



PERSONAL INFORMATION



Foteini MARINI

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VAT NUMBER GR 076003621

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

WORK EXPERIENCE

- 1998 – to day **Attorney at Law (member of the Athens Bar Association)**
F. Marini Law Office (4 I. Yannaki Str., 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 - 2012 **Associate expert (Social Planning and Research Department)**
Institute of Social Innovation Ltd (129 Kifissias Av., 11514 Athens, Greece)
Tasks: Legal and policy analysis and evaluation of Social Security, Social Welfare, Social Innovation & Entrepreneurship, Employment and Inclusion / Integration Schemes
- 2012 - to day **Senior Partner**
SYGLISIS - Strategy & Research Consultants IKE (4 I. Yannaki Str., 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
- 2019 – to day **Research associate (Coordinator of the “Social Welfare & Inclusion Unit”)**
Social Administration Research Lab - University of West Attica (Athens, Greece)
 website: <https://sarl.uniwa.gr/> / reference person: Prof. G. Amitsis, amitsis@otenet.gr
Tasks: Research and consultancy on employment, labour market, pensions, social welfare, social economy and migration legislation and policy

EDUCATION AND TRAINING

- 2017 - 2023 **PHD in Law**
Aristotle University of Thessaloniki - Faculty of Law, GREECE
 website: <https://www.auth.gr/en/faculty/lawsch-en>
(Branch: Social Security Law / Subject of PH.D. dissertation: “The development of the Greek Social Care System in the light of International and European Social Security Law”)

- 1996 - 1997 **Masters Degree in Social Law (*Diplôme d'Etudes Approfondies de Droit Social*)**
Université de Strasbourg (ex Université Robert Schuman – Strasbourg III) - Faculté de Droit, de Sciences Politiques et de Gestion, FRANCE
 website: <https://droit.unistra.fr>
[Fields of specialization covered: Labour Law & Industrial Relations / Social Security Law (social insurance, health and social welfare law) / EU Social Law]
- 1990 - 1995 **Degree in Law (B.A.)**
National & Kapodistrian University of Athens - Faculty of Legal, Economic and Political Sciences – Department of Law, GREECE
 website: <https://en.law.uoa.gr>

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	C1	C1	C1	C1	C1
	CERTIFICAT PRATIQUE DE LANGUE FRANCAISE (1ER DEGRE) – Université de Paris Sorbonne - Paris IV (1988) and MASTER legal studies in France (University of Strasbourg)				
	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) social services structure, organization and provision techniques (c) labour market and social partners mechanisms and their influence on legal and policy developments, (d) 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)

PROJECTS

International research, consultancy and evaluation

2024: Senior Expert (national expert responsible for Greece) in the Project EISMEA/2022/OP/0014 “**Training and Awareness Raising Activities in Socially Responsible Public Procurement**” commissioned by **EISMEA** (*AEIDL asbl*)

2022 and 2024: Senior Expert (national expert responsible for Greece) in the Project EIGE/2020/OPER/05 “**Social Services helpdesk on EU Funds**” commissioned by the European Commission (*ESNAISBL*)

2020 - 2021: Senior Expert (national expert responsible for Greece) in the Project EIGE/2020/OPER/05 “**Supporting gender equality in the economy through Public Procurement**” commissioned by the European Institute for Gender Equality - **EIGE** (*AEIDL asbl*)

2018 - 2019: Senior Expert (national expert responsible for Greece) in the COSME Project “**Promoting Social Considerations into Public Procurement Procedures for Social Economy Enterprises (Buying for Social Impact – BSI)**” commissioned by the European Commission - **EASME** (*AEIDL asbl*)

2018 - 2019: Research Expert (national expert responsible for Greece) in the research Project “**Migration and Transnational Social Protection in (post) crisis Europe (MiTSopro)**” - **European Research Council** (*Université de Liège*)

2016: Senior Expert (national expert responsible for Greece) in the Project “**Rapid Mapping of Civil Society Landscape**” commissioned by the EEA & Norway Grants FMO – **EEA & Norway Grants** (*INBAS GmbH*)

2016: Senior Expert in the Project “**Rapid Assessment on EEA Grants Asylum and Migration Programs in Greece**” commissioned by the EEA & Norway Grants FMO – **EEA & Norway Grants** (*INBAS GmbH / SYGLISIS Ltd*)

