



Recovery and Resilience Plan – Greece 2.0

What about career
counselling & Guidance?

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Some info for Greece (I)

2008 financial crisis :

- three consecutive agreements for “bailout” loans in 2010, 2012, and 2015.
- Harsh austerity measures and required tax increases and deep budget cuts with reductions of up to 40% in salaries and pensions.
- Unemployment in 2013 reached an unmatched rate of 27.3% (compared with 8% in the same period of 2008), with youth unemployment surpassing 55% and an estimated 44% of the population living below the poverty line.
- Deterioration of the quality of employment
- Greeks were forced to change their lifestyles and adjust to a new reality within a very short period of time.
- Slow recovery after 2017
- Greece has the highest unemployment rate among EU countries

Some info for Greece (II)

Migrant/refugee crisis

- Greece, being in the frontiers of Europe, is one of the main entrance points of refugees who are fleeing war conflicts
- Tens of thousands people are in Greece – many of them living in camps - and they need to be integrated the labour market.
- Work integration of migrants and refugees is essential for achieving social justice and paramount for Europe's social cohesion.

- This interaction between the pandemic and the other crises is indicative of the multilevel and multifaceted problems that Greece has to face.

Greece 2.0

- The Greek Recovery and Resilience Plan is labeled “Greece 2.0”
- It is based on the “Development Plan for the Greek Economy”, which was prepared by a committee headed by Nobel Prize in Economics laureate Prof. Pissarides.
- The plan aspires to achieve a fundamental economic and social transformation affecting not only economic activity but also technology, attitudes and institutions via reforms.
- The authors have tried to combine economic efficiency with social cohesion and justice.

Budget

Pillars	RRF Budget (in €bn)	Mobilised Investment Resources (in €bn)
1. Green Transition	6.2	11.6
2. Digital Transformation	2.2	2.4
3. Employment, Skills, Social Cohesion (Health, Education, Social Protection)	5.2	5.3
4. Private investment and transformation of the economy	4.9	8.8
Sum of Grants <i>Green tag: €7.1bn (38%), Digital tag: €4.6bn (25%)</i>	18.4	28.0
Loans	12.7	31.8
Total Investment Resources	31.2	59.8

3. Employment, skills, and social cohesion

- 3.1 Increasing job creation and participation in the labour market
- 3.2 Education, vocational education, training, and skills
- 3.3 Improve resilience, accessibility and sustainability of healthcare
- 3.4 Increase access to effective and inclusive social policies

“Promote job creation and participation in the labour market”

- (a) modernization and simplification of labour law
- (b) digital transformation of labour systems
- (c) active labour market policies reform
- (d) reform of passive labour market policies to support transitions to employment
- (e) restructuring and rebranding of local public employment services
- (f) digitalization of public employment services.

- The creation of new jobs is not a panacea by itself. It should be accompanied with effective career counseling services and a deep understanding of the unemployed person's characteristics and needs.
- As the world moves toward a new normality, the question for career counselors is “How can we provide effective career counseling services to unemployed people in such a volatile and uncertain environment, while our clients face a multitude of other unemployment-related problems?”.
- Unemployed people are not assisted in designing their careers or entering successfully the labour market, but the focus is mostly on job placement.
- The contemporary career counseling theories are not mentioned in the plan and we are really worried whether these models will be used.

Up-skilling and re-skilling of the labour force

- The experience from previous such programmes is not so good, especially during the pandemic when a large-scale IT training program had to be canceled due to its low quality.
- Although, in most cases career counseling services are mandatory for people attending training seminars, the first meeting of the counselor and the participant comes after the beginning of the training programme. Therefore, the choice of the particular training programme does not come as the result of the counseling procedure following the long-term career plan of the individual.
- In many cases the motivation of a small reward for participating in these trainings becomes the main goal of the participants, and we have seen people going from training to training.
- **Career counseling services should be provided before entering any training programme, and we hope that the reorganization of public employment services will be in this direction**

- The plan makes no reference for promoting high quality career counselors training programs or promoting the implementation of research-based interventions.

Modernizing education, digitalization and apprenticeship system

- The linkage between education and labour market is strengthened
- These years have not been a good indication for the next ones. Following the recent reform and till new career guidance structures are created, students are left with no career guidance services in a period of many changes in the Greek educational system.
- Career guidance and counseling should be in the heart of the investments regarding education and this is not the case.
- How can we link education and labour market without emphasis in career guidance to guarantee a smooth transition that respects peoples' interests and ambitions and facilitates life/career design?

Focus on socially vulnerable groups

- Focus on work integration of refugees is very important
- There should be more focus on labour market integration for other socially vulnerable groups, such as people with disabilities, and not just on social policies.
- No reference for career counseling and guidance for people with disabilities.
- How do we expect to achieve social inclusion without effective career counseling that leads to work integration?

- Career counseling can and should play a major role in facilitating work reintegration of marginalized groups and enhancing opportunities for decent work.
- The national plans should foster a much more systematic articulation between career counseling policies and labor market and social protection policies.



Thank you for your
attention!