



## Partners



ΕΛΛΗΝΙΚΗ ΔΗΜΟΚΡΑΤΙΑ  
Υπουργείο Εργασίας  
και Κοινωνικών Υποθέσεων

[ypakp.gr](http://ypakp.gr)



ΧΑΡΟΚΟΠΕΙΟ ΠΑΝΕΠΙΣΤΗΜΙΟ  
HAROKOPIO UNIVERSITY

[hua.gr](http://hua.gr)



[eeogroup.gr](http://eeogroup.gr)

**symplexis**

[symplexis.eu](http://symplexis.eu)



[iek-akmi.edu.gr](http://iek-akmi.edu.gr)

[project-dione.eu](http://project-dione.eu)



[dione.EU.project](https://www.facebook.com/dione.EU.project)



[DioneProject](https://twitter.com/DioneProject)



[DIONE Project](https://www.youtube.com/watch?v=...)

This document was funded by the European Union's Rights, Equality and Citizenship Programme (2014-2020).  
The content of this document represents only the views of the author and is his/her sole responsibility.  
The European Commission does not bear any responsibility for use that may be made of the information it contains.

[project-dione.eu](http://project-dione.eu)

**DIONE**

Dismissal & unfavourable  
treatment of women in  
the Greek workplace:  
Adopting an integrated  
and systemic approach  
of intervention



Funded by the European Union's  
Rights, Equality and Citizenship  
Programme (2014-2020)

## What is the DIONE project about?

One of the most challenging issues in the Greek labour market has been the protection of pregnant women and mothers in the workplace against dismissal and/or unfavourable treatment. Background analysis has shown that legal provisions and labour market practice are not in line when it comes to future and new mothers or even parents in general. The DIONE project addresses this critical matter through extensive research and the establishment of an online platform that will serve as an informational hub for all, offering guidance and mentoring support to the victims of discriminatory approach, while at the same time act as a monitoring and reporting tool, assisting competent public authorities, employers, HR specialists and other labour market actors in Greece.

## What are the main target groups in Greece?

**WOMEN WHO NEED INFORMATION** about the legal provisions protecting them for being unfavourably treated due to pregnancy & parenthood.

**PARENTS WHO NEED PERSONALISED SUPPORT** for determining whether they have been victims of discriminatory approaches.

**PUBLIC AUTHORITIES AND PROFESSIONALS**, such as labour

inspectors and employment offices, who need a powerful tool to do their job more efficiently.

**PRIVATE STAKEHOLDERS** such as employers, HR specialists, career counsellors, start-uppers etc. who need better and more targeted information about legal provisions on pregnancy & parenthood and direction towards acting according to the legal framework.

## The DIONE's Objectives

**RAISE AWARENESS** among women & employers/HR professionals about rights & obligations to enhance work-family life balance.

**SUPPORT** parents /victims of discrimination in pursuing their rights as workers with care responsibilities.

**DECREASE DISCRIMINATORY PRACTICES** against women due to pregnancy/parenthood.

**INCREASE CAPACITIES** of public authorities regulating the Greek labour market, HR professionals & social stakeholders.

**ASSIST** public authorities and civil society in tackling discriminatory behaviours.

**PROMOTE** better enforcement of EU & national legal framework against dismissal & unfavourable treatment due to pregnancy/parenthood.

## Main outputs

**MANUAL** about the legal provisions for the protection of pregnant women and parents.

**ONLINE PLATFORM** (virtual one-stop shop) for informing, self-evaluating and providing training, mentoring and networking activities.

**MENTORING SUPPORT AND PROFESSIONAL ADVICE** about cases of potential unfavourable treatment, including support for filing complaints.

**TAILOR-MADE TRAINING PROGRAMMES** both for women and for employers/HR professionals about the existing legal provisions, rights and obligations regarding motherhood and parenthood in the labour market.

Access to professionally **CUSTOMISED SUPPORT & INFORMATION** through the online platform, to guide HR professionals and private stakeholders about their obligations towards pregnant women and parents.

## DIONE at a glance

- |  |                                 |                        |
|--|---------------------------------|------------------------|
| Online interactive platform                          | Manual on the rights of parents | Info-days              |
| Report on labour market practices                    | International conference        | Exhibitions            |
| Evaluation of the Greek legal & regulatory framework | Training curricula              | Policy recommendations |
|  | Roundtables                     | Social media campaign  |

The logo for the DIONE project, featuring the word "DIONE" in a bold, sans-serif font. The letters "D", "I", and "O" are white, while "N", "E", and "E" are black. The logo is set against a background of a repeating geometric pattern of interlocking lines.

PROJECT ID: 831636 - DIONE - REC-AG-2018/REC-RGEN-WWLB-AG-2018

PROJECT DURATION: Feb. 2019 - Jan. 2021