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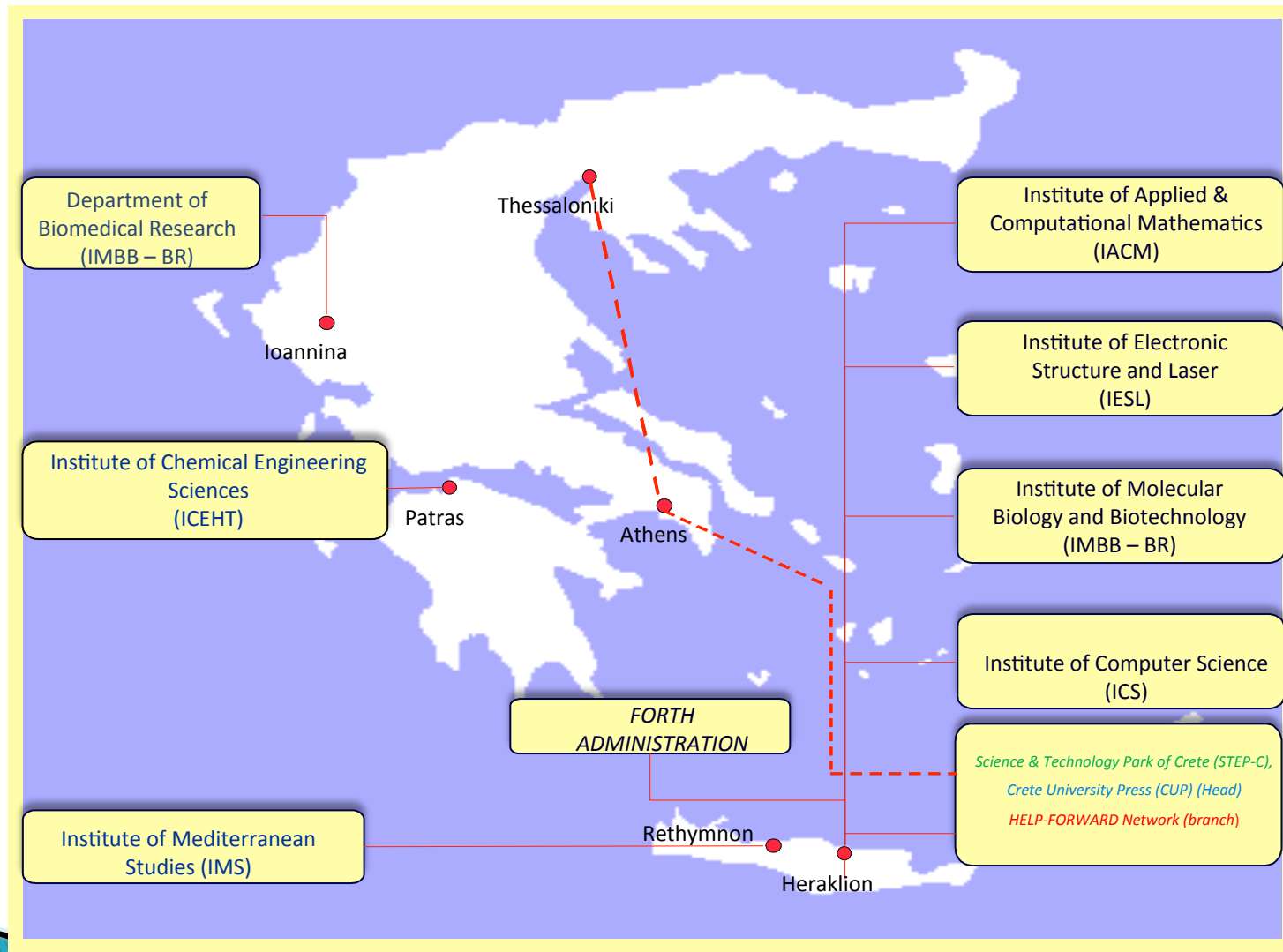
Labour Market in Greece and youth unemployment

***ARTEMIS SAITAKIS
DIRECTOR, SCIENCE & TECHNOLOGY PARK OF CRETE***

***KICK-OFF MEETING, JOB DEVELOPER PROJECT
NOV. 11-12, 2015, BOCHUM, GERMANY***

FORTH: A national Research Centre in the periphery of Europe

www.forth.gr



Est. 1983, 1300 employees



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Science and Technology Park of Crete (STEP-C)

www.stepc.gr

- **FORTH's conception of the Park: Late 80s**
- **Construction of the buildings : 90s**
- **Managing Company : Established Dec. 1993**

