



HELLENIC REPUBLIC

NATIONAL REFORM PROGRAMME 2022

ANNEX TABLE 4

**Reporting on the implementation of the European Pillar of Social Rights:
Description of Main Measures and Their Estimated Impact**

April 2022

**Table 4: Reporting on the implementation of the European Pillar of Social Rights:
Description of Main Measures and Their Estimated Impact**

Pillar principle	List of main contributing measures	Estimated impact of the measures (qualitative and/or quantitative)
1] Education, training and life-long learning	<ol style="list-style-type: none"> 1. New school curricula 2. Evaluation of school units – Evaluation of teachers 3. Digital transformation 4. Upgrading the Vocational Education and Training (VET) System 5. Link of HEIs with the labour market 6. Enhancement of HEIs’ autonomy 7. Extroversion and internationalization of HEIs 8. With RRF funding, OAED is going to implement numerous programs of training in high-demand skills (e.g. digital, “green”, and “blue” skills), focused on upskilling/reskilling as a means to address the skills gap. 9. Labour force skilling, reskilling and upskilling through a reformed training model (VET Reform) 10. Strengthening the Apprenticeship System. 11. PES Actions for the post-lignite period: Counselling – Training – Certification. 	<ol style="list-style-type: none"> 1. New school curricula focus on learning outcomes rather than mere transfer of knowledge, include updated material in line with cutting-edge scientific developments and bear a significant emphasis on the cultivation of students’ skills, including digital skills. 2. Evaluation (a) as a feedback mechanism, is a prerequisite for the improvement of the quality of the education system and (b) as an accountability mechanism, is a necessary complement in the process of decentralizing responsibility and reducing bureaucracy. 3. The reform will develop a digitalised education system which will contribute to the innovation of the future society, through new scientific developments and the essential connection between theory and practice. This initiative will contribute to broad-based digital upskilling and inclusive long-term economic growth as people will develop the right skills, enabling competitiveness and innovation which are considered critical for the future challenges and global economy. 4. The reforms will upgrade the overall VET system and aims to eliminate the gap between education and the actual needs of the labour market, as there will be updated curricula and integration of sophisticated training methodologies. As a result, this initiative will improve the renovation of buildings, relevant equipment and digital tools making the transition to the digital era more efficient for all students across Greece. 5. Enhancing the link of HEIs with the labour market will have benefits not only for students (e.g. upgrading of job prospects), but also for HEIs (e.g. increase of potential funding), bearing numerous positive spill-over effects across the Greek economy and society. The reforms will upgrade the

		<p>educational system through the promotion of research and innovative projects, which will contribute to the development of a future skilled workforce while being able to adopt to future challenges and changes in an efficient way. In addition, a strong collaboration between universities and companies during the implementation of the reform will enhance the attraction and retention rates of youth especially by companies in emerging sectors of the labour market.</p> <ol style="list-style-type: none"> 6. Enhancing the HEIs' autonomy and eliminating red tape will enhance the performance and quality of HEIs, by optimizing decision-making processes and thus, leading to better decisions and more functional HEIs. 7. The internationalization of HEIs is a key priority of the Ministry's reformist agenda to render HEIs better connected to the global education community and broaden their scientific horizons. 8. More than 500,000 people are expected to be trained in, inter alia, green and digital skills. The training programs will be addressed to both unemployed and employed people from different educational backgrounds and age groups. 9. Updated vocational training curricula for OAED's IEK (Vocational Training Institutes), KEK (Vocational Training Centres) and KEK for Disabled Persons, in response to current and future labour market needs. e.g. (i) Updated curricula of training programs for OAED's IEK/KEK/KEK for Disabled Persons, ensuring that apprentices can fully develop their potential to shape their future and respond to the green and digital transitions.
2) Gender equality	<ol style="list-style-type: none"> 1. Greek National Action Plan for Gender Equality 2021-2025 2. Ratification of the ILO Convention 190 "concerning the elimination of violence and harassment in the world of work" (Law 4808/2021) 3. R&I PEERS - Pilot experiences for improving gender equality in 	See document "Estimated impact of the NAPGE implementation for the years 2021-2025"

