



A DIGITAL SKILLS TOOL KIT FOR LOW SKILLED ADULTS
FOCUSING ON WOMEN RE-ENTERING THE LABOUR MARKET

DESKTOP RESEARCH

P6 – CIVIS - Greece

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1. Introduction

1.1 Greece current scene in relation to the project's concept

The total population in Greece was estimated at 10.76 million people on January 1st 2017.

There is a large number of unemployed in the country, which reaches 23,1%. Most of the unemployed are long-term unemployed. Long-term unemployment refers to people who have been unemployed for 12 months or longer.



Regarding digitalization, according to the country's profile in EDPR (2017) Greece ranks 26th out of the 28 EU Member states and did not make much progress compared with other EU Member states. In human capital, Greece's performance is well below EU average but it slightly progressing. In 2016, the percentage of the Greek population using the internet on a regular basis (66%) is one of the lowest among European countries (EU average is 79%). The number of individuals having at least a basic level of digital skills is also progressing with 46% in 2016 compared with 44% in 2015.

The high rates of unemployment in combination with the low rates of digitalization and human capital's digital skills create an urgent need for Greece to address its severe digital skills gaps and the chronic skills mismatch observed between the ICT industry's needs and the skills offered by formal education. In this direction the eSkills4all initiative can contribute to the country's overall digital performance.

1.2 CIVIS

CIVISplus was founded in 2011 and it was established in January 2012 with the aim of fighting against social exclusion, poverty, social inequality, as well as protecting the natural and social environment, thus contributing to the endeavors of Civil Society towards social prosperity and sustainability.

Purpose of NGO CIVISplus is the creation of programs of humanitarian and public benefit having as their object the defense of human rights regardless of race, nationality, gender, creed and cultural background as described by the Universal Declaration of Human Rights.

In particular, purposes of the organization are:

- To implement projects and actions against poverty, unemployment and social marginalization.
- To promote and deepen the concepts of Democracy, Freedom and the European ideal.
- To support and protect immigrants, refugees and asylum-seekers in Greece. The defense of the rights of people from third countries entitled to protection in our country as well as their smooth integration into Greek society. To implement projects against racism of every kind. To offer support for repatriation procedures to citizens of third world countries willing to go back to their native countries.
- To promote equality between the two genders according to the International Convention on the Elimination of all Forms of Discriminations against Women of the UN.
- To promote Youth work

1.3 General Aims

The last years Greece has been plagued by the economic crisis, the unemployment rate is really high especially for young people; long term unemployment and professional insecurity have become a “trend”. Mismatches between the skills offered by the formal education and the skills needed in the labour market (including digital skills) make the situation even worse. Launching of initiatives and projects aiming to further develop human capital’s skills in all sectors could be an effective measure in order to promote employability. Based on this fact we consider our participation in the eSkills4all initiative extremely beneficial for our country and target groups.

NGO CIVIS PLUS works mainly with people with fewer opportunities such as immigrants, refugees, NEETs, long term unemployed, women, low skilled people etc. Taking into consideration that these target groups usually face more barriers to their employability, tend to stay unemployed for longer periods and/or are employed in low paid or part time jobs, our participation in the eSkills4all initiative will enable us to better support them, create more opportunities for them and boost their employability.

1.4 Purpose of this Document & General Aims

This document aims to present the unemployment status and digital skills in Greece for both men and women (25-40 years old) with a special focus on women.

2. Demographic Data at Greece Level

The Greek seasonally adjusted unemployment rate fell to 20.7 percent in October of 2017, following an upwardly revised 20.8 percent in the previous month. Still, Greek unemployment rate remains more than double the Eurozone's average.

A year earlier, the unemployment rate was recorded at 23.3 percent. The number of unemployed persons fell by 11.1 percent while employment increased by 3.0 percent.

The 15-24 age group recorded the highest unemployment rate (40.8 percent from 44.4 percent in October of 2016), followed by the 25-34 age group (25.7 percent from 29.7 percent), the 35-44 age group (18.9 percent from 19.7 percent).

The unemployment rate among women declined to 25.4 percent in October from 27.9 percent a year earlier, while among men it decreased to 17.0 percent from 19.5 percent.

Among the country's regions, the highest unemployment rates were reported for Epirus-Western Macedonia (25.8 percent), followed by Peloponnese, Western Greece and Ionian Islands (21.9 percent), Macedonia-Thrace (21.4 percent) and Attica (21.2 percent); while Crete recorded the lowest rate (14.8 percent).