Mission:

- Ø **Make available FORTH's and other academic communities significant research deliverables for the development of the region and become the 3rd development pole next to agriculture and tourism**
- Ø **Encourage companies to join the Park and become major vehicles of the Technology Transfer process**
- Ø **Become a Center of Learning**
- Ø **Contribute to regional development**

Main competences:

ICT

Biotechnology/Biomedicine

Materials & Laser applications

Services



**Since 2005, STEP-C hosts “ENISA” the EU
“European Network Information Security Agency”**

www.enisa.europa.eu



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Science and Technology Park of Crete (STEP-C)

Incubator

- ? *More than 100 offices and flexible lab space constructed (~4000 sq.m)*
- ? *Financing: EU, National & Regional funds*
- ? *Incentives offered by FORTH*
- ? *Incentives offered by the National Government (spin-offs, Incubators, Technology Transfer)*
- ? *Nov. 2015 : 22 tenants (~130 employees, 50 % ICT)*

Since 1995 :>60 new companies established and supported so far, >1500 new jobs created

PARK MANAGEMENT COMPANY S.A. (EDAP S.A.)

- ? *Est. 1993, 22 shareholders*
- ? *Main shareholders: FORTH*
Bank of Piraeus
- ? *Staff: 4 people*



Science and Technology Park of Crete (STEP-C)

INCENTIVES OFFERED

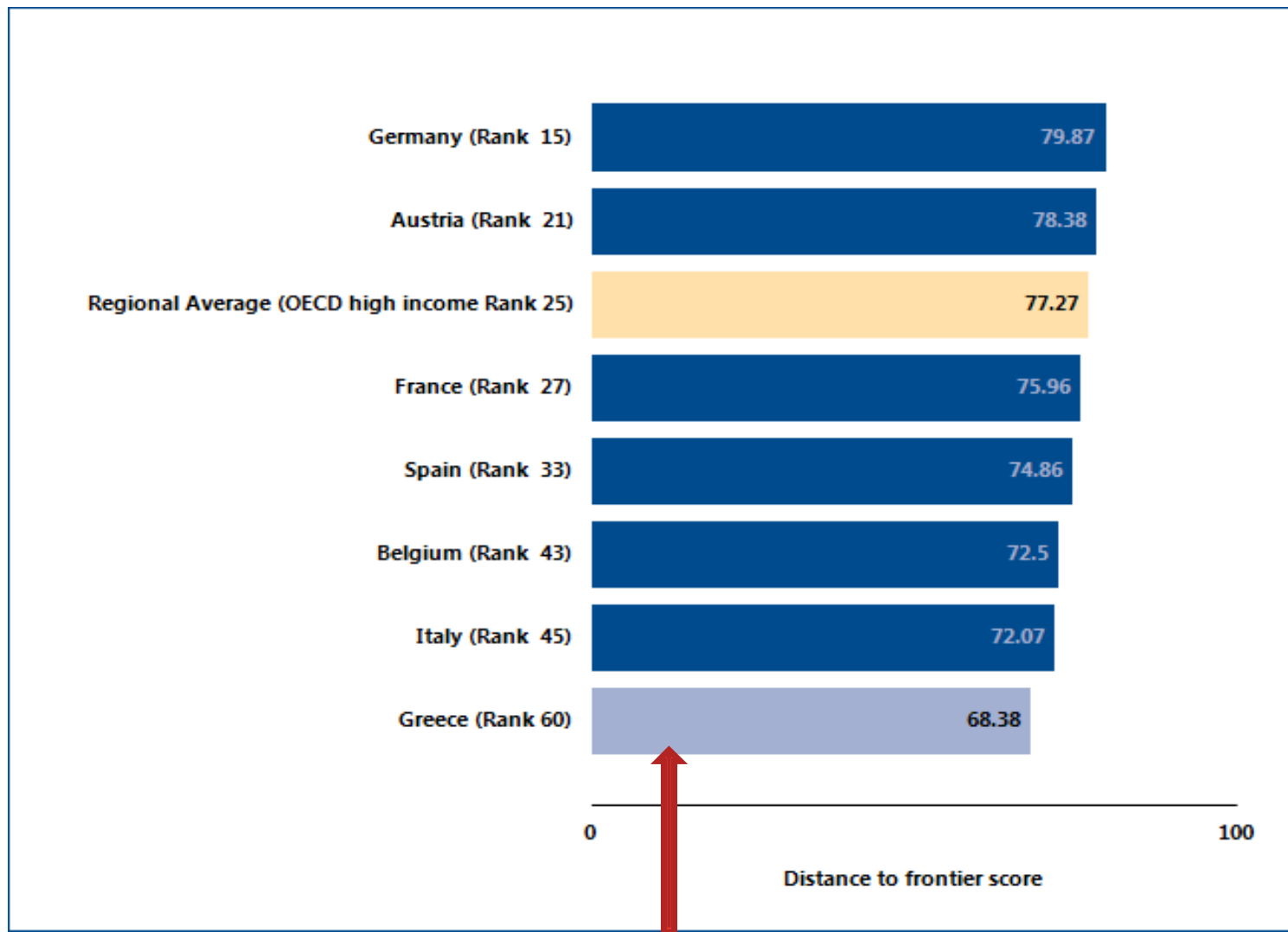
- ❓ **LOW RENT:** Start-up ~ 8 Euro/sq.m-month, increase up to 16 Euro after 5 years of stay)
- ❓ **COMMON EXPENSES:** Cleaning of space, security, electricity, parking space
- ❓ **INTERNET SERVICES:** Free e-mail και web hosting, high speed Wi-Fi
- ❓ **MEETING ROOMS:** Free use + equipment
- ❓ **SECRETARIAT SUPPORT:** Use of fax, photocopy, collection and distribution of mail, switchboard etc
- ❓ **SCIENTIFIC LIBRARY & RESTAURANT**

