



Hellenic Republic  
Ministry of Labour and Social Insurance

Unit of Experts in Employment,  
Social Insurance, Welfare and  
Social Affairs (M.E.K.Y.)



Mechanism  
of Labour  
Market Diagnosis

# Labour Market Diagnosis in Greece

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# Analytical tools for labour market monitoring and training programmes



Mechanism  
of Labour  
Market Diagnosis

**Mechanism of  
Labour Market  
Diagnosis (MDAAE)  
under the auspices  
of M.E.K.Y.**



## **Administrative and survey data:**

- Employment & unemployment
- Demand for technical skills

*... by detail demographic  
characteristics and locality*



# Evidence-based policy design and implementation

**The Mechanism** can enhance the **targeting**, by identifying and prioritizing the groups and localities that can stand to benefit the most from **or** are in most need of ALMPs - training:

- ✓ the most dynamic/job-creating detail sectors and occupations
  - ✓ the incidence and duration of unemployment

... by educational level, occupational skill level, age, gender, Region, Regional Unit and Municipality

In addition, the **Mechanism** can contribute to the design/**curriculum** of training programs by identifying through a new methodology:

- ✓ the cutting-edge technical skills  
**(ESCO, DYPA, ERGANI, ELSTAT, EUROSTAT)**

... by sector, occupational skill level, Region, Regional Unit and Municipality





<https://mdaae.gr/en/>

## Collection & visualization of labour market data

A mechanism that answers questions about the labour market. A modern tool that makes important data for citizens, businesses, and agencies accessible.

THE MECHANISM



# Integrating skills anticipation into our labour (and educational) policies

## a. The Problem:

If you ask businesses what skills they need of their employees, in a survey, many of them cannot readily answer – they do not know exactly what skills, especially technical skills, they need – especially in countries like Greece, with many micro companies, lacking organized human resources departments.

## b. Our Approach:

Use the power of advanced analysis and visualization software to harness skills information “hidden” in publicly available big and small data, by linking:

### **Detailed data-by-occupation**

(job creation via LFS and Ergani, unemployment and vacancies via DYPA)

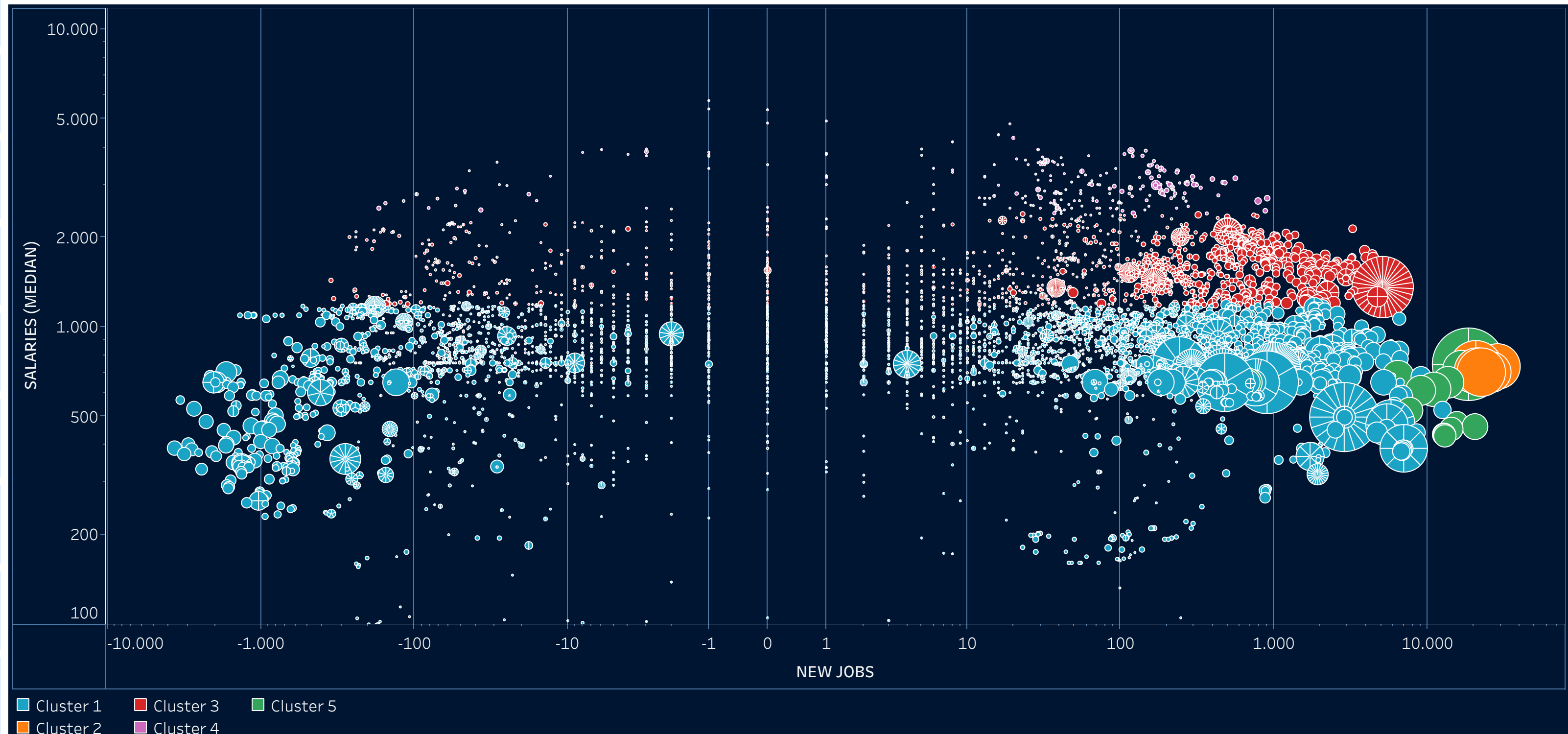
### **Skills-by-occupation data**

(via ESCO)