	<p>research organizations</p> <ol style="list-style-type: none"> 4. Gender mainstreaming in public policy and budget processes (Gender Budgeting) 5. SHARE Project 6. Women victims of gender based or domestic violence are eligible for the job subsidy programme of OAED for vulnerable groups 	
<p>3] Equal opportunities</p>	<ol style="list-style-type: none"> 1. Digital transformation 2. Upgrading the Vocational Education and Training System 3. Link of HEIs with the labour market 4. Diversity Awareness (RRP) 5. New National Roma Integration Strategy and Action Plan 2021-2030 6. Task Force for the implementation of the Roma Integration Strategy 7. Roma inclusion and empowerment – Programme Co-financed by the EEA 8. Trans people are eligible for the job subsidy programme of OAED for vulnerable groups 9. Employment programme for unemployed people facing labour-market (re-)integration barriers, such as transpeople and Roma, with RRF funding. 10. Business initiative subsidy programme aimed at supporting new entrepreneurs aged 20-44 from marginalized social groups, such as Roma, funded by the Greek state and the ESF within the framework of the Regional Operational Programmes. 11. Integrated Action for Facilitating Job Integration of Refugees – I.Ref.Job (OAED) 12. OAED-UNICEF – Child Guarantee: “Support adolescents and youth at risk for better employment opportunities 	<ol style="list-style-type: none"> 1. The policy framework contributes to the development of digital skills for all students and educators which are considered critical for the future challenges in the global economy, allowing students and educators to be competitive candidates in the job market and grow professionally, in line with the needs of the digital market. 2. Relevant policies will allow people to have access to a better and more well-linked to the labour market needs, vocational education and training, thus equipping trainees with the necessary skills to grow and actively take part in the labour market. They will incorporate into VET modern digital technologies and the required infrastructure to render the digital transition in VET truly inclusive. 3. The reform will improve the higher education system and its relevance to the labour market, contributing to higher employment, less skills mismatch and a competitive new workforce <p>(4-12) See document "Estimated impact of the NAPGE implementation for the years 2021-2025"</p>