SERVICES OFFERED TO TENANTS

- ❓ **ACADEMIC:** Links with academic and research labs , participation to research projects
- ❓ **TECHNOLOGICAL:** Access to FORTH Institutes, to University Labs and to Technology Transfer mechanisms
- ❓ **BUSINESS:** Business planning, market research, business development
- ❓ **FINANCIAL:** Information and support to financial issues, links with business angels and financial organizations
- ❓ **LEGAL:** Legal support, Intellectual Property Rights Management and Protection services



Ease of doing business 2015

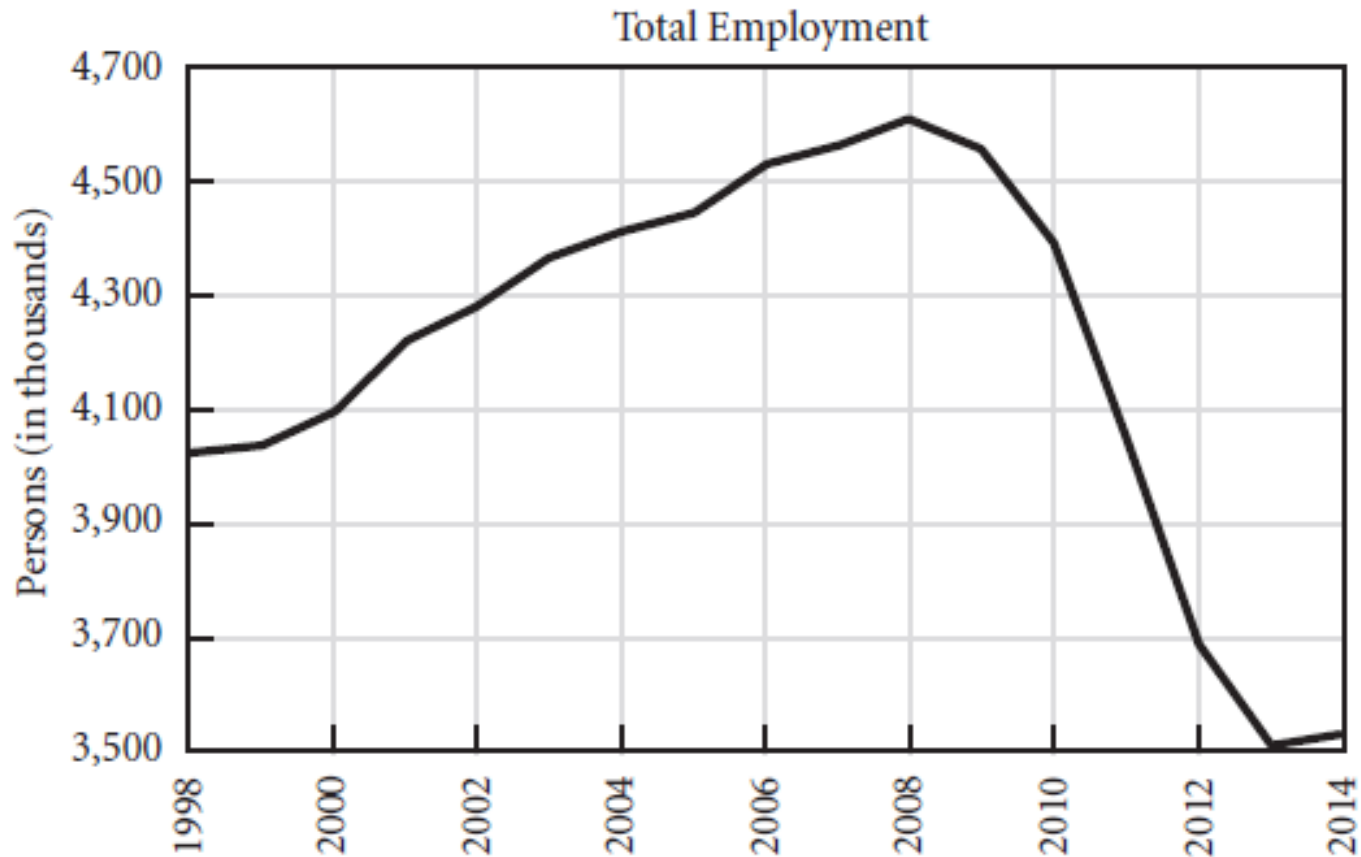


Source: OECD



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Evolution of total employment, Greece



Source: Levy Institute, 2015



Employment rate, age group 15–64, 2003–13 (%)

| | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 |
|-------------------------------|------|------|------|------|------|------|------|------|------|------|------|
| EU-28 | 62.5 | 62.9 | 63.4 | 64.3 | 65.3 | 65.7 | 64.5 | 64.0 | 64.2 | 64.1 | 64.1 |
| Euro area (EA-18) | 62.6 | 63.0 | 63.6 | 64.6 | 65.6 | 65.9 | 64.5 | 64.1 | 64.3 | 63.8 | 63.5 |
| Belgium | 59.6 | 60.3 | 61.1 | 61.0 | 62.0 | 62.4 | 61.6 | 62.0 | 61.9 | 61.8 | 61.8 |
| Bulgaria ⁽¹⁾ | 52.5 | 54.2 | 55.8 | 58.6 | 61.7 | 64.0 | 62.6 | 59.7 | 58.4 | 58.8 | 59.5 |
| Czech Republic ⁽¹⁾ | 64.7 | 64.2 | 64.8 | 65.3 | 66.1 | 66.6 | 65.4 | 65.0 | 65.7 | 66.5 | 67.7 |
| Denmark | 75.1 | 75.7 | 75.9 | 77.4 | 77.0 | 77.9 | 75.3 | 73.3 | 73.1 | 72.6 | 72.5 |
| Germany ⁽²⁾ | 65.0 | 65.0 | 65.5 | 67.2 | 69.0 | 70.1 | 70.3 | 71.1 | 72.5 | 72.8 | 73.3 |
| Estonia | 63.0 | 63.1 | 64.8 | 68.4 | 69.8 | 70.1 | 63.8 | 61.2 | 65.3 | 67.1 | 68.5 |
| Ireland ⁽²⁾ | 65.5 | 66.3 | 67.6 | 68.7 | 69.2 | 67.6 | 61.9 | 59.6 | 58.9 | 58.8 | 60.5 |
| Greece | 58.7 | 59.4 | 60.1 | 61.0 | 61.4 | 61.9 | 61.2 | 59.6 | 55.6 | 51.3 | 49.3 |
| Spain ⁽²⁾⁽⁴⁾ | 59.8 | 61.1 | 63.3 | 65.0 | 65.8 | 64.5 | 60.0 | 58.8 | 58.0 | 55.8 | 54.8 |
| France | 63.9 | 63.7 | 63.7 | 63.6 | 64.3 | 64.8 | 64.0 | 63.9 | 63.8 | 63.9 | 64.1 |
| Croatia | 53.4 | 54.7 | 55.0 | 55.6 | 57.1 | 57.8 | 56.6 | 54.0 | 52.4 | 50.7 | 49.2 |
| Italy ⁽²⁾ | 56.1 | 57.6 | 57.6 | 58.4 | 58.7 | 58.7 | 57.5 | 56.9 | 56.9 | 56.8 | 55.6 |
| Cyprus ⁽²⁾ | 69.2 | 68.9 | 68.5 | 69.6 | 71.0 | 70.9 | 69.0 | 68.9 | 67.6 | 64.6 | 61.7 |
| Latvia ⁽¹⁾ | 61.8 | 62.3 | 63.3 | 66.3 | 68.1 | 68.2 | 60.3 | 58.5 | 60.8 | 63.0 | 65.0 |
| Lithuania | 61.1 | 61.6 | 62.9 | 63.6 | 65.0 | 64.4 | 59.9 | 57.6 | 60.2 | 62.0 | 63.7 |
| Luxembourg ⁽¹⁾ | 62.2 | 62.5 | 63.6 | 63.6 | 64.2 | 63.4 | 65.2 | 65.2 | 64.6 | 65.8 | 65.7 |
