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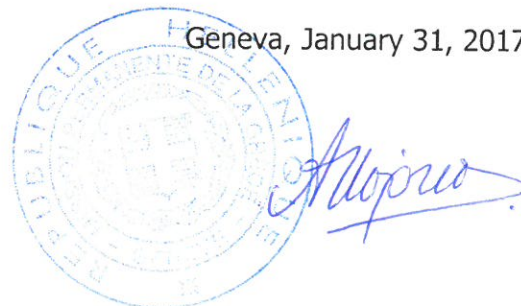
NOTE VERBALE

The Permanent Mission of Greece to the United Nations Office at Geneva and other International Organizations in Switzerland presents its compliments to the Office of the High Commissioner for Human Rights and, referring to his letter dated 22 December 2016, has the honour to attach herewith the contribution of the following Hellenic authorities with regard to the General Assembly Resolution 70/162 entitled 'The safety of journalists and the issue of impunity':

1. The Hellenic Ministry of Interior / General Secretariat of Gender Equality
2. The Hellenic Ministry of Digital Policy, Telecommunications and Media / Secretariat General for Media and Communication

The Permanent Mission of Greece to the United Nations Office at Geneva and other International Organizations in Switzerland avails itself of this opportunity to renew to the Office of the High Commissioner for Human Rights the assurances of its highest consideration.

Geneva, January 31, 2017



OHCHR – United Nations Office at Geneva
Email: registry@ohchr.org

Att.: 8 pages

ΕΛΛΗΝΙΚΗ ΔΗΜΟΚΡΑΤΙΑ
ΥΠΟΥΡΓΕΙΟ ΕΣΩΤΕΡΙΚΩΝ / ΓΕΝΙΚΗ ΓΡΑΜΜΑΤΕΙΑ ΙΣΟΤΗΤΑΣ ΤΩΝ ΦΥΛΩΝ
ΔΙΕΥΘΥΝΣΗ ΑΝΑΠΤΥΞΗΣ ΚΑΙ ΥΠΟΣΤΗΡΙΞΗΣ ΠΟΛΙΤΙΚΩΝ ΙΣΟΤΗΤΑΣ ΤΩΝ ΦΥΛΩΝ
Τηλ.: 2131511145 Fax: 2103231316 e-mail: dtremos@isotita.gr

Αθήνα, 29-12-2016
Δικαιωμάτων,
Α.Π.: Δ1/2903

ΠΡΟΣ: - Υπουργείο Εξωτερικών: Δ4 Δ/ση Ανθρωπίνων

Ενημέρωσης:

Κοιν.: - Υπουργείο Ψηφιακής Πολιτικής, Τηλεπικοινωνιών &

Γ.Γ. Ενημέρωσης & Επικοινωνίας,
Δ/ση Μέσων Ενημέρωσης, Τμήμα Οπτικοακουστικών

Μέσων & Αρχείων.

ΘΕΜΑ: Πολιτικές και δράσεις της Γ.Γ.Ι.Φ. για την ένταξη της διάστασης του φύλου στο χώρο της δημοσιογραφίας και των μέσων μαζικής ενημέρωσης.
ΣΧΕΤ.: Το 59295/27-12-2016 έγγραφό σας.

Σε απάντηση του ανωτέρω σχετικού, σας αποστέλλουμε σε επεξεργάσιμη μορφή ένα περιεκτικό και ευκολόχρηστο κείμενο στην αγγλική γλώσσα, το οποίο αφορά τη συνεισφορά της Γ.Γ.Ι.Φ. σχετικά με τις πολιτικές και τις δράσεις του κρατικού φορέα ισότητας των φύλων για την ένταξη της διάστασης του φύλου στο χώρο της δημοσιογραφίας και των μέσων μαζικής ενημέρωσης. Επισημαίνεται ότι η συνεισφορά της Γ.Γ.Ι.Φ. συνάδει με το περιεχόμενο του από 22-12-2016 αιτήματος του Γραφείου της Υπατης Αρμοστείας των Ηνωμένων Εθνών για τα Ανθρώπινα Δικαιώματα με θέμα «Ασφάλεια δημοσιογράφων και το ζήτημα της ατιμωρησίας», ειδικά όσον αφορά την έμφυλη διάσταση.

“Contribution by the General Secretariat for Gender Equality on the safety of journalists and the issue of impunity, with emphasis on gender dimension”

Athens, December 2016

A. The drafting of a new National Action Plan on Gender Equality has been just completed. Our intention is the new Action Plan to be endorsed by the Ministers' Council, so that it can serve as the roadmap for the governmental policies on equality between women and men in Greece during the period 2016-2020.