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

2013 - 2014: Senior Expert (national expert responsible for Greece) in the Project “**A Map of Legal and Regulatory Systems which apply to Social Enterprises in Europe**” commissioned by the European Commission - **European Social Business Initiative** (*GHK Consulting Ltd / Baite Wells & Braithwaite London LLP*)

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

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

2010: Research Expert in the Project “**Upgrading the reporting and analysis skills of journalists and media producers in the field of poverty and social exclusion**” commissioned by the Cyprus Broadcasting Corporation RIK in the context of the **European Year Against Poverty**

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

2009 - 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**” commissioned by the Public Administration Academy of Cyprus - **ESF** (*Institute of Social Innovation Ltd*)

2009: External consultant of the Ministry of Health of Cyprus for the elaboration of **procurement documents for ESF projects in the field of social and employment integration of people with mental illness - ESF**

2008: 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**” commissioned by the Ministry of Labour & Social Insurance of Cyprus - **ESF** (*Institute of Social Innovation Ltd*)

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

2006 - 2007: Senior consultant in the Project “**The institutional framework for the social protection of asylum seekers and recognized refugees in Cyprus**” – **EC Initiative EQUAL** (*G&D Social Lab Ltd* as a member of the Development Partnership “Equality & Solidarity for Asylum Seekers – A Guarantee for Employment and Freedom”)

2005: External consultant of the Ministry of Labour & Social Insurance of Cyprus for the elaboration of **procurement documents for ESF projects in the field of active employment policies - ESF**

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

2003: Member of group of experts for the elaboration of the Study “**Dependency of welfare clients on benefits and services - The case of Cyprus**” elaborated for the Ministry of Labour and Social Insurance 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*)

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

2000: Member of group of experts for the elaboration of the Study “**Free movement of workers within the European Union**” commissioned by the European Commission (*G. Amitsis Law Office*)

National research, consultancy and evaluation

2024: Senior Legal Expert in the Project “**Expert Support for the Social Welfare Center of the Attica Region regarding the use of EU funding instruments**” commissioned by the Social Welfare Center of the Attica Region (*University of West Attica*)

2024: Senior Legal Expert in the Project “**2024 Report on Seafarers Employment**” commissioned by the Hellenic Seafarers Retirement Fund (*SYGLISIS IKE*)

2023-2024: Senior Legal Expert in the Project “**Development of a Social & Solidarity Economy Ecosystem in West Athens**” commissioned by the West Athens Development Agency “ASDA” - **ITI** (*SYGLISIS IKE*)

2023: Senior Legal Expert in the Project “**2023 Report on Seafarers Employment**” commissioned by the Hellenic Seafarers Retirement Fund (*SYGLISIS IKE*)

2022: Senior Legal Expert in the Project “**Feasibility Study for the establishment of a child friendly justice National Observatory**” commissioned by the Ministry of Justice – **ESF** (*University of West Attica*)

2022: Senior Legal Expert in the Project “**Resilient Western Athens 2030 - Update of the SoUP, evaluation of deficiencies, highlighting the needs of immediate interventions and proposals for the development of a Resilience Strategy of Western Athens**” commissioned by the Region of Attica – **ERDF** (*University of West Attica*)

2022: Senior Expert in the Project “**Methodologies and tools for the identification of health care needs at the regional level**” commissioned by the Ministry of Health – **ESF** (*University of West Attica*)

2022: Research expert for the elaboration of the comparative study “**Local social care policies in the European region**” commissioned by the Hellenic Agency for Local Development and Local Government S.A. “EETAA” (*independent consultancy*)

2021 - 2022: Legal Expert in the Project “**Development, standardization and implementation of tools for the supported employment of people with psychosocial problems and enhancement of the administrative and managerial capacity of Limited Liability Social Cooperatives**” commissioned by the Greek Confederation of Limited Liability Social Cooperatives “POKOISPE” - **ESF** (SYGLISIS IKE)

2021: Senior Legal Expert in the Programme “**Review of Measures to Address Child Poverty and Social Exclusion in Greece - Undertaking a deep dive analysis of policies, programmes, services, budgets, and mechanisms addressing child poverty and social exclusion in Greece**” (University of West Attica / UNICEF Greece Country Office)

2020 – 2021: Senior Expert for the design of the **National Action Plan “Local Social Inclusive Development”** commissioned by the Ministry of Labour & Social Affairs – **ESF** (University of West Attica)

2020 – 2021: Senior Expert for the design of the “**National Social Inclusion Strategy for the Roma population 2021-2030**” commissioned by the Ministry of Labour & Social Affairs - **ESF** (University of West Attica)