| Hungary | 57.0 | 56.8 | 56.9 | 57.3 | 57.3 | 56.7 | 55.4 | 55.4 | 55.8 | 57.2 | 58.4 |
| Malta ⁽¹⁾ | 54.2 | 54.0 | 53.6 | 53.9 | 55.0 | 55.5 | 55.3 | 56.2 | 57.9 | 59.1 | 60.8 |
| Netherlands ⁽²⁾ | 73.6 | 73.1 | 73.2 | 74.3 | 76.0 | 77.2 | 77.0 | 74.7 | 74.9 | 75.1 | 74.3 |
| Austria ⁽²⁾⁽¹⁾ | 68.9 | 67.8 | 68.6 | 70.2 | 71.4 | 72.1 | 71.6 | 71.7 | 72.1 | 72.5 | 72.3 |
| Poland | 51.2 | 51.7 | 52.8 | 54.5 | 57.0 | 59.2 | 59.3 | 58.9 | 59.3 | 59.7 | 60.0 |
| Portugal ⁽¹⁾ | 68.1 | 67.8 | 67.5 | 67.9 | 67.8 | 68.2 | 66.3 | 65.6 | 64.2 | 61.8 | 61.1 |
| Romania | 57.6 | 57.7 | 57.6 | 58.8 | 58.8 | 59.0 | 58.6 | 58.8 | 58.5 | 59.5 | 59.7 |
| Slovenia | 62.6 | 65.3 | 66.0 | 66.6 | 67.8 | 68.6 | 67.5 | 66.2 | 64.4 | 64.1 | 63.3 |
| Slovakia ⁽¹⁾ | 57.7 | 57.0 | 57.7 | 59.4 | 60.7 | 62.3 | 60.2 | 58.8 | 59.3 | 59.7 | 59.9 |
| Finland | 67.7 | 67.6 | 68.4 | 69.3 | 70.3 | 71.1 | 68.7 | 68.1 | 69.0 | 69.4 | 68.9 |
| Sweden ⁽²⁾ | 72.9 | 72.1 | 72.5 | 73.1 | 74.2 | 74.3 | 72.2 | 72.1 | 73.6 | 73.8 | 74.4 |
| United Kingdom | 71.5 | 71.7 | 71.7 | 71.6 | 71.5 | 71.5 | 69.9 | 69.5 | 69.5 | 70.1 | 70.8 |
| Iceland | 83.3 | 82.3 | 83.8 | 84.6 | 85.1 | 83.6 | 78.3 | 78.2 | 78.5 | 79.7 | 81.1 |
| Norway | 75.5 | 75.1 | 74.8 | 75.4 | 76.8 | 78.0 | 76.4 | 75.3 | 75.3 | 75.7 | 75.4 |
| Switzerland ⁽²⁾ | 77.9 | 77.4 | 77.2 | 77.9 | 78.6 | 79.5 | 79.0 | 78.6 | 79.3 | 79.4 | 79.6 |
| FYR of Macedonia | : | : | : | 39.6 | 40.7 | 41.9 | 43.3 | 43.5 | 43.9 | 44.0 | 46.0 |
| Turkey | : | : | : | 44.6 | 44.6 | 44.9 | 44.3 | 46.3 | 48.4 | 48.9 | 49.5 |
| Japan | 68.4 | 68.7 | 69.3 | 70.0 | 70.7 | 70.7 | 70.0 | 70.1 | 70.3 | 70.6 | : |
| United States | 71.2 | 71.2 | 71.5 | 72.0 | 71.8 | 70.9 | 67.6 | 66.7 | 66.6 | 67.1 | : |

⁽¹⁾ 2011: break in series.

