University of Dundee

Portraying the profile of unemployed individuals aiming to aid them re-enter the labor market
Tsantilas, Elias; Fragouli, Evangelia

Published in:
International Journal of Information, Business and Management

Publication date:
2019

Document Version
Publisher's PDF, also known as Version of record

Link to publication in Discovery Research Portal

Citation for published version (APA):

General rights
Copyright and moral rights for the publications made accessible in Discovery Research Portal are retained by the authors and/or other copyright owners and it is a condition of accessing publications that users recognise and abide by the legal requirements associated with these rights.

• Users may download and print one copy of any publication from Discovery Research Portal for the purpose of private study or research.
• You may not further distribute the material or use it for any profit-making activity or commercial gain.
• You may freely distribute the URL identifying the publication in the public portal.

Take down policy
If you believe that this document breaches copyright please contact us providing details, and we will remove access to the work immediately and investigate your claim.

Download date: 09. Nov. 2019
PORTRAYING THE PROFILE OF UNEMPLOYED INDIVIDUALS
AIMING TO AID THEM RE-ENTER THE LABOR MARKET: AN INSIGHT IN THE GREEK CONTEXT AND LABOR MARKET

Elias Tsantilas (MBA), Dr. Evangelia Fragouli (University of Dundee, UK)

Abstract

The current research aims to examine the phenomenon of unemployment in Western Athens, since several historical, economic and other negative post-war factors contributed to the degradation of the region and the emergence of high unemployment rates. Unemployment in the region has always been a social phenomenon that has led many people to misery. After the economic crisis, and especially over the last ten years, it has multiplied, causing tragic consequences for the daily lives of the inhabitants.

Therefore, it appears that due to the combination of the above factors (Degraded Area, Economic Crisis), unemployment in Western Athens is of particular interest for the purposes of the current study. With the aim to create policies and provide solutions in order to address the problem, it is essential firstly to analyze the profile of the unemployed. In order to achieve this, we will analyze their characteristics, such as the Municipality they belong to, their gender, age, duration of unemployment, educational level and family status. Through this analysis, we will next attempt to identify specific patterns and categorize them and interpret them. Overall the study aims to contribute to the solution of a major economic and social phenomenon and problem at the same time. Based on the study’s findings, individuals and employers will be informed as to the current situation. As such, findings will raise awareness, which is considered as a first essential step in order to minimize the phenomenon. In addition, policy makers will be able to rely on the obtained information regarding the unemployed individuals’ profiles, patterns and categories and, in turn, to create and implement a portfolio of appropriate policies and programs that will address unemployment and its negative consequences. It is our hope that the study will constitute one of the first studies that will pave the way to aid unemployed reenter the work arena, also providing important theoretical and managerial implications. Although the study regards a particular geographic region and a particular context and point in time, and as such its findings might not be easily generalizable, we still hope it can provide insight as to appropriate efforts towards addressing the aforementioned problem that appears as a threat world-widely and meets no geographic boundaries.

Keywords:
Unemployment, labour market, employment, reintegration, policy
1 Introduction

Unemployment constitutes a severe economic and social phenomenon with extremely negative consequences that might have disastrous impact on the life of unemployed, their families and the entire societies in which they reside. Besides the increasing percentages of unemployment in local economies and societies, the former seems to have evolved into a problematic issue in the global forum, coupled by the international change of economic bases across the globe. The latter highlights the important dimensions that unemployment has attracted as a phenomenon globally, also attributed to increased competition at the international level, demand for more skilled personnel and higher standards set by firms and organizations in their attempt to outperform competition and build sustainable competitive advantage due to their human capital. (Pao-Long, Chang, Wei-Ling Chen, 2002)

To this end, the current research focuses on the examination of unemployment in Western Athens, in an attempt to portray the profile of unemployed individuals, identify certain patterns and categorize them, in order to next interpret them. The outer aim is to raise awareness with regard to unemployment, highlight the characteristics of unemployed, identify certain skills and abilities they should possess in order to be competitive in the local and international work arena and also shift attention to the design and implementation of appropriate initiatives that will link unemployed with the labor market in an efficient way. Ideally, the study’s contribution will be to resolve a major economic and social phenomenon by creating more detailed profiles of unemployed in order for the policy makers to create and implement a portfolio of appropriate programs that will address unemployment and its negative consequences.

This research is an attempt to analyze the data of the unemployed in Western Athens with a view to helping them reintegrate into the labor market. The research method consists, in principle, in obtaining relevant data for the unemployed, by organizations that manage their collection and processing such as OAED, ELSTAT, EIEAD, ASDA, EBEA, and the OOSA.

The unemployed of Western Athens will then be divided in different categories. Appropriate descriptive statistics will be calculated and tables and charts will be created and used in order to identify any existing patterns of unemployment. The different characteristics of the unemployed, i.e. Municipality of origin, age, gender, educational level, family status and duration of unemployment, will be assessed as to the degree of correlation and significant impact to the level of unemployment rate.

By their turn, the administrations of the Municipalities of Western Athens, will be able to develop better policies to address the problems of unemployment, whether for the whole of Western Athens or for each Municipality individually.

The empirical part of the present research presents thoroughly the profile of the unemployed in Western Athens. Certain patterns were identified concerning the variables available (municipality, gender etc.). The extremely high level of analysis (by two and by three variables) allows the audience to compare the unemployed in any possible way and deduct conclusions about the specific characteristics of the individuals.

The most important factors affecting unemployment proved to be the education level and gender. More
specifically, individuals of primary and secondary education have significantly larger rates and also duration of unemployment. The numbers of unemployed women are also larger than men and that goes for almost any subcategory and combination of characteristic that was assessed. The younger unemployed find jobs easier and do not remain unemployed for a long time whereas older unemployed people are driven to long-term unemployment. Finally, region is a decisive factor for unemployment. Western Athens as a total experiences higher unemployment rates historically but specific municipalities such as Agia Varvara seem to face the most acute problems.

The first constraint that we encountered stems from legislation. The data of the unemployed are sensitive personal information. Legislation prohibits the publication of statistical surveys for the unemployed, when the results refer to numbers of unemployed under ten.

In addition to this limitation, a second one regards the type of data and the ability to give us further insight into the study. That is, we have noticed that there is a complete lack of data that has to do with the progress of the unemployed from unemployment to work. There is not, for example, data available on who found work, what were the characteristics of the unemployed who found work, if they have attended any educational or vocational training programs before finding a job, if those programs helped them to find a job, if the job they found was the same as the one they were looking for, which of the factors we are examining in this research helped them to find a job or which factors are blocking them and why, etc.

Literature in unemployment demonstrates that unemployment is affected by the economic cycle and macro-economic variables but the special characteristics of the individual also play an important role. People with wider education and flexibility tend to hold on to their jobs and even if they find themselves unemployed, tend to stay unemployed for a shorter period. The region of residence is also an important factor, since most people are reluctant of moving away (especially far away) from what they consider as their home place.

The research methodology used includes descriptive statistics, cross tabulations and correlation analysis. Data were analyzed using Excel functions since the available information regarded the total population of unemployed in Western Athens. Findings demonstrate that Agia Varvara and Aigaleo are by far the most degraded areas in Western Athens, which in turn is a degraded region of Greece. Women and less educated people suffer from high unemployment rates and tend to stay unemployed for a longer period.

Overall the contribution of this study is threefold because it addresses a very important issue for the Greek economy and society. First, it portrays the accurate profile of the population of unemployed in Western Athens. The information provided comes from the official sources and it covers every single unemployed individual currently. Second, the empirical study offers an enormous amount of information that can, should and will be used by official policy makers to attend the problem of tackling unemployment. Third, from a managerial point of view it informs managers the characteristics of the unemployed in the relevant regions allowing them to draw conclusions regarding the quality of human capital.

From a policy making point of view, it shifts attention to the most appropriate ways of designing training
and educational programs particularly addressed to the needs of such population in order to aid unemployed reenter the work arena in the most efficient way.

The rest of this section is organized as follows. Chapter 2 includes a thorough literature review and definitions of the relevant variables. Chapter 3 provides a historical review of the evolution of unemployment in Western Athens and its economic disposition. Chapter 4 describes the methodology of the research performed in the empirical part and in Chapter 5 the results of the analysis are presented. Chapter 6 includes a discussion of the most important findings of the statistical analysis. Chapter 7 assesses the theoretical and managerial implications of the study and in the next chapter the main limitations of the research are outlined. Finally, in Chapter 9 the overall conclusions are presented and the results of the empirical study are assessed with respect to the relevant theory.

2 Literature Review

Many important social phenomena, political changes, economic developments and technological achievements are considered factors that have influenced the productive process and its automation over the last decades, increasing unemployment by that way.

On the other hand, unemployment is not only a problem of the economic cycle and technological change, but a more general structural problem, inherent in the structure of the productive system itself. The globalization of the economy and the search of a new model of organization of the production process are inherited as the main cause of unemployment and an increase in the number of socially excluded. (Chletsos, 1998).

Irrespective of the responsibility of the above factors, the emergence of unemployment as a phenomenon and as a modern problem, unemployment has always been at the center of the interest of societies, which have never ceased to seek ways to deal with it.

Historically, societies have gone through various stages of development, characterized mainly by the significant technological changes of their time. These technological changes have transformed the process of producing goods literally. This change, however, has in turn resulted in the shaping-down of the needs for working hands.

Such stages, important for the evolution of mankind and forms of labor, were the agricultural era and the transition to the industrial revolution, the organization of the post-industrial era, as well as the globalization of the economy, with IT and communications playing a leading role, since all societies were slowly adopting other employment patterns, based on production automation and knowledge.

New professions appeared, requiring most of the time highly qualified staff. Many working hands were replaced by machines incorporating all new technologies. This not only resulted in the creation of unemployed, as multi-stage production was automated, but it also created additional fear of greater and more massive unemployment. All these developments awakened societies, who realized that they must now deal with the problem of unemployment.
To date, governments are challenged and asked to formulate and implement policies, either to a lesser or to a greater extent, to help their unemployed people reintegrate into the labor market.

In the context of creating policies and solutions to tackle unemployment in Western Athens, it is necessary to analyze the unemployed profile as a first step. In order to outline the profile of the unemployed in Western Athens, we will attempt an analysis based on their demographic characteristics, such as gender, age, educational level, marital status, etc. We will then try to propose solutions to the phenomenon of unemployment through the formulation and implementation of appropriate policies.

Before attempting this, however, we will start from a theoretical approach of the labor market and the different types of unemployment, as our proposals for coping policies will be linked to this theoretical framework.

### 2.1 Theories for labor market and unemployment

There are three core interpretations and economic strategy approaches to unemployment. The first is the classical approach according to which the rigidities in the labor market are responsible for the presence of unemployment. The second is the Keynesian approach according to which the market often fails to create adequate effective demand for the full employment of labor. Finally, the third is the Marxist theory approach according to which employment or unemployment are depended on the capital accumulation (Katrakilidis and Tsaliki, 2008).

#### 2.1.1 The Classical Theory

According to Classical theory, the labor market is working in conjunction with labor supply and demand, people are completely free to choose their working conditions, and the unemployment problem is solved with the least possible intervention on the part of the state.

Theory argues that unemployment is voluntary and is more likely to be linked to a person's desire to work than the availability of jobs. It also argues that when people are not willing to work, with the labor market’s freely formed pay, then we have the case of voluntary unemployment.

It advocates that there can be no under employment in the labor market, if competition between companies offering jobs and between workers seeking jobs in labor market’s is seamlessly and freely.

The way in which classics believe that free competition will lead to a full-time job is through the flexibility of wages. In other words, they think that there is a direct link between a reduction in wages and an increase in employment (Lianos and Benos, 2013).

The neoclassical view of the labor market attempts to explain how the balance of salary and the quantity of work sought and offered are determined. It considers that the labor market works like any other market in which the commodity is the work of exchange. The existence of perfect competition in the labor market is a basic hypothesis of neoclassical theory. The way to export total demand and labor supply is
the same as how to export the total demand and supply of any other product.

Neoclassicists claim that there is no involuntary unemployment in the long run, i.e. an unemployed person who wants to work but cannot. According to their view, there is only voluntary unemployment, either in a state of equilibrium or in a state of imbalance. At the point of balance, there is no unintended unemployment, as the labor force chooses to leave the labor market, because it does not want to work for this salary level (Dedousopoulos, 2009)

Further, they consider that the workers are responsible for the failure of the salary's balance with the quantity of labor offered, because workers are claiming through trade unions and are getting higher wages for themselves. Because, therefore, the total amount of wages in a country is stable, when some or all wages increase, the result is that money are not enough for all employees and thus unemployment is showing up. At this point, the fans of the neoclassical school believe that the state must solve the problem of unemployment, and thus they recommend to the state various measures.

Nevertheless, the Neoclassical Theory has not been able to explain the protracted unemployment observed in the 1970s and especially in the 1980s. It was unable to interpret why the market did not work in such a way, so that demand is equated with labor supply and the perfect competition's model be verified.

2.1.2 The Keynesian Theory

Keynesian theory rejects the dominant theory that unemployment in capitalism is voluntary. In particular, following the profound crisis of 1929, admits that unemployment is basically involuntary and that a person is involuntarily unemployed when, although he accepts working at a lower than current actual salary, he does not find employment.

It rejects the classic claim that wage cuts will bring full employment. The role of technology in changing production and productivity of the workforce is crucial in Keynesian theory. Keynes believes that although unemployment cannot be avoided in an economy, it can be cured.

According to his view, two factors, consumer demand and investment demand, are the constituents of active demand, which he identifies with national income and examines them more closely. He believes that people consume their incomes (consumer demand), to a lesser extent than the one that increase them. At the same time, it explains the reduced investment demand due to high interest rates. When they are high, then those who have money prefer to save them rather than make investments. However, due to insufficient active demand, unemployment is created as no new jobs are created.