In particular, the priorities of the National Action Plan for Gender Equality 2016-2020 are in accordance with the guidelines of the European Commission to the 28 EU Member-States and concern the following policy areas:

- 1) social cohesion, poverty, immigration and multiple discrimination
- 2) gender-based violence
- 3) labour market and reconciliation of family and professional life
- 4) education, training, culture, sports and mass media
- 5) health
- 6) decision-making.

The issue of gender mainstreaming in journalism and the mass media has been emphatically incorporated for the period 2016-2020 through further development of synergies among competent stakeholders from the public and the private sector.

After all, the media plays a significant role in perpetuating and challenging social norms that condone discrimination or violence against women. It can objectify women but also showcase strong women leaders and protagonists who can become role models for their audience.

B. The General Secretariat for Gender Equality (GSGE), i.e. the governmental organization in charge of equality between women and men in Greece, has been a member of the Council for Social Control at the Hellenic Broadcasting Corporation (ERT) aiming at gender mainstreaming in the structure and the work of the State Radio-Television. In addition, the GSGE has joined the ERT team on the European Project against hate speech in the mass media entitled "Respect Words".

In addition, the GSGE participates at the Working Group set by the Ministry of Education, Research & Religious Affairs on the implementation of the Project "No Hate Speech Movement" initiated by the Council of Europe.

C. During the Programming Period 2007-2013 (extended until 31-12-2015), the GSGE subsidised the implementation of a Project on gender equality in the mass media by the Greek NGO League for Women's Rights as a follow-up of a GSGE public call. The Project was co-funded by the General Secretariat for Gender Equality and the European Union and a manual/short guide printed in Greek on gender mainstreaming in journalism and the mass media has been one of the main outcomes of the specific Project.

D. The GSGE has widely publicised in Greece (target groups: Hellenic Parliament, Independent Authorities, Ministries, Regional and Local Authorities, mass media, Research Centres, NGOs, as well as all the key social partners) since January 2016 the Geneva Framework on Gender and Media International Development Cooperation; this initiative taken by the competent GSGE Directorate for Development & Support of Policies on Gender Equality was praised by the General Secretariat for Information & Communication on the 8th of January, 2016.

The relevant links from our website on the internet are the following:

a) detailed article in Greek: <http://www.isotita.gr/index.php/news/2405> ;

b) article in brief on the English page of our website on the internet: <http://www.isotita.gr/en/index.php/news/533> .

It is noted that on the 7th and the 8th of December, 2015 stakeholders including Global Alliance on Media and Gender (GAMAG) members, UN organizations, high-level government representatives, regional and international development organizations, private sector, media organizations and civil society organizations gathered at Palais des Nations in Geneva to dialogue about the necessity of international development cooperation on gender and media.

This meeting was organized by UNESCO in cooperation with the Government of Greece, GAMAG, ITU, UN Women, OHCHR and other UN organizations. Over 200 participants from 65 countries actively engaged in discussions covering subjects and challenges related to media and gender through a series of high-level plenary sessions and thematic round tables.

E. An "Observatory on Gender Equality" has been set up in the General Secretariat for Gender Equality. The Flagship Project is entitled "Service organization for the integration, monitoring and evaluation of Gender Equality Policies in all aspects of Public Sector's Actions (Observatory)"; its aim is to support Public Administration and Local Authorities in principle to design, implement and evaluate policies concerning gender equality through detailed gender-segregated data on equality issues (statistics and surveys) deriving from the development and function of relevant tools.

The structure of the Observatory is based on the twelve critical areas of concern of the Beijing Platform for Action (BPfA), among which the one on "Women and the Media" is included.

It has to be underlined that the specific project has been selected by the European Commission as a national good practice in the Annual Report on Equality between Women and Men in the European Union 2015 (Brussels, March 2016): page 40 of the Report http://ec.europa.eu/justice/gender-equality/files/annual_reports/2016_annual_report_2015_web_en.pdf .

F. Cooperation between the General Secretariat for Gender Equality, i.e. the governmental organization in charge of equality between women and men in Greece, and the National Centre for Public Administration & Local Government (EKDDA), i.e. the national strategic agent for the development of the human resources of the public administration and local government, has been set up aiming to gender mainstreaming in the curricula and the activities of the National Centre for Public Administration & Local Administration (EKDDA).

It is underlined that the General Secretariat for Information & Communication, as well as other relevant stakeholders associated with the domain of journalism and the mass media can take advantage of the programs (seminars, training courses, conferences) offered by the National Centre for Public Administration & Local Administration (relevant link from the English page of the EKDDA website on its mission: <http://www.ekdd.gr/ekdda/index.php/en/2012-06-29-09-59-33>).
Παραμένουμε στη διάθεσή σας για κάθε περαιτέρω διευκρίνιση.