# Mapping Demand for Skills in Greece

<b>Dynamism</b> All
<b>Skills Level</b> All
<b>Gender</b> All
<b>Age</b> All
<b>Sector 1d</b> All
<b>Sector 2d</b> All
<b>Sector 3d</b> All
<b>Sector 4d</b> All
<b>Region</b> All
<b>Municipality</b> All

Grand Total	Cross-sector & transversal	Occupation-specific	Sector-specific
13.485	4.096	2.977	6.412





# Information & Communication

Skills

4.583

Sub-Sectors 4D

26

Occupations ESCO

383

Type

skill/competence

Skills Level

All

Kind

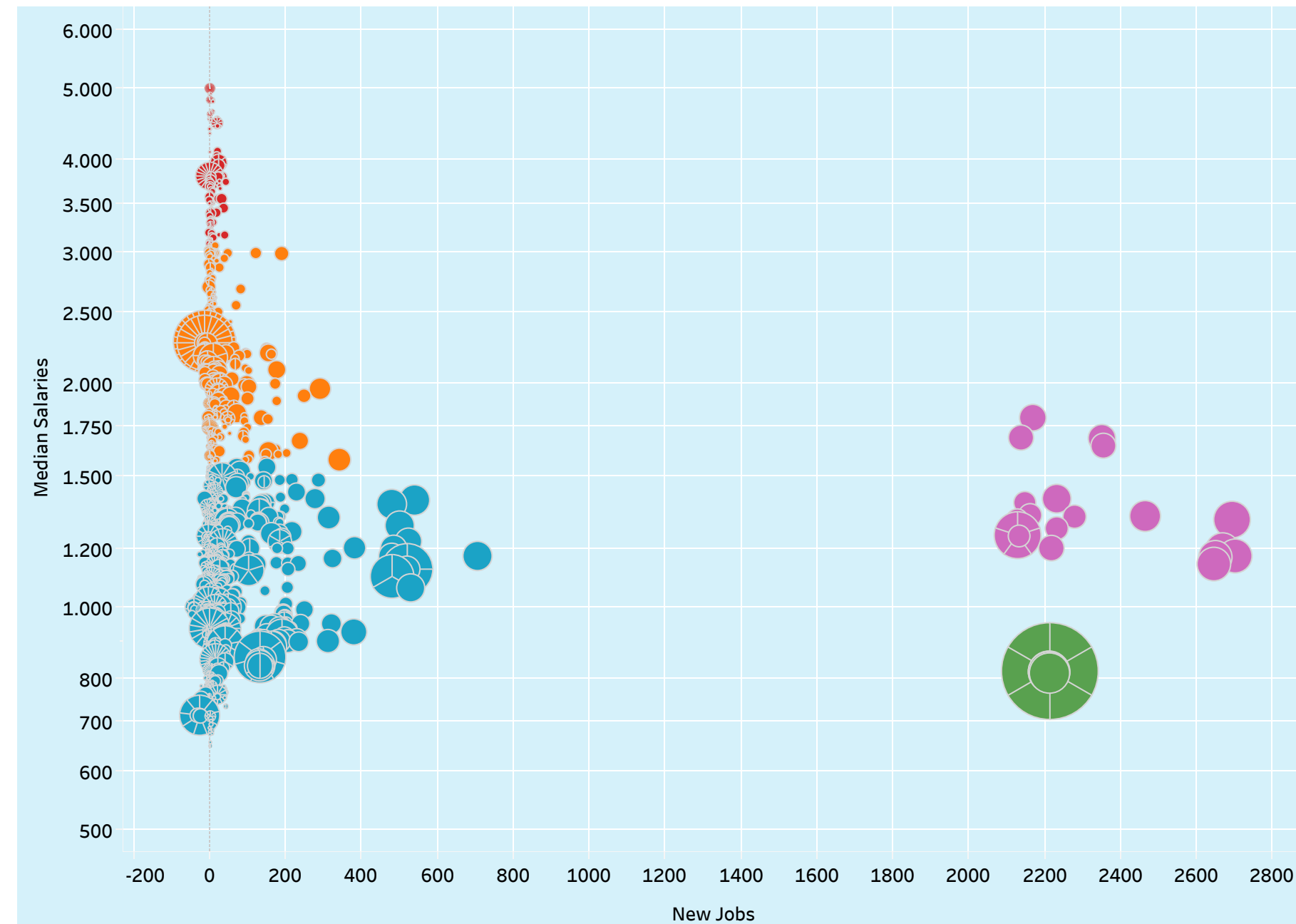
All

Dynamism

All

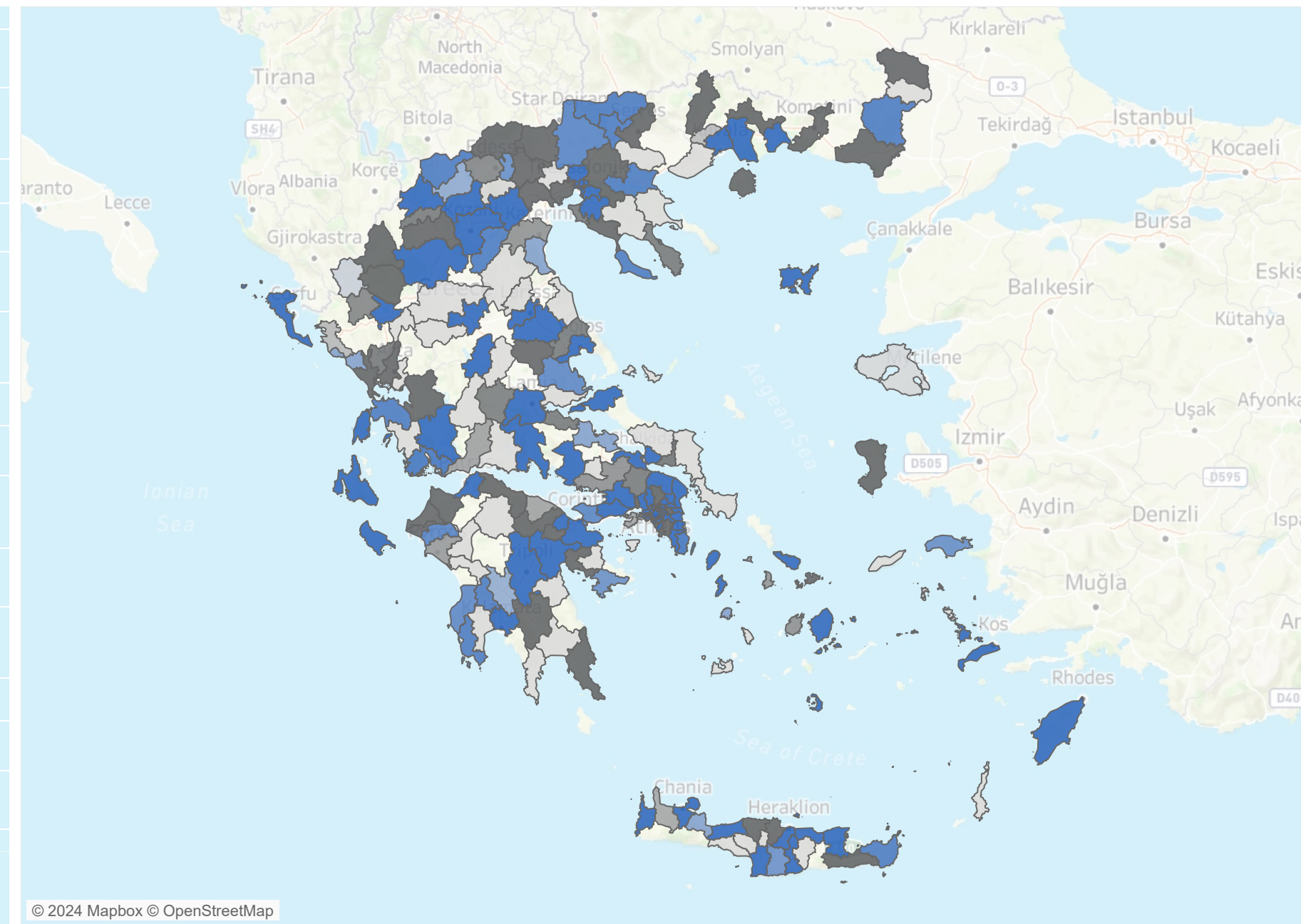
Skills Selection

All



Clusters

Cluster 1 Cluster 2 Cluster 3 Cluster 4 Cluster 5



New Jobs

-50 50

# Skills Evaluation by Information & Communication companies (Scale 0-10)

High Skilled Jobs

Medium Skilled Jobs

Green Skills

**Evaluation (Avg): 9,24**  
**Skills: 33**

**Evaluation (Avg): 7,74**  
**Skills: 23**

**Evaluation (Avg): 8,33**  
**Skills: 9**

solve ICT system problems	10	communicate with customers	10	understanding the principles of sustainability	9
creating data models	10	use different communication channels	9	Adopting ways to reduce pollution	9
translate requirements into visual design	10	respect for data protection principles	9	ability to use green technologies	9
use object-oriented programming	10	maintenance of internal communication systems	9	data analysis skill	9
perform resource planning	10	handle mail	9	cooperation skills	9
design database scheme	10	use of office systems	8	adopting ways to reduce pollution	8
monitor system performance	10	use of office application software	8	encouraging others to adopt environmentally friendly behaviours	8
manage system testing	10	telephone communication	8	adopting ways to protect biodiversity and animal welfare	7
manage standards for data exchange	10	dissemination of internal information	8	comprehension of environmental issues	7
manage database	10	digital file management	8		
manage ICT legacy implication	10	converting keywords to full texts	8		
interact with users to gather requirements	10	conducting an internet survey	8		
identify ICT system weaknesses	10	compilation of corporate emails			