<p>4] Active support to employment</p>	<ol style="list-style-type: none"> 1. Upgrading the Vocational Education and Training System 2. Link of HEIs with the labour market 3. PROTO ENSIMO 4. Open Programme of 100,000 new subsidized jobs 5. New Legislative Framework for the Public Employment Service (Bill “Δουλείες Ξανά”) 6. Reform of Active Labour Market Policies (RRP 16747) {Comprehensive upskill/reskill & short-term employment programme for unemployed individuals (ages 25-45). (sub.1), Employment action for 15.000 unemployed people aged 25-45 (2nd half of 2022). (sub.2), Business subsidy programme aimed at hiring 10.000 unemployed people facing great labour-market (re-)integration barriers (sub.3), Pre-work programme for 10.000 unemployed young people aged 18-30 (sub.4), Business subsidy programme aimed at hiring 10.000 LTU aged 45+ in pockets of high unemployment, Scale-up of open-framework pilot programmes. (sub.5), Hiring of new employment counsellors (sub.6), Training aimed at strengthening the skills of local PES (KPA2) employment counsellors (sub.7)} 7. SYN-ERGASIA Mechanism (during COVID-19 pandemic) 8. Labour Contract Suspension Scheme (during COVID-19 pandemic) 9. Integration of persons from certain special categories into employment (Implementation of Law 2643/1998 provisions) 10. Business subsidy programme aimed at hiring 5000 unemployed 	<ol style="list-style-type: none"> 1. By upgrading VET, we aim to increase the productivity and economic growth and, at the same time, to reduce the unemployment rate, especially that of young people – since CEDEFOP's 2030 forecasts for Vocational Education and Training show that 2/3 of the jobs will require medium and low qualifications, i.e. levels 3, 4 and 5. 2. The Reform aims to foster productivity, competitiveness and improve potential growth. It aims to enhance the research performance of Greek universities and the quality of education offered to students in terms of skills development and relevance to the labour market. Achieving these targets will have numerous positive spill-over effects across the Greek economy and society, by means of building a dynamic ecosystem of innovation, attracting qualified and distinguished academic staff and researchers and boosting economic competitiveness and growth. Moreover, it will contribute to the international competitiveness, positioning and visibility of Greek universities, thus contributing towards turning Greece into an international education hub, enhancing the graduates' employment prospects, both within Greece but also within the European market. 3. PROTO ENSIMO The program aims to facilitate the first entry of young persons aged 18-29 into the labour market and to create new jobs in the companies in the private sector, by providing subsidy to both the young employees and the employers 4. OPEN PROGRAMME The number of 100,000 job positions under the initial open Programme of 100,000 new subsidized jobs had been covered by December 2021 . 9,778 persons out of these 100,000 persons were former long term unemployed. The number of employees who have been hired under this programme from 01.01.2022 until 21.03.2022 count to 19,409 persons (out of which 1,396 had been long term unemployed before they had been hired) , while 1,531 young persons aged 18-29 have
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	<p>people in green economy sectors, with particular emphasis on women</p> <p>11. Business initiative subsidy programme for the employment of young entrepreneurs aged 18-29 with particular emphasis on women (2nd CYCLE; 2nd half of 2022).</p> <p>12. Employment action for 15.000 unemployed people aged 25-45 (2nd half of 2022).</p> <p>13. Employment subsidy programme aimed at hiring 8 500 long-term unemployed people aged 55-67 in (a) all kinds of Legal Entities of Public Law, (b) enterprises, bodies and organisations of the public sector, regularly engaging in economic activity, and (c) municipal/regional authority enterprises, regularly engaging in economic activity. (OAED)</p> <p>14. Second business chance programme for 5,000 unemployed people, formerly self-employed, aimed at re-integrating them into the labour market.</p> <p>15. Business and employer subsidy programme for 9.200 unemployed people who are unemployment benefit recipients, aimed at converting their unemployment benefit into an employment benefit and integrating them into the labour market</p> <p>16. Special business subsidy programme aimed at hiring 3.400 unemployed people, former employees of companies affected by the lignite phase-out in the Regions of Western Macedonia and the Peloponnese.</p> <p>17. Special pre-work programme for 2.000 unemployed young people aged 18-29 in the Regions of Western Macedonia and the</p>	<p>been hired by both the Open Programme and Proto Ensimo and 549 young persons have been hired solely under Proto Ensimo for the same period of time.</p>
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	<p>Peloponnese that were affected by the repercussions of the lignite phase-out.</p> <p>18. Business subsidy programme aimed at hiring 7.000 unemployed people aged 30+ in the Less Developed Regions of Greece, with particular emphasis on LTU and older unemployed people (3rd CYCLE).</p> <p>19. Business subsidy programme aimed at hiring 4.000 unemployed people aged 30+ in the More Developed Regions of Greece, with particular emphasis on women.</p> <p>20. Business subsidy programme aimed at hiring 4.000 unemployed people aged 30+ in the Greek Regions in Transition, with particular emphasis on women (2nd CYCLE).</p> <p>21. Employment Programme for 1.200 unemployed people from vulnerable social groups.</p> <p>22. Business subsidy programme aimed at hiring 10.000 unemployed people facing great labour-market (re-)integration barriers</p> <p>23. Pre-work programme for 10.000 unemployed people in the regions of Attica and Central Macedonia (YEI)</p> <p>24. Employment programme in the regions of Western Macedonia and the Peloponnese</p> <p>25. Relocation subsidy programme aimed at hiring unemployed people in businesses of the Municipality of Megalopoli in the Peloponnese Region and in the Municipalities of Kozani and Florina in the Region of Western Macedonia (Q2 2022).</p> <p>26. Employment programme for unemployed resin workers</p>	
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| <p>27. Counselling, support, training and employment promotion of unemployed 30-49 years old in technical skills in edge sectors of the economy</p> <p>28. Counseling, Support, Training and Certification and Promotion in creative industry sector for unemployed women</p> <p>29. Counseling, Support, Training and Certification in the field of Digital Marketing for the unemployed up to 29 years old in small and medium enterprises in the tourism sector</p> <p>30. Counseling, Support, Training, Certification and Promotion in the Employment of Unemployed young people 25-29 years old in technology, information and communications sector</p> <p>31. Promotion of employment for unemployed young people from 30 to 45 years old, graduates of science, technological and economic faculties, by means of training in the ICT sector</p> <p>32. Promotion of employment for unemployed young people from 25 to 29 years old, graduates of science, technological and economic faculties by means of training in the ICT sector</p> <p>33. Promotion of employment via public work schemes for 25.000 beneficiaries to municipalities, regions, centres of social welfare/similar institutions, Ministries and other public authorities</p> <p>34. Promotion of employment via public work schemes for 36.500 unemployed persons in Municipalities, Regions, Social Welfare Centers and related institutions, Ministries and other public authorities</p> | |
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	<p>35. Integrated intervention for vocational empowerment and inclusion into the labor market of people over 30ys old in the context of the agro-food sector</p> <p>36. Integrated intervention for vocational empowerment and inclusion into the labor market of people up to 29ys old in the context of the agro-food sector</p> <p>37. Integrated intervention for professional development and integration into the labour market of Unemployed young people up to 29 years old</p> <p>38. Invitation to submit applications for financing of actions for the action Support Centers of the Social and Solidarity Economy of the OP HUMAN RESOURCES DEVELOPMENT EDUCATION AND LIFELONG LEARNING NSRF 2014-2020</p> <p>39. Program «VP/2020/003/0059 - Lone Parents Digital Activation» co-financed by the Program for Employment and Social Innovation (EaSI) under the PROGRESS axis</p>	
<p>5] Secure and adaptable employment</p>	<ol style="list-style-type: none"> 1. Upgrading the Vocational Education and Training System 2. Link of HEIs with the labour market 3. Adoption of Law 4808/2021, Chapter on Individual Labour Law, addresses the new forms of work (telework, remote work), it introduces the right to disconnect, it sets the regulatory framework for GIG economy, and platform workers, to whom it extends the right to Collective Bargaining, strike, and the right to health and safety provisions at work . The Law provides for the possibility to agree on WTA also by means of an Individual Labour Contract, while at the same time, it protects the 	<ol style="list-style-type: none"> 1. The relevant Reform and Investment will incorporate digital skills and competencies into the curricula of VET, further supporting the transition to the digital economy and the successful integration of VET’s trainees to this new paradigm. 2. Enhancing the link of HEIs with the labour market will have benefits not only for students (e.g. upgrading of job prospects), but also for HEIs (e.g. increase of potential funding), bearing numerous positive spill-over effects across the Greek economy and society 5. Although the number of employees benefiting from SYN-ERGASIA had been decreasing from November 2020 (second lockdown) until March 2021, due to the Labour Contract suspensions in that period, it started to pick up again since April 2021

