

Greece

Women, Business and the Law 2024 (WBL2024) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Athens). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Greece scores 100.0 out of 100.0**. The overall score for Greece is higher than the regional average observed across OECD high-income economies (95.4). Within the OECD high-income region, there are 14 economies that score 100 out of 100.

Greece - Scores for Women, Business and the Law 2024



Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women starting and running a business, gender differences in property and inheritance, and laws affecting the size of a woman's pension, Greece gets a perfect score.

Areas for Improvement

Greece attains a perfect score on all of the WBL2024 indicators.

Recent Reforms

No reforms were observed during the past year (October 2nd, 2022 – October 1st, 2023).



Further data details for Greece are available at:
<https://wbl.worldbank.org/en/data/exploreeconomies/greece/2024>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Civil Code, Arts. 1386 and 1387
	Can a woman travel outside her home in the same way as a man?	Yes	Civil Code, Art. 1387
	Can a woman apply for a passport in the same way as a man?	Yes	Presidential Decree No. 25/2004, Art. 1; Passport application form
	Can a woman travel outside the country in the same way as a man?	Yes	Civil Code, Arts. 5 and 1387
Workplace	Can a woman get a job in the same way as a man?	Yes	Civil Code, Art. 1387
	Does the law prohibit discrimination in employment based on gender?	Yes	Individual Labor Code 2022, Art. 33 and 35
	Is there legislation on sexual harassment in employment?	Yes	Law No. 3896/2010, Arts. 1 and 3(2); Criminal Code, Art. 337(1) and (5)
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Law No. 3896/2010, Art. 23(4); Criminal Code, Art. 337(1) and (5) <i>Civil:</i> Law No. 3896/2010, Art. 23(1); Law No. 3488/2006, Art. 16
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Individual Labor Code, Art. 36
	Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage	Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Civil Code, Art. 1387
	Can a woman be head of household in the same way as a man?	Yes	Civil Code, Art. 1387
	Is there legislation specifically addressing domestic violence?	Yes	Law No. 3500/2006; Law No. 4531/2018
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Civil Code, Arts. 1439-1441
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	Civil Code, Arts. 1439-1441
	Is paid leave of at least 14 weeks available to mothers?	Yes	Individual Labor Code, Arts. 226 and 228
	Does the government pay 100% of maternity leave benefits?	Yes	Law No. 3996/2011, Art. 36; Individual Labor Code, Art. 228
	Is paid leave available to fathers?	Yes	Individual Labor Code, Art. 220
	Is there paid parental leave?	Yes	Individual Labor Code, Art. 221
Entrepreneurship	Is dismissal of pregnant workers prohibited?	Yes	Law No. 3996/2011, Art. 36
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Law No. 3769/2009, Arts. 2-4
	Can a woman sign a contract in the same way as a man?	Yes	Civil Code, Arts. 127 and 1387
	Can a woman register a business in the same way as a man?	Yes	Civil Code, Arts. 127 and 741
Assets	Can a woman open a bank account in the same way as man?	Yes	Civil Code, Arts. 127 and 1387
	Do men and women have equal ownership rights to immovable property?	Yes	Civil Code, Arts. 1399
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Art. 1813
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 1820 and 1821
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Civil Code, Art. 1399
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Art. 1400
	Is the age at which men and women can retire with full pension benefits the same?	Yes	Law No. 4336/2015, Art. 1
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Law No. 3863/2010, Art. 3; Law No. 4336/2015, Art. 9
	Is the mandatory retirement age for men and women the same?	Yes	No applicable provisions could be located
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Individual Labor Code, Art. 221; Law No. 3655/2008, Art. 141(1)(2);