

Mechanism for Labour Market Diagnosis

Μηχανισμός Διάγνωσης των Αναγκών της Αγοράς Εργασίας

POLICY INSTRUMENT

 Greece

Description

Country

 Greece

Focus area

MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

The aim of the mechanism is to provide – at regular intervals – reliable information on the supply of, and demand for, labour at sectoral, occupational and regional level to the organisations involved in the development of labour market policies and other stakeholders. The provision of reliable data on employment trends, occupational dynamism, unemployment composition and entrepreneurial activity is aimed at assisting with the design of policies related to employment, (national and sub-national) economic development and education and training. Moreover, through the Mechanism's systematic input, the intended target groups for skills anticipation exercises (policy-makers in the various ministries and government agencies, the PES, local and regional authorities, the social partners, education and training providers, and career and vocational guidance providers) gain access to continuous feedback loops between VET and changing labour market needs. The focus on skills is still limited. The main outputs so far are based on occupational and sector-level datasets at the national and regional level.

Link

<https://lmd.eiead.gr/>

Implementation level

NATIONAL

Legal base

Law 4368/2016, Clause 85. Available here: <https://www.taxheaven.gr/law/4368/2016> (Last access at 30 March 2021).

Starting period

2016

Perspective

At the current level of operation the Mechanism contains two forecast studies mainly in what regards the future demand for

occupations and qualifications. The social partners led by IME GSEVEE implement ongoing skills anticipation exercises and foresight activities that will complement the Mechanism's outputs within the next years.

Policy area

There is some limited information on job specific skills and competences (exclusively based on ESCO classification)

EDUCATION

TRAINING

EMPLOYMENT

Funding

FUNDED BY NATIONAL GOVERNMENT

FUNDED BY THE EU

Operational Programme 'Human Resources Development' 2014-20.

Skill mismatch

Skill mismatch target

OVERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE ABOVE THEIR JOB'S NEEDS)

At the current level of operation part of the Mechanism's outputs address issues of overqualification (eg a forecasting study shows reduced demand for post-graduates for the period 2019-2024).

Skills matching focus

MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET

The Mechanism gives access to figures of occupational dynamism at the national, regional and sub-regional level, but also at the skills level (ISCO taxonomy). Potential users such as Young graduates can make use of this information both for more effective job seeking, and matching their skills with the labour market's needs.

UPSKILL OR RESKILL EMPLOYED ADULTS

The Mechanism gives access to figures of occupational dynamism at the national, regional and sub-regional level, but also at the skills level (ISCO taxonomy). Potential such as VET providers and policy makers can make use of this information developing a further plan of upskilling or reskilling in line with the labour market needs.

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

The Mechanism gives access to figures of occupational dynamism at the national, regional and sub-regional level, but also at the skills level (ISCO

taxonomy). Potential users such as VET providers and policy makers can make use of this information both for more effective job seeking, and matching skills with the labour market.

FACILITATE JOB / CAREER TRANSITIONS

Individuals and career professionals have access to multiple sources of information regarding labour market needs mostly in occupational terms.

Methods

Methods

SKILLS FORECASTING

Studies on occupations, sectors and skills using quantitative forecasting methods (2020 and 2019). Available here:

https://lmd.eiead.gr/wp-content/uploads/2021/03/Agkyropoulos_Seira_9_Ei... (Last access at 30 March 2021).

https://lmd.eiead.gr/wp-content/uploads/2021/03/Markaki_Seira_10_Eidike... (Last access at 30 March 2021).

https://lmd.eiead.gr/wp-content/uploads/2019/01/Skills_Forecasting_EIEA... (Last access at 30 March 2021).

Use of skills intelligence

INFORMING THE DESIGN OF NATIONAL QUALIFICATION FRAMEWORKS (NQFS)

Users of the Mechanism's data such as the National Organisation for Certification of Qualifications and Vocational Guidance (EOPPEP) and the social partners, inform the NQF.

INFORMING DECISIONS ON COURSE FUNDING/PROVISION

Users of the Mechanism's data such as the social partners, use Mechanism's outputs for the development of proposals for co-funded VET initiatives and actions.

INFORMING CAREER-MAKING DECISIONS OF STUDENTS

The vocational services of the National Organization for the Certification of Qualifications and Vocaitonal Guidance make explicit reference to the Mechanism's outputs.

Stakeholders

Main responsible body

NATIONAL MINISTRY

Ministry of Labour and Social Affairs, National Institute of Labour and Human Resources

Other involved organisations

NATIONAL MINISTRY

Ministry of Education: provider and user of the mechanism's data regarding VET and school to work transition/ Member of the National Coordination Committee.