⁽²⁾ 2005: break in series.

⁽³⁾ 2009: break in series.

⁽⁴⁾ 2006: break in series.

⁽⁵⁾ 2004: break in series.

⁽⁶⁾ 2010: break in series.

⁽⁷⁾ 2013: break in series.

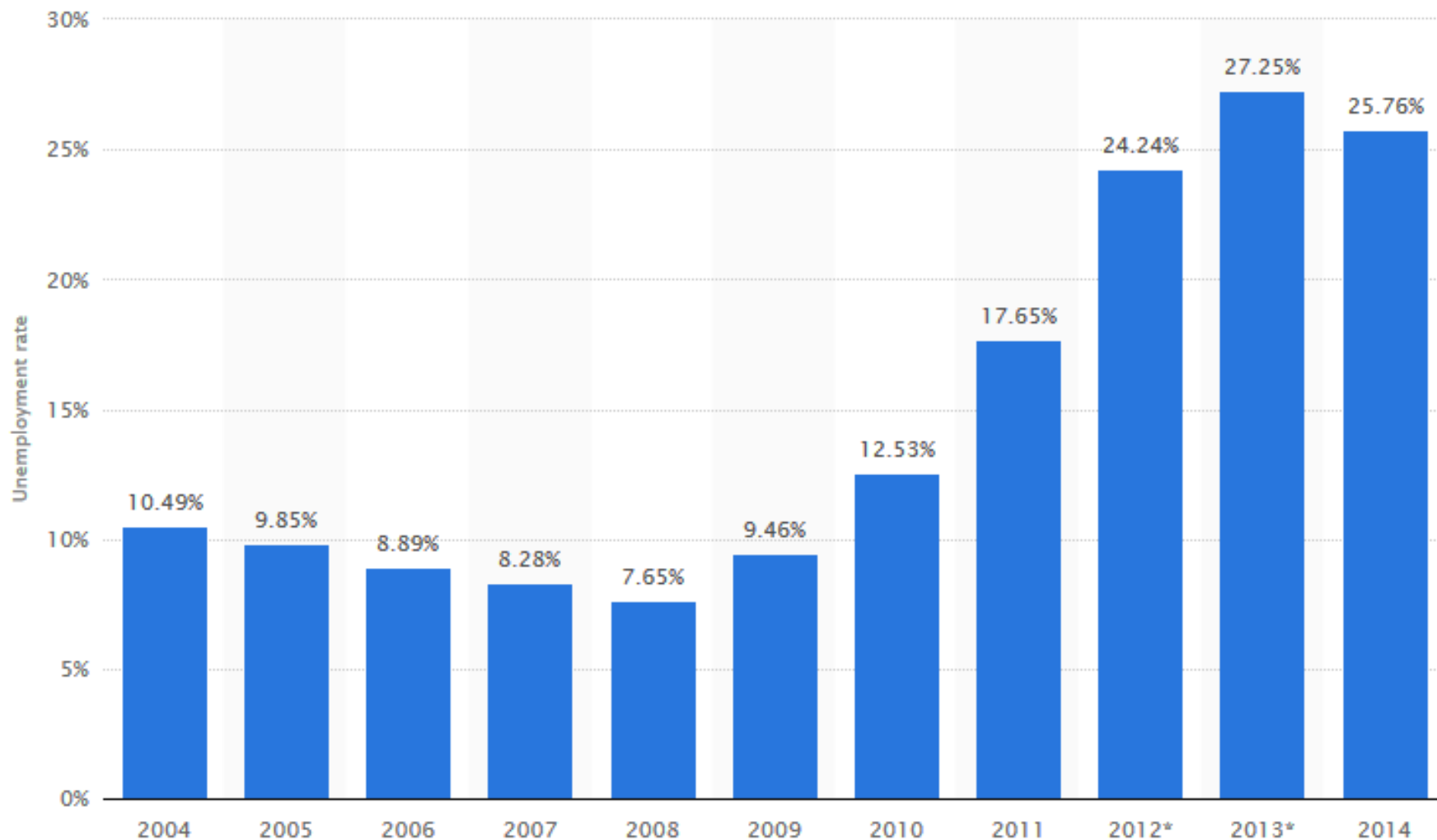
Source: Eurostat (online data code: lfsi_emp_a)