# Manufacture of basic pharmaceutical products and pharmaceutical preparations

Skills

2.648

Sub-Sectors 4D

2

Occupations ESCO

164

Type

skill/competence

Skills Level

All

Kind

All

Dynamism

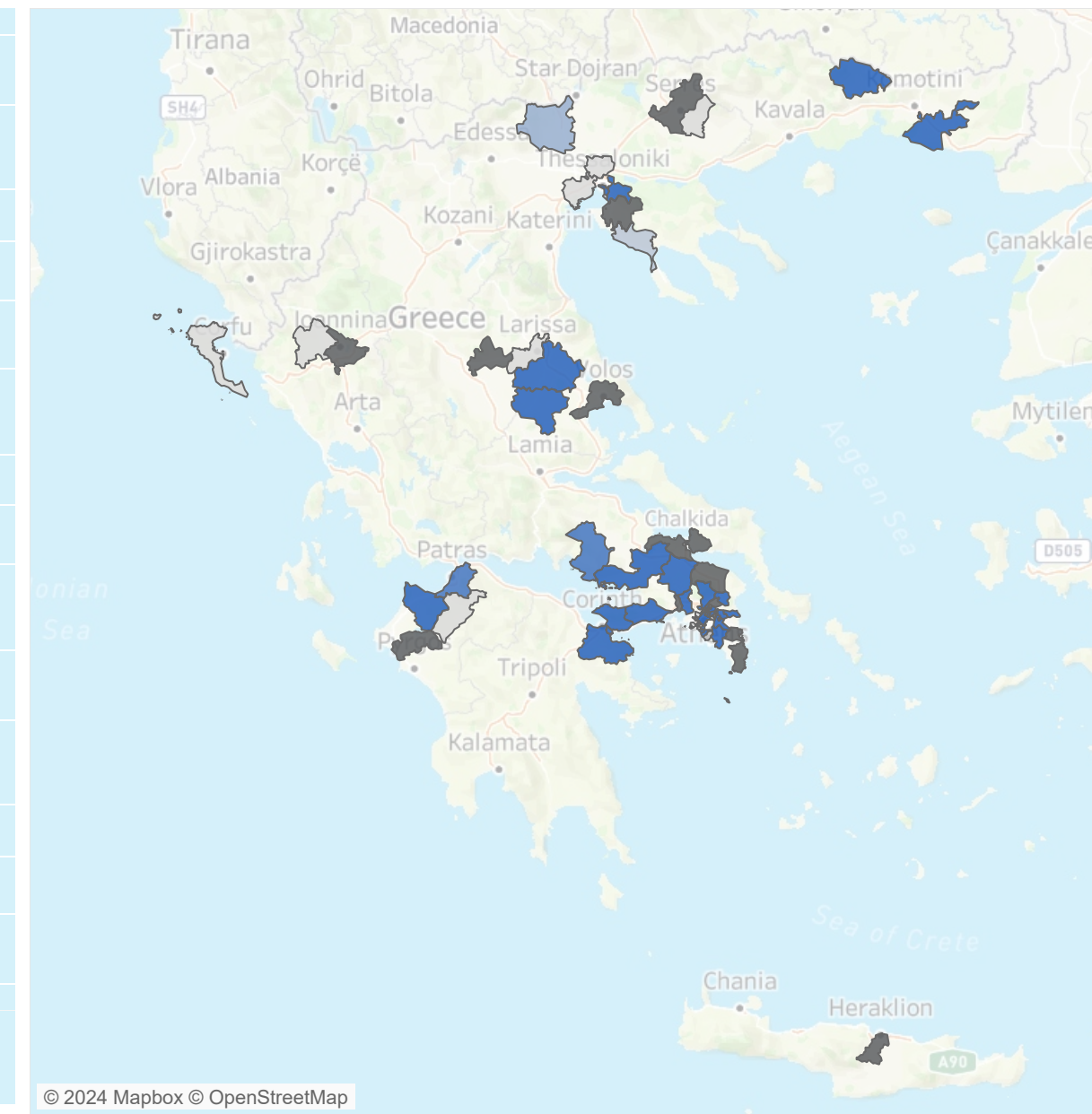
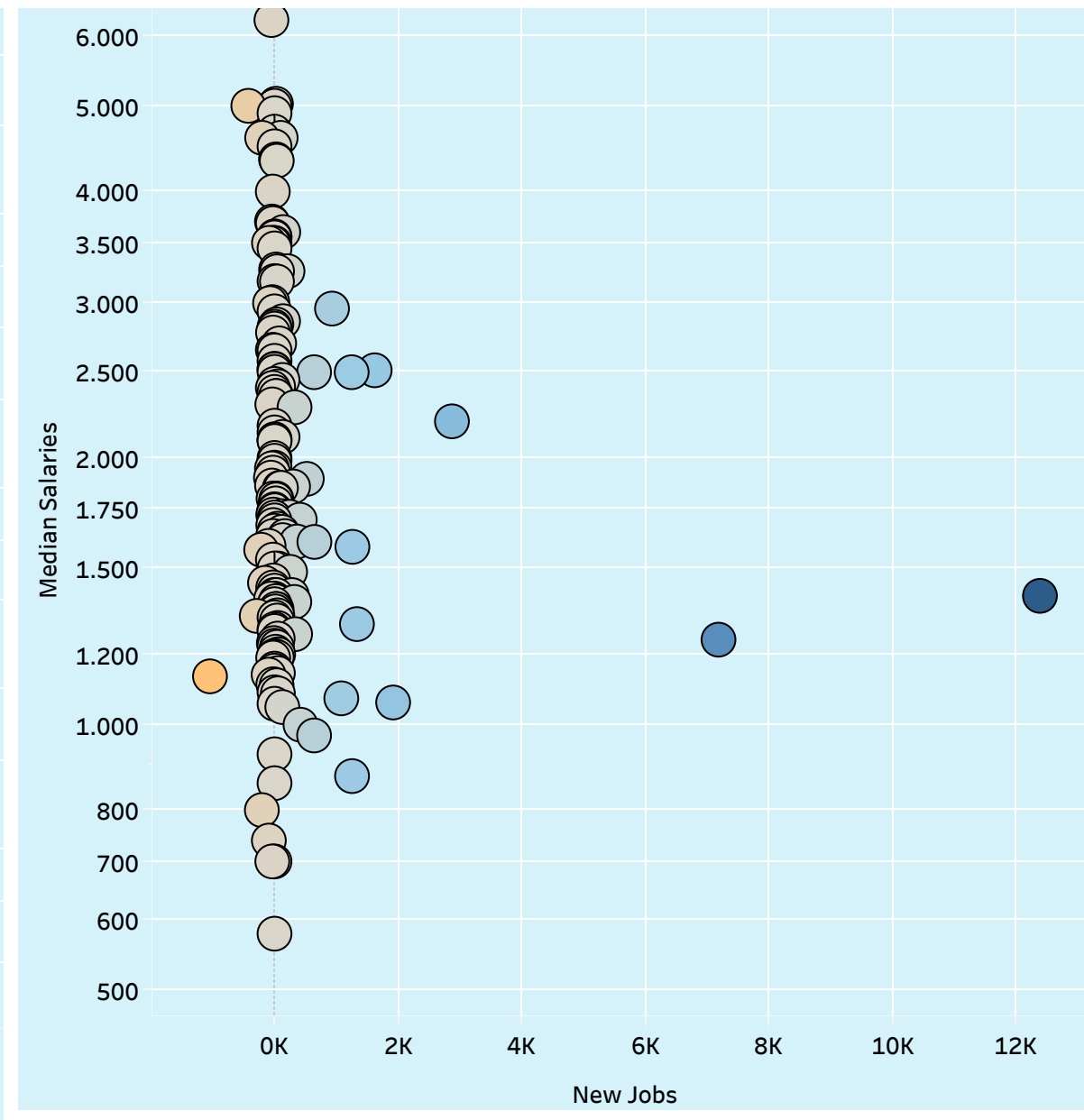
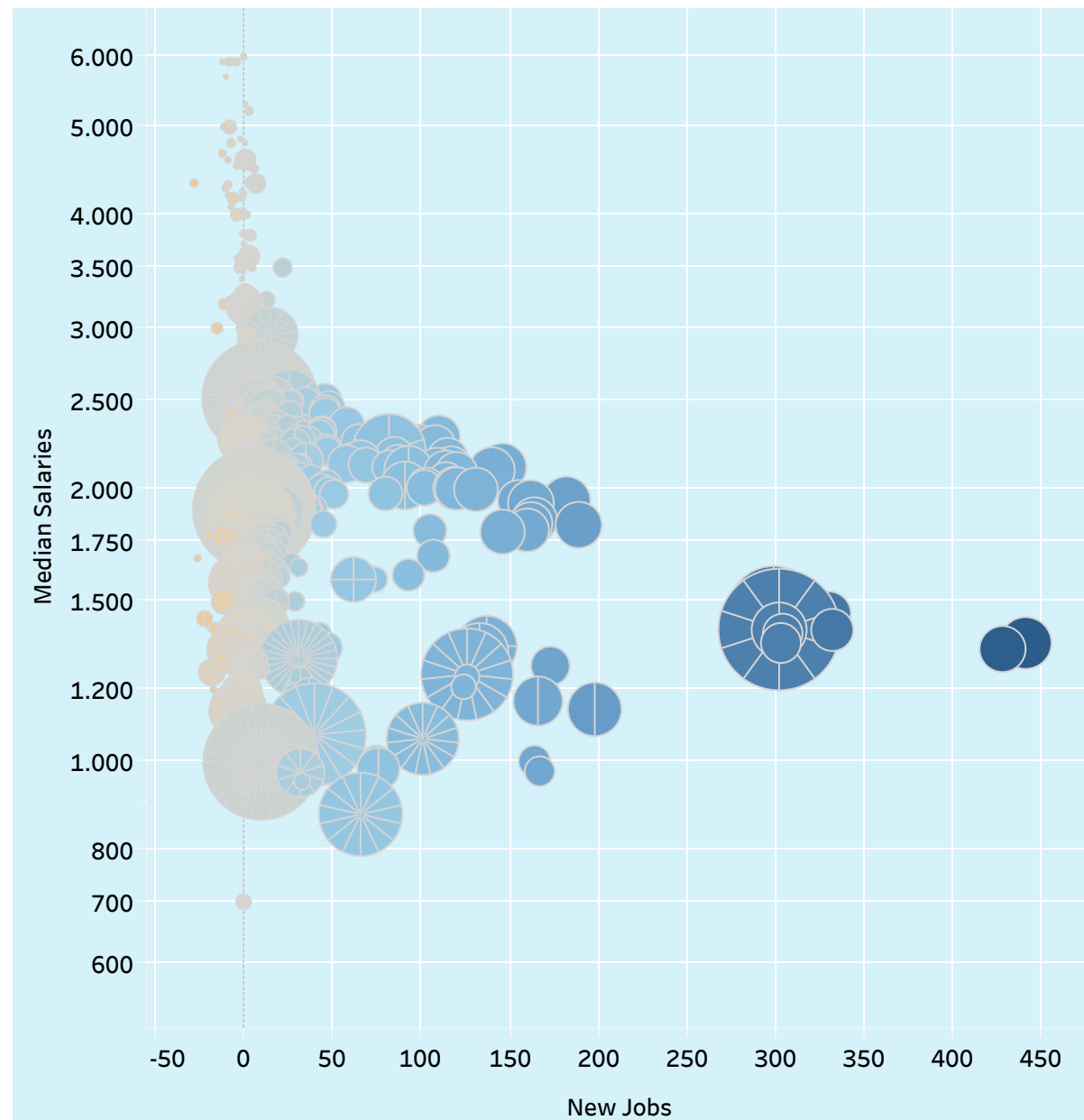
All