2020 – 2022: Senior Expert for the external evaluation of the Project “**REFLEX” - REcommending FLEXible learning for low – skilled adults**» commissioned by the Greek Public Employment Service – **EU Programme EaSI** (SYGLISIS IKE)

2018 - 2020: Senior Expert for the external evaluation of the Project “**Innovative Response for Facilitating Young Refugees’ Social Support**” commissioned by the Greek Public Employment Service – **EU Programme ERASMUS+** (SYGLISIS IKE)

2017: Senior consultant in the Project “**Regional Action Plan for the coordination of CSR actions and regional social inclusion policies in Crete**” commissioned by the Region of Crete (SYGLISIS IKE)

2015: Research Expert responsible for the elaboration of the study “**Best practices in the field of social inclusion of the homeless in the European region**” in the context of the Project “Scientific Support of activities regarding accommodation, basic needs coverage and social care of the homeless” commissioned by the Ministry of Labour, Social Insurance & Social Welfare (Athens University of Applied Sciences)

2015: Research Expert responsible for the elaboration of the study “**Techniques to make good use of CSR actions for the municipal social services of Athens**” in the context of the Project “Boosting Corporate Social Responsibility in the city of Athens” commissioned by the Athens Development & Destination Management Agency “EATA” – **ESF** (Athens University of Applied Sciences)

2015: Senior consultant in the Project “**Technical Consultant for the elaboration of the Regional Social Inclusion Strategy of Crete**” commissioned by the Region of Crete - **ESF** (SYGLISIS Ltd)

2014 - 2015: Research Expert responsible for the elaboration of the study “**Road Map for the transition to an innovative Social Economy and Entrepreneurship eco-sytem**” in the context of the Project «Central Mechanism for the Support of Social Cooperatives and Social Economy actors in Greece» commissioned by the Ministry of Labour, Social Insurance & Welfare - **ESF** (National Centre for Social Research “EKKE”)

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

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

2014: Research Expert responsible for the elaboration of the “**Guide for the participation of social enterprises to public procurement tenders with socially responsible clauses**” in the context of the Project «Central Mechanism for the Support of Social Cooperatives and Social Economy actors in Greece» commissioned by the Ministry of Labour, Social Insurance & Social Welfare – **ESF** (Athens University of Applied Sciences)

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

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

- 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”** commissioned by the Greek Tourism Confederation “SETE” (*SYGLISIS Ltd*)
- 2013: Senior consultant in the Project **“Municipal Action Plan for the promotion of Social Innovation and Social Entrepreneurship in Athens”** commissioned by the Athens Development & Destination Management Agency “EATA” – **ESF** (*Athens University of Applied Sciences*)
- 2013: Senior expert responsible for the elaboration of the study **“Strategy for the coverage of vulnerable population groups by the Help at Home Scheme”** commissioned by the Ministry of Labour, Social Insurance & Welfare - **ESF** (*independent consulting*)
- 2012 – 2013: Senior consultant in the Project **“Scientific and Technical Assistance to the Greek Federation of Stevedores (OFE) for the upgrade of working conditions in the stevedoring / portwork sector”** commissioned by the Greek Federation of Stevedores “OFE” (*SYGLISIS Ltd*)
- 2012: Senior consultant in the Project **“Evaluation of ESF projects implemented by Social Partners during NSF 2007 - 2013”** commissioned by the Ministry of Labour, Social Insurance & Social Welfare - **ESF** (*LOGOTECH S.A.*)
- 2012: Senior consultant in the Project **“Study on the development of a counseling and support network for over-indebted households”** commissioned by the Ministry of Labour & Social Insurance - **ESF** (*Institute of Social Innovation Ltd*)
- 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”** commissioned by the Ministry of Labour & Social Insurance - **ESF** (*Institute of Social Innovation Ltd*)
- 2011: Research Expert responsible for the elaboration of the study **“Typology of complex social security benefits in the Greek Employment System”** commissioned by the Greek Public Employment Service (*independent consulting*)
- 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” commissioned by the Ministry of Interior - **European Fund for the Integration of Third Country Nationals** (*Athens University of Applied Sciences*)
- 2011: Research Expert in the Project **“Development of a coordination and monitoring mechanism in the field of social protection and inclusion policies”** commissioned by the Ministry of Labour & Social Insurance – **ESF** (*Institute of Social Innovation Ltd*)
- 2007: Research Expert in the Project **“The development of innovative Welfare Policies against Poverty”** commissioned by the Ministry of Health & Social Solidarity – **ESF** (*Institute of Social Innovation Ltd*)
- 2006 - 2008: 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”** commissioned by the Greek NGO “EKPOSPO - NOSTOS” – **ESF** (*independent consulting*)
- 2005: Research Expert in the Project **“Modernization of the institutional framework and policies for the support of large families in the Greek system of Social Welfare”** commissioned by the Ministry of Health & Social Solidarity (*Institute of Social Innovation Ltd*)
- 2004: Expert in the Project **“Mapping of the Operational Functions and Strategic Planning for the IT Systems in the field of Social Security”** commissioned by the Ministry of Employment & Social Protection - **ESF** (*PriceWaterHouseCoopers / Institute of Social Innovation Ltd*)
- 2003 – 2004: Expert in the Project **“Development of the Learning Model in selected factories on the basis of Job Rotation techniques”** - **EC Initiative EQUAL** (*Institute of Social Innovation Ltd* as a member of the Development Partnership “The Inclusive Workshop”)
- 2002 – 2003: Member of the Research Experts Group in the Project **“Welfare policies in Greece and the European experience”** commissioned by the Labour Institute of the Greek National Confederation of Workers “INE GSEE” (*independent consulting*)