	<p>right to work, and establishes a strict and clear framework for overwork and overtime compensation.</p> <p>4. LABOUR CONTRACT SUSPENSION SCHEME Payment of a monthly special purpose compensation (euros 534) to workers of various statuses and categories, whose employment contracts were temporarily suspended due to the pandemic.</p> <p>5. SYN-ERGASIA Mechanism Job Retention - Short-term work scheme. Implemented since 15 June 2020 pursuant to Law 4690/2020 art. 31 (GG A' 104/30.05.2020) and Ministerial Decision oik.23103/478 (GG B' 2274/14.06.2020). Digital Transformation of Labour Market Support Systems (RRP 16750) [Subproject 1: IT system for the Labour Market Monitoring ARIADNE, Subproject 2: IIS for Occupational Health and Safety Issues, HERIDANOS, Subproject 3: IT Tool / Mechanism to support the Statutory minimum wage setting process)</p> <p>6. IIS ERGANI II</p>	<p>and reached almost 38,000 beneficiary employees in September 2021. In February 2022 more than 32,000 employees benefited from SYN-ERGASIA. The scheme will run until 31.03.2022.</p> <p>The LCS scheme, combined with a special purpose compensation by MoLSA budget, was implemented from March 2020 to September 2021, and January 2022. As an indication, the number of salaried workers alone, beneficiaries of the 2020 Christmas Bonus, exceeded 1,000,000 (one million) individuals.</p>
6) Wages	<p>1. Minimum Wage Increase of 2% (EUR 663 from 650) (No. 10765/27.12.2021, G.G. B' 6263/27.12.2021)</p> <p>2. New statutory minimum wage adjustment process for 2022 (Law 4886/2022 art.60 (O.G12/A/24-01-2022). Outcome announced increasing the minimum wage to EUR 713 (from EUR 663) effective as of 1 May 2022 (minimum wage increase of 7.54 %)</p> <p>3. Technical and scientific support of the General Secretariat of Labor of the Ministry of Labor and Social Affairs, in the consultation</p>	