It is also proposed as measures to resolve the unemployment problem, with regulatory intervention by the state, lowering the interest rate, reducing tax and increasing the rate of profit, increasing investment, developing production and imposing "controlled inflation" i.e. an increase in nominal wages with a smaller percentage than the rise in inflation (Keynes, 1936).
2.1.3 The Marxist Theory

The radical approach to unemployment focuses on the factors that attract and remove the labor force from the labor market. It considers the accumulation of capital as the predominant factor in labor market developments. Exploring the determinants of employment and unemployment is particularly important for radical theory. The rise in unemployment can come either from an increase in the labor force with a stable level of employment or from falling employment with a stable level of work (Chletsos, 1998).

According to Marxist theory, which contradicts Neoclassical Theory, capitalists are increasingly trying to create surplus value by maximizing profits. Thus, they leave the workers unpaid, they increase the degree of exploitation, they reduce their employees’ wages, and they intensify labor and use of means’ production to ensure profit maximization to the detriment of employees.

The result of reduced wages is that workers do not have purchasing power. The lack of purchasing power creates a products' liquidation problem in turn, increases the gap between workers and employers and thus increases unemployment.

From the above theories about labor markets and their responsibility for unemployment, we conclude that employment structures are changing. Technological development, particularly in areas such as information technology, production automation and globalization, will also contribute to the organization of new forms of the economy and production processes.

2.2 Definitions of Unemployed

Let us start, however, from how unemployment is defined and what are its forms, who is considered unemployed and what the social consequences are for unemployed. In the application of the international definition adopted by the International Labor Organization (ILO) in 1982, an unemployed person is a person of working age (15 or over) who meets three conditions simultaneously:

- Being without employment, meaning having not worked for at least one hour during the reference week;
- Being available to take up employment within two weeks;
- Having actively looked for a job in the previous month or having found one starting within the next three months.

Education and training are seen as a means of improving employability, but they are not job search methods. Unemployed people who are in education or training are considered to be unemployed only if they are 'available for work' and 'seeking work'.

The definition of the unemployed by Greek law is as follows: Article 16 par. 2961/1954 states that "An unemployed person is considered to be the person who, after the termination of the employment relationship, has found no new or dependent employment". In this case, it is attempted to identify those who are entitled to unemployment benefit. There is, therefore, no provision for people who have not yet
worked or for those who voluntarily leave their jobs for various reasons.

Pursuant to Law 1545/1985, the OAED was entrusted with the implementation and operation of the national unemployment protection system in order to protect the unemployed against the consequences of unemployment. Pursuant to the same law, which laid down the conditions for taking, the duration and the amount of the allowance, Article 3 provided for the definition of the unemployed:

"An unemployed person is considered to be the one who, after termination or termination of his employment relationship, seeks employment, agrees to work in a job offered to him by the competent departments of OAED, in his / her broader professional sector, or accepts to pursue vocational training or retraining programs and generally benefits from any possibility of employment."

According to the same law, Article 3 paragraph 2, are not considered unemployed:

(a) Those employed or engaged in any liberal or other occupation, or who are entrepreneurs, or their main occupation, are agricultural, forestry or livestock operations other than those subject to IKA insurance,

(b) The spouse or children employed in the undertaking or business of the spouse, father or mother,

(c) Apprentices of vocational schools or those practicing within a vocational training program without employment relationship,

(d) Those who are retired by the State or by any pension fund of a primary or ancillary insurance of an amount equal to or higher than the one-time lower retirement age paid by the Social Insurance Institution (IKA) to insured persons with the exception of those receive a death pension.

*** Case d 'was replaced as above by paragraph 6 of Article 1 of Law 3227/2004 (Government Gazette A 31)

(e) Those serving in the armed forces,

(f) Those serving custodial sentences or subjected to security measures or criminal correction through reformatory or therapeutic measures in prisons or reformist or therapeutic establishments.

Apart from the definitions of the unemployed under the law, many definitions of unemployment have been said from time to time by various economic scientists. According to (Agapitos 2004), unemployment is an economic and social phenomenon where there is an excessive supply of labor, i.e. the demand for labor is less than its supply. According to the general definitions of macroeconomic theory, unemployment is the situation of a person who, while being able, willing and available to work, cannot find work.

For a better understanding of unemployment, it is important to distinguish the population from being economically active and economically inactive.

The economically active population of a country is essentially the labor force of the country and consists of those people who have work and those who are able to work, have declared they want and are available to work (Begg, D., Fischer, S., Dornbusch, R., 1998).

Furthermore, the workforce is divided into two categories, to those who work and are called employees
and to those who do not work and are called unemployed. Therefore, the workforce is the sum of the employed and the unemployed and includes the people who can and want to work (Lianos, Papavassiliou, Hatzisandreou, 2011).

The economically inactive population of a country is made up of those people who cannot work or do not want to work while they can find work. Individuals who cannot work for a variety of reasons, such as health or age (elderly, young children), or military duty, are not part of the workforce (Lianos, Papavassiliou, Hatzisandreou, 2011).

In the international economic literature there is also the term “inertia”, which is in contrast to the term unemployment. Since being inactive is someone who does not want to work, he belongs to the economically inactive population. Consequently, there are some people who are inactive and unemployed because they have left the job search. The unemployed are different from the inactive who have either never looked for a job or have quit the search (Petriniotis, 1989). Consequently, the definition of the economically active population is based on two definitions: the definition of employment and that of unemployment. The term employment, as used in economic science, refers in the narrowest sense to individuals rather than to the other productive factors of the economy, such as buildings, machines, etc. Employees are those who work either in paid employment or as self-employed. The remaining people in the workforce who are readily available for employment and who have stated that they wish to work by undertaking specific actions but who cannot find employment for remuneration, with their professional skills and skills, are described as unemployed (Dedousopoulos, 2000).

The most complete, in our view, is the definition according to which “an unemployed person is inadvertently unemployed when he is willing to work in a job for which he / she has the appropriate qualifications and with the current salary or even lower but cannot find such a job” (Dedousopoulos, 2000).

The last definition helps us to answer questions that can be created in the labor market, as why cannot any type of work be covered by any potential unemployed? Based on this definition, we believe that we can answer the question more substantiated, since any job, presented as a market opportunity, requires the relevant skills, education, etc.

### 2.3 Types of Unemployment

Unemployment, as has already been mentioned, is the absence of a job without the will of the individual, similar to his qualifications and skills. The classification of unemployment has been attempted with several criteria. Four groups of criteria for the classification of unemployment can be distinguished, i.e., according to the causes, the time (short, long term), the demographic characteristics of the unemployed (Gender, educational level, Marital status, work, etc.), policies that deal with it.

According to the causes of it, the main types of unemployment are: (Dedousopoulos, 2000)

- Cyclical unemployment or otherwise unemployment due to insufficient demand: This type of
unemployment is affected by the economic or business cycle. It is unemployment due to reduced demand for products and services. It is the result of slowing growth in times of economic recession, resulting in the workforce absorption’s inability and hence the increase in unemployment. Instead, in periods of economic growth, the result is a fall in unemployment.

• Unemployment due to friction due to change in the work environment: "Friction unemployment is due to the time a worker moves from one job to another. Therefore, at any point in time there will be a number of unemployed, whose unemployment is due to the fact that the abandonment of one job and the finding of the next day is not blinking. Consequently, the cause of friction unemployment is the result of labor market adaptation imperfections and, in particular, the lack of automatic labor mobility "(Hughes, 1975). Those who are unemployed because of the above reasons do not immediately accept any job but are looking for some time for jobs that meet their qualifications according to their professional experience. In the time they remain unemployed and until they can find what they are looking for, friction unemployment is caused. It is therefore conceivable that unemployed people who face unemployment are the unemployed for whom there are corresponding jobs(Hughes, 1975).

• Seasonal unemployment due to the seasonal nature of certain professions. It is well known that many sectors, such as the farmer and the tourist, are intensifying their work at specific intervals within the year. B.C. in the tourist industry there is labor intensity, mainly in islands and coastal areas, about six to eight months each year. The rest of the time, most businesses close, until it comes next year. Something similar is also the case with agricultural production, where there is labor intensity when the land is cultivated and the products harvested. These changes in labor or production are accompanied by corresponding changes in the employment of labor and consequently by changes in work and unemployment when the seasonal nature of their employment ends. This unemployment is called seasonal. Typical of seasonal unemployment is that it is repeated every year and is temporary and of relatively short duration.

• Structural unemployment is the one created by structural changes that technology usually causes in the economy. It happens when technological change, or the intensity of international competition, destroys jobs, while new jobs require different qualifications, or moving the workforce to other geographic areas. A job does not fit into any unemployed person, regardless of the desire to work. This is more understandable if we take into account the specialization required for most jobs. Structural unemployment is due to the lack of correlation between labor skills demanded by employers and the skills available to the unemployed for recruitment. Because there is a weakness on the part of the unemployed to fill vacancies, due to a mismatch between qualifications and demands, structural unemployment is created. The rapid evolution of recent years has brought about a significant change in production methods, which entails a structural imbalance between supply and demand for labor, which results in some kind of work being sought, while supply is unable to offer such skills, and demand for other types of work is reduced. This structural form of unemployment can occur not only between different professions but also in regions of a country when a certain category of workers with skills that cannot be moved from other areas is being asked. This mismatch, between
jobs and skills of the unemployed, is called structural unemployment (Dedousopoulos, 2000).

2.4 Consequences of unemployment and countermeasures

2.4.1 Consequences of unemployment

Unemployment, in one way or another, is undoubtedly one of the most complex social problems. Its consequences are many for the unemployed and for society.

The unemployed live in their family environment and not far from it. They continue to exist as an integral part of society within it. It is therefore natural that the effects of unemployment will also affect the family and the social environment. Of course, the way unemployed people experience unemployment can be different from others. This is because not all the unemployed have the same support from their environment.

The growing problem of unemployment among Greek society and the other countries of the European Union, according to official studies and data, seem to be indisputable and tend to evolve into an epidemic disaster. (Bournakis, Christopoulos, 2017). But let's look at the consequences of unemployment on society and on the unemployed as such. The first economic problem is the Macro-economic problem. We have previously analyzed the various labor market theories (Classical, Keynesian, Neoclassical and Marxist). Unless we now exclude Marxist theory, the decisive common factor in solving the problems of unemployment, according to the perceptions of the above theories, is to achieve greater flexibility in the labor market, with the ultimate aim of establishing perfect competition.

We have noticed differences between them, especially as regards the causes of unemployment. In one thing, however, all these theories seem to agree with each other. The greater the number of unemployed is, the less the output for the national economy. Units, i.e. goods and services not generated due to unemployment and lost and not made available to society, are translated into a number of workers who cannot be employed in the labor market and produce because of unemployment.

Another issue, which concerns mainly the long-term unemployed and has the characteristics of the social phenomenon, is the creation of social problems. In many cases, long-term unemployed people who are particularly disappointed about the possibility of finding a job, in their endeavor to survive, are involved in illegal activities (criminality), with all the consequences this may mean for themselves and for society (Apergis, 2005).

All people are entitled to have and have dreams and aspirations for their lives. They rely on their professional rehabilitation, development, and affirmation within a social environment, especially when they start their professional career and try to enter the workplace. We can imagine how extremely frustrating and painful they are to experience an abnormal landing, different from what they did and believe in all their lives and are now confronted with social exclusion and marginalization. When one is unduly deprived of his self-evident rights to work and opportunities to choose and participate in social development, then a more general negative course begins, described from all that has been mentioned.
before and will be mentioned later on.

Equally regrettable is the situation that can be found for unemployed people approaching retirement age. In times of economic crisis, older people, for economic and business reasons or other reasons, are driven to unemployment, which at this age is not excessive to say that it is equivalent to "death." The painful in this case, compared with young people, is that older people do not have the same opportunities, as young people have, for reintegration into the labor market for many reasons. They have the strength to try to redefine (retraining, vocational training, new potential employment) to such an extent that they become competitive for the possible new jobs to find. The business environment, after decades, has become more demanding and tough and most of the time entrepreneurs prefer to hire young people.

It is now known to all that long-term unemployment is considered a major cause of poverty, alcoholism, drug addiction, family break-up. The problems that it causes can be diverse and appear, depending on the case of the unemployed, as economic, psychological, social, educational, family etc. It usually leads the unemployed to indifference about everything that is happening around them, their intense negative attitudes, poverty, loss of self-confidence and self-respect, and especially the abandonment of any attempts to acquire new skills and newer general knowledge through retraining to be prepared, for reintegration into the labor market, when opportunities will emerge again. Another problem caused by unemployment, has to do with the ways of dealing with it, which are attempted by the state. When the state chooses to tackle unemployment, with a series of passive policy measures, it results in a burden on the state budget. This is because the backbone of passive policy is usually a benefit policy.

But when such policies are chosen, not only is the loss of productive power due to unemployment, not only are there any negative social consequences for both the unemployed and the state, which we have mentioned above, but also the state is financially burdened. This, of course, also applies to active policies to tackle unemployment, but then the rationale is the gradual reintegration of the unemployed into the labor market, as will be discussed later, and not their continued maintenance in unemployment with benefits such as passive policies.

In order to deal with all of the above, it must be realized first of all that there is a complex problem ahead of us. Parameters emerging many times may also be directly correlated with the case of each unemployed individually and therefore need special treatment. This is something that will concern us in the next section.

2.4.2 Measures to tackle unemployment

Many and various measures against unemployment have been proposed, adopted and implemented by governments with various outcomes. Combating unemployment must be at the forefront of society's goals if we want to reduce at least, if not eliminate, the problems created by them, because of the phenomenon of unemployment and the proliferation of the unemployed.

