

Diagnosis Mechanism of the Labour Market Needs The Greek holistic approach

**Measuring labour market tightness to improve
employment policies and reduce skills mismatches**

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Diagnosis Mechanism of the Labour Market Needs

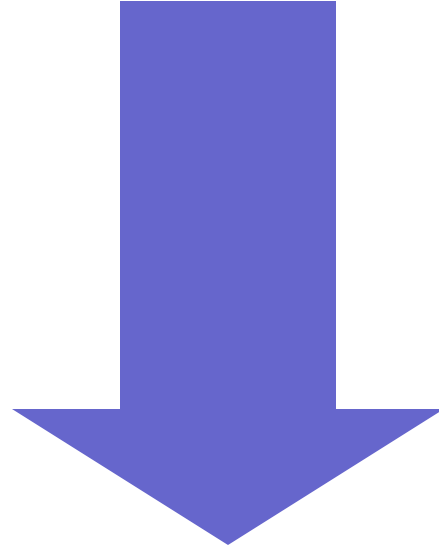
- Measuring and examining labour market tightness helps to identify and understand some causes of unemployment through the analysis of the determinants of the mismatch between labour supply and labour demand.
- Ensuring a good balance between labour supply and demand is a complex challenge for countries to address.

Diagnosis Mechanism of the Labour Market Needs

Crisis: 2010-2016

- Excessive unemployment figures (structural)
- Concentration of excessive supply in specific occupations and factors, not relative demand figures
- Surveys: Mismatch of occupations firstly, blurred image of the perspectives and the dynamism of jobs and sectoral occupations
- Number of inelastic parameters affecting labour mobility
- A number of factors for job vacancies and labour tightness in Greece

Diagnosis Mechanism of the Labour Market Needs



Need for a holistic permanent reform
of labour market monitoring
(with the issue of mismatch as a basic pillar)

Diagnosis Mechanism of the Labour Market Needs

Mismatch priority occupations

Greece



Shortage occupations

Business services and administration managers

ICT operations and user support technicians

Sales, marketing and development managers

Surplus occupations

Building frame and related trades workers

Mining and construction labourers

Wood treaters, cabinet-makers and related trades workers

Painters, building structure cleaners and related trades workers

Diagnosis Mechanism of the Labour Market Needs

- Diagnosis Mechanism of the Labor Market Needs established by the Ministry of Labour, Social Security and Social Solidarity in 2016, (N.4368 / 2016 Article 85) following the Action Plan adopted by the European Commission in 2015.

Diagnosis Mechanism of the Labour Market Needs

- Mechanism systematically draws, processes and manages data and figures of 4 national databases:
 1. Labor Force Survey (LFS) - ELSTAT,
 2. Database for the unemployed and additional unemployment figures - OAED (Greek PES)
 3. IS of ERGANI (flows of paid employment, monthly and annual reports) - Ministry of Labour
 4. General Commercial Chamber of Greece (G.E.M.I)
- Supplementary to these:
- Secondary data from surveys and studies about the labor market (inputs), Skills Panorama CEDEFOP's survey

Diagnosis Mechanism of the Labour Market Needs

- Produces results on the dynamism of professions, industries, sectors taking into account a variety of indicators.
- Produces results in three level ISCO-08 classification for professions and in double and three-digit classification level for branches of economic activity.
- Reports are produced regularly and posted on the official website of the Ministry of Labor (www.ypakp.gr), EIEAD (www.eiead.gr) and OAED (www.oaed.gr).

Diagnosis Mechanism of the Labour Market Needs

- **Current Interactive Tools/Tables of the Mechanism concern:**
 - sectoral distribution of occupations
 - their comparative characteristics,
 - dynamic professional qualifications at national level and per region, the dynamism of sectors at national level and at the regional level,
 - their employees by occupation in the whole country and each region, hiring, firing and hiring-balance layoffs and hiring, firing and hiring-redundancy balance per occupation throughout the country, by Region and Regional Unit,
 - the employed by industry throughout the country and each region, active companies by sector, municipality, legal form and founded and layoffs, recruitment in the municipality level.

Diagnosis Mechanism of the Labour Market Needs

- **Next Steps:**
 - Further development of the Mechanism with a view of providing analytical information on skill level and specialization.
 - To this end, EIEAD completed a pilot survey on the businesses' needs in skills in two regions (Western Greece and Thessaly).
 - Based on the results of the pilot, roll-out of surveys in all regions is planned in 2018.

Diagnosis Mechanism of the Labour Market Needs

- The Regional Mechanisms will complement the national mechanism in close cooperation with it.
- On the basis of a common methodology proposed by the EIEAD, each regional Mechanism will collect data that will be sent to EIEAD and will be used to design regional employment policy.

<http://lmds.eiead.gr/>

Interactive Tables of Mechanism (examples)

- <https://public.tableau.com/profile/vaios.kotsios.eiead#!/vizhome/shared/Q6CBB3HXY>
- https://public.tableau.com/profile/vaios.kotsios.eiead#!/vizhome/_20132016_/Dashboard1
- https://public.tableau.com/profile/vaios.kotsios.eiead#!/vizhome/-2014-2017_0/sheet0
- https://public.tableau.com/profile/vaios.kotsios.eiead#!/vizhome/-2014-2017_0/sheet0