


PERSONAL INFORMATION

Fotini MARINI



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 fmarini@otenet.gr

Sex F | Date of birth 28/06/1972 | Nationality Greek

WORK EXPERIENCE

1998 – today

Attorney at Law - Member of Athens Bar Association

F. Marini Law Office (I. Yannaki 4, 19003 - Markopoulo Attica, Greece)

LinkedIn Profile: <https://www.linkedin.com/in/faye-fotini-marini-42018489/>

Tasks: Litigation support, legal advice and legal expertise consulting and research in the fields of labour law, social security and social welfare law, social entrepreneurship law, asylum & migration / integration law

2002 - 2014

Expert - Social Planning and Research Department

Institute of Social Innovation Ltd (Kifissias Avenue 129, 115 14 Athens, Greece)

website: www.socialinnovation.gr

Tasks: Legal and policy analysis and evaluation of Social Security, Social Welfare, Social Innovation & Entrepreneurship, Employment and Inclusion / Integration Schemes

2012 - today

Senior Partner

SYGLISIS – Strategy & Research Consultants IKE (I. Yannaki 4, 19003 - Markopoulo Attica, Greece)

website: www.syglisis.eu

Tasks: Legal and policy analysis and evaluation of Social Security, Social Welfare, Social Innovation & Entrepreneurship, Employment and Inclusion / Integration Schemes

EDUCATION AND TRAINING

1996 – 1997

Diplome d' Etudes Approfondies (D.E.A.) de Droit Social
(*Master Degree in Social Law*)

Universite Robert Schuman (STRASBOURG III) – Faculte de Droit, de Sciences Politiques et de Gestion, Strasbourg - FRANCE

Fields of specialization covered:

- Labour Law & Industrial Relations
- Social Insurance, Health and Welfare Law
- EU Social Law

1990 – 1995

Degree in Law

National & Kapodistrian University of Athens – Faculty of Legal, Economic and Political Sciences (Department of Law), Athens - GREECE

PERSONAL SKILLS

Mother tongue Greek

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C2	C2	C2	C2	C2
CERTIFICATE OF PROFICIENCY IN ENGLISH - University of Cambridge (1989) and several years working in English speaking projects					
French	B2	B2	B2	B2	B2
CERTIFICAT PRATIQUE DE LANGUE FRANCAISE (1ER DEGRE) – Universite de Paris – Sorbonne (Paris IV) (1988) and post graduate studies in France					

Levels: A1/A2: Basic user - B1/B2: Independent user - C1/C2 Proficient user
[Common European Framework of Reference for Languages](#)

Communication skills ▪ Excellent communication skills gained through studies and professional experience in law

Job-related skills Very good understanding and command of the (a) public administration and policy design / implementation processes, both on national as well as on the European level in the mentioned fields of expertise, (b) labour market and social partners mechanisms and their influence on legal and policy developments, (c) impact of extreme fiscal pressure and recession conditions on labour and social legislation and policy and reform priorities (through professional experience as a legal expert in Greece and Cyprus, as well as a certified tutor of the Hellenic National Centre of Public Administration & Local Government)

Digital competence

SELF-ASSESSMENT				
Information processing	Communication	Content creation	Safety	Problem solving
Proficient User	Independent User	Independent User	Independent User	Independent User

Levels: Basic user - Independent user - Proficient user
[Digital competences - Self-assessment grid](#)

- Good command of office suite (word processor, spread sheet, presentation software)

Driving licence B

ADDITIONAL INFORMATION

Publications

- **Challenges in using CSR actions to enhance local social policies in the Athens Municipality**, Athens University of Applied Sciences, Athens, 2015 (in Greek / co-author: Amitsis G.)
- **Law and policies for social entrepreneurship in Greece**, Athens University of Applied Sciences, Athens, 2015 (in Greek / co-author: Amitsis G.)
- **The development of learning management networks in local government**, Cypriot Public Administration Academy, Nicosia, 2014 (in Greek)
- **Guide on understanding poverty and social exclusion in Cyprus**, Cypriot Broadcasting Service, Nicosia, 2011 (in Greek & English / co-authors: Amitsis G. and Pierides K.)
- **Training local government employees in leadership and management skills – Lessons and best practices in the European Region**, Cypriot Public Administration Academy, Nicosia, 2010 (in Greek / co-author: Amitsis G.)
- **Open Care Policies in the Cypriot Model of Social Welfare**, Ministry of Labour & Social Insurance / Republic of Cyprus, Nicosia, 2008 (in Greek / co-authors: Sarris M., Soulis S. and Antaras G.)
- **Public Employment Services in the European Region – Best Practices and Policy Lessons**, Ministry of Labour & Social Insurance / Republic of Cyprus, Nicosia, 2008 (in Greek / co-author: Amitsis G.)
- **Targeted anti-poverty policies in the Greek social welfare system**, Ministry of Health & Social Solidarity, Athens, 2008 (in Greek // co-authors: Amitsis G., Apistoulas D. and Voulgaraki A.)
- **Dependency of Welfare Clients on Benefits and Services – The case of Cyprus**, Ministry of Labour & Social Insurance / Republic of Cyprus, Nicosia, 2003 (in English / co-author: Amitsis G.)