Skills Selection

All

relationType

All



# Skills Evaluation by Manufacture of basic pharmaceutical products and pharmaceutical preparations companies (Scale: 0-10)

Research and Development		Control and testing		Production	
Evaluation (Avg): 9,19 Skills: 23		Evaluation (Avg): 8,87 Skills: 23		Evaluation (Avg): 8,98 Skills: 33	
Work safely with chemicals	9,80	follow procedures to control substances hazardous to health	9,60	solve problems	9,80
use personal protection equipment	9,60	manage medication safety issues	9,60	work safely with chemicals	9,70
think analytically	9,55	apply safety procedures in laboratory	9,40	monitor quality standards	9,50
Computer use	9,50	ensure pharmacovigilance	9,30	apply health and safety standards	9,40
wear appropriate protective gear	9,44	perform scientific research	9,20	handle chemicals	9,30
perform laboratory tests	9,40	perform laboratory tests	9,18	advice on production problems	9,30
perform scientific research	9,36	apply scientific methods	9,09	manage processes	9,20
apply liquid chromatography	9,30	gather experimental data	8,90	document analysis results	9,20
mix chemicals	9,30	test medicinal products	8,82	troubleshoot	9,20
apply scientific methods	9,27	evaluate scientific data concerning medicines	8,82	design process	9,18
prepare chemical samples	9,20	adhere to organisational guidelines	8,80	analyse production processes for improvement	9,10
document analysis results	9,20	maintain adequate medication storage conditions	8,80	collaborate with engineers	9,09
manage chemical testing procedures	9,20	run laboratory simulations	8,80		
record test data	9,20	maintain laboratory equipment	8,70		
use chemical analysis equipment	9,11	manufacture medicines	8,70		

