

# **Social Partners' interventions for skills' foresight in the framework of the Mechanism for Labour Market Diagnosis.**

## POLICY INSTRUMENT

Greece

## Description

## Country



## Greece

## Focus area

## MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

*The Action aims to the further development and specialisation of the role of the social partners in the national Mechanism for Labor Market Diagnosis, through the development of methodologies and tools (skills foresight, analysis of a 'mix of skills', policy recommendations). In addition, project partners will elaborate further on sectoral and occupational studies and impact assessment studies. The outputs of the Action are as follows: A) 4 thematically oriented skill foresight studies (one per partner), B) 3 studies on skill mix, C) 2 policy papers, D) 2 nationwide surveys on transversal/vertical/social skills, E) 1 "Social Dialogue Lab".*

## Link

## Implementation level

## NATIONAL

## Legal base

6351/30-11-2018 (ΑΔΑ: ΩΦHZ465X18-8E9) Funding decision under the OP "Competitiveness Entrepreneurship and Innovation".

### Starting period

2018

## Perspective

The Action includes the development of a set of methodologies and tools, generated from IME GSEVEE, such as: a) skills foresight, b) analysis, mapping and monitoring of a 'mixed of skills' focused on occupations, and c) highlighting policy impacts on skills.

## Policy area

## EMPLOYMENT

## Funding

### FUNDED BY THE EU

*European Social Fund (ESF) / OP Human Resources Development, Education and Lifelong Learning*

## Skill mismatch

### Skill mismatch target

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

UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE BELOW THEIR JOB'S NEEDS)

SKILL SHORTAGES (EMPLOYERS CANNOT FILL THEIR VACANCIES DUE TO A LACK OF SKILLS IN THE LABOUR MARKET)

SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)

SKILLS OBSOLESCENCE (SOME OR ALL OF AN INDIVIDUAL'S SKILLS ARE NO LONGER RELEVANT TO THE CURRENT EMPLOYER OR IN THE LABOUR MARKET GENERALLY)

### Skills matching focus

#### ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

*The partnership will address sectoral/occupational shortages through sectoral and/or occupational studies.*

#### ADDRESS MISMATCH BROADLY

*The emphasis of the quantitative surveys with employers and employees will be put on transversal/horizontal/social skills and their shortage.*

## Methods

### Methods

#### EMPLOYER SURVEYS

*The partnership will carry out nationwide employers and employees' quantitative surveys with emphasis on transversal/horizontal/social skills.*

#### SKILLS FORESIGHT

*The partnership will conduct sectoral and/or occupational studies, applying the method of skill foresight.*

#### OTHER

*The partnership will deliver an impact assessment study aiming at highlighting policy impacts on skills.*

### Use of skills intelligence

#### OTHER

*The labour market information / skills intelligence of the Action will be used as infrastructure for strengthening the social partners' capacities in analyzing, mapping, and monitoring skills.*

## Stakeholders

### Main responsible body

#### SOCIAL PARTNER: EMPLOYER ORGANISATION

*IME GSEVEE: It is the coordinator of the Action and responsible for the nationwide employers' survey. It will also deliver a skills foresight study and will coordinate the activities of the "Social Dialogue Lab".*

### Other involved organisations

#### SOCIAL PARTNER: EMPLOYER ORGANISATION

*INSETE: It will deliver a skill foresight study thematically organized around tourism, a study on skill mix in 3 tourism-oriented occupations. It will also provide feedback on the project's outputs, mainly through the active participation to the "Social Dialogue Lab".*

*INEMY: It will deliver a skill foresight study thematically organized around e-commerce, a study on skill mix in 3 occupations. It will also provide feed back on the project's outputs, mainly through the active participation to the "Social Dialogue Lab".*

#### SOCIAL PARTNER: TRADE UNION

*INE GSEE: It is responsible for conducting the quantitative survey among employees. INE GSEE will also deliver a skill foresight study, a study on skill mix in 3 occupations. It will also provide feed back on the project's outputs, mainly through the active participation to the "Social Dialogue Lab".*

### Beneficiaries

#### OTHER

*The project will contribute to the institutional strengthening of the social partners through the evaluation of public interventions on skills issues.*

# Sustainability

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<b>Success factors</b>	The basic success factor is the cooperation of the social partners and their joint commitment to the need of complementing the Mechanism of Labour Market Diagnosis with skills intelligence. The coordinating role of IME GSEVEE, a partner with accumulating experience in skills anticipation exercises (see also, Foresight Lab).
<b>Barriers</b>	There are difficulties in meeting the scheduled timeplan of the Action. Although the coordinator has developed the project's web page the information provided so far demonstrates difficulties in communicating the project's outputs.
<b>Monitoring and evaluation</b>	The basic tool of evaluation and monitoring is the "Social Dialogue Lab". The methodological guidelines, the deliverables and milestones of the Action will be systematically reviewed from representatives of the partnership in the framework of the Lab. The Lab will conclude with a policy paper on key aspects of skills governance in Greece (the use and re-use of skills intelligence produced by the Mechanism of Labour Market Diagnosis, models of skills anticipation exercises, diagnosis of needs in new institutional initiatives). The "Social Dialogue Lab" is expected to operate as a feedback loop, which is much needed from a systemic perspective.
<b>Updates</b>	<p>The project is ongoing. No major updates have been communicated.</p> <p>NO</p>
<b>Effectiveness</b>	The Action builds on the partners' close collaboration in the context of the Mechanism for Labour Market Diagnosis, which intends to support. Their parallel actions in the field of skills anticipation, is another sign of their commitment to critically enhance the effectiveness of the Greek system of skills monitoring, analysis and anticipation.
<b>Sustainability</b>	The policy-oriented activities in the framework of the Action and the establishment and operation of the "Social Dialogue Lab" thereby, indicate a good level of sustainability for the near future. The Action's overall integration both with the Mechanism's operation and the other partners' activities in the field of skills anticipation, is another positive sign in what regards the sustainability of this policy instrument.

## Other instruments in Greece

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- Diagnosis, monitoring and analysis of developments and medium-term changes in skills in jobs/specialities  
Δράσεις διάγνωσης, παρακολούθησης και ανάλυσης εξελίξεων και μεταβολών δεξιοτήτων επαγγελμάτων/ειδικοτήτων

- **Mechanism for Labour Market Diagnosis**  
Μηχανισμός Διάγνωσης των Αναγκών της Αγοράς Εργασίας
- **Sectoral and occupational foresight mechanism (Foresight Lab)**  
Εργαστήριο πρόγνωσης και παρακολούθησης παραγόντων αλλαγής του παραγωγικού περιβάλλοντος κλάδων και επαγγελμάτων