Teaching experience

- 2018-2019:** Tutor in the **Master Programme “Community Social Work”** at the Department of Social Work of the **University of West Attica** (Course: *Local Resources Management & Social Entrepreneurship in the Community*)
- 2018-2019:** Tutor in the **Master Programme “Administration & Management of Health and Social Care Services”** at the Department of Business Administration of the **University of West Attica** (Course: *European and Comparative Social Law*)
- 2016-2017 :** Tutor in the **Master Programme “Community Social Work”** at the Department of Social Work of the **Athens University of Applied Sciences** (Course: *Local Resources Management & Social Entrepreneurship in the Community*)
- 2015-2018:** Tutor in the **Master Programme “Administration & Management of Health and Social Care Services”** at the Department of Business Administration of the **Athens University of Applied Sciences** (Course: *European and Comparative Social Law*)
- 2014-2015:** Tutor in the **Distance Learning Master Programme “Public Administration”** at the **University of Nicosia** (Course: *Law and Policies of Local Government in Greece and in Europe*)
- 2010-today:** Certified Tutor at the Hellenic **National Centre for Public Administration & Local Government** – design, implementation and evaluation of training programmes for civil servants and local government personnel (*Thematic Areas: Social Policy & Social Welfare / Policy & Administrative Structure of the Public Sector / International Relations & Institutions*)
- 2009-2011:** Tutor at the Hellenic **National School for Local Government** [Courses: *Local Welfare Policies (2011)* and *Decentralization in Social Policy (2009-2010)*].

Memberships

- 2004 - today:** Member of the European Research Network on Supplementary Pensions (ERNSP)
- 2000 - today:** Member of the Hellenic Society for Labour & Social Security Law (EDEKA)
- 1998 - today:** Member of the Athens Bar (DSA)

Projects

International research, consultancy and evaluation experience

Senior Expert (national expert responsible for Greece) in the COSME Project “**BSI-Buying for Social Impact**” (Consortium led by AEIDL for EASME and DG Grow, 2018-2019)

Research Expert (national expert responsible for Greece) in the research Project “**Migration and Transnational Social Protection in (post) crisis Europe (MiTSoPro)**” (Universite de Liege for the European Research Council, 2018-2019)

Senior Expert (national expert responsible for Greece) in the Project “**Rapid Mapping of Civil Society Landscape**” (*INBAS GmbH* for the EEA & Norway Grants Financial Mechanism Office, 2016)

Senior Expert in the Project “**Rapid Assessment on EEA Grants Asylum and Migration Programs in Greece**” [*INBAS GmbH / SYGLISIS Ltd* for the EEA & Norway Grants Financial Mechanism Office, 2016]

FMO Monitoring Agent for EEA Grants Programmes implemented in Greece (Programming Period 2009 - 2014): monitoring the Programmes «**GR 04** - Funds for NGOs («We are all citizens» Program run by Bodossakis Foundation)» and «**GR05** - Address urgent needs for the reception and screening of new arrivals and for the accommodation of vulnerable groups / Assistance to voluntary returns» (2014-2015), «**GR08** – Solidarity and Social Inclusion in Greece» (2014 - 2016) and «**GR 06** – Capacity Building of national asylum and migration management systems» and «**GR 07** – Research within Priority Sectors (Social Research)» (2014-2017) [*INBAS GmbH* for the EEA & Norway Grants Financial Mechanism Office]

National Expert (responsible for Greece) in the Project “**A Map of Legal and Regulatory Systems which apply to Social Enterprises in Europe**” [*GHK Consulting Ltd - Baites Wells & Braithwaite London LLP* for the European Commission (European Social Business Initiative), 2013-2014]

Research Expert in the Project “**Enhancing and upgrading of mechanisms monitoring the implementation of sex equality clauses in employment and remuneration in Cyprus**” [*G&D Social Lab Ltd* for the Ministry of Labour & Social Insurance of Cyprus (ESF), 2012]

Research Expert in the Project “**Research on European best practices in the field of voluntary and forced migrants’ returns**” [*Institute of Social Innovation Ltd* for the Ministry of Interior of Cyprus (European Return Fund for Third Country Nationals), 2010-2011]

Research Expert in the Project “**Upgrading the reporting and analysis skills of journalists and media producers in the field of poverty and social exclusion**” [for the Cyprus Broadcasting Corporation RIK (European Year Against Poverty), 2010]