Με εκτίμηση,
Ο ΠΡΟΪΣΤΑΜΕΝΟΣ ΤΗΣ ΔΙΕΥΘΥΝΣΗΣ

ΔΗΜΟΣΘΕΝΗΣ ΤΡΕΜΟΣ

Εσ. Διανομή: - Γραφείο Γενικής Γραμματέα Ισότητας των Φύλων κας Φωτεινής Κούβελα.
- Αρμόδιες Οργανικές Μονάδες της Γ.Γ.Ι.Φ.



Ministry of Digital Policy, Telecommunications and Media
Secretariat General for Media and Communication

Contribution to the OHCHR'S Questionnaire
on the Safety of Journalists and the issue of impunity

Unobstructed Journalism constitutes the cornerstone for freedom of expression in the media environment and the society in general. Journalists should feel free to exercise their occupation without being subjected to any pressure that distort their mission while they respect themselves the codes of conducts and ethics dictated by their profession. Additionally, women and men in the sector should enjoy the same labour rights, working conditions as also get awarded for their services on equal terms. Phenomena of intimidation, violence, mistreatment as well as unequal pay or divergent opportunities for advancement, on the basis of personal characteristics (such as gender), do not reflect a healthy and democratic society and should be effectively addressed.

Questions 1-2-7: Gender-specific obstacles/challenges and monitoring of risks or violations

In Greece, cases where the safety of women journalists is severely compromised are rarely reported and do not represent a significant issue for the Greek media sector. Nevertheless, in the case of the occurrence of such issues (that may affect women or men), relevant mechanisms are available in the competent sectors of Civil Protection and Justice in order to be addressed.

With regard to gender-specific obstacles, while great disparities are not observed in terms of working conditions between women and men journalists, some of the issues that women journalists present, prove that gender equality in the media sector is not yet fully satisfied. According to a relevant research¹, women journalists hold lower positions in the job hierarchy, they work in average for a smaller amount of time and consequently are lower paid in comparison to men colleagues. Moreover, there are differences in their work portfolio: they tend to cover issues in the news programmes that are more oriented to culture, health or free reportage-issues that are not considered as demanding as others (such as politics or national security issues). Furthermore, women tend to work more for magazines or for the production of special issues and less for other media (with the Press Offices of the Public Sector being excluded where women represent the majority). It is worth to note that although women slightly outweigh men in the educational level, it is more

¹ Kiriazi, N et Al. (2012), *Gender Inequalities and Journalism in Greece*, Athens: Pedio Books

difficult for them to reach decision-making positions. The main cause for this disparity seems to be the belief that is **hard to reconcile professional and family life**. Employers shape expectations about women's limited availability (for double shifts, frequent travelling) and thus seem more eager to offer opportunities of advancement to male counterparts. Additionally, deep-rooted beliefs about women's adequacy to perform under adverse conditions (with the prevalence of an "extreme emotionality" upon common sense) are not utterly diminished. Moreover, women journalists in Greece seem to participate, to a lesser extent than men, in trade unions; therefore, their gender-related rights are not adequately promoted.

Questions 3 to 6, 9: Policies, measures and the adoption of a gender-sensitive approach

The Secretariat General for Media and Communication, under the Hellenic Ministry of Digital Policy, Media and Telecommunications, is particularly sensitive to issues concerning the current status of journalism in Greece, as well as issues of gender equality in the media sector. Given the structural inequalities that still exist between women and men, the Secretariat, within the area of its competence, has undertaken certain measures that aim at the promotion of a fair media environment:

Memorandum of Cooperation with KETHI

In February 2016 Secretariat General for Media and Communication **signed with KETHI (Greek Research Centre for Gender Equality) a Memorandum of Cooperation** that includes the exchange of expertise and the planning of concrete actions for the promotion of gender equality and the elimination of gender stereotypes in the media. This initiative -of unlimited duration- is driven by the increased perception of the challenges that women face in the media as users as well as employees.

The Memorandum aims at the promotion of unbiased and gender-sensitive content media content. In this framework, a research will be conducted in Greek media in order to identify sexist stereotypes in news discourse. The **participation of women journalists** in the production and transmission of news programmes can ensure the inclusion of the **female viewpoint** on the projected issues. It is worth to note that the outcomes of this research will result in the development of a manual for journalists and other media actors with **guidelines** regarding fair representation and inclusion of women and men in their content as well as during the editing process. Furthermore, a series of **seminars** will be conducted for media workers to increase their sensitivity and literacy levels on the issue.