	<p>regarding the drafting of the Directive on the Minimum Wage.</p> <p>4. Digital Mechanism for the minimum wage data collection (Part of RRP 16750).</p>	
7) Information about employment conditions and protection in case of dismissals	<p>Law 4808/2021 rationalizes redundancy litigation. Legal provisions to protect against redundancies on grounds of discrimination, sexual harassment, work-life balance, pregnancy and parenthood, unionism. re-employment, and reversal of the burden of proof.</p> <p>Abolishment of the distinction between blue and white collar workers, as regards severance payment.</p> <p>Protection against dismissal also for the father of the newborn.</p>	
8] Social dialogue and involvement of workers	<ol style="list-style-type: none"> 1. Upgrading the Vocational Education and Training System 2. Law 4808/2021, Chapter on Collective Labour Law and Trade union law. Protection of the right to work, which becomes statutory. Establishment of Digital Registries for both the Employers' and the Workers' organisations. Update of the unionists' facilities, in line with ILO recommendations. Active promotion of informed dialogue and consultation – registered and representative unions always have a social partner. Possibility to participate in a Union's General Assembly and vote from a distance. 	<ol style="list-style-type: none"> 1. The implementation of the relevant RRP Reform and Investment, i.e. the design and development of Thematic and Experimental Vocational Training Institutes (IEK), as well as Model Vocational High Schools (Model EPAL) takes place within synergies with social partners. The substantive participation of social partners is a crucial factor for the effective link of VET to the labour market, as the true needs of the labour market can be diagnosed at the local and national level, and the curricula and training can be adapted accordingly.
9) Work-life balance	<ol style="list-style-type: none"> 1. Creation of childcare units within large companies (RRP) 2. Neighborhood Nannies 3. Transposition of EU Directive 2019/1158 on Work Life Balance (Law 4808/2021). It provides for individual rights related to the following: paternity, parental and carers' leave, flexible working 	

	<p>arrangements for parents and carers, protection from dismissal and burden of proof, protection against adverse treatment. A whole chapter of provisions is dedicated to the protection of the family, thus, having a positive impact on bridging the gender gap in employment. Protection from dismissal and reversal of the burden of proof which lies with the employer, for workers who are parents and carers.</p>	
<p>10) Healthy, safe and well-adapted work environment and data protection</p>	<ol style="list-style-type: none"> 1. Law 4808 ratified ILO Convention 187 on the "Framework to promote Occupational Safety and Health" In this frame, MoLSA currently updating/drafting the annual National Strategy for Health and Safety at Work with a vision to have a safe and healthy work environment for every worker. 2. Law 4808 also ratified ILO Convention 190 on the "Elimination of Violence and Harassment in the world of work", including gender-based violence/harassment. 3. Law 4808 also provides for obligations from the employer side, specific policies within the business, increased role for the occupational doctor, establishment of a stand-alone unit within the Labour Inspectorate etc 4. National Council on OSH, established under the Supreme Labour Council (ASE) holding meetings on a regular basis, chaired by the Secretary General. Taking into account national priorities, and the EU strategic framework on OSH, the MoLSA (Gen. Secr. for Labour) is preparing an Annual OSH Strategy, in order 	

	<p>to develop a national OSH governance system, and to modernise and update the legislative framework on OSH, bearing in mind the new risks and challenges in the world of work.</p> <p>5. Development of an IIS specific to OSH (HERIDANOS). The project is estimated to be contracted before the end of 2022</p>	
11) Childcare and support to children	<p>1. Child Guarantee: National Plan, Digital Platform and Observatory</p> <p>2. School meals programme</p> <p>3. Development of a comprehensive curriculum and program for schools aiming at the cognitive development of infants from 3 months to 4 years to prepare them for a smooth integration into primary education (RRP 16919 – Reform 1)</p> <p>4. Subsidize the starting/creation of new early childcare centres or of new places in existent childcare centres for babies starting from 2 months until 2,5 years old (baby centres) (RRP 16919- Investment 2)</p> <p>5. Nursery Schools of OAED</p>	
12) Social protection	<p>1. Social Integration Investment - Social Reintegration of the Most Vulnerable Groups</p> <p>2. New National Strategy for Social Inclusion and Poverty Reduction</p> <p>3. National Mechanism for the coordination, monitoring and evaluation of social inclusion and social cohesion policies</p> <p>4. Digital Transformation of the social support system (RRP 16925)</p> <p>[Subproject 1: Single Digital Access Portal to Social Protection, Subproject 2: National Portal of disability benefits and establishment of the Disability Card, Subproject Digital Transformation of OPEKA,</p>	