# Manufacture of food products

Skills

5.595

Sub-Sectors 4D

16

Occupations

308

Skills Level

All

Dynamism

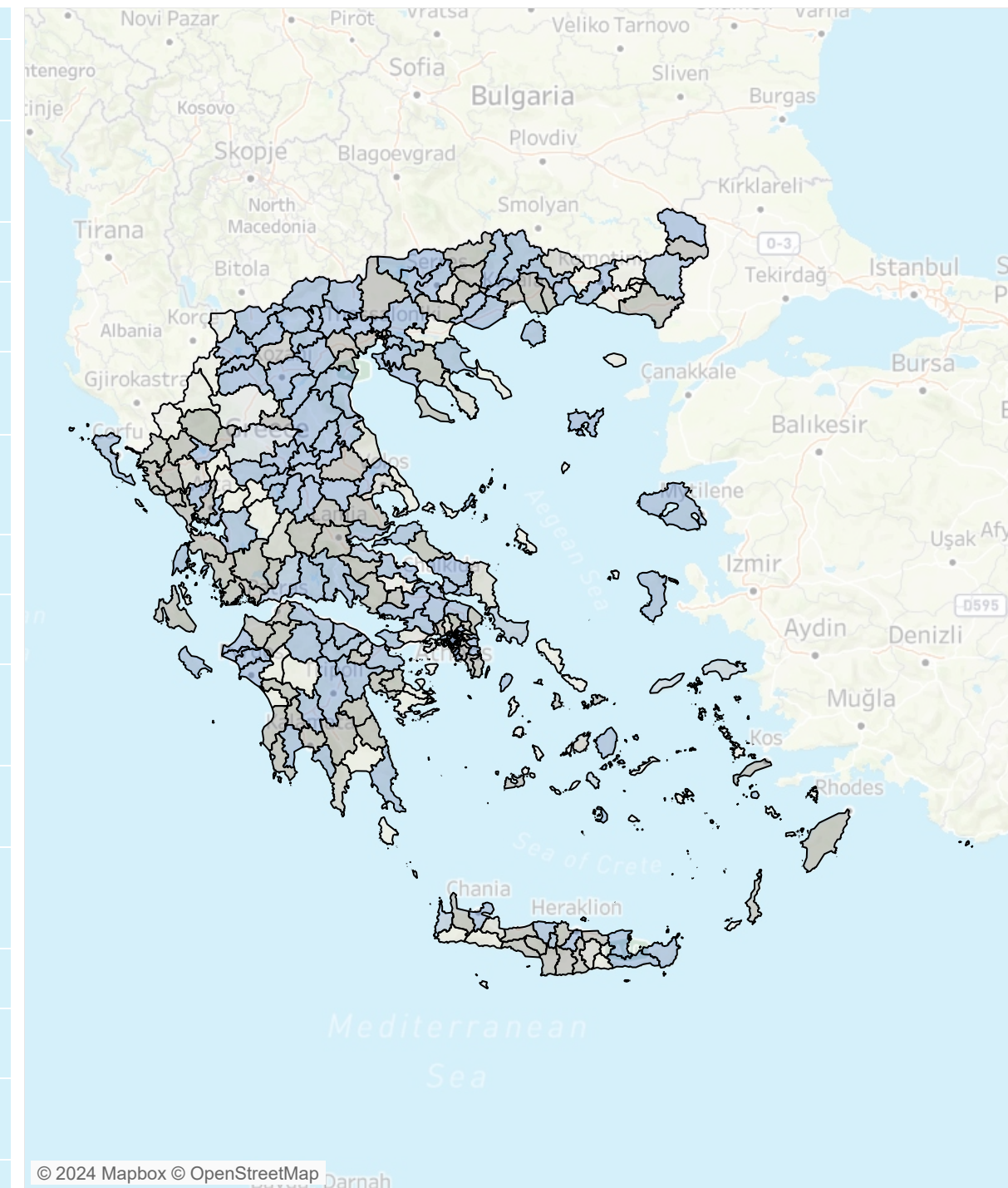
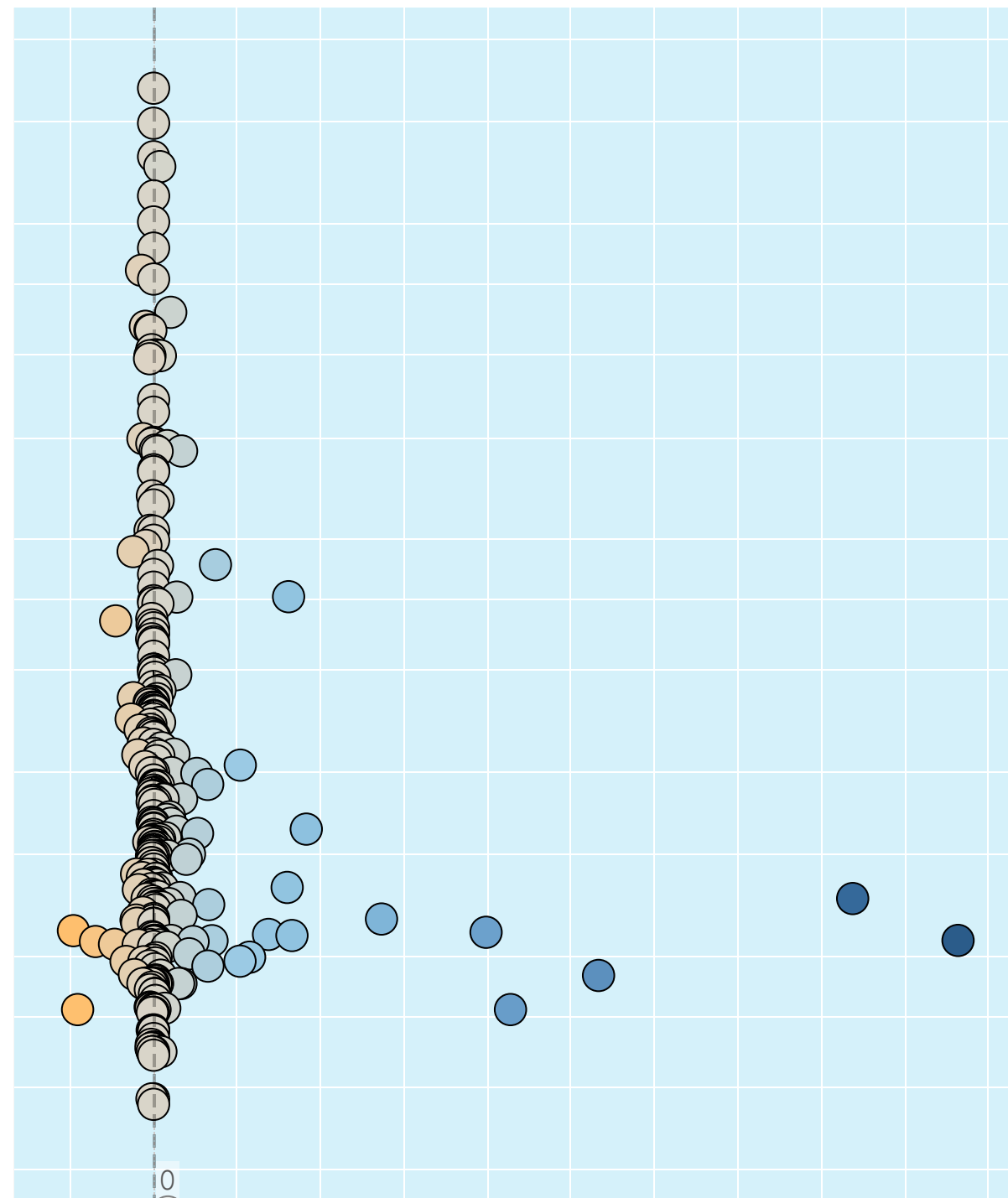
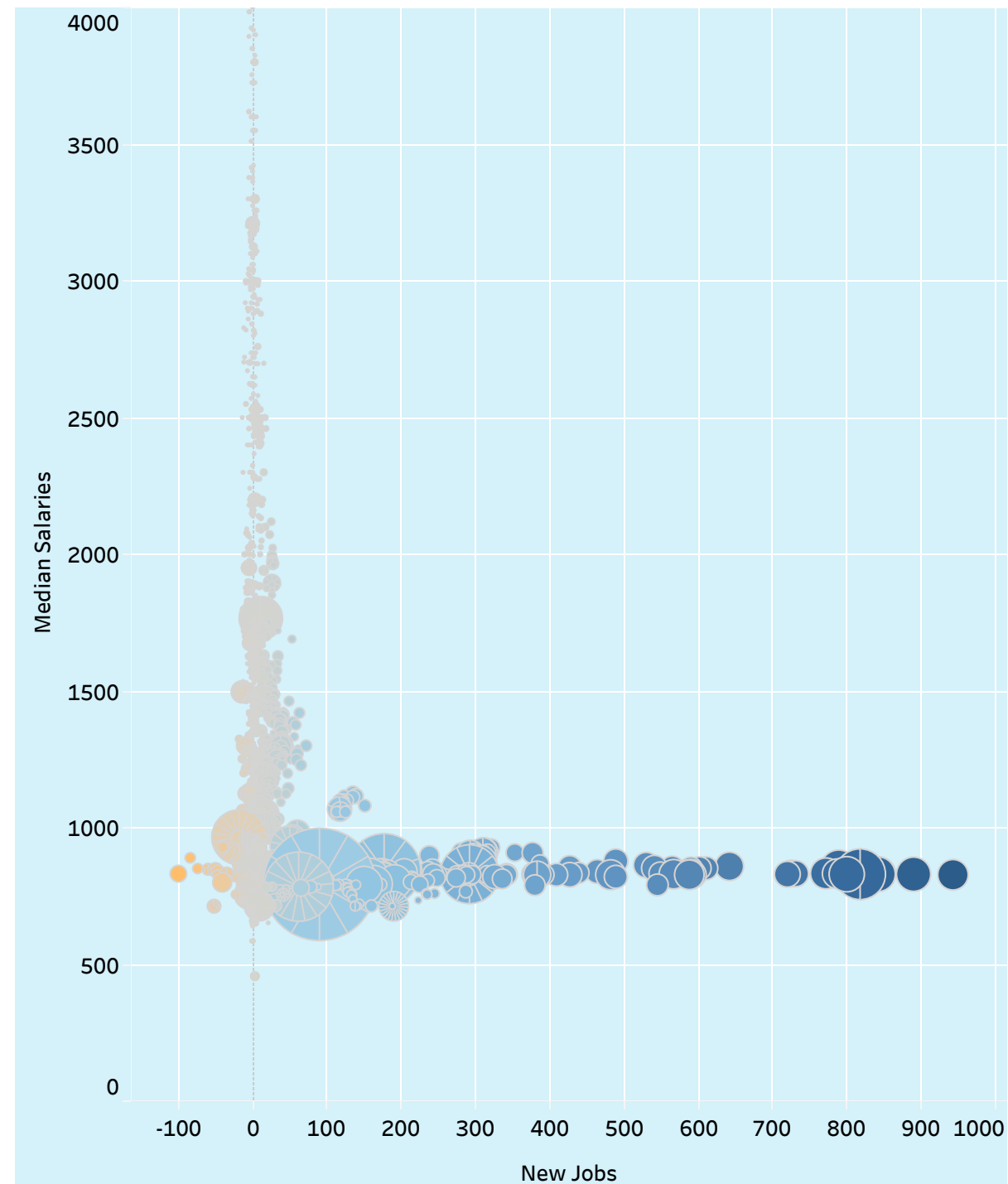
All