Although the indicators improve every year, the development of the skills of the unemployed, through the eskill4all program, is something that will be able to improve these figures substantially

Greece: Unemployment rate by sex and age

Unemployment Greece September 2017

	Total	Men	Women
Unemployment Rate [+]	20.5%	16.8%	25.3%
Unemployment less than 25 years [+]	39.5%	36.2%	43.3%
Unemployed 25 years and over [+]	19.4%	15.6%	24.2%

Greece: Unemployment

	2016	2015
Unemployment Rate	23.5%	24.0%
Male unemployment	19.7%	20.7%
Female unemployment	28.0%	28.1%
Unemployment less than 25 years	47.2%	50.1%
Unemployed male less than 25 years	43.1%	45.2%

	2016	2015
Unemployed female less than 25 years	51.6%	55.5%
Unemployed 25 years and over	22.1%	22.5%
Unemployed male 25 years and over	18.5%	19.4%
Unemployed female 25 years and over	26.5%	26.5%

Unemployment compared to the level of Education

Unemployment rates of the population aged 25-64 years by level of education level are:

Less than Primary, Primary and Lower Secondary Education

Year	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Greece	8.3 ^b	7.3	7.1	6.9	8.9 ^b	11.9	17.0	25.1	28.7	27.6 ^b	26.2	26.2

Upper Secondary and post-Secondary non-Tertiary Education (level 3 and 4)

Year	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Greece	9.6 ^b	8.9	8.3	7.3	9.3 ^b	12.8	17.8	24.5	28.1	27.7 ^b	25.5	24.2

Tertiary Education (level 5 and 8)

Year	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Greece	7.0 ^b	6.4	6.1	5.7	6.7 ^b	8.8	13.0	17.1	19.4	19.1 ^b	19.0	17.2

CURRENT AND FUTURE RULES

Agriculture, the maritime industry and tourism are important sectors of the Greek economy.

Skills forecasts for Greece predict that demand for high- and low-skilled workers, and to a lesser extent medium-skilled workers, will all rise in the coming years. Looking forward to 2025, the share of the labour force with high level qualifications will rise, whilst the share with medium- or low level qualifications will decrease.

Greece's working-age population (15-64) is projected to decrease in the period to 2025, with a particular drop in the share of the workforce aged 25-34, whilst the share of the labour force aged between 55-64 and 65+ will increase significantly. Labour market participation is expected to grow. Looking to the future, Greece is expected to have a significantly higher old-age dependency ratio than the EU28 average

Future employment growth (in %) in Greece in 2015-2025 across sectors

Sectors	%
Professional services	30.25
Accommodation & food	21.06
Construction	20.24
Wholesale & retail trade	11.51
Administrative services	10.66
Finance & insurance	4.48
Arts & recreation	4.45
ICT services	3.50
Health & social care	2.51
Education	2.24
Energy supply services	-0.80
Public sector & defence	-0.94
Manufacturing	-1.40

Mining & quarrying	-2.94
Transport & storage	-6.59
Water and waste treatment	-8.47
Agriculture, forestry & fishing	-14.69

3. Greece current scene at National Level

Zarabina

According to OECD (2017) the future of Greece's well-being will depend on improving educational performance to raise employment and social outcomes. The challenges are significant, as public education expenditure in Greece has declined in recent years and learning outcomes are weak. The basic skills of adults in Greece are lower than average, as measured in the Survey of Adult Skills, a product of the OECD Programme for International Assessment of Adult Competencies (PIAAC)

Though a lot of policies, initiatives, strategies and projects are being implemented in Greece by private and public actors in order to support employability, skills' development and digitalization it seems that efforts in these directions should be intensified.

The Operational Program "Human Resource Development, Education and Lifelong Learning" is one of the seven Sectoral / National Operational Programs for the 2014-2020 Programming Period, co-financed by the European Social Fund (ESF) and the Youth Employment Initiative (YEI) and is indicative of the country's aims in the field. Priority Axis 2 aims to tackle unemployment, increase employment, equal access to the labor market, and creating new sustainable jobs with an emphasis on areas the country has competitive advantage, especially for those groups of the population that have the highest rates of unemployment (long-term unemployed, women, unemployed with low qualifications, unemployed aged 30-44).

Specific objective i: Access of the unemployed to employment with emphasis to long-term unemployed, women and unemployed aged 30-44

Indicative actions

- New job programs for the unemployed and for specific groups of unemployed
- Benefit Programs

Specific Objective ii: Increase in the percentage of unemployed people trained receiving certification, focusing on long - term unemployed and unemployed persons who have not been enrolled in tertiary education

Indicative actions

- Targeted Training and internship Linking Programs in leading sectors of the Greek economy, leading in certification
- Training checks of the unemployed in sectors of economic activity with guaranteed employment.

