



European  
Commission

ASSISTING EMPLOYERS  
RECRUITING WORKERS AMONG  
VULNERABLE GROUPS

# New jobs for the unemployed (OAED) programme

Information review: October 2015

## GREECE

The practice is part of the government's efforts to stimulate labour demand and thus increase employment and reduce unemployment. It aims to assist employers recruiting workers by covering part of the wage cost. This is one of the longest running active labour market policies in Greece, as it was first introduced in the 1980s. Since then, eligibility conditions, potential beneficiaries and administrative rules have changed, with the objective of making the programme more responsive to the needs of the labour market (employers and the unemployed).

Name of the PES

Οργανισμός Απασχόλησης Εργατικού Δυναμικού (OAED)  
Manpower Employment Organisation

When was the practice implemented?

2005 – on-going

Which organisation was involved in its implementation?

N/A

Which social groups were targeted by the practice?

All unemployed registered within a local PES office (KPA), in particular:

- ▶ women;
- ▶ older unemployed workers (50 years and older);
- ▶ unemployed with only basic schooling;
- ▶ new entrants (under 25 years of age) without work experience.

What were the practice's main objectives?

The programme aims to achieve the following objectives:

- ▶ help creating employment in areas of high unemployment;
- ▶ reduce unemployment among specific labour market groups.

Priority was given to women, older workers, low-skilled workers and new entrants without work experience.

What activities were carried out?

The programme provides subsidies to employers in order to create new jobs. In order to be eligible, enterprises must not have reduced staff numbers during the six months before they submitted their application to the programme. Subsidies are available for 12 months.

What resources and other relevant organisational aspects were involved?

The responsible body for administrative and operational support of the practice is the Manpower Employment Organisation. Applications, by both the unemployed and the employers, are filled in locally at the various Centres of Employment Promotion. Applications are mainly processed by job counsellors.

Source(s) of funding

National budget (tax revenue)  
European Social Fund (ESF)

What were the outputs of the practice: people reached and products?

**People reached:**  
According to the evaluation results (2008):

- ▶ The total number of participants reached 11 430, against 10 000 initially planned.
- ▶ The typical beneficiary was a woman (59%), relatively young (25-34 years old, 55.83% of the total), working full-time mainly in retail, hotels and restaurants and other services. In addition, 80.2% of the participants had no previous involvement in any of the schemes implemented by the Manpower Employment Organisation.
- ▶ The majority of the beneficiaries were short-term unemployed (prior to their participation in the programme).
- ▶ Approximately one in every two participants came from two regions: Attiki and Kentriki Makedonia.

**Products:**

N/A

What outcomes have been identified?

At the time of evaluation (2008), 29.1% of the participants were unemployed, 63.2% were employed and 3.3% were self-employed. Of those still working after the termination of the subsidy period, 62.4% were working at the same company, whereas the remaining 37.6% had changed employer. Also according to the evaluation report, 78.1% of the beneficiaries did not re-register as unemployed following the completion of the programme. Furthermore, crosschecking with the Foundation for Social Insurance (Ιδρυμα Κοινωνικών Ασφαλίσεων, ΙΚΑ, the main social security organisation for wage and salary employees of the private sector) showed that 55% of the beneficiaries continued to work as employees at the time of the evaluation exercise.

What are the lessons learnt and success factors?

In general, the evaluation of the practice concluded that the programme has achieved most of its objectives and it has been successful in promoting employment, especially among vulnerable groups (women, older workers, low-skilled workers and new entrants without work experience).

More information on the practice

[http://ec.europa.eu/employment\\_social/empl\\_portal/weesp/GR-1.pdf](http://ec.europa.eu/employment_social/empl_portal/weesp/GR-1.pdf)



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