Ministry of Economy: provider and user of mechanism data, responsible for linking economic with skills policy/ Member of the National Coordination Committee.

SOCIAL PARTNER: EMPLOYER ORGANISATION

GSEVEE-SEV -ESEE-SETE: providers and users of mechanism data - social dialogue/ Members of the National Coordination Committee.

SOCIAL PARTNER: TRADE UNION

GSEE: provider and user of mechanism data-social dialogue/ Member of the National Coordination Committee.

NATIONAL PES

Provider and user of mechanism data-ALMPs and social insurance/ Member of the Operational Network of Organizations

OTHER

National Organisation for Certification of Qualifications and Vocational Guidance (EOPPEP): provider and user of the mechanism's data-input for certification of VET programmes/ Member of the Operational Network of Organizations.

Statistic Authority (ELSTAT): provider of mechanism data-labour market statistics/ Member of the Operational Network of Organizations.

Association of Greek Regions (ENPE): providers and users of mechanism data-regional and local labour market needs/ Member of the Operational Network of Organizations.

Beneficiaries

OTHER

Policy-makers in the various ministries and government agencies, the PES, local and regional authorities, the social partners, education and training providers, career and vocational guidance providers.

Sustainability

Success factors

Top-down approach.
Representativeness of the National Coordinating Committee.
The Scientific Committee improved stakeholders' confidence.
Initial attempts to set up a comprehensive regulatory framework by Ministry of Labour.
Complementarity of qualitative information with quantitative outputs.
Some attempts to share a common methodological framework.

Collaboration with international bodies.
Existing examples of collaboration between stakeholders in relevant policy areas.

Barriers

Discontinuity in meetings with the National Coordination Committee (NCC) of the Mechanism.
Limited deliberation and consultation among stakeholders.
Limited provision of skills information.
Limited involvement of research institutes and universities.
Uneven involvement of Regional Authorities.

Monitoring and evaluation

There is no concrete evaluation plan nor formalized evaluation of the system. The only review process of the system concerns the review of the Greek skills anticipation and matching system delivered by Cedefop in 2019. The final report of the country review is available here: https://www.cedefop.europa.eu/files/4180_en.pdf (Last access at 30 March 2021).

Updates

YES

*The new website of the Mechanism (on air since 2019) has been substantially changed and now it is more easily accessed.
New datasets have been added (time-series, but also most recent datasets of labour market indicators).
New features of data visualization have been added.
New studies using quantitative forecasting methods have been delivered.
Studies on labour market responsiveness in the Covid-10 conditions have also been delivered.*

Effectiveness

The Mechanism has made progress in terms of web platform function, coordination between the two ministries, the quantity and quality of data, the data visualization, the use of advanced methods of data processing. The coordination between the NILHR and the rest of the stakeholders has been advanced in the period 2016-2019, but now seems to have come to a halt. The outputs of the Mechanism have started informing stakeholders' skills anticipation exercises and VET instruments, but a systematic use of the Mechanism's results from VET providers and policy makers has not yet been accomplished. The need for a systematic provision of data on skills has not yet been met, although stakeholders have made a lot of progress in developing coherent LMSI instruments focusing on skills anticipation.

Sustainability

The Mechanism of Labour Market Diagnosis is a national key policy instrument that reflects a widely shared need for an effective skills anticipation system and in that sense it is expected to continue producing results in the following years. The progress made in a short timeframe and with rather limited resources rose expectations among stakeholders. Nevertheless, consensus should be further built upon the use of the first results of the Mechanism. Moreover, the gaps that have been currently observed in the operation of the NCC is a crucial parameter of the future direction. In addition, funding and resources should be secured for the next programming period. The

Mechanism has not yet been incorporated in the discussion over investment plans and strategic decisions at the macro-economic level and this might reflect a diminished interest in this regard. On the other hand, new studies on Covid-19 and the labour market responsiveness that have been delivered in the framework of the Mechanism, are encouraging signs for the near future.

Other instruments in Greece

- [Diagnosis, monitoring and analysis of developments and medium-term changes in skills in jobs/specialities](#)
Δράσεις διάγνωσης, παρακολούθησης και ανάλυσης εξελίξεων και μεταβολών δεξιοτήτων επαγγελματιών/ειδικοτήτων
- [Sectoral and occupational foresight mechanism \(Foresight Lab\)](#)
Εργαστήριο πρόγνωσης και παρακολούθησης παραγόντων αλλαγής του παραγωγικού περιβάλλοντος κλάδων και επαγγελματιών
- [Social Partners' interventions for skills' foresight in the framework of the Mechanism for Labour Market Diagnosis.](#)