Research Expert in the Project “**Research on opinions and perceptions of Cypriot citizens towards migrant Third Country Nationals**” [*G&D Social Lab Ltd* for the Ministry of Interior of Cyprus (European Fund for the Integration of Third Country Nationals), 2010]

Senior consultant in the Project “**Identification of best practices used in E.U. member states in the field of training for the development of administrative and leadership capacity in Local Government Authorities**” [*Institute of Social Innovation Ltd* for the Public Administration Academy of Cyprus (ESF), 2009-2010]

External consultant for the assistance of national authorities to elaborate **procurement documents for ESF projects in the field of social and employment integration of people with mental illness** [for the Ministry of Health of Cyprus (ESF), 2009]

Senior consultant in the Project “**Modernization of the legal and regulatory framework on the operation of Private Employment Agencies and Temporary Employment Agencies in Cyprus**” [*Institute of Social Innovation Ltd* for the Ministry of Labour & Social Insurance of Cyprus (ESF), 2008]

Senior consultant in the Project “**Operational Plan for the Development of Private Employment Agencies in the Cypriot Labour Market**” [*Regional Development Institute of the Athens Panteion University* for the Ministry of Labour & Social Insurance of Cyprus (ESF), 2006-2007]

Senior consultant in the Project “**The institutional framework for the social protection of asylum seekers and recognized refugees in Cyprus**” [*G&D Social Lab Ltd* in the context of the Development

Partnership “*Equality & Solidarity for Asylum Seekers – A Guarantee for Employment and Freedom*” (Community Initiative EQUAL), 2006-2007]

External consultant for the assistance of national authorities to elaborate **procurement documents for ESF projects in the field of active employment policies** [for the Ministry of Labour & Social Insurance of Cyprus (ESF), 2005]

E.U. Short Term Expert for the Project “**Social Development and Employment Sector – Institutional Capacity Building and Social Welfare Development in FYROM**” implemented in the context of the Programme PHARE [*European Profiles S.A.* for the Ministry of Labour & Social Services of FYROM, 2003]

Member of group of experts for the elaboration of the Study “**Dependency of welfare clients on benefits and services - The case of Cyprus**” in the context of the E.U. Action Programme for combating exclusion (Sub-Programme “*National Studies in the field of Social Exclusion VP/2002/15*”) [*Institute of Social Innovation Ltd* for the Ministry of Labour and Social Insurance of Cyprus (2003)]

E.U. Short Term Expert for the Project “**Social Development and Employment Sector – Institutional Capacity Building and Social Welfare Development in FYROM**” implemented in the context of the Programme PHARE [*Institute of Social Innovation Ltd* for the Ministry of Labour & Social Services of FYROM, 2002]

Member of group of experts for the elaboration of the Study “**Free movement of workers within the European Union**” [*G. Amitsis Law Office* for the European Commission, 2000]

National research, consultancy and evaluation experience

Member of the evaluation experts group in the project “**External Evaluation of the Project «Innovative Response for Facilitating Young Refugees’ Social Support»**” (Programme ERASMUS+) [*SYGLISIS IKE* for the Hellenic Manpower Employment Organization, 2018 – 2019]

Senior consultant in the Project “**Regional Action Plan for the coordination of businesses’ CSR activity and regional social inclusion policies in Crete**” [*SYGLISIS IKE* for the Region of Crete, 2017]

Research expert in the Project “**Programme for the Scientific Support of accommodation, basic needs coverage and social care activities implemented for the homeless**” [*Athens University of Applied Sciences* for the Ministry of Labour, Social Insurance & Social Welfare, 2015]

Research Expert in the Project “**Boosting and disseminating Corporate Social Responsibility in the city of Athens**” [*Athens University of Applied Sciences* for the Athens Municipal Development Agency (ESF), 2015]

Senior consultant in the Project “**Technical Consultant for the elaboration of the Regional Social Inclusion Strategy of Crete**” [*SYGLISIS Ltd* for the Region of Crete (ESF), 2015]

Senior consultant in the Project “**Technical Consultant for the elaboration of the National Social Inclusion Strategy of the Hellenic Republic**” [*SYGLISIS Ltd* for the Ministry of Labour, Social Insurance & Social Welfare (ESF), 2014]

Research Expert responsible for the elaboration of the study “**Road Map for the Development of an innovative environment fostering Social Entrepreneurship in Greece**” in the context of the Project “**Central Mechanism for the Support of Social Cooperatives and Social Economy actors in Greece**” [*Hellenic National Social Research Centre (EKKE)* for the Ministry of Labour, Social Insurance & Welfare (ESF), 2014 – 2015]

Senior consultant in the Project “**Enhancing Social Dialogue through counseling and training activities for the personnel of Social Partners’ sectoral organizations**” (*AKMON S.A.* for the Economic & Social Committee of Greece (ESF), 2014-2015)