So far, states have implemented various policies to tackle unemployment, with passive social policy and active politics having almost all of the treatment. The most common is to apply a mixture of the two
above policies, with the most recent shift towards active policy programs. Passive treatment programs mainly concern welfare measures towards weaker groups in the form of benefits and other forms of assistance. Active response programs mainly concern efforts to support the reintegration of the unemployed into the labor market. The above programs must be structured so as to address all those complex parameters that affect each unemployed person separately and to provide solutions that suit him according to his age, type of unemployment, his/her family status, its educational level, the sector that seeks to find work, the economic conditions of the sector that is interested in finding a job, the general economic conditions, etc.

With the evolution of society and a better understanding of the phenomenon of unemployment, we are slowly finding that measures against unemployment must be lasting and, above all, preventive, so that we do not come to the point of dealing only with all of the aforementioned unpleasant consequences. States must be educated from the past and learn to recognize those situations that will create unemployment and take as much as possible, as far as possible, all the necessary measures to avoid them. Until this is possible, let us take a look at what is being done today to tackle unemployment.

According to the views of classical theory, the market must be left free to find its balance, and of course, if it is to apply to unemployment, it will also be eliminated through the interacting forces of the market. In contrast to classical theory, Keynesian theory believes there must be corrective and targeted state interference at the wider political and economic level. The measures that a government can take, according to neoliberal views, to combat unemployment, should aim to increase labor market flexibility, increase aggregate demand through fiscal and monetary measures and increase vocational training workforce (Diaconu et al., 2015). It is commonly accepted, in all theories, that education is the cornerstone of reducing and avoiding unemployment. We are in a knowledge-based society. Many professions are lost and others are being restructured because of the new technologies that are flooded with great speed at the time. So, any solutions can only go through modern education that has to do with the use of information and communication technologies and the continuous investment in human capital and research and development.

The education system in each country, and in particular the part of vocational training and higher education, when adapted to needs and specially to labor market prospects, can provide effective solutions to tackling structural unemployment. In order to be able to achieve this, it must constantly ensure that it maintains substantial links with production, in particular with planned and projected production. The problem recognized and attempted to resolve concerns the gap between employers' expectations for knowledge from graduates and the actual knowledge provided by universities and various educational institutions to graduates today. (Diaconu et al., 2015).

It is now time for educational programs to be drawn up, taking into account the skills that employers consider important for the job. It is important to realize that the knowledge and abilities of graduates must be able to add value to the development of a country through its production structure. (Jackson, 2008)

Social policy, as it is applied by a state that wants to be called a welfare state, must naturally be a priority to tackle the suffering of unemployment so as to bring about the desired results at least until the
unemployed is able to reintegrate. Whether or not the unemployed person is in this position because of structural or frictional unemployment will, by definition, deal with the impact for a time, and this requires multilevel support from society.

This support should be provided at the same time in all forms. On the one hand, he must be provided with all the financial resources necessary to survive until he / she is reintegrated into the labor market while at the same time receiving psychological, counseling support and monitoring during his / her preparation for a return to the labor market and on the other hand having the necessary education, so that it can become competitive again in the new forms of work that appear and claim it. Active labor market policies have been a key factor in shaping labor market policy and in Greece over the last fifteen years. The main, if not exclusive, public service for the formulation and implementation of these policies is the OAED, under the supervision of the Ministry of Employment and Social Protection.

Along with the subsidy policies for the unemployed in recent years, there is a strong shift towards labor subsidy policies. This means that employers are subsidized when they create and offer jobs. In this way, incentives are sometimes given to employers to hire workers, who also come from special groups of unemployed.

In the last ten years, i.e. within the period of the memorandums, they have been strongly promoted as measures to tackle unemployment, measures that, in the neo-liberal terms, improve the external flexibility of labor relations-contracts involving dismissals, temporary forms of employment, reduction of labor costs, measures that take only the employer's perspective but do not count the employee as a person who has financial and psychological needs for his survival and the preservation of his family. Corresponding positions are also described in the White Paper, a series of proposals on growth, competitiveness and employment. This is by no means accepted by the GSEE's Labor Unemployment Fiscal Philosophy, which argues that the primary objectives should be to adapt economic and social policy in line with the demands of the economy and the society in general. GSEE considers that any investment, whether public or private, should be based on the human right to work and the collective good. It does not accept the labor cost reduction policy, because it also undermines workers and the health of labor relations. (www.inegsee.gr).

In order to achieve this, GSEE seeks, through the accumulated scientific, research, educational and training experience it has gained in its two decades of operation, to understand in depth - after the economic crisis and recession - the diversity of the international, European and of the Greek economy, in the direction of correspondence with the documentation and formulation of policy proposals adapted to the new needs of reconstruction of the Greek economy, employment and reconstruction of the social state as well as the demands of the trade union movement. Until the 1980s, active employment policies were only marginal to the organization of political intervention in Greece. Only short-term programs and border programs were designed to improve the geographical mobility of labor - mainly to address the seasonal needs of agricultural production. Throughout the country, on a smaller or larger scale, actions have been put in place to tackle the phenomenon of unemployment, which shows that they are taking the study of the phenomenon very seriously, aiming at better treatment. Either nationally or locally, annual studies are produced on action plans to diagnose labor market needs. Thus, every year a corresponding
countrywide study is issued by the Ministry of Labor, Social Security and Social Solidarity, OAED, INE-GSEE and other institutes for unemployment, human resources and labor relations such as the EIEAD.

The Regions respectively develop smaller-scale studies on their population and administrative boundaries.

Finally, all of the above are also developing Unemployment Observatories, and Economic and Social Observatories, i.e. research, action and meeting points and creative dialogue between a large number of researchers, aiming at highlighting the dimensions of modern economic and social problems.

This is an attempt to capture policies that can make a substantial contribution to solving the important problems that the world of work in Greece is experiencing in the current period.

2.5 Factors affecting Unemployment

The unprecedented heights of unemployment that were the results of the recent financial crisis inspired a number of studies regarding the factors that affect the unemployment rate. In a relatively recent study of 2014 conducted for the European commission (Arpaia et al., 2014) many factors have found to have an impact on the unemployment rate of the EU countries in general and Greece in particular. More specifically, the job matching process became less efficient during crisis while at the same time the rate of loss of jobs became higher. There is also a smaller degree of concordance between skill composition of labor demand and supply.

The present research attempts to analyze and assess the factors that affect unemployment in Western Athens. During this process, we will try to identify possible patterns that could be used to generalize our conclusions on the rates of unemployment in specific categories. For this reason, it is important primarily to identify those factors, on the basis of which we could recognize the patterns.

In the Greek and international literature there are many different factors that potentially affect unemployment and have been researched. The macroeconomic influence and the economical cycle have been identified as the basic causes that boost unemployment of course, but there are also other factors that are equally important, especially in local level. Some of the most common factors that have been already evaluated are examined in the following paragraphs.

2.5.1 Regional impact

Unemployment rates are not the same across all countries. They are not the same even across different regions of the same country or even prefecture. Western Athens is one of those areas that have been historically neglected and underdeveloped. But even within the geographical boundaries of Western Athens there are important differences among the several municipalities. This regional dispersion of unemployment is one of the factors that will be of interest.
Regional dispersion for unemployment in Greece is at historical low levels while unemployment is at historical high levels, which is a common factor for all EU countries facing extremely high unemployment rates (Arpaia et al., 2014). This is due to the fact that not every region of the country is affected in the same way by the crisis. According to (Monastiriotis and Martelli, 2013), the fall in effective demand in Greece has been largest in the main metropolitan regions and the north and north-western periphery. Adjustment has been strong in some areas (e.g., Athens) but, overall, adjustment processes (such as bumping-down and changes in the mix of workforce characteristics) have been weak. The crisis has nullified the improvements in labor market performance registered since the country’s entry into the Euro zone, hitting especially those regions that benefitted most from the latter. In addition, rural regions seem to be more resistant to recessionary shocks than urban regions (Giannakis and Bruggeman, 2015).

Regional characteristics are very important in order to fully comprehend the sources of unemployment. The differences among regions are the main drives behind the creation of inequalities in every aspect of the economy. The European Union collects an enormous amount of data concerning the different countries and regions in the Union and regularly performs researches on the subject.

2.5.2 Age factor

An important determinant of unemployment is the age also. Every age group has its own problems in re-entering the labor market, with most problems being concentrated in older age groups, especially those approaching retirement age. The unemployed aged 55 years and over are very difficult to reintegrate into the labor market for two main reasons. Firstly, employers do not prefer to hire these age classes. Secondly, it is not easy to retrain this category of the unemployed. Retraining has a substance when the unemployed person already has a high level of education or good specialization. In that case, when unemployed will be re-educated will become competitive to fill new jobs which will be created in the future. However, it is a problem for an unemployed person and be re-educated at an old age and to have to wait then for a job that will fit him. For this reason, especially in Greece, the age group with people aged 55 and over has been hit by the crisis. (EIEAD, 2017).

Financial crises have also an impact on the youth unemployment rate that goes beyond the impact resulting from GDP changes. Moreover, the effect on the youth unemployment is greater than the effect on overall unemployment (Chouhdry et al., 2012). Youth unemployment is generally considered an important issue in the EU as well, since the younger generations include highly educated and specialized personnel that could be very efficient in any part of the market but are forced to choose mainly part time jobs with low compensations. However, especially in Greece the age group with the people in the 55 or over, has been hit harshly by the crisis. (EIEAD, 2017).

From all of the above we understand that the age factor is one of the most important and should also be included in the analysis of unemployment.
2.5.3 Duration of unemployment

In the Greek and international literature the duration of unemployment is usually divided in two categories, short term, which is unemployment up to one year, and long term, which is unemployment of over a year. There are also other, more detailed categorizations but this is the most frequently used by official sources such as OECD, Eurostat and ELSTAT.

Particular attention must be paid to the duration of unemployment as a determining factor in creating problems for the reintegration of the unemployed into the labor market. Many researches aim at explaining the sources of the persistent long term unemployment. Long term unemployment is positively correlated to the worsened macroeconomic environment, the overall tax burden on labor and the inflexibility of labor (Hanclova et al., 2012). It is also related to the decrease of output in an economy (Zonzilos 2000 and Christopoulos 2004) and therefore the increase over the last decade can be attributed to the financial crisis and its effects on the Greek economy.

2.5.4 Educational level

The education system in each country, and in particular the part of vocational training and higher education, when adapted to needs and specially to labor market prospects, can provide effective solutions to tackling structural unemployment. In many cases there is a gap between employers’ expectations for knowledge from graduates and the actual knowledge provided by universities and various educational institutions to graduates today (Jackson 2008, Diaconu et al., 2015).

There is also a clear and distinct inverse relationship between education level and unemployment. Low educational levels indicate that the person is more likely to be unemployed or outside the labor force (Livanos 2010, Merwe 2016, EIEAD 2017).

2.5.5 Gender

There are many articles, surveys and researches concerning gender equality in the work field. Even though many steps have been made to raise the profile of equality there is still a large difference in both compensations and employment rates. However, crises seem to have a slightly different effect on gender unemployment. According to Villa and Smith (2009), in times of economic recession there is a particular increase in unemployment for the gender, which had the highest employment rate in the sector hit by the crisis, before the crisis started.

Specifically in Greece, female unemployment increased less than male unemployment mainly because the present crisis hit various branches of the economy unevenly. Some sectors like constructional for example are male dominated and have been hit by the crisis more heavily (Mavroudeas 2015).

Although the male-dominated industries are responsible to the greatest extent possible for the sharp decline in employment, the mixed sexes and women dominated industries suffer the most damage in
terms of job losses as the recession progressed. The prolonged recession, further fueled by heavy economic measures, canceled the positive role played by the tertiary sector in the employment of women in earlier economic times and over turned the long-term upward trend in the employment rate of women that began in the early 1980s. (Karamessini 2012).

### 2.5.6 Family status

The family status of a person is an important factor that affects his/her business life. Unmarried people are freer to change professions, relocate and experiment in different branches of the economy, while as married, divorced/separated or widowed people are less flexible. Family (or marital) status is usually included in all relevant to unemployment or employment studies (Rodokanakis, 2012, Daouli et al. 2015) exactly because it affects the decision making of the individual.

### 2.6 Research questions

From the above findings of the relevant literature we conclude that the demographics of a certain group of people, as well as the region in which they reside, can significantly affect the unemployment rate and the characteristics of the typical unemployed person of the region. Therefore, it is of great importance to identify the specialized characteristics of the unemployed of Western Athens in order to assist the policy makers in providing appropriate measures to tackle unemployment.

The literature review revealed that there is a large part of the excess unemployment that appeared during the recent financial crisis that is not explained by the structural unemployment and it is related to the economical downturn. This is a cyclical / Keynesian type of unemployment and in the light of this theory the research will be conducted.

Based on the above discussion the aim of the present research is to answer the following research questions:

- What is the profile of the unemployed in Western Athens?
- Are there any specific unemployment patterns that can be identified in order to better comprehend and eventually confront the unemployment problem?

In order to answer the above questions, extensive descriptive statistics will be used as well as an analysis of the degree of correlation among variables.

### 3 Entrepreneurship and Unemployment in Western Athens

#### 3.1 The Historical Evolution of Western Athens Region

Western Athens comprises by 7 Municipalities (Agioi Anargyroi-Kamatero, Petroupoli, Ilion, Peristeri, Aigaleo, Agia Varvara and Haidari).
Before and after the war and during the period of internal migration, it was a cheap place to live. As a result, the region attracted a lot of popular strata of people that came there, on the one hand, in order to find work in the various manufacturing and industrial units, that were built in the area of Kifissos river and on the other hand with the purpose of finding a home. It was built mainly by the process of arbitrary building, without any urban planning, resulting in the formation of an image of severe degradation.