relationType

All

Occupation STEP

All





# Integrating demand for skills in policy making

## Strategy for Labour Force Upskilling and Connection to the Labour Market

### Aims of the National Strategy

- ▶ An effective matching of supply and demand in the labour market, in terms of required skills
- ▶ Monitoring and identification of current occupational trends and skills that meet the needs of the labour market with an emphasis on green and digital growth
- ▶ Supporting the access of all without discrimination and exclusion to programs of continuing vocational training and retraining
- ▶ Promoting the active participation of the social partners in the design and implementation of programs of continuing vocational training
- ▶ Systematic measurement and evaluation of the outcomes of continuing vocational training, as well as effective quality control of the providers of continuing vocational training and the programs offered
- ▶ Evaluation and improvement of funding models for continuing vocational training by linking payments to providers of vocational training with their performance in terms of employability of beneficiaries
- ▶ Evaluation of the governance model of the Strategy for Labour Force Upskilling and Connection to the Labour Market

### Current situation

- Low employment rate of the labour force
- Accumulation of workers in occupations requiring a medium level of skill
- High but falling unemployment rate
- Spatial and sectoral differentiations in the mix of skills required for the jobs offered

### Challenges

- Ageing of the labour force
- Lag in high-skill jobs
- Underemployment and reduction of the labour force with tertiary education and above
- Mismatch between supply and demand
- Climate change, energy challenges and environmental degradation
- Digital transformation

### Capacities

- Monitoring of the labour market and demand for skills
- Monitoring the dynamism of occupations and sectors
- Monitoring the course of the beneficiaries of the training programs in the labour market

### Prospects

- Upgrading the digital skills of the labour force
- Upgrading the skill level of business jobs
- Upgrading business proficiency in green skills

### Axes of the National Strategy

- ▶ Transforming the labour market for creative use of labour force skills
- ▶ Boosting innovation and business resilience by upgrading the digital skills of the labour force
- ▶ Cultivating environmental awareness and promoting responsible environmental behaviour
- ▶ Promoting a circular economy and energy saving
- ▶ Reducing skills mismatches in the labour market with targeted skills enhancement actions at sectoral - occupational - spatial level
- ▶ Investing in occupations and skills of the future
- ▶ Enhancing the horizontal skills of the labour force while connecting/matching to the real needs of the labour market
- ▶ Tailoring the actions of the Strategy to individual needs of beneficiaries, including persons with disabilities

Mechanism of evaluation and feedback of the National Strategy

Governance of the skills system of the labour force



GREEK PUBLIC EMPLOYMENT SERVICE (DYPA)  
Strategy for Labour Force Upskilling  
and Connection to the Labour Market  
Update 2023

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