	<p>Subproject 4 - Digital training of people working in welfare services, Subproject 5 - Inventory, digitization and development study of public real estate property]</p> <p>5. Special checks for granting welfare benefits to non-permanent residents of the country (16726-Comp.2)</p>	
13) Unemployment benefits	<p>1. New Legislative Framework for the Public Employment Service (Bill "Doulies Xana")</p> <p>2. Reform of Passive Labour Market Policies (OAED)</p>	
14) Minimum income	<p>1. Nationwide implementation of the third pillar of the GMI* programme in cooperation with all the relevant authorities: local PES offices, community centres and local authority social services. GMI recipients, during their application, are automatically referred to OAED and receive personalised counselling services by the end of the month following their application.</p> <p>2. Social Integration Investment - Social Reintegration of the Most Vulnerable Groups (part of the RRP - The action's target group includes GMI beneficiaries)</p> <p>* The GMI income support programme is ongoing</p>	
15) Old age income and pensions	<p>1. Law 4826/2021 (7-9-2021) "Insurance Reform for the New Generation: Introduction of a capitalization system of predefined contributions in supplementary insurance, establishment, organization and operation of the Fund for Capitalization Supplementary Insurance and other urgent regulations"</p> <p>2. Strategy for the reform of social welfare services for the elderly</p>	

	3. Digital training of the elderly and of persons with disabilities (RRP 16922 sub.2)	
17] Inclusion of people with disabilities	<ol style="list-style-type: none"> 1. Digital transformation 2. Link of HEIs with the labour market 3. National Portal of disability benefits and establishment of the Disability Card.(RRP 16925) 4. "Personal Assistant" reform (Law 4837/2021, Min.Decision 28458/23-3-2022) complimented by a comprehensive pilot program (5817/30-3-2022 call) aiming to provide personal assistance to people with disabilities (RRP 16904) 5. Professional foster care for kids with disability (RRP 16919) 6. Independent living apartments for deinstitutionalization of adolescents (RRP 16904) 7. Integrated rules for disability pensions and benefits for all former funds e-EFKA funds 8. Accessibility and support infrastructure for people with mobility and sensory impairments Special employer support programme aimed at hiring 1.200 unemployed persons with disabilities; Workspace Ergonomic Arrangement Programme, in private businesses and social enterprises, public enterprises/bodies/organisations, as well as local government organisations engaging in economic activity. - OAED 9. Employment programme for unemployed people facing labour market (re-)integration barriers, such as persons with disabilities, with RRF funding.- OAED 	<ol style="list-style-type: none"> 1. The RRP Investment's Subproject 6 specifically envisions the provision of technological tools specially designed to meet the individual needs of students with disabilities and/or special educational needs. In this context, this subproject, which includes Technical Assistance for its smooth implementation, aims to provide a) IT support devices (e.g. computer peripheral equipment) as well as assistive technology software for accessing internet content and digital courses, b) Laptops and printers for students. 2. Subproject 6 of the RRP Reform 'Strategy for Excellence in Universities & Innovation' specifically focuses on providing access to educational material for people with disabilities, via audio and e-books, to be disseminated through the National Hellenic Libraries Network.
19) Housing and assistance for the homeless	<ol style="list-style-type: none"> 1. Social Housing for the most Vulnerable Groups 2. "Housing and Work" Programme 	

	<p>3. New National Roma Integration Strategy and Action Plan 2021-2030 (Regarding Roma housing policies)</p> <p>4. OAED Social Housing Policy</p>	
<p>20) Access to essential services</p>	<p>1. Digital transformation</p>	<p>1. The COVID-19 pandemic has highlighted the importance of digital skills for individuals to navigate through life and professional transitions. Moreover, it has accentuated the unequal challenges that learners and workers face in attaining such skills, as the obstacles to the achievement of digital upskilling are not distributed uniformly across society, but they affect individuals from disadvantaged socioeconomic backgrounds disproportionately, and this inequality begins at school. Investing in digital skills can help bridge the productivity gap with euro area countries, and do so in a way that promotes social cohesion and social mobility. The RRP Investment, and particularly its Subprojects 3b and 4 on the provision of a voucher for the purchase of digital equipment allows students in socioeconomically disadvantaged families and teachers to acquire the equipment that they need in order to reap the benefits of a digitally transformed education system.</p>