During the 1980s, efforts were made to upgrade the area by local governments, with the building of many infrastructure and reconstruction projects. However, due to the transfer of industrial units outside the urban fabric (PD 1980), many jobs have been lost. Due to the loss of jobs, residents turned to activities, such as the buildings construction, the small-scale trade, the recreation and catering, as well as to the employment in the public sector.

Unfortunately, even during the 1990s, the general area of Western Athens was left out of the reconstructions and works that were being carried out for the Olympic Games. Because of this, Western Athens was left behind the shaping development, thus presenting a new intense degradation, unlike the other regions that have benefited from the Olympic Games projects.

Because of this development, many wealthy families or middle-class families have left the area and sought housing in better areas. The new degradation has kept housing prices low, so new poorer social strata and migrants have come to occupy the area. All this has resulted in a new decline in economic activity, and entry into economic decline.

The arrival of the financial crisis, therefore, even though it raised the problems, was not the sole cause of the Western Athens crisis, which at any rate was characterized by downgrading. (Source of ASDA, ESPA 2014-2020, Proposal Submission Form for Degraded Areas)

### 3.2 Entrepreneurship in Western Athens

Entrepreneurship in Western Athens is characterized by a wealth of retailers. In fact, while creating the image that the main backbone of entrepreneurship in Western Athens is retail businesses, besides this, companies with a specialization in mechanical engineering and wholesale is active.

In the last decade, due to the severe economic crisis that hit the Greek economy and consequently the Western Athens sector combined with the further deterioration of this region, there is a steady decline in the number of businesses. (Table 3-1)

<table>
<thead>
<tr>
<th>Year</th>
<th>Region of Attica</th>
<th>Athens Basin</th>
<th>Western Athens</th>
</tr>
</thead>
<tbody>
<tr>
<td>2002</td>
<td>108,051</td>
<td>88,187</td>
<td>10,499</td>
</tr>
<tr>
<td>2003</td>
<td>104,757</td>
<td>84,541</td>
<td>10,423</td>
</tr>
<tr>
<td>2004</td>
<td>107,974</td>
<td>86,823</td>
<td>10,777</td>
</tr>
</tbody>
</table>
Table 3-2 Percentage annual change of listed companies in the EBEA 2002-2016

<table>
<thead>
<tr>
<th>Region of Attica</th>
<th>Athens Basin</th>
<th>Western Athens</th>
</tr>
</thead>
<tbody>
<tr>
<td>2002-2003</td>
<td>-3.05%</td>
<td>-4.13%</td>
</tr>
<tr>
<td>2003-2004</td>
<td>3.07%</td>
<td>2.70%</td>
</tr>
<tr>
<td>2004-2005</td>
<td>3.27%</td>
<td>2.83%</td>
</tr>
<tr>
<td>2005-2006</td>
<td>3.07%</td>
<td>2.64%</td>
</tr>
<tr>
<td>2006-2007</td>
<td>3.44%</td>
<td>3.04%</td>
</tr>
<tr>
<td>2007-2008</td>
<td>-13.28%</td>
<td>-14.90%</td>
</tr>
<tr>
<td>2008-2009</td>
<td>1.30%</td>
<td>1.15%</td>
</tr>
<tr>
<td>2009-2010</td>
<td>0.24%</td>
<td>0.13%</td>
</tr>
<tr>
<td>2010-2011</td>
<td>-0.65%</td>
<td>-0.70%</td>
</tr>
<tr>
<td>2011-2012</td>
<td>-0.89%</td>
<td>-0.85%</td>
</tr>
<tr>
<td>2012-2013</td>
<td>-0.44%</td>
<td>-0.41%</td>
</tr>
<tr>
<td>2013-2014</td>
<td>-1.13%</td>
<td>-1.10%</td>
</tr>
<tr>
<td>2014-2015</td>
<td>-0.91%</td>
<td>-0.91%</td>
</tr>
<tr>
<td>2015-2016</td>
<td>-0.23%</td>
<td>-0.07%</td>
</tr>
</tbody>
</table>

Source: EBEA Data, Processing: ASDA
At the same time, however, with the technical professions mentioned above, there is a sharp rise in the number of professions (skilled craftsmen and related workers, machinery and equipment operators and assemblers of industrial installations, small professionals, unskilled laborers, manual workers, together with freelancers).

The Athens Chamber of Commerce gives the following balance of business registrations for the period 2011-2016 respectively (Table 3-3, Chart 3-2).

<table>
<thead>
<tr>
<th>Year</th>
<th>Registrations</th>
<th>Write-offs</th>
<th>Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>1,353</td>
<td>1,589</td>
<td>-236</td>
</tr>
<tr>
<td>2012</td>
<td>1,272</td>
<td>1,810</td>
<td>-538</td>
</tr>
<tr>
<td>2013</td>
<td>1,252</td>
<td>1,621</td>
<td>-369</td>
</tr>
<tr>
<td>2014</td>
<td>1,185</td>
<td>1,829</td>
<td>-644</td>
</tr>
<tr>
<td>2015</td>
<td>1,054</td>
<td>1,725</td>
<td>-671</td>
</tr>
<tr>
<td>2016</td>
<td>1,017</td>
<td>1,123</td>
<td>-106</td>
</tr>
</tbody>
</table>

Source: Athens Chamber of Commerce

From the above tables and charts, we unfortunately ascertain the poor economic evolution of the companies, both before and during the economic crisis, to this day. The situation would be far worse if there were no business registrations in the meantime to smooth out the overall negative balance of entrepreneurship. Despite all registrations nevertheless, the balance of the businesses is always negative.
3.3 The Evolution of Unemployment

3.3.1 The Evolution of Unemployment in Greece

Making a historical survey of unemployment in Greece, we find that there has been an upward trend over the last 40 years.

In the following (Table 3-4), we see the evolution of unemployment from 1981 to 2017 across the country, with additional information on the registered labor force and the corresponding unemployment rates over the years.

Table 3-4 Evolution of Unemployment rates in Greece from 1981 – 2017

<table>
<thead>
<tr>
<th>Year</th>
<th>Registered Workforce</th>
<th>Number of Unemployed</th>
<th>Unemployment rate</th>
<th>Year</th>
<th>Registered Workforce</th>
<th>Number of Unemployed</th>
<th>Unemployment rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1981</td>
<td>3,677,800</td>
<td>148,404</td>
<td>4.04%</td>
<td>2000</td>
<td>4,611,950</td>
<td>523,466</td>
<td>11.35%</td>
</tr>
<tr>
<td>1982</td>
<td>3,716,781</td>
<td>215,945</td>
<td>5.81%</td>
<td>2001</td>
<td>4,580,250</td>
<td>508,396</td>
<td>11.10%</td>
</tr>
<tr>
<td>1983</td>
<td>3,839,822</td>
<td>301,426</td>
<td>7.85%</td>
<td>2002</td>
<td>4,656,000</td>
<td>492,641</td>
<td>10.58%</td>
</tr>
<tr>
<td>1984</td>
<td>3,867,273</td>
<td>314,796</td>
<td>8.14%</td>
<td>2003</td>
<td>4,734,450</td>
<td>472,634</td>
<td>9.98%</td>
</tr>
<tr>
<td>1985</td>
<td>3,890,986</td>
<td>303,886</td>
<td>7.81%</td>
<td>2004</td>
<td>4,901,800</td>
<td>520,002</td>
<td>10.61%</td>
</tr>
<tr>
<td>1986</td>
<td>3,889,986</td>
<td>287,081</td>
<td>7.38%</td>
<td>2005</td>
<td>4,929,200</td>
<td>493,544</td>
<td>10.01%</td>
</tr>
<tr>
<td>1987</td>
<td>3,873,962</td>
<td>285,511</td>
<td>7.37%</td>
<td>2006</td>
<td>4,966,700</td>
<td>448,197</td>
<td>9.02%</td>
</tr>
<tr>
<td>1988</td>
<td>3,960,705</td>
<td>303,390</td>
<td>7.66%</td>
<td>2007</td>
<td>4,972,800</td>
<td>418,344</td>
<td>8.41%</td>
</tr>
<tr>
<td>1989</td>
<td>3,966,769</td>
<td>295,921</td>
<td>7.46%</td>
<td>2008</td>
<td>4,987,300</td>
<td>387,856</td>
<td>7.78%</td>
</tr>
<tr>
<td>1990</td>
<td>4,010,785</td>
<td>281,156</td>
<td>7.01%</td>
<td>2009</td>
<td>5,029,900</td>
<td>484,709</td>
<td>9.64%</td>
</tr>
<tr>
<td>1991</td>
<td>3,935,935</td>
<td>301,099</td>
<td>7.65%</td>
<td>2010</td>
<td>5,017,900</td>
<td>639,353</td>
<td>12.74%</td>
</tr>
<tr>
<td>1992</td>
<td>4,034,925</td>
<td>349,828</td>
<td>8.67%</td>
<td>2011</td>
<td>4,925,400</td>
<td>881,831</td>
<td>17.90%</td>
</tr>
<tr>
<td>1993</td>
<td>3,831,944</td>
<td>370,549</td>
<td>9.67%</td>
<td>2012</td>
<td>4,882,400</td>
<td>1,195,100</td>
<td>24.48%</td>
</tr>
<tr>
<td>1994</td>
<td>3,844,402</td>
<td>388,669</td>
<td>10.11%</td>
<td>2013</td>
<td>4,838,100</td>
<td>1,330,336</td>
<td>27.50%</td>
</tr>
<tr>
<td>1995</td>
<td>3,961,850</td>
<td>396,185</td>
<td>10.00%</td>
<td>2014</td>
<td>4,801,400</td>
<td>1,274,406</td>
<td>26.54%</td>
</tr>
<tr>
<td>1996</td>
<td>4,226,000</td>
<td>426,826</td>
<td>10.10%</td>
<td>2015</td>
<td>4,791,700</td>
<td>1,196,965</td>
<td>24.98%</td>
</tr>
<tr>
<td>1997</td>
<td>3,823,112</td>
<td>426,277</td>
<td>11.15%</td>
<td>2016</td>
<td>4,789,800</td>
<td>1,130,934</td>
<td>23.61%</td>
</tr>
<tr>
<td>1998</td>
<td>4,525,750</td>
<td>507,889</td>
<td>11.22%</td>
<td>2017</td>
<td>4,772,600</td>
<td>1,025,100</td>
<td>21.48%</td>
</tr>
<tr>
<td>1999</td>
<td>4,586,100</td>
<td>554,744</td>
<td>12.10%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: ΕΛΣΤΑΤ

We clarify that the number of unemployed comes from ELSTAT itself and was also used on the previous page (table and graph). The two additional columns are as follows:

From an ELSTAT study on employment status and unemployment rates from 2004 to 2017, we found a monthly record of registered labor (employed + unemployed) and monthly corresponding unemployment
rates for all years. We calculated the registered workforce by calculating the average annual term derived from the monthly corresponding records for each year. This has allowed us to have an average annual, within the acceptable statistical error limits.

From 1981 to 2003, the tactic followed, as long as we had a sure and stable factor of the number of the unemployed, at least the data on either the registered labor force or the percentage of the unemployed were identified from other relevant studies.

So, having at our disposal, two of the three variables in the table known, we could calculate the third. This completes the entire table (Table 3-4).

**Chart 3-3 Evolution of Unemployment rates in Greece from 1981 – 2017**

We can see, therefore, that from 1981 until 2009, the unemployed are growing at such a rate that their number has almost tripled. From 2010 onwards, however, unemployment is raising even more (Chart 3-4). This period is also the beginning of the economic crisis for Greece.

People's consumption potential is declining and therefore this has an impact on business operations and their sustainability in general. Many businesses cut their turnover altogether or simply shrink, forced to lay off in this climate. In just three years and up to 2013, the number of unemployed is doubling and to date it remains at about the same level, without significant fluctuations.

Since then we have noticed that the number of unemployed, at country level, remains high with small fluctuations, but has never dropped to the level of the past.

### 3.3.2 The Evolution of Unemployment in Western Athens

The information presented so far in the present research, show clearly that Western Athens is one of the least developed areas of Attica. Unemployment could not escape the general rule of course. Before presenting the profile of the unemployed in Western Athens, it is interesting to depict the evolution of unemployment over time in the particular area, compared to the rest of Greece. At this point, it must be clarified that the percentages in the following graphs or tables are not the ones that correspond to the proper unemployment rates. This is unfortunately inevitable, since it was impossible to find the exact numbers for the working force in Western Athens. Therefore, instead of dividing the number of unemployed by the total work force, it was divided by the total population of each area. It is not of course the proper unemployment rates but since the data were not available for Western Athens, this alternative
approach was used so that the percentages would be comparable directly. The first graph created (Chart 3-4) is the evolution of unemployment in the whole of Greece over the period of 1981 up to 2017. The way that the entire country was affected by the world financial crisis that originated in the USA in 2007 is more than obvious in the escalation of the unemployment rates in the country. After an almost constant increase for a decade until 1999, the rate of unemployment decreased steadily until 2008, with the exception of 2004. After the beginning of the crisis, unemployment exploded and more than tripled over the next five years, reaching its maximum value of 12.3% in 2013. After that point, the rates are decreasing again but they are still a lot higher than what it was before 2008, as it is obvious in the following graph.

**Chart 3-4 Evolution of unemployment in Greece from 1981 until 2017 (percentage of total population)**

The next graph (Chart 3-5) that was interesting to analyze is the evolution of unemployment rates in Greece, Attica and Western Athens simultaneously.

