

**Greece: case 1 (Promotion and strengthening of women's participation in trade unions and their representation bodies)**

<p><b>Period:</b> 2011-2014 <b>Target population:</b> Women in trade unions and the labour market <b>Life stage:</b> Ended <b>Investment theme:</b> Empowerment of women</p>
<p><b>Short description of the program:</b> The project "Promotion and strengthening of women's participation in trade unions and their representation bodies", aims at promoting and ensuring the active participation of women workers in positions of responsibility at all levels and types of trade unions. INE (Labour Institute) have planned activities, which focus on the broader social education of women, in order for them to become key actors for the promotion of women's issues through the trade unions. These actions included:</p> <ul style="list-style-type: none"><li>- The study of women's participation in trade unions in the private sector. A qualitative and quantitative research, presenting personal, employment, educational and professional characteristics of women taking part in representation bodies of trade unions. Moreover, it investigates the factors affecting the active participation of women in trade unions, as well as what women need from unionism.</li><li>- Actions for the education and empowerment of women, including: educational material for seminars in the following topics: Individual Labour Law, Collective Labour Law and Women's Empowerment during Collective Representation, Social Insurance and Social Security, Principles and Methods of Social Networking, Stress Management, Work-Life Balance and Assertiveness - all with a gender perspective.</li><li>- Founding of Equality Offices offering support, counselling and information on labour issues for women.</li></ul>
<p><b>Policy Area:</b> Gender Equality</p>
<p><b>The legislative and regulatory frame work:</b> The framework of this programme was mainly based on the legislative framework of the foundation and functioning of trade unions. The basic characteristic of the trade union organisations is the special goal of the protection and upgrade of the employees' labour, financial, and social security interests. The autonomy and freedom of the trade union organisations is protected by the Greek Constitution (articles 12, 22, 23, 25), by the international labour conventions (no 87-1948 and no 98-1949) that Greece has signed (law 4204/1961 and law 4205/1961), and finally, by the law 1264/1982 on trade unions. Additionally, the functioning and activity of the trade unions is protected by the Greek Civil Code, while some issues are being addressed by the law 1767/1988 regarding employees councils.</p>
<p><b>Main actors:</b> INE/GSEE (The Labour Institute of the General Confederation of the Greek Workers)</p>
<p><b>Innovative elements:</b> Educational, empowerment, experiential seminars and workshops</p>
<p><b>Links to to key policy documents, previous research, news reports, etc.</b></p> <p><a href="http://www.inegsee.gr/domes-isotitas/">http://www.inegsee.gr/domes-isotitas/</a> [the description of the programme]</p> <p><a href="http://www.inegsee.gr/wp-content/uploads/2015/05/ELLHNIKO-1.pdf">http://www.inegsee.gr/wp-content/uploads/2015/05/ELLHNIKO-1.pdf</a> [the reasoning of the programme]</p> <p><a href="http://www.inegsee.gr/wp-content/uploads/2015/10/vivlio_isotitas.pdf">http://www.inegsee.gr/wp-content/uploads/2015/10/vivlio_isotitas.pdf</a> [the initial study conducted during the first steps of the programme including the policy and legal framework]</p>
<p><b>Photos:</b></p>



**Greece: case 2 (Acquiring Work Experience: Technical Education Graduates' Access to the Labour Market)**

<p><b>Period:</b> 2014-2015 <b>Target population:</b> Low skilled young people <b>Life stage:</b> Ended <b>Investment theme:</b> Confronting youth unemployment</p>
<p><b>Short description of the program:</b> The project "Acquiring Work Experience: Technical Education Graduates' Access to the Labour Market" aimed at offering low skilled youth the necessary competences that will support them in entering and remaining in the labour market. At a more structural level, this project links vocational education and training with the labour market, so as to address the dangerous phenomenon of extensive youth unemployment and at the same time the need to restructure the country's economy. This project includes a set of modular and interconnected actions:</p> <ul style="list-style-type: none"><li>- Training for the upgrading of skills at a horizontal level. The courses involve the following topics: Entrepreneurship &amp; Innovation, Basic ICT Knowledge, Conflict Resolution and Communication, Administrative &amp; Organizational Skills.</li><li>- Placement for the acquisition of work experience in businesses for up to six months. During this placement, participants benefit from a system of professional guidance that supports their learning experience during this placement, as well as enables them to develop professionally and plan their actions in relation to their vocational future.</li></ul>
<p><b>Policy Area:</b> Youth unemployment</p>
<p><b>The legislative and regulatory frame work:</b> Since 2000, four laws – on the national system linking Vocational Education and Training (VET) with employment (Law 3191/2003), systematising lifelong learning (Law 3369/2005), developing lifelong learning (Law 3879/2010), and restructuring secondary education (Law 4186/2013) – and numerous amendments have been enacted in an attempt to regulate the domain of VET and lifelong learning. This legislative activity is mainly due to the EU's post-2000 emphasis on creating a competitive Europe that is capable of meeting the new challenges of the knowledge-based society.</p>
<p><b>Main actors:</b> INE/GSEE (The Labour Institute of the General Confederation of the Greek Workers) as a coordinator and KANEP/GSEE (Centre for the Development of Educational Policy), IME &amp; KEK GSEBEE (Institute of Small Enterprises of the Hellenic Confederation of Professionals, Craftsmen &amp; Merchants), KAELE &amp; INEMY/ESEE (Centre for the development of the Greek Commerce of the Hellenic Confederation of Commerce and Entrepreneurship), Association of Greek Industry, INSETE) and Hellenic Management Association (EEDA) as partners.</p>
<p><b>Innovative elements:</b> Educational seminars and workshops, six month apprenticeship period in private companies</p>
<p><b>Links to to key policy documents, previous research, news reports, etc.</b></p> <p><a href="http://ec.europa.eu/social/main.jsp?catId=1176">http://ec.europa.eu/social/main.jsp?catId=1176</a> [Youth Employment Initiative (YEI)] <a href="http://diasindesi.gr/">http://diasindesi.gr/</a> [the official website of the programme] <a href="http://www.inegsee.gr/etiologiko-simioma/">http://www.inegsee.gr/etiologiko-simioma/</a> [the reasoning of the programme] <a href="http://library.fes.de/pdf-files/id/ipa/10251.pdf">http://library.fes.de/pdf-files/id/ipa/10251.pdf</a> [Ioannidou, A. &amp; Stavrou, S. (2013). Reformperspektiven der Berufsbildung in Griechenland (Reform prospects for vocational training in Greece)] <a href="http://library.fes.de/pdf-files/id/10316-20131118.pdf">http://library.fes.de/pdf-files/id/10316-20131118.pdf</a> [Cholezas, I. (2013). Youth guarantee in times of austerity: the Greek case] <a href="http://www.ose.be/files/publication/OSEPaperSeries/Petmesidou_Polyzoidis_OseResearchPaper20.pdf">http://www.ose.be/files/publication/OSEPaperSeries/Petmesidou_Polyzoidis_OseResearchPaper20.pdf</a> [Petmesidou, M. &amp; Polyzoidis, P. (2015). What policy innovation for youth in the era of prolonged</p>

austerity? The Case of Greece. OSE Paper Series]

[http://www.netnotneet.eu/wp-content/uploads/2015/07/NNN\\_Need-Analysis-Report\\_GR.pdf](http://www.netnotneet.eu/wp-content/uploads/2015/07/NNN_Need-Analysis-Report_GR.pdf)

[NetnotNEET (2015). Needs Analysis for Greece. Country Research Report: Greece. EU project "NetnotNEET", Lifelong Learning Programme 2013, Key Activity 1 – Networks)]

