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COUNCIL OF EUROPE



**EUROPEAN COMMITTEE OF SOCIAL RIGHTS
COMITE EUROPEEN DES DROITS SOCIAUX**

28 May 2018

Case Document No. 8

University Women of Europe (UWE) v. Greece
Complaint No. 131/2016

**OBSERVATIONS BY EQUINET, EUROPEAN NETWORK OF
EQUALITY BODIES**

Registered at the Secretariat on 4 May 2018

SUMMARY PROVIDED BY EQUINET

Very few cases of unequal pay between male and female workers have been investigated by the Greek Ombudsman. The financial crisis and high unemployment rates are factors which discourage women from claiming their labor rights. As a result, during the pregnancy or maternity protection period women are pressured to consent to limitations of their rights or compromises in order to secure their job. This phenomenon appears mostly in the private sector.

In the public sector, although at first sight unequal pay between men and women is almost non-existent, there are cases of indirect discrimination which entail unequal pay between men and women. For example, maternity leave is not recognized as working period and women do not receive during maternity leave the additional allowance they are entitled due to the nature of their (high-duties) position.

The Greek Ombudsman believes that it is necessary to inform citizens about their rights according to labour law and sensitize them in order to claim their right of equal pay and other benefits. Furthermore, coordination and cooperation between the services involved is essential, so that the protection framework is more effectively applied.