of species in the history of the planet." It is mainly due to humankind man and his activities. The ocean is 90% of the habitable space on the planet and hosts huge biodiversity. It is estimated that without drastic action by 2100, more than half of the world's marine species will be on the verge of extinction. Today, 60% of the world's largest marine ecosystems are degraded or unsustainable.

The Mediterranean Sea is no exception, although it has been designated by the International Union for Conservation of Nature (IUCN) as a "hotspot" of biodiversity, at least 1912 species are threatened with extinction. In terms of marine species, the biodiversity of the area remains largely unknown, as the available data are incomplete resulting in about 1/3 of the species evaluated so far being classified as "Insufficiently known". Greece has an extended coastline of more than 15,000 kilometers and is the 9th largest country; s coastline in the world. The Greek seas host a variety of species due to their morphological diversity (bays, ditches, extensive plateaus, etc.), as well as due to the high productivity as a result of the exceptional natural characteristics of the area (hydrodynamic regime, river runoff, proximity to the Black Sea etc.). Although Greece has taken some measures, as it is committed to International and Mediterranean treaties and conventions, for the conservation of vulnerable species and ecosystems, little has been implemented in practice.

According to the United Nations Sustainable Development Goal 14 "Life in Water", by 2030, sustainable management and protection of marine and coastal ecosystems must be ensured in order to achieve healthy and productive oceans. In this context, iSea is committed to actions for the conservation,





*Stimulating gender-based innovative training methods to promote CLOTHING REcycling through Augmented Reality*

	<p>protection and restoration of vulnerable species and living ecosystems. Through our research, our goal is to study the species themselves, but also the anthropogenic activities affecting them, in order to close the knowledge gaps and to take the appropriate measures and policies for their protection. Through education, our goal is to contribute to the spread of knowledge about vulnerable species. Finally, through the implementation of current legislation and the exercise of political pressure, as active members of civil society, our goal is to ensure the protection and conservation of vulnerable species.</p>
<b>Website:</b>	<a href="https://www.medasset.org/el/portfolio-item/seally/">https://www.medasset.org/el/portfolio-item/seally/</a>
<b>Skills required to use the tool:</b>	<ul style="list-style-type: none"> <li>▪ Collaboration with small companies</li> <li>▪ Communication</li> <li>▪ Cultural competence</li> </ul>
<b>Potential challenges</b>	<ul style="list-style-type: none"> <li>▪ Lack of general awareness</li> <li>▪ Difficult to motivate more people</li> </ul>
<b>Name of the organization:</b>	NEUROPUBLIC
<b>Name of the tool/technology:</b>	Smart Farming – gaisense
<b>Year of implementation:</b>	On going
<b>Objectives of the tool:</b>	Gaisense1, is an application allowing farmer's transition to the digital age. Through the use friendly app, the farmer can get to know his field better and make the best possible decisions for his cultivation.
<b>Description of methodology:</b>	Gaisense is a Greek smart farming system that continuously records and analyzes data and measurements from fields and offers all those technological tools that will lead to significant economic and environmental benefits. The gaisense app is aimed at all farmers, regardless of farm size, who submit a Single Aid Application (SEN) and want to move into the new digital age. Anyone interested can download the application from the App Store / Google Play,
<b>Impact:</b>	<p>This mobile app of intelligent farming gives specialized weather forecast, tips about watering &amp; sprinkling, reduces the production cost and aims to increase the quantity &amp; quality of crops. Holds also a calendar of different tasks that need to be done, addressing farmers, agricultural advisors, and researchers. Gaisense has proven to offer a series of benefits:</p> <ul style="list-style-type: none"> <li>• Reduction in the use of pesticides, fertilizers and irrigation water</li> <li>• Effectively addresses the threats that affect production</li> <li>• Qualitative and quantitative improvement of production</li> <li>• Added value to agricultural products</li> <li>• Reduction of environmental impacts</li> <li>• Compliance with the regulatory framework of EU</li> </ul>



<b>Website:</b>	<a href="http://www.gaiasense.gr/app">http://www.gaiasense.gr/app</a>
<b>Skills required to use the tool:</b>	<ul style="list-style-type: none"><li>▪ Mobile literacy</li><li>▪ Interest for environmental sustainability</li></ul>
<b>Potential challenges</b>	<ul style="list-style-type: none"><li>▪ Limited budget</li><li>▪ Fear of innovation</li></ul>

## 4. Conclusions

**Greece follows the strategic lines of the European Strategy for Gender Equality and the requirements of the Council of Europe Convention on Action against Violence against Women and Domestic Violence** (Istanbul Convention), which are reflected in the new National Action Plan for Gender Equality 2021-2025/ Law 4604/2019 on Substantial Gender Equality/ CIRCULAR No. 1/2020: Instructions for the application of the provisions of Law 4604/2019.

Still women in Greece face **discrimination against men and the gender gap still exists**. Another generation of women will have to wait for gender equality, according to the World Economic Forum's annual report for 2021, mostly due to COVID-19 and the leading sharp increase of violence against women. The Greek authorities with the help of the European Union & European Funding is trying to establish more and more initiatives pro gender equality, but the awareness of such campaigns or projects are still low. Initiatives for gender equality such as DIOTIMA (NGO) and KETHI (public) are fighting for the defense of womens' rights in work, legal action and in society in general. Campaigns, educational material and other projects are under-taken in order to inform first of all women of low income or minority populations which are their **legal rights**.

**Green initiatives, projects, technologies** are being also developed more and more. Greece is certainly in a better position today than in the past and the goals set with the **National Plan for Energy and Climate** seem to be trying to provide a solution to several modern environmental problems. Still it is a country with no official recycling policies and no regulation on garbage management. Green tools such as Seally & Gaiasense that promote environmental sustainability are needed extensively to promote ecological awareness.





## 5. References

<https://www.synigoros.gr/el?i=equality.el.ifnomos>

<https://diotima.org.gr/>

<https://www.kethi.gr/>

<http://ecogenia.gr>

<http://greotelcrete.gr>

<https://xen.gr/women-environment/>

<http://www.insteco.gr>

<http://www/recycom.gr>

<http://www.fabricrepublic.gr>

<http://www.gaiasense.gr/app>

<https://www.cafefemeninogreece.com/>

<https://www.medasset.org/el/portfolio-item/seally/>

<https://eurogender.eige.europa.eu/posts/situation-female-entrepreneurship-greece-comprehensive-information-bulletin-english-issued>

<https://www.naftemporiki.gr/story/1708592/i-pandimia-paei-piso-36-xronia-tin-isotita-ton-fulon>

<https://www.p-consulting.gr/en/women-entrepreneurship-in-greece/>