Multi-thematic MOOCS (Massive Open Courses)

Being integrated in *the National Action Plan for the protection of children's rights*², this initiative includes the planning of **online courses** that will be addressed to minors and young people in order to raise their awareness and understanding of the way media create and reproduce notions and ideologies. This action that falls into the category of **media (and digital) literacy** is based on educational material provided by UNESCO that will be adapted in Greek media reality, giving tools to young people in order to understand the way media operate. It is worth noting that the education material includes a **separate section dedicated to gender issues in media**. The basic objective of this section is to **empower** girls and women in order to acknowledge their rights to equal access and participation in the media environment, to identify stereotypes and biased discourses as well as to react against these negative phenomena. The material places also a special focus on the production of news discourse and highlights the importance of a **gender-balanced composition** of the editorial staff and their equal involvement during the process.

Organisation and hosting of gender-related events

With regard to the international women's day in 2016, the Secretariat General for Media and Communication organized and hosted in its premises (07.03.2016) an event entitled **"Women on the News Front"** with the participation of representatives from public bodies that promote equality, as well as women journalists. The main objective of the event was to discuss the challenges that women face (mainly as employees) in the media sector as also to propose examples and best practices in order to manage and overcome them. In addition, women journalists presented the history and the evolvement of Women's Journalism in Greece, from 19th Century and the production of "Newspaper of the Ladies" until today's electronic media.

Moreover, in December 2015 the Secretariat hosted a Conference entitled **"Women in politics/decision making"** organised by the Secretariat General for Gender Equality and the Embassy of Sweden in Greece. In November 2016 the above-mentioned entities coorganised another day event in the premises of the Secretariat General for Media and Communication about **"Men's Violence against Women and Violence against Children"**.

Participation in the programme on "Journalist protection in conflict areas" (MPSOTC)

² A cross-sectoral cooperation of competent authorities under the supervision of the Ministry of Justice, Transparency and Human Rights for the protection of children's rights and the promotion of relevant actions.

The Secretariat General for Media and Communication considers the Safety of Journalism an issue of major importance. For this reason, officials of the Media Directorate of the Secretariat participated in an innovative programme that was held in Kilkis in Northern Greece (14-18 November 2016), regarding the safety of journalists in conflict zones, as described below:

The Multinational Peace Support Operations Training Center in Kilkis organised a specialized course on "*Journalist protection in conflict areas*" with the participation of trainees from Europe, Asia and Africa. The basic imperative of the seminar was to provide preparatory knowledge on journalists and media workers who are to be deployed in a conflict zone. During the course (one week time) that had theoretical as well as practical orientation, the students received knowledge on the following issues:

- Cultural awareness
- Self medical care in the field, Health Precautions
- Hygiene Epidemiological and environmental issues
- Stress management
- Terminology Identification and Protection against UXO, EOD and IED
- Self defense
- Personal Protective Gear
- Equipment packing list
- Hostage survival
- Familiarization with the principles of UN-EU NATO PSO'S
- Principles of International Law and Law of Armed Conflict
- Checkpoint-meeting issues
- **Gender peace and security**

As presented above, one of the training sessions was dedicated specifically to the safety of journalists taking into consideration the **gender criterion**. The dangers that women face in a conflict zone (and especially in unstable and patriarchal societies) can be intensified as we meet phenomena of sexual harassment and assault. The session provided guidelines in order to familiarize women professionals with safety procedures and entrench themselves against these additional risks.

Question 8: Cooperation with the relevant UN entities

Member of the Global Alliance on Media & Gender (GAMAG)

In 2016 the Hellenic Secretariat General for Media and Communication joined the **Global Alliance on Media & Gender of UNESCO**, as a member. The Alliance is dedicated to the promotion of gender equality and women's empowerment in media system's structures and content. In December 2015 the Secretariat **co-hosted**

the International Development Cooperation Meeting on Gender and Media in Geneva. As a preparatory work for the Meeting, the Secretariat gathered data on the composition of the staff of the public broadcaster (ERT S.A.) and the main news agency (APE-MPE) in Greece, in order to determine the percentages of women and men that hold positions of responsibility within these entities.

*In conclusion, the safety of journalists and the creation of a fair environment for women and men journalists, in order to exercise unobstructed their profession, are fundamental safeguards for the freedom of expression in a modern democratic society. The Secretariat General for Media and Communication, under the Hellenic Ministry of Digital Policy, Media and Telecommunications, through its initiatives and relevant actions, aims at **raising awareness** about the current challenges in the media sector as well as **combating** the negative impact of structural inequalities that are reflected in the working conditions –and professional outcomes–for women and men journalists. The journalistic work should be defined by the efforts and the capacities of the professionals involved and by no means should be compromised by discriminatory viewpoints and organisational choices corresponding to obsolete patriarchal ideologies that are no longer valid. Moreover, the additional challenges entailed by the digital environment, such as internet trolling, harassment and violence against women and men commentators, call upon our vigilance to be effectively identified and addressed. Exercising the journalistic profession involves the effort to report and interpret the social reality-in order this task to be accomplished, there is no room for fear and bias. On the contrary, a free and fair media environment allows journalism to develop into a genuine social mission.*