2002: External consultant responsible for the drafting of the **Management and Operational System of Measure 3.1 of the Operational Programme “Health - Welfare” (3rd FSP of Greece) “Local network of social support services for the vulnerable unemployed”** commissioned by the Ministry of Health & Social Solidarity - **ESF** (*independent consulting*)

ADDITIONAL INFORMATION

Publications

Amitsis G. and Marini F., “The EU framework of people with disabilities’ rights - An intertemporal equilibrium between regulatory and policy paradigms”, in S. Robinson and K. Fisher (eds.), *Handbook on Disability Policy*, Edward Elgar, Cheltenham, 2023

Marini F., *Local social care policies in the European region*, Papazisis / EETAA, Athens, 2022 (in Greek)

Amitsis G. et Marini F., “Balbuties de l’économie sociale et solidaire en Grèce et à Chypre”, *Revue de Droit Comparé du Travail et de la Sécurité Sociale*, 3, 2022, p. 112 - 127, <https://doi.org/10.4000/rdctss.4218>

Marini F., “The development of the Greek social entrepreneurship ecosystem in the light of the European regulatory and operational framework”, p. 476 – 489 in A.G. Passas, K. Arvanitopoulos and M. Koppa (eds.), *Greece - European Union: A Turbulent Relationship. 1981-2021*, Pedio, Athens, 2021 (in Greek)

Marini F., “Migrants’ Access to Social Protection in Greece”, p. 195-209 in J. Lafleur and D. Vintila (eds.), *Migration and Social Protection in Europe and Beyond (Volume 1). Comparing Access to Welfare Entitlements*, IMISCOE Research Series, Springer, Cham, 2020, https://doi.org/10.1007/978-3-030-51241-5_13

Teaching experience

2018 - 2024: Guest lecturer at the **Master Programme “Health and Social Care Management”** of the Business Administration Department of the **University of West Attica** [Course: *European and Comparative Social Law*], website: <https://healthcare-management.uniwa.gr/en/home-page/> / reference person: Prof. G. Pierrakos, gpier127@gmail.com

2018 - 2019: Guest lecturer at the **Master Programme “Community Social Work”** of the Social Work Department of the **University of West Attica** [Course: *Local Resources Management & Social Entrepreneurship in the Community*], website: <https://sw.uniwa.gr/en/department/> / reference person: Prof. H. Asimopoulos, chasimo@uniwa.gr

2014 - 2015: Guest lecturer at the **Distance Learning Master Programme “Public Administration”** at the **University of Nicosia** [Course: *Local Government Law and Policies in Greece and in Europe*], website: <https://www.unic.ac.cy> / reference person: Prof. K. Phellas, phellas.c@unic.ac.cy

2011 - to day: Member of the Main Teaching Personnel of the Hellenic **National Centre for Public Administration & Local Government (EKDDA)** – <https://ekdd.gr> (*Thematic Areas: Social Policy & Social Welfare / Policy & Administrative Structure of the Public Sector / International Relations & Institutions*)

Memberships

1998 – to day: Member of the Athens Bar Association (<https://www.dsa.gr>)