Investment priority 8.4 Equality between men and women at all sectors, including in terms of access to employment, career development, reconciliation of professional and privacy and promoting equal pay for equal work

Specific objective (i): Improvement of the working conditions of women, with an emphasis on working women in precarious employment

Indicative interventions:

- Programs to harmonize family and professional life cycle 2014-2020
- Programs to promote gender equality in business.

“Labor Force Employment Agency” (OAED) launches various programs for short term employment in order unemployed people to gain work experience, and training programs on digital and other skills.

Entrepreneurship is encouraged and supported through various programs in order new job vacancies to be created.

Second chance schools promote lifelong learning and skills’ development.

A variety of projects are being implemented by private and public actors about up skilling and reskilling young people and adults in the context of European programs such as Erasmus+, European integration Fund and other.

The “National digital strategy 2016 -2021” has 3 main directions: 1) support research and development, 2) Enhancing digital skills in schools, 3) Emphasizing on lifelong learning with Massive open online courses (MOOC) on digital topics.

4. Greece current scene at European Level – Participation in EU programs

Greece participated in the second cycle of PIAAC program.

Key findings :

- The share of adults in Greece who score at the highest levels of proficiency in literacy and numeracy is considerably smaller than the OECD average, while the proportion of adults with poor skills in literacy and numeracy is much larger than average.
- In contrast to what is observed in other countries, 25-34 year-olds in Greece perform as well in literacy as 55-65 year-olds.
- Greece is one of the few countries where women outperform men in literacy.
- Tertiary-educated adults in Greece have relatively low proficiency in literacy, numeracy and problem solving in technology-rich environments.
- The relationship between information-processing skills and levels of social trust, voluntary activities and subjective health is considerably weaker in Greece than in other participating countries/economies.
- Workers in Greece use their numeracy and problem-solving skills at work as frequently as the average across OECD countries; but their proficiency in these skills is not as highly rewarded, with higher wages, as in other OECD countries.

Participation in the e-Skills Agenda for Europe (European Digital Agenda, Grand Coalition of Digital Jobs) Coalition launched this year / number of members?

According to the pledge tracker of the European commission, the Greek Coalition for the Digital Economy was launched on 6 May 2014 becoming the 6th EU country to create a national coalition, and is aimed at young people and potential entrepreneurs. It is signed by 5 Ministries (Education, Employment, Administrative Reform, Development, and Infrastructure); 3 General Secretariats (Youth, Mass Media, and Gender Equality) and the Federation of Hellenic ICT Enterprises (SEPE). The last updates, as of March 2015 show that the coalition hadn't started yet. Currently there are 36 pledges in Greece.

Greece has also a regional coalition "Women & Girls Go Digital in Greece" which under the leadership of the Hellenic General Secretariat for Gender Equality and in collaboration with the European Centre for Women and Technology have set off to develop a functional ecosystem of entrepreneurs, business people, policy makers, the academia in order to assist women in pursuing ICT careers and help the best and brightest talents shine among Greek women and girls.

National DESI - Digital Economy and Social Index

According to the Digital Economy and Society Index 2017, Greece ranks 26th. Overall Greece did not make much progress compared to other EU Member States. On the positive side, Greeks are more actively using internet for video calls and online content. However, its low performance in digital skills risks acting as a brake to the further development of its digital economy and society.

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Connectivity: Greece features wide availability of fixed broadband, but take-up is progressing slowly. Price is relatively high, the transition to fast broadband connections is slower than in other EU countries. Greece remains last in NGA coverage per household.

Human Capital: More people are online, but skills levels remain low. However, the number of science and technology graduates is relatively high and this is a good promise for Greece's digital future.

Use of Internet: Greeks are active internet users of social networks and online content. Over the past year more and more users have been engaging in online banking.

Integration of Digital Technology: Greece is progressing slowly. Companies use social media but are less prone to take up new technologies such as cloud and RFID. More and more SMEs use electronic sales channels, although not for cross-border sales.

Digital Public Services: Greece has progressed in the provision of Open Data, although not as fast as other European countries. The number of eGovernment users is also slightly progressing, but the delivery of online public services is well below EU average.

5. Conclusions

To conclude, it is clear that despite the efforts made, unemployment in Greece is really high and there is a lack in digital skills by the labour force. Training programs such as eSkills4all and intensified efforts will meliorate the situation in the future.

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