**Chart 3-5 Comparison of the evolution of unemployment rates from 2010 until 2016 (percentage of total population)**

Source: OAED

Through the information presented in the present research, one would expect that Western Athens would have the highest unemployment rates out of the three. And this is true for the period before the crisis. However, as it is obvious from the following graph, Western Athens did have the highest unemployment until the beginning of the crisis but not during.

Western Athens has higher unemployment rates until 2011 and again from 2016 (this applies also to 2017 but the data are unofficial). From the above graph a rather interesting conclusion arises. Western Athens is
an area degraded and with very high unemployment rates in general. The financial crisis affected the more developed areas of Greece and as a result, unemployment rates became higher in Attica and the whole of Greece than in Western Athens. It is a rather astonishing outcome. It seems that the type of work that exists in this particular part of the country was affected less than the rest. Most likely it has to do with the fact that the present crisis is financial and affected more the banks, large companies that import and export and generally higher income jobs. Therefore, Western Athens felt the impact of the hit less hard since there were not that many highly paid jobs in the region. Additionally, as soon as the economy started slowly its return to normality and growth, unemployment rates in Attica and Greece decreased more rapidly, putting Western Athens back on the top. Of course, this is merely a personal estimation and it would require further research. In any case, it is a very interesting finding.

The above remarks are also backed up from the evolution of unemployment in Western Athens over the period since the beginning of the crisis, depicted in the following, more detailed graph (Chart 3-6). It is obvious that there was an increase of unemployment in 2012 and until 2017 the rates are relatively steady. The impact of the crisis was not as high as the rest of the country but its effects remain visible in the area of Western Athens at the same time when the rest of Greece is experiencing a slow but constant increase in employment. In fact, the average rate in 2017 for Western Athens is approximately the same as the one of 2016, while the rates of Attica and Greece are decreasing substantially.

Chart 3-6 Evolution of unemployment in Western Athens from 2010 until 2017 (Percentage of total population)

As it becomes obvious from the above graph, the unemployment rate is practically the same from 2013, up to 2017. This means that a new trend has been created for Western Athens, a new natural rate of unemployment so to speak, and it does not seem to change easily over the next few years. The explosive rise in unemployment from 2010 to 2012 can only be attributed to macroeconomic factors such as a decline in demand due to a crisis. The general and local government should apply a number of measures in order to reduce the (very high) unemployment in Western Athens. The exact measures that will be required, will be determined with the help of the more detailed analysis of the profile of unemployment in Western Athens, conducted in the following chapters.
3.3.3 Characteristics of the evolution of unemployment in Western Athens

For a more detailed look in the evolution of unemployment in Western Athens, the following graphs (Chart 3-7, Chart 3-8, Chart 3-9) have been created. They show the evolution of unemployment by gender, educational level and age group.

**Chart 3-7 Evolution of unemployment in Western Athens by gender from 2010 until 2017**

Female unemployment seems to be a timeless problem for Greece in general and for Western Athens specifically. The number of unemployed women has always been larger than men and from the graph it is obvious that through the years of the crisis the phenomenon has escalated. The number of unemployed women has remained practically unchanged since 2014, while the number of men has decreased. This means that the drop-in unemployment rates are almost entirely due to the decrease of unemployed men.

**Chart 3-8 Evolution of unemployment in Western Athens by educational level from 2010 until 2017**

Regarding the educational level (Chart 3-8), the results are rather expected. The less educated someone is, the more likely is to be unemployed. Of course, there is a restriction with the particular variable, since the proper comparison should be done using the percentages of the population that have the respective educational levels. For example, if the people with secondary education level are only twice as any as the tertiary level, then the percentage of tertiary education would be higher. Unfortunately, it was not possible to retrieve information of these numbers. Therefore, the analysis will be restrained to the absolute
numbers.

Chart 3-9 Evolution of unemployment in Western Athens by age category from 2010 until 2017

Taking under consideration the same restrictions mentioned earlier, the number of unemployed per age group is depicted in the above graph. There is a very interesting result in the particular category. The only age group that experiences a decrease of unemployment is the Under 30. Since 2016 the number of Under 30 unemployed is less than the respective of the 55 and above. There are two main parameters which have contributed in that change. First of all, people over 55 have had significantly higher wages and consequently higher insurance expenses for their employers. That is why it was the first age group that the companies targeted on whenever there was a staff reduction. In addition, these people are searching for jobs with similar benefits and wages, making it more difficult to actually find work. On the other hand, well educated people under 30 years of age are not used to highly paid jobs and find it easier to accept a part-time and low-wage job. Most of them probably live in their parents’ house, which makes it easier for them to accept such a condition.

The over 55 age group was the main victims of the recession. Especially after the reforms in the insurance and pension policy, 55 and over group became very expensive as a workforce compared to the younger generations.

3.3.4 Conclusions about the evolution of unemployment in Western Athens

In the context of the economic recession across the country, it was expected that its sub-regions would be affected, either at the Region level or at the Municipal level. It is important to realize that a region degraded, without production potential or any form of development, would have much more consequences in terms of both reducing its operations and increasing the number of its unemployed.

During the economic crisis, there has been a decline in the turnover of businesses, many of which have been forced to dismiss a large proportion of their employees and others have ceased to operate as they have not been able to profit, resulting in the loss of jobs for all employees.

As a result of this, we had the increase in the number of unemployed in the whole area of the Western Athens sector. In all 7 municipalities, but also in each one of them separately, there were strong social phenomena such as lowering consumer incomes, deteriorating quality of life, showing poverty in families that started to see inside, one or more, or even and all their capable members to work are unemployed.
The reduction in the number of businesses, due to the cessation of the work of many of them, coupled with the decrease in the number of workers due to redundancies in others that continued to operate, has resulted in a sharp increase in unemployment.

In order to enable new emerging companies to cope with increasing competition in their industry and due to economic as well as technological developments, they adopt, in turn, the technological advances they can make in their production process. This has the effect of increasing the level of efficiency and effectiveness of the enterprise, but on the other hand, a new era for the unemployed is marketed, because most people need retraining.

The improvement of jobs in Western Athens, and indeed in a diversified local economy, is linked, presupposes and combined with improving the educational level of young people and, with regard to craftsmen and professionals and unskilled workers, by improving their skills. Many long-term unemployed, working for many years before becoming unemployed, are experiencing weakness due to technological developments in the workplace, but also because of the new knowledge that employers require, to reclaim a job and get it. This situation has led many unemployed to stop their efforts, to find new jobs, resulting in the worsening and swelling of intense and painful social phenomena. Under these circumstances, it is important first to provide support to the unemployed by creating appropriate policies and infrastructures. This support should, among other things, aim at gradual training so that they acquire the necessary knowledge and skills to have the opportunity to return to the labor market in today's competitive landscape. For this purpose, this study focuses on the depiction of the unemployed population profile and its categorization in such categories so as to facilitate those who are at key decision-making and policy-making positions, make the right decisions, develop appropriate policies and enable the unemployed to acquire, through retraining, the knowledge, skills and competences they need in order to increase their self-esteem and to regain their competitiveness in the labor market. In addition, the study will pay particular attention to the creation of such profile categories, with the ultimate goal of clear management, for returning the unemployed to the labor market.

Overall, the effort will focus on helping the study to solve a major economic and social phenomenon, creating more attractive employee profiles, meeting the demands of employers and creating competitive economic activity through the design and implementation of an appropriate portfolio of programs and educational initiatives to address the negative effects of unemployment.

Consequently, the study's conclusion will raise awareness of the negative impact of unemployment, reflect the Greek reality through the profiles of the unemployed, and draw conclusions for employers, managers and policy makers towards more targeted activities in their future.

4 Research Methodology

This research is an attempt to analyze the data of the unemployed in Western Athens with a view to helping them reintegrate into the labor market. The research method consists, in principle, of obtaining relevant data for the unemployed, by organizations that manage their collection and processing such as
OAED, ELSTAT, EIEAD, ASDA, EBEA, and the OOSA.

The data obtained by the above organizations were processed so that the unemployed could be registered in more general categories, e.g. age (15-29) or (30-44) etc.

Having all the unemployed in categories, according to all of their characteristics we had at our disposal, we were able to combine the categories together in every possible way so that we can produce tables and charts.

The charts gave us the opportunity to analyze them further by looking for information on groups of unemployed with the same characteristics that could be described as patterns.

We used descriptive statistics to analyze and comment on charts. At the same time, we analyzed the data of the tables, using correlation analysis, in order to determine the degree of statistical significance of the relationship between them.

This kind of analysis of descriptive statistics is commonly found in official studies concerning unemployment. Examples of such studies are the reports of EIEAD (2017) and OAED (2017) which analyze the needs of the labor market, but at the whole country level. These two particular studies inspired the present research. OAED and EIEAD will be working closely with ASDA to develop the observatory of unemployment for Western Athens. The present research is exactly the material that ASDA will be looking for in order to propose certain measures to tackle unemployment.

Of course, there are numerous studies and papers that deal with unemployment and its determinants. These studies have been delivered in European or local level and concentrate on certain aspects of the problem. For example, regional dispersion has been dealt with by Arpaia et al (2014), at a EU level, and Monastiriotis and Martelli (2013) for Greece. In the same manner, Biagi and Lucifora (2005) studied the effect of Demographics and education on unemployment in Europe and Livanos (2010) studied the same effects for Greece. Villa and Smith (2009) performed a comparative analysis of the gender unemployment in European countries and the same study was conducted by Karamessini (2012) for the Greek population.

All of the above studies use descriptive statistics for their analyses since they all have one thing in common: the data used in their studies are the population and not just samples.

### 4.1 Data Collection

Data were searched for the unemployed of the 7 Municipalities, which make up Western Athens. The search and compilation of these data was not an easy task because of statistical confidentiality, so their concession was delayed enough.

I first addressed the Labor Force Employment Organization (OAED). After many attempts, they sent me information about unemployed people on ready tables, but they did not give me any special possibilities for personal processing at a low level. I will then describe the form of the information I have been able to obtain from the OAED.
The second organization that I addressed for data collection was the Western Athens Development Association (ASDA). The particular organization is the Association of the 7 Municipalities of Western Athens. It has been managing inter-municipal projects for more than 20 years and has recently been designated Intermediate Management Body of the ESPA 2014-2020 Program for Western Athens.

Within the framework of the ESPA and in cooperation with the 7 Municipalities, the ASDA submitted a proposal to the Region of Attica asking for funding for the implementation of various reconstruction projects in all municipalities, with the aim of upgrading the degraded areas of Western Athens on the one hand and the implementation of social programs on the other, concerning various vulnerable social groups, including the unemployed in the region, in order either to alleviate them from the difficult situation they have been, or to provide any help to reintegrate them into the labor market.

For the aforementioned program, an amount of approximately € 59,000,000 has already been approved by the Attica Region and will soon begin all the work that will lead to the implementation of the projects by the end of the program.

One of the programs to be implemented is the creation of an unemployed observatory for Western Athens. For these reasons, the ASDA had already gathered some data concerning this sector, both OAED and ELSTAT, firstly for the drafting and submission of the original proposal and secondly for their further use during the implementation of the proposal.

Because of the fact that the interests of the ASDA coincided with my own and with the aim of this research, he accepted to give me whatever information he had gathered until the submission of the proposal, naturally restricting such wise use, violates the law on statistical confidentiality, as I will explain in detail below.

Furthermore, and always in the context of all the above, we have also approached the National Institute of Labor and Human Resources (EIEAD). Thus, all the unemployed data, which I further elaborated, from the Western Sector of Athens (7 Municipalities) were kindly provided by the Institute. From this processing, the categories I mentioned above were created, with the aim to be analyzed and conclusions to be drawn.

4.2 Data Structure

From the OAED, data were provided for the unemployed in Western Athens, which concerned the years 2010, 2012, 2014, 2016, 2017 as follows:

For each year, tables were provided which contained information on the total population of the unemployed per quarter within the year and:

- By Municipality and Duration of Unemployment for the 7 Municipalities separately, but also for the other Municipalities of Western Attica, also separately.
Per Municipality and per Educational Level and Duration of Unemployment for the Seven Municipalities, as well as for the other Municipalities of Western Attica, also separately.

- Per Age at the level of the 7 Municipalities in aggregate and not per Municipality, and at the level of the rest of the Western of Athens, again in aggregate and not per Municipality.
- By Municipality and by gender and by duration of unemployment for the 7 Municipalities separately, but also for the other Municipalities of Western Attica, also separately.

Because of the limitation of the legislation on statistical confidentiality and because OAED had to deal with the provision of statistical data at municipal level, it has chosen to reduce the categories so as to avoid as much as possible the occurrence of the phenomenon of the number of unemployed under 10 in the tables.

From ELSTAT through the ASDA were obtained:

- Census data of the economically active population, by municipality and corresponding Unemployed by municipality for the years 1991, 2001, 2011
- Census data of the Residential Education Level by Municipality, for the total Population of the Municipality, for the years 1991, 2001, 2011
- Data for the total unemployed in the second quarter of 2010 to 2015 per Region and:
  - By Age, Duration of Unemployment and Gender as well
  - By Age, Gender, Level of Education.

Labor Force Survey, for the total number of unemployed in the country for the years 1981-2016 (Time series), data by gender and age, by region and by duration of unemployment:

- Young unemployed (without previous work experience); Position in the last job; Reason that stopped working; Sector of last job activity; Type of last job profession; Type of job they request; What business he had before he started looking for a job; Education level

Unfortunately, although it seems a very interesting analysis, it was not possible to provide data at Municipal level. Thus, we can restrict ourselves to statistical information at a more general level and comparisons at the level of the Municipalities, with the data we have obtained from the EIEAD through the ASDA, as it was said before.