Research Expert responsible for the elaboration of the “**Guide for the use of social clauses in public procurement**” in the context of the Project “**Central Mechanism for the Support of Social Cooperatives and Social Economy actors in Greece**” [*Athens University of Applied Sciences* for the Ministry of Labour, Social Insurance & Social Welfare (ESF), 2014]

Senior consultant in the Project “**Green Paper on a National Social Inclusion Strategy**” [*SYGLISIS Ltd* for the Ministry of Labour, Social Insurance & Social Welfare (ESF), 2013]

Research expert in the Project “**Typology of beneficiaries of the HELP AT HOME Scheme**” [*Hellenic National Social Research Centre (EKKE)* for the Ministry of Labour, Social Insurance & Welfare (ESF), 2013]

Senior consultant in the Project “**Scientific and Technical Assistance to the Greek Tourism Confederation (SETE) aiming at the upgrade of its role in the field of human resource development**”

policies in the Tourism sector” [SYGLISIS Ltd for SETE, 2013]

Senior consultant in the Project **“Municipal Action Plan for the promotion of Social Innovation and Social Entrepreneurship in Athens”** [Athens University of Applied Sciences for the Athens Municipal Development Agency, 2013]

Responsible for the elaboration of the study **“Strategy for the coverage of vulnerable population groups by the Help at Home Scheme”** (Ministry of Labour, Social Insurance & Welfare - [ESF](#), 2013)

Senior consultant in the Project **“Scientific and Technical Assistance to the Greek Federation of Stevedors (OFE) for the upgrade of working conditions in the stevedoring / portwork sector”** [SYGLISIS Ltd for OFE, 2012-2013]

Senior consultant in the Project **“Evaluation of ESF projects implemented by Social Partners during NSF 2007 - 2013”** [LOGOTECH S.A. for the Ministry of Labour, Social Insurance & Social Welfare ([ESF](#)), 2012]

Senior consultant in the Project **“Study on the development of a counseling and support network for over-intebted households”** [Institute of Social Innovation Ltd for the Ministry of Labour & Social Insurance ([ESF](#)), 2012]

Senior consultant in the Project **“Study on a new system aiming at the transition from passive benefit policies to active employment policies with an emphasis on the activation of the unemployed”** [Institute of Social Innovation Ltd for the Ministry of Labour & Social Insurance – ([ESF](#)), 2012]

Research Expert responsible for the elaboration of the study **“Typology of complex social security benefits in the Greek Employment System”** (for the Hellenic Manpower Employment Agency, 2011)

Research Expert responsible for the elaboration of the comparative study **“The impact of migrants’ advocacy associations on national inclusion policies in selected EU member states”** in the context of the Project **«Development of a Data Base on migrant advocacy NGOs and migrants’ associations»** [Athens University of Applied Sciences for the Ministry of Interior ([European Fund for the Integration of Third Country Nationals](#)), 2011]

Research Expert in the Project **“Development of a coordination and monitoring mechanism in the field of social protection and inclusion policies”** [Institute of Social Innovation Ltd for the Ministry of Labour & Social Insurance ([ESF](#)), 2011]

Research Expert in the Project **“The development of innovative Welfare Policies against Poverty”** [Institute of Social Innovation Ltd for the Ministry of Health & Social Solidarity ([ESF](#)), 2007]

Expert responsible for the **internal evaluation** of the Project **“Action Plan for the Social Empowerment Services against Unemployment and Social Exclusion in the region of Attica”** implemented in the context of the Operational Programme “Employment and Vocational Training” of the 3rd FSP [for NGO **“EKPOSPO - NOSTOS”** ([ESF](#)), 2006 – 2008]

Research Expert in the Project **“Policies and institutional framework for the support of large families in the Greek system of Social Welfare”** (Institute of Social Innovation Ltd for the Ministry of Health & Social Solidarity, 2005)

Expert in the Project **“Mapping of the Operational Functions and Strategic Planning for the IT Systems in the field of Social Security”** [PriceWaterHouseCoopers / Institute of Social Innovation Ltd for the Ministry of Employment & Social Protection ([ESF](#)), 2004]

Expert in the Project **“Development of the Learning Model in selected factories on the basis of Job Rotation techniques”** [Institute of Social Innovation Ltd for the Development Partnership “The Inclusive Workshop” ([Community Initiative EQUAL](#)), 2004 and 2003]

Member of the Research Experts Group in the Project **“Welfare policies in Greece and the European experience”** [for the *Labour Institute of the Greek National Confederation of Workers*, 2002 - 2003]

External consultant responsible for the drafting of the **Management and Operational System of Measure 3.1 of the Operational Programme “Health - Welfare”** concerning the development of a local network of social support services for vulnerable unemployed [for the Ministry of Health & Social Solidarity ([ESF](#)), 2002]