



ICONET

Activity Report Greece



IDEC S.A., Piraeus, GR



Federation of Industrial Workers' Unions,
GR

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First activity report on selection of target group and preparation

Trade Union of Unemployed of Nea Ionia

1. Preparation or implementation of test procedures

Nea Ionia is a satellite city in the metropolitan area of Athens. Most of its inhabitants come from the area of Asia Minor. Their parents or fore parents came from there as refugees in 1924, bringing with them their arts and crafts, mainly production of textiles. This was the reason why N.Ionia was the centre for textile industry in Southern Greece. Taking into consideration that textiles, especially SME textile companies have declined in the last decades there is a big number of long term unemployed.

In 2000 OBES has undertaken to assist unemployed people of New Ionia to better fight for their right to work by creating the first Greek trade union of unemployed. It has also changed its constitution in order to be able to include this trade union as a member.

The number of members of this trade union naturally fluctuates and presently they are 489. Most of its members are of an age group 35-50 years old.

We selected this trade union as the target group, because:

- They are unemployed
- They are members of a trade union, so they are in principle active persons, interested in improving their future
- Their trade union is a member of OBES so there is a basis of confidence, which we can build on when using the ICONET tool.

2. Project realisation

The start of the implementation of the tool was preceded by several meetings in 2008 with the president of the trade union of unemployed of Nea Ionia, Mrs Evrenezoglou, who also participated in all transnational meetings of the project. Aim of these meetings was on one hand to make clear the objectives of the project and on the other to ensure that the tool would meet the needs of the target group.

We then adapted the ICOVET tool and the guide to suit the target group of unemployed, many of them not very young any more.

One of the main subjects of the discussion was how to attract the testing group. It was decided that following the interview with the use of the ICONET tool we had to



issue a EUROPASS signed by both OBES and IDEC, which the unemployed could use in their interviews with potential employers.

3. Experiences, reflection, results

We firmly believe that the procedure of close collaboration between the target group and the Greek partners (OBES and IDEC) played a critical role in order to be sure that the tool is well adapted. This procedure had also as effect the clarification of some facets of the methodology, for example how to make the interviewee comfortable and willing to share his/her experiences.

The EUROPASS to be issued by OBES and IDEC, although not official, is intended to act as incentive for attracting interviewees, because most of the persons in the target group do not have formal qualifications and, furthermore, after being unemployed for a long time they feel disappointed. In these circumstances having a certificate that "recognises their value" is expected to contribute positively to the improvement of their psychology.

Project ICONET, Authors George Velegarakis, L.Pappa

Second activity report on implementation – training of interviewers and interviews with the target group

Trade Union of Unemployed of Nea Ionia/Athens, Greece

1. Preparation or implementation of test procedures

The Greek adaptation of the ICONET tool was finalised by February 2009.

In March 10.3.09 there was a meeting of the interviewers Mr Hatzisavvidis, Mrs Pappa from OBES and Mrs Spiliotopoulou and Mr Velegarakis from IDEC. In the meeting there was a discussion on the way the guide had to be used.

An important decision taken was about the synthesis of the testing group. It was decided that we had to make efforts in order that women are not underrepresented. It was also agreed that another issue we had to pay attention to was to include both young people at about or over the age of entering the labour market and older people suffering from long term unemployment.

2. Realisation

In 18.3.09 OBES sent to a selected number of persons (28) an invitation for the 9.4.09 to participate in a meeting explaining the scope of the ICONET project and the methodology that would be followed. Out of the 28 persons the 21 participated in the meeting.

The following materials were distributed:

- A folder labelled with the name of the participant. This contained a description of the project and an introduction to the EUROPASS.
- An information sheet on skills was provided as well.
- Blank sheets

During this meeting participants split into three groups in a random way. In each of the three groups was given one of the three following subjects:

- Football player
- Nursing an old people
- Facing a divorce

For each of these subjects there was a discussion in the respective work group in order to find out what skills, competences a person that had such an item in his/her CV had acquired. At the end there was a presentation of the findings in the plenary session.

After that participants decided if they volunteered to be interviewed or no. There were 14 volunteers. Following that, there were appointments fixed between them and the interviewers for the actual interviews. Interviews have started and are expected to finish by the end of April.

3. Experiences, reflection, results

Out of the first testing results we see that there are differences between the different segments of the target group, namely:

- Adults or older testers show a much richer set of skills and competences than the younger ones.
- Both groups seem to have no previous clue at all that activities could ever been thought as a source of skills and competences.
- Older interviewees (mainly men) seem to be more demoralised. They also seem (both women and men) to estimate more the usefulness of the ICONET tool for their finding a job.