Therefore, the EIEAD provided anonymized data for each unemployed person separately and for the entire Unemployed population of Western Athens. The essence is that for every unemployed, we have at our disposal:

- The municipality they belong to: Agia Varvara, Agioi Anargyroi – Kamatero, Egaleo, Ilion (Nea Liosia), Peristeri, Petroupoli, Haidari
- Their Gender: Male, Female
- The age category they belong to, based on their age: 15-29, 30-44, 45-54, 55 and above
Their Educational Level: Primary education, Secondary education, Secondary education, i.e. graduates of technical & vocational schools, Tertiary university education, i.e. university and university graduates, Holders of postgraduate education qualifications, i.e. with a postgraduate diploma or a doctorate and finally. Unspecified level, i.e. those who did not go to school or just went to a few classes in the elementary school without finishing it and possibly learned an art in practice, or people for whom their exact level of education has not been clarified but have never completed integrated level of education, or who have not stated anything specific.

The duration of unemployment: Unemployed for up to one year, Long-term unemployed, i.e. over one year

Their Family Status: Unmarried, Married, Separated or Divorced, Widower / Widow, Unspecified

4.3 Nature of data gathered and way of processing

Our data is nominal. All of our variables are qualitative and even nominal qualitative variables, which are purely nominal variables. Even the age, which is numerical, after its categorization, e.g. 15-30 or 30-45 etc., we will handle it as a nominal quality variable rather than as a quantitative one.

The statistical tools to be used for the analysis of this research were selected according to the nature of the variables available to us.

The most appropriate way of analyzing the results comes from descriptive statistics.

The reasons why descriptive statistics are chosen as a way of the data analysis are first because they are nominal and second because we have the entire unemployed population at our disposal.

There is therefore no reason to use another statistical method, such as Hypothesis Testing, Regression Analysis, Chi Square, etc. Besides, these methods of statistical analysis are used when we have a sample of data and not the entire population. Nevertheless, to strengthen the conclusions of our analysis, we will also use the Correlation Analysis for nominal quality variables.

The grouping of the categories and their correlations will follow the following tables 4-1, 4-2 and 4-3.

<table>
<thead>
<tr>
<th>Table 4-1 One Variable Analyses</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
</tr>
<tr>
<td>2</td>
</tr>
<tr>
<td>3</td>
</tr>
<tr>
<td>4</td>
</tr>
<tr>
<td>5</td>
</tr>
<tr>
<td>6</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Table 4-2 Two Variable Analyses</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
</tr>
</tbody>
</table>
Table 4-3 Three Variable Analyses

<table>
<thead>
<tr>
<th></th>
<th>By Municipality &amp; by Gender &amp; Age Category</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>By Municipality &amp; by Gender &amp; Educational Level</td>
</tr>
<tr>
<td>4</td>
<td>By Municipality &amp; by Gender &amp;Duration of Unemployment</td>
</tr>
<tr>
<td>5</td>
<td>By Municipality &amp; by Age Category &amp; Educational Level</td>
</tr>
<tr>
<td>6</td>
<td>By Municipality &amp; by Age Category &amp; Duration of Unemployment</td>
</tr>
<tr>
<td>7</td>
<td>By Municipality &amp; by Age Category &amp; Family Status</td>
</tr>
<tr>
<td>8</td>
<td>By Gender &amp; by Age Category</td>
</tr>
<tr>
<td>9</td>
<td>By Gender &amp; by Educational Level</td>
</tr>
<tr>
<td>10</td>
<td>By Gender &amp; by Duration of Unemployment</td>
</tr>
<tr>
<td>11</td>
<td>By Gender &amp; by Family Status</td>
</tr>
<tr>
<td>12</td>
<td>Per Educational Level &amp; per Duration of Unemployment</td>
</tr>
<tr>
<td>13</td>
<td>Per Educational Level &amp; per Family Status</td>
</tr>
<tr>
<td>14</td>
<td>Per Duration of Unemployment &amp; by Family Status</td>
</tr>
</tbody>
</table>
Due to the processing, numerical data will arise of course, reflecting the total of the unemployed in each category study, since our data refer to the entire population of the unemployed in Western Athens and not just a sample.

The above numerical data, compared with the total number of the unemployed, either in relation to the whole category or at the level of the Municipality or at the level of Western Athens or at the level of the Region or Country and sometimes with the population of all the inhabitants of the Municipality or Western Athens respectively, will be those that will act as a key criterion for creating unemployment policies.

Finally, a correlation analysis of the above categories will be carried out, in order to reveal further attributes of the unemployed, either at inter-municipal level or at the level of the categories, such as gender, educational level, age, family status and the Municipality of origin.

5 Data Analysis

5.1 Presentation of the data

There are a total of 54,553 people unemployed in the seven municipalities of the Western Athens Region. The distribution of the number of unemployed is depicted in the following table and graph.

<table>
<thead>
<tr>
<th>Municipality</th>
<th>Unemployed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agia Varvara</td>
<td>4,056</td>
</tr>
<tr>
<td>Agioi Anargyroi-Kamatero</td>
<td>7,145</td>
</tr>
<tr>
<td>Aigaleo</td>
<td>8,017</td>
</tr>
<tr>
<td>Ilion</td>
<td>9,697</td>
</tr>
<tr>
<td>Peristeri</td>
<td>16,144</td>
</tr>
<tr>
<td>Petroupoli</td>
<td>5,482</td>
</tr>
<tr>
<td>Haidari</td>
<td>4,012</td>
</tr>
<tr>
<td><strong>Total (Western Athens)</strong></td>
<td><strong>54,553</strong></td>
</tr>
</tbody>
</table>

Chart 5-1 Unemployed per Municipality
The most accurate way to compare unemployment is through the percentage of the total population in each municipality. This is the way that unemployment is usually measured and presented, since sometimes there are vast differences between the populations of different areas, making the comparison with absolute number, difficult, or even misleading.

In order to avoid any misinterpretation of the data, another table was constructed, depicting the percentage of unemployment per municipality, according to the total population of each municipality, as it is given in the last census of 2011. The results are depicted in the following table and graph.

<table>
<thead>
<tr>
<th>Municipality</th>
<th>2011 Population</th>
<th>Unemployed</th>
<th>Rate of Unemployment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agia Varvara</td>
<td>26.550</td>
<td>4.056</td>
<td>15.28%</td>
</tr>
<tr>
<td>Agioi-Anargyroi-Kamatero</td>
<td>62.529</td>
<td>7.145</td>
<td>11.43%</td>
</tr>
<tr>
<td>Aigaleo</td>
<td>69.946</td>
<td>8.017</td>
<td>11.46%</td>
</tr>
<tr>
<td>Ilion</td>
<td>84.793</td>
<td>9.697</td>
<td>11.44%</td>
</tr>
<tr>
<td>Peristeri</td>
<td>139.981</td>
<td>16.144</td>
<td>11.53%</td>
</tr>
<tr>
<td>Petroupoli</td>
<td>58.979</td>
<td>5.482</td>
<td>9.29%</td>
</tr>
<tr>
<td>Haidari</td>
<td>46.897</td>
<td>4.012</td>
<td>8.55%</td>
</tr>
<tr>
<td><strong>Total (Western Athens)</strong></td>
<td><strong>489.675</strong></td>
<td><strong>54.553</strong></td>
<td><strong>11.14%</strong></td>
</tr>
</tbody>
</table>

Chart 5-2 Unemployment as a percentage of the municipality's population
It is obvious by the two graphs above, that the results of the first graph and table can be misleading. According to that, the municipality that faces the larger problem with unemployment is Peristeri, with the larger number of unemployed (16,144). However, the percentages with respect to the population of each municipality identify Agia Varvara as the champion of unemployment in Western Athens.

The above result is of great importance. As mentioned before, the purpose of the present research is to create a profile of the unemployed in Western Athens and help the authorities to identify particular measures that will help reduce unemployment in Western Athens. Identifying the municipalities with the largest percentage of unemployment will help the government, in cooperation with the local authorities, proceed to the necessary measures.

The data conclude that the municipality with the biggest problem is Agia Varvara, where almost one out of six (15.28%) residents is unemployed. Peristeri has the larger number of unemployed people but this due to the fact that its population is considerably larger than the populations of the other municipalities. The unemployment rate in Peristeri is not very high.

**Chart 5-3 Percentage distribution by Gender**

Almost two out of the three people unemployed are women. This is a very concerning figure and in the rest of the analyses performed it will be in the center of the attention.

**Chart 5-4 Percentage distribution by Age group**
The age group with the highest percentage is 30-44 and the lowest is 15-29. However, this is not the correct depiction of the percentages for various reasons. The first is that there are no data available for the work force in each group. The particular percentages are with respect to the population of unemployed in general. It would be interesting to also show the real percentages by dividing these numbers to the total work force in each group. Unfortunately, this information is not available to the author.

**Chart 5-5 Percentage distribution by Educational level**

The vast majority of the unemployed in Western Athens is of primary or secondary education level. Combined they make more than 73% of the total number of unemployed.

**Chart 5-6 Percentage distribution by Duration of Unemployment**

There are more long-term unemployed in Western Athens and the difference is rather significant.

Finally, the last available information is the unemployed’ family status. As expected the majority belong to the unmarried or married groups.

**Chart 5-7 Percentage distribution by Family status**
5.2 Comparative analyses

5.2.1 Two variable analyses

In order to further assess the profile of the unemployed in Western Athens, different analyses and comparisons of the different categories in the data were performed. Taking under consideration that the average total unemployment rate is 11.4%, the following graphs show the percentages per municipality, gender, age, educational level, duration of unemployment and family status.

Chart 5-8 Unemployment rates per Municipality and Gender over the Total Population of the Municipality

The percentage composition among women and men is approximately the same in all municipalities, since the average percentage of unemployed women is 63.87%. In Petroupoli, the percentage of unemployed women is comparatively and proportionally slightly higher than that of unemployed women in other municipalities as it can be seen in the following crosstabulation.

Table 5-3 Municipality * Gender Crosstabulation

<table>
<thead>
<tr>
<th></th>
<th>Gender</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Agia Varvara</td>
<td>Count</td>
<td>1551</td>
</tr>
<tr>
<td>Agia Varvara</td>
<td>% Within Municipality</td>
<td>38.2%</td>
</tr>
<tr>
<td>Agioi Anargyroi</td>
<td>Count</td>
<td>2527</td>
</tr>
</tbody>
</table>
The correlation coefficient for Municipality versus Gender is 0.017 for Pearson’s and 0.018 for Spearman’s coefficients. The significance for both coefficients is smaller than 5% which means that the correlation is significant, even though the coefficient value is extremely small. Combining this with the results of the crosstabulation matrix above, the conclusion is that the observed percentages between unemployed men and women across municipalities is approximately the same regarding the gender distribution but the change in values among municipalities cannot be explained by using the gender variable alone. For example, if a municipality has higher male unemployed percentage than another municipality, then it is expected that the female percentage of the first municipality will be higher than the respective of the second but the actual values cannot be estimated with great precision, since the correlation coefficient is very small.
Chart 5-9 Unemployment rates per Municipality and Age Category over the Total Unemployed of the Municipality

Regarding the age category, there are a few interesting remarks. In all municipalities, the higher percentage is the 30-44 group and the lowest is the 15-29 years of age. However, there is a differentiation of Agia Varvara and Aigaleo when it comes to the middle categories. These two municipalities have the age group “>=55” as the second group in percentages.

Chart 5-10 Unemployment rates per Municipality and Educational Level over the Total Unemployed of the Municipality

With respect to educational level, there is an important difference in Agia Varvara. There, it seems that a significantly higher percentage of unemployed people who have a primary education only (48,7%). In every other municipality the secondary level is the first. In addition, in Agia Varvara there is the lowest percentage of unemployed in the tertiary level.

Chart 5-11 Unemployment rates per Municipality and Duration of Unemployment over the Total Unemployed of the Municipality
There are relatively more short-term unemployed in Ag. Varvara than in the other municipalities, since the composition there is almost 50-50. The highest percentage of long term unemployment can be found in Ilion (57.9%). However, the main pattern identified is that in all municipalities long term unemployment is the majority either with small, or large differences from the short term unemployment.

**Chart 5-12 Unemployment rates per Municipality and Family Status of Unemployment over the Total Unemployed of the Municipality**

There are no significant differences in the percentage composition regarding family status. Therefore, no pattern can be identified for the family status of the unemployed. There is of course a pattern in the order of the categories since married is the first in every municipality, unmarried is the second followed by divorced-separated and so on, but this is rather expected. This is the distribution that exists in Greek society. Most people are married, then there are the unmarried, fewer are divorced or separated etc. In order to substantially compare the outcomes, these percentages should be over the total number of people in each category in the total population of the municipality. Then it would be interesting to see if the percentage of married unemployed over the total married in the working force (or population) is larger than the unmarried and so on. However, the information of the total population family status distribution is not available therefore the comparison is not an option.

**Chart 5-13 Unemployment rates per Age Category and Gender over the Total Unemployed of Western Athens**
There are less female unemployed in the 15-29 and over 55 groups but the differences are not very large. The majority in each category is still female unemployed.

Chart 5-14 Unemployment rates per Gender and Educational Level over the Total Unemployed per Educational level in Western Athens

Women have higher unemployment rates in all categories. The smaller difference appears in the Technical-Vocational school category and the largest is in the tertiary level which is a very interesting fact since 71.1% of the unemployed with a tertiary level of education are female. It might be a sign that in jobs that are more demanding in educational skills and therefore offer higher compensations, men are preferred to women. This is a topic of widespread discussion and is thoroughly encountered in relevant literature.

Chart 5-15 Unemployment rates per Gender and Duration of Unemployment over the Total Unemployed per Gender in Western Athens

Women seem to have much larger percentage of long term unemployment than men, which coincides
with the results of the previous(Chart 5-14).

**Chart 5-16 Unemployment rates per Gender and Family Status over the Total Unemployed of Western Athens**

Male unemployed are the majority in all family status categories. The distribution is more leveled in the unmarried category (52.9% - 47.1%) but it increases gradually in all other categories. An explanation for that could be that many women stop working (or stop looking for work officially) after they get married, especially after they have children. A large percentage is occupied in part time jobs or occasionally and there are officially not recorded as unemployed.

**Chart 5-17 Unemployed per Age Category and Educational Level of Unemployment over the Total Unemployment per Educational level.**

Regarding educational level and age category, age group 30-44 is the higher percentage in all categories except for Primary education. The particular age group also experiences the highest by far percentages in the more qualified categories, since the percentage seems to become higher as the educational level rises.

**Chart 5-18 Unemployment rates per Age Category and Duration over the Total Unemployed of West Athens**
There is a clear pattern regarding age and duration of unemployment. The higher the age group, the larger the long term unemployment becomes. Age groups 15-29 and over 55 are almost complete opposites.

Chart 5-19 Unemployment rates per Age Category and Family Status over the Total Unemployed of Western Athens

As expected, the distribution of family status is inversed in the age groups. This is rather normal since the number of people who are not married is decreasing with age while as the married (and subsequently divorced/widowed) people increase.

Chart 5-20 Unemployment rates per Educational Level and Duration over the Total Unemployed of Western Athens
From the above graph it is obvious that there is a clear pattern. More educated people tend to stay unemployed for a shorter period. In addition, the difference is larger for long term unemployment in the primary level. This means that the less educated people have significantly more difficulties to find employment.

**Chart 5-21 Unemployment rates per Educational Level and Family Status over the Total Unemployed of West Athens**

There are relatively more people married in the Primary and Secondary educational level than in the higher education levels. This is rather normal of course, since the people who continue their studies are less likely to get married young.

**Chart 5-22 Unemployed per Family Status and Duration of Unemployment over the Total Unemployed of Western Athens**

Unmarried unemployed is the only category where short term unemployment is higher than long term. This is probably due to the fact that the unmarried are usually younger people and they are more likely to find another job in a short period of time.
5.2.2 Three variable analyses

**Chart 5-23 Unemployed per Municipality per Educational level and per Duration of unemployment**

In Agia Varvara the primary education has the largest values in both long-term and short-term unemployment. The same applies for Agioi Anargyroi-Kamatero and Ilion but only for the long-term. In every other subcategory, short-term unemployment is of higher percentage than long term.

**Chart 5-24 Unemployed per Municipality per Age group and per Gender**

In Agia Varvara and Aigaleo the 55 and over category is third in both men and women. In every other municipality the particular group is in the fourth place.

**Chart 5-25 Unemployed per Municipality per Education level and per Gender**
In Agia Varvara women and men of primary education have the largest percentage

Chart 5-26 Unemployed per Municipality per Gender and per Duration of Unemployment

The distribution of percentages is approximately the same in every municipality.

Chart 5-27 Unemployed per Municipality per Gender and per Family status

The distribution of percentages is approximately the same in every municipality.

Chart 5-28 Unemployed per Municipality per Age group and per Family status
There does not seem to be a pattern regarding age groups and family status. However, the distribution of the percentages is quite similar in most cases.

Chart 5-29 Unemployed per Municipality per Family status and per Duration of unemployment

There are two exceptions in the pattern observed. In Agia Varvara and Peristeri the unmarried people in short-term unemployment are the second higher percentage. In all other municipalities, the particular category is in the third place after the married in short term unemployment.

Chart 5-30 Unemployed per Gender per Age group and per Educational level
Women show higher rates of unemployment than men in primary in all categories, except for Technical Vocational schools and tertiary education in the 55 and over age group.

Chart 5-31 Unemployed per Gender per Age group and per Duration of unemployment

There is one exception in the obvious pattern of these three variables. For the long-term unemployed men, the highest percentage is for those 55 and over in age. For every other category, the leading group is 30 to 44 and second is the 45 to 54 group.

Chart 5-32 Unemployed per Gender per Educational level and per Family status
There does not seem to be a pattern regarding gender, educational level and family status.

Chart 5-33 Unemployed per Gender per Duration of unemployment and per Family status

It appears that there are more married women unemployed regardless the duration of unemployment but there are more unmarried men in both short and long-term unemployment.

Chart 5-34 Unemployed per Age group per Educational level and per Duration of unemployment
There does not seem to be a pattern regarding age group, educational level and duration of unemployment.

Chart 5-35 Unemployed per Age group per Educational level and per Family status

There does not seem to be a pattern regarding age group, duration of unemployment and family status.

Chart 5-36 Unemployed per Age group per Duration of unemployment and per Family status

There does not seem to be a pattern regarding age group, duration of unemployment and family status.

Chart 5-37 Unemployed per Educational level per Duration of unemployment and per Family status
There does not seem to be a pattern regarding educational level, duration of unemployment and family status.

6 Discussion of findings

6.1 Discussion

Unemployment in Greece has always been a matter of concern for politicians and senior officials to confront, address and alleviate. The Greek economy has achieved almost steady growth over the past decades, but the problem of high unemployment rates could not be sufficiently resolved. As demonstrated in (Table 3-4) and (Chart3-3), unemployment increased steadily between 1991 and 1999. After Greece joined the Euro zone, the economy grew steadily and rather impressively, significantly reducing unemployment until the outbreak of the 2007 economic crisis. Although unemployment has had its fluctuations, it has never been the main problem of the Greek economy, mainly due to the fact that the country had experience positive growth rates. However, the impact of the crisis was serious because the lack of liquidity created a financing problem for the Greek government. Due to the subsequent recession, the unemployment rate had more than tripled and the total number of unemployed increased from 281,156 in 1990 to 1,330,336 in 2013.

6.2 Main findings

The impact was catastrophic in every part of the country and there was no difference as well for the Western Athens unfortunately. However, there is an interesting outcome which stems from the corresponding time series of Western Athens, Attica and Greece (Chart 3-5). Unemployment, as a percentage of the total population of each region, was higher in Western Athens than in the other two regions until 2010 and after 2016. In between, Attica and Greece experienced an explosive increase in unemployment which caused their rates to climb higher than those of Western Athens. The rate of unemployment in Western Athens rose steadily until 2012 and then remained almost the same until today (Chart 3-6), while in Attica and Greece in total, unemployment increased rapidly until 2015 and then started decreasing.
The above coincide with the findings of the relevant literature on regional dispersion. According to the survey of Arpaia et al. (2014) in all EU countries where unemployment reached extremely high levels, regional dispersion has reached at historically low levels. This means that the areas that already faced high unemployment before the crisis only faced a small increase during the crisis and the differences between these areas eliminated, as the metropolitan and more developed areas were hit much harder. In Greece the differences were even more acute since about half the population of the country is based in the Attica region and most of the EU funds that flow in Greece end up in that particular area. The economic downturn affects in a much larger degree metropolitan areas (Monastiriotis and Martelli, 2013) and at the same time rural areas seem more resistant to recessions (Giannakis and Bruggeman, 2015). Since Western Athens one of the most degraded areas of Athens and already faced very high unemployment rates, the results of the recession were less obvious than in the other areas, where previously there were little to no problems. Western Athens under no circumstances can be considered to belong in the metropolitan core of Attica. Therefore, it was less affected by the recession and the differences with Attica and Greece in general were diminished and even reversed.

This finding is a characteristic of the problem that any local or the general government is trying to resolve. Western Athens is a region with great diversity with many structural and social deficits. The largest sub-category of unemployed people has only finished the secondary education level. More educated people lose their jobs more difficultly and when they do so, they remain unemployed for a shorter period than the less educated. Of course, this is a rather expected conclusion since the relevant international literature is rich in surveys that conclude that there is a much higher possibility for someone to become unemployed if is not a tertiary degree holder (Livanos 2010, Merwe 2016). In the case of Western Athens, poorly educated people tend to be the majority and therefore they were the first to be affected. In addition, the effects of the crisis on demand, production and output, have a positive effect on the duration of the unemployment (Zonzilos 2000, Christopoulos 2004, Hanclova et al. 2012). The coexistence of these factors contributed in the rise of the unemployment rates in Western Athens and its persistence even up to the present time. In the same context, the small decrease in unemployment that is observed in Greece today did not affect Western Athens in the same degree as the rest of the country, making again the particular area the leader in unemployment rate, as shown in (Chart 3-5).

All of the above contributed into the creation of the explosive mixture that is observed today in Western Athens regarding unemployment. However, the seven municipalities that belong to the region are not coherent and do not share the same problems. First of all, the unemployment rate varies between 8.55% and 15.25% in Haidari and Agia Varvara respectively. This is an almost double rate and obviously these two municipalities cannot be put in the same account. The seven municipalities can be divided in three different groups with respect to their unemployment rates. In the first group there are Haidari and Petroupoli, both of which have lower percentages than the average (11.14%). Then there is the middle group that includes Peristeri, Ilion, Aigaleo and Agioi Anargyroi-Kamatero. These four are very close to average unemployment. Finally, there is Agia Varvara, which stands alone with 15.28%

A more detailed analysis of the special characteristics of these areas revealed the differences between
them. The higher percentage of Agia Varvara for example includes a higher percentage of primary certificate holders and a lot more unemployed in the 55 and over group. The percentage of short-term unemployment is relatively higher than in the other municipalities which could mean that there is a faster change in job occupation in the particular area and the workers are more often changing jobs than in the other municipalities. This could also be justified by the existence of lower wages (related to the higher unemployment), which makes the workers to always be on the search for a better position. Of course, such assertions would require specific and targeted researches which are not the purpose of the present research.

Generally, long-term unemployment for the primary educational level is higher in Agia Varvara (as mentioned), Ilion and Peristeri. In Agia Varvara in particular, there is also an important issue with the short-term unemployment of the primary level. The second largest category is the long-term unemployed of the secondary educational level. The relationship between education level and unemployment has already been established previously and is inversely proportional. The more educated someone is, the less probable is to become or to remain unemployed.

Apart from the results concerning the municipalities of Western Athens, there are other variables that give significant outcomes, the most consistent of which is female unemployment. In almost all categories and comparisons, women have larger numbers in unemployment than men. This is a timeless problem for the Greek society, since it exists throughout the entire period that was examined in the present research either in Western Athens, or in Greece in general. In addition, women have significantly more long-term unemployment than men, which means that throughout the years women are deprived of employment, which would have helped them to bring more balance in the Greek families. The particular fact can also be combined with another significant finding. According to the data, the majority of unemployed women are married but the majority of unemployed men are not married. An explanation could be the central role of the mother in the Greek family. It is more difficult for married women to pursue a career since they are expected to sustain their home practically on their own. On the other hand, married men seem to be more cautious with their work, or unmarried men find it easier to change jobs and/or not lower their standards in order to find a new job. This is probably why unmarried men have higher unemployment rates than married men.

As for the age groups of the unemployed, there are some clear patterns that can be identified. In Chart 5-17), it is obvious that the age group (30-44) increases its rates as the educational level increases. It is by far the largest group in the postgraduate PhD. On the other hand, the age group 55 and above is in exactly the opposite direction. The highest rate of unemployment is at the level of primary education, and this rate is decreasing as educational levels are rising.

Another interesting result is the negative correlation of the age group and the duration of unemployment. As illustrated in Chart 5-18) with increasing age, long-term unemployment also increases.

The above results can also be combined with the information gathered Chart 3-9) showing that the number of the unemployed in the 55+ group was the lowest at the beginning of the crisis, but in 2016 they
exceeded the group below the age of 30 followed by a reverse and its numbers are constantly decreasing.

6.3 Importance of findings

In paragraph 2.5, relevant literature on the particular subject was presented. The variables examined in the present research are included in almost all studies on unemployment or similar fields. However, the purpose of the author is to perform a research on unemployment that could be used by policy makers in order to tackle unemployment. In addition, the fact that the data collected and used in the analyses is the population of the unemployed in Western Athens makes the present research by default comparable only to studies performed by official institutions such as OAED, OECD, EIEAD, ELSTAT and GSEE.

The main findings of the empirical part of the research coincide with the relevant findings of official studies. The specific region of Western Athens is not particularly assessed in any official study but the subject of regional dispersion of unemployment among the Greek prefectures is thoroughly examined in the papers issued by OAED (2017), EIAD (2017) and INE-GSEE (2017). Most of the findings of the present research support the respective outcomes of these three studies and therefore the particular research verifies that the main unemployment determinants are the same in every region. However, there are also some differences. In the INE-GSEE the authors conclude that the educational level is not a decisive factor for unemployment. The unemployment rate for tertiary level education individuals is still smaller than the other levels but the authors consider it not significantly smaller. The common denominator of these surveys is that these institutions gave the ability (and resources) to connect these findings with the needs of the market and the overall macroeconomic determinants of the Greek economy. This is beyond the purpose and mainly the capabilities of the present research, but it is exactly the reason it was created; to identify the patterns of unemployment in Western Athens, assess the needs of the employers and the market in the same area and assist the policy makers in conducting the appropriate measures and programs to tackle unemployment.

7 Theoretical and Managerial Implications

The study contributes theoretically to the existing knowledge regarding unemployment in a number of ways.

Firstly, it informs already existing literature in the area of unemployment by drawing some conclusions and comparing them with previous studies, such as . It therefore demonstrates the relevance of the aforementioned factors (age, gender, educational level, family status etc. with the wider phenomenon of unemployment and it also points to the particular importance of educational level and gender with regard to higher unemployment rates. These findings are in accordance with findings from the study of Biagi and Lucifora (2005) and OAED (2017).

In addition this study seeks to assess the characteristics of the unemployed at the local level, to analyze them and to use them in order to adapt the developing policies as much as possible, thereby achieving a
reduction in unemployment.

Secondly, it demonstrates the importance of analyzing numerical and qualitative data of the unemployed as a key factor in examining ways towards reducing unemployment.

The methodology followed in this study could serve toward building a theoretical framework in future that could benefit towards the study of unemployment through the data and findings obtained through this approach.

Thirdly, it demonstrates the need to keep records of the unemployed on a permanent basis. This data base can be used by the potential researchers and the policy makers to depict the magnitude of the problem at any given time.

The present study can be used by ASDA as a starting point for its newly founded Unemployment Observatory in the effort to co-ordinate further actions to cope optimally with unemployment at an inter-municipal level in Western Athens. At the same time, each municipality separately can act locally by developing smaller-scale auxiliary policies, also based on the results and the conclusions of the present study and similar studies that can (and should) follow.

To date, the problem has never been tackled locally. All efforts are being carried out at national or regional level. All mechanisms for registering unemployed, statistical analysis of data and interpretation of results are reported through organizations and institutions either at country level or in the subdivision of the Region. Such organizations have already been mentioned in the research and are OAED, ELSTAT, EIEAD and others such as ERGANI and GSEE.

Thus, from the municipality level point of view, this study also introduces the concept of a smaller geographical definition as an important factor for activating societies and dealing with such problems. So far, unemployment problems are considered to be the sole responsibility of higher government levels, but they are often unable to cope with them, since they do not have the required knowledge of the peculiarities of the local communities.

Thus, there was no substantive intervention and resolution, only very few passive benefit policies. From the data that have already been presented regarding Western Athens, we see that these policies have not so far contributed to addressing and reducing unemployment.

From an administrative point of view, it firstly informs managers about the current state of unemployment rates, but also about the characteristics of the unemployed, which will assist the official to properly adapt the implemented policies to fit the needs of the unemployed in the specific region.

The study also highlights the level of education as one of the most important factors of unemployment in Western Athens and therefore it makes clear that any action should be directed towards preventing rather than addressing an unpleasant situation such as unemployment.

Taking the above under consideration, some indicative guidelines are the following:
The government should ensure that educational programs are continuously renewed so that they are adapted to labor market requirements, aiming at the more targeted education of the potential working force.

The employers should always communicate their needs, present and potential, in terms of skills, educational level and general characteristics that will match their requirements for human resources so as to contribute to the planning of educational programs. This will enable trainees to get the knowledge they need in time to fit and integrate into the labor market.

The importance of other factors, such as age, duration of unemployment and family status, should also be properly assessed, so that the corresponding programs are also adapted to the appropriate category of unemployed.

In other words, a system of interaction between all the parties concerned should be developed, in order to mitigate the effects of frictional and structural unemployment. All the above, may create the ground for a “dialogue” to begin, between what the needs of the market are, and how unemployed can build these skills and assets, also based on their own aspirations, personality and needs, in order to come up to employers’ expectations.

Last but not least, the study’s findings might create a more positive stance and mindset on part of managers and employers to participate in actions or initiatives that aim at fostering employment in direct or indirect ways.

With regard to policy makers, efforts can become more focused, targeted and custom tailored again based both on the needs of employers and the labor market, but also based on unemployed individuals’ current needs, characteristics, current inefficiencies but also future career aspirations. Only in such ways, can the relevant programs and initiatives succeed. Such programs could be educational programs, seminars, trainings, coaching and mentoring etc. In addition, sponsored employment could be provided by policy makers to unemployed individuals in firms for a particular period with the potential for them to stay in the organization should they fit into it.

Beyond that, however, it is extremely important for the policy makers to understand that an educational system should not at first repel those who want to be educated. It must provide opportunities irrespective of age and should be considered as the right of every citizen to access higher education without hindrance as long as he/she so desires at any stage of his life.

A young person who is prevented from studying in any way is also the future unemployed. The state must free up access to all levels of education for anyone who wants it. A man who has been discouraged by his desire to study from an early age cannot be blamed later for his aversion to accept substitute programs that will supposedly lead him to solve the problem.

Consciences and personalities for people have been built over the years. Thus, if the state does not assure that every person feels psychologically and educationally adequate and equal any measure for unemployment will fail. If every person does not feel that at any time and on equal terms he can stand up and stand on his feet then governments will keep developing policies to tackle unemployment forever.
8 Limitations and Future Research Directions

8.1 Limitations

To describe the limitations we encountered during this diploma thesis, we will begin with what we have already mentioned, concerning the data acquisition process, its structure and its quality.

At the beginning of the research there were thoughts about obtaining data through a questionnaire. However, the possibility given mainly by the ASDA in cooperation with the EIEAD, and the OAED for the acquisition of real population data, has dispelled any doubts. Besides, it was clear that the aim of the research could be pursued, at this stage, by the data obtained from the above organizations. Nevertheless, the use of actual population data was a restriction on their use and publication.

The first constraint that we encountered and which we mentioned in a previous chapter came from the legislation. The data of the unemployed are sensitive personal data and as such must be managed by someone who tries to analyze them and draw conclusions from them. Legislation provides for the prohibition of the publication of statistics on the unemployed when, after their processing, they result in situations with figures below 10 in aggregate.

Thus, the legislator considers that the personal life of the unemployed is violated when exposed to public references. This has resulted in a change in the method of analyzing and categorizing the data, because the more categories one wants to create in order to produce more accurate results, the greater the chances it has to hit the legislative ban. In our case, we have come to these categorizations after many tests and multiple statistical analyses until we are able to reach the ideal classification to avoid this phenomenon as much as possible in the case of the analysis of unemployment in Western Athens.

Beyond this limitation, another one, concerned the type of data and the possibility they provided us to extent our study. That is, we have noticed that there is a complete lack of data that has to do with the progress of the unemployed from unemployment to work. No data is available about who found a job, what were the characteristics of the unemployed who found a job, which category belonged to what we used in the present study, what job they found if the job they found was the same as the job they were looking for and how long they have been able to maintain it.

We were also unable to obtain data on whether some unemployed people were helped by programs and policies to reintegrate them into the labor market, such as training programs or skills acquisition programs, as well as elements that would help us to understand which of the policies used were the most successful in reintegration of the unemployed into the labor market.

Finally, we could not in any way obtain, even for a single unemployed person who was reintegrated into the labor market, his full details, name, surname, home address, in case we would like to try through an interview to solve some of the above questions.

This research attempted an illustration of the profile of the unemployed in Western Athens, based on their characteristics as they were mentioned. Through this depiction an effort was also made to approach the unemployment problem. This effort, on the other hand, faced constraints and, on the other hand,
discovered opportunities for improving the proposals and tackling unemployment.

One constraint is that the study and analysis of the economic environment that generates unemployment is completely absent. In a microeconomic or macroeconomic environment, conditions that are often created are such that any characteristics of the unemployed are not capable of reversing the social problem of unemployment that arises, mainly due to the macroeconomic impact on the business world.

A characteristic example of this is the increase in unemployment in our country and globally, especially over the last 10 years, due to the dramatic reduction and/or cessation of the activities of many businesses, resulting in a large loss of jobs.

As far as opportunities are concerned, they refer to future research directions of labor market needs, with the aim of improving proposals for tackling unemployment and we will refer more extensively to the continuation of the chapter.

Last but not least, the study regarded a particular region, deprived of individuals with a particular profile and a particular context –the Greek- at a particular point in time.

Future studies could be more longitudinal in nature, consider additional factors and characteristics and examine other regions to draw more generalizable conclusions.

8.2 Future Research Directions

It is clear, therefore, that in order to address the problem of unemployment in the best possible way, the studies should fill the gaps we have identified and complement the conclusions of the present work.

Several governmental bodies are already being sensitized and produce studies that approach the problem from the point of view of prevention rather than treatment.

The concept of addressing seems to have failed to date, and interests are now turning to the analysis of the microeconomic and macroeconomic environment with the target of diagnosing the needs of the labor market.

In this way, governments, in cooperation with local administrations, will be able to build better policies and better programs for the unemployed by adapting them to market needs.

The unemployed in turn, which will be included in the above programs, will be prepared in this way to meet the needs of the market when they occur.

For the above reasons, future research should, as far as possible, turn to the development of models for diagnosing labor market needs with immediate objectives:

- Stating the current situation and short-term trends;
- The production of medium and long-term forecasts for the needs of the labor market in sectors, professions and skills.

These actions need to be lasting, the identification of labor market needs dynamic rather than static and
the studies being continuously fueled by new data, which also concern the macroeconomic environment.

The ultimate goal should be to provide the state with regular and reliable data and assessments for the rational design of employment policies, lifelong learning programs and other policies.

Particular examples of such efforts in recent years are also the appearance and development of observatories.

The Observatory is a research and action structure addressed to citizens, the scientific and academic community, policymakers and their objective is to make scientifically-based analyzes of a range of social issues at the heart of the current economic climate.

The Observatory is an area of study and interactive intervention of researchers, aiming at highlighting the dimensions of modern economic and social phenomena, which have added value for the citizen.

In the light of all of the above, it seems to be important for a future researcher to develop specifications for the creation of such study sites as Observatories or the development of specifications for the establishment and operation of Labor Market Diagnostic Mechanisms (participants, possible partnerships, data tracking methodology, interoperability with other relevant mechanisms, etc.).

9. Conclusions

The region of Western Athens is historically one of the most degraded since it has been more or less neglected by the policy makers. Of course, it is not a coherent region and each municipality faces different problems. As it was concluded, from the relevant literature review, the factors that seem to affect unemployment rates on a European and international level, also affect the unemployment in Greece in general and Western Athens in particular.

In the present research six different factors were analyzed; Region, Age, Gender, Educational level, Duration of unemployment and Family status. Certain patterns were identified regarding the importance of each factor and its attribute to the overall unemployment rate. Through these patterns it was concluded that the most important factor that affects the unemployment is the macroeconomic situation of Greece and Western Athens more specifically. The historical review of the Western Athens situation revealed that the effects of the economic downturn were becoming obvious in the business sector of the region. The particular outcome can only be interpreted in the light of the Keynesian theory which introduced the notion of cyclical unemployment. In the author’s opinion this is one of the most important findings—if not the most important.

As it was stated in the research objectives, the present research aims at assisting the policy makers, both in municipal and country level, to undertake the appropriate measures to tackle unemployment. The portraying of the empirical part revealed that a large part of the excess unemployment cannot be attributed to any other type of unemployment. It is a clear and distinct result of the overwhelming recession that has affected Greece. However, the unemployment in Western Athens seems to be more persistent than Attica or the country in total, which indicates that the structural part of the unemployment is also important in the particular area.
The differences among the seven municipalities that belong to the regional so clearly depict the structural differences among them. Therefore, the patterns that were identified in the empirical part of the study, will be of great importance in the battle against unemployment. The present study is exactly the kind of research that the unemployment observatory of ASDA (which is about to be created) will need in order to guide any measures taken in the proper direction. This endeavor of course will require more information on the unemployed who managed to reenter the market but the first part of the observatory’s work is covered by the analysis of the present research. This is exactly the reason why ASDA has been extremely helpful with the collection of the data for the study.

9.1 Suggestions

A profile of unemployed individuals only has a meaning when it is used by the respective authorities to help reduce inequalities and unemployment. The present research has as a scope to identify the problems in Western Athens in order to assist in solving them, not just point them out.

There are many programs for unemployed individuals that are being held by the local authorities and are financed by the general government and/or the European Union. Most of these programs usually aim at educating the unemployed in order to give them extra tools and skills which hopefully will help them to reenter the market. However, there is a question of exactly how specialized and personalized these programs can be. It is obvious that a program that is designed to attract hundreds or thousands of people cannot be extremely personalized. There is however a way to create the appropriate program for each particular area by identifying the needs of the market and the source of unemployment. The first part, the needs of the market, is not within the purposes of the present research. In the process of the research though, such papers and studies were discovered by the author. Most of them are from official institutions such as the unemployment and statistical services. The conclusions that were reached during the present study are interconnected to the problems identified in each area.

The empirical part of the present research presented thoroughly the profile of the unemployed in Western Athens. Certain patterns were identified concerning the variables available (municipality, gender etc.). The extremely high level of analysis (by two and by three variables) allows the reader to compare the unemployed in any possible way and deduct conclusion about the specific characteristics of the individuals.

The results can be used by official authorities (such as the Observatory) in order to connect the pool of the unemployed to the specific area of the market in which the needs are both parts coincide. It can be used to reduce the frictional unemployment wherever it may exist and determine whether there is structural unemployment present, or if there is merely a result of the cycle of the economy. If there is structural unemployment, the pattern have already been identified by the present research and can be used to create appropriate programs but if there is no structural gap in Western Athens, the unemployment will be attributed solely to the economic downturn. In such an event, the measures that will be decided must aim towards investments and structural reforms that will assist the overall economy (and Western Athens in
particular) to return to positive growth rates which will once again increase employment.

References

1. Λιανός Π. Θεόδωρος, Μπένος Ε. Θεοφάνης, (2013), «Μακροοικονομική Θεωρία και Πολιτική», Εκδόσεις Ευγ. Μπένου.
6. Αγαπητός Γ., (2004), «Νέα μακροοικονομική και ορθολογικές επεξεργαστικές αποφάσεις», εκδόσεις ΣΤΑΜΟΥΛΗ.


32. Federico Biagi, Claudio Lucifora, *Demographic and Education Effects on Unemployment in Europe: Economic Factors and Labour Market Institutions*,

112

ISSN 2076-9202