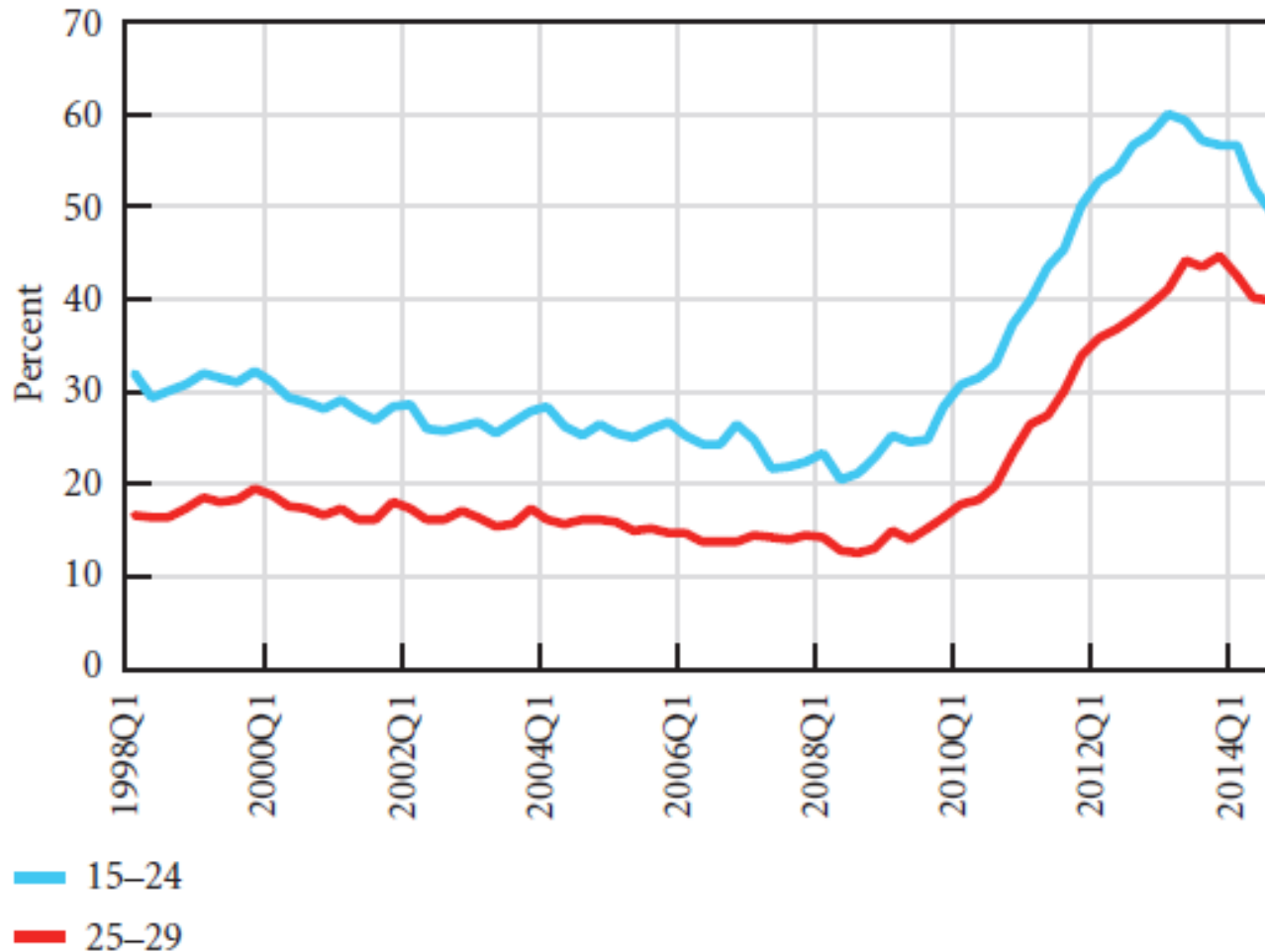
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Unemployment in Greece 2004-2014



Evolution of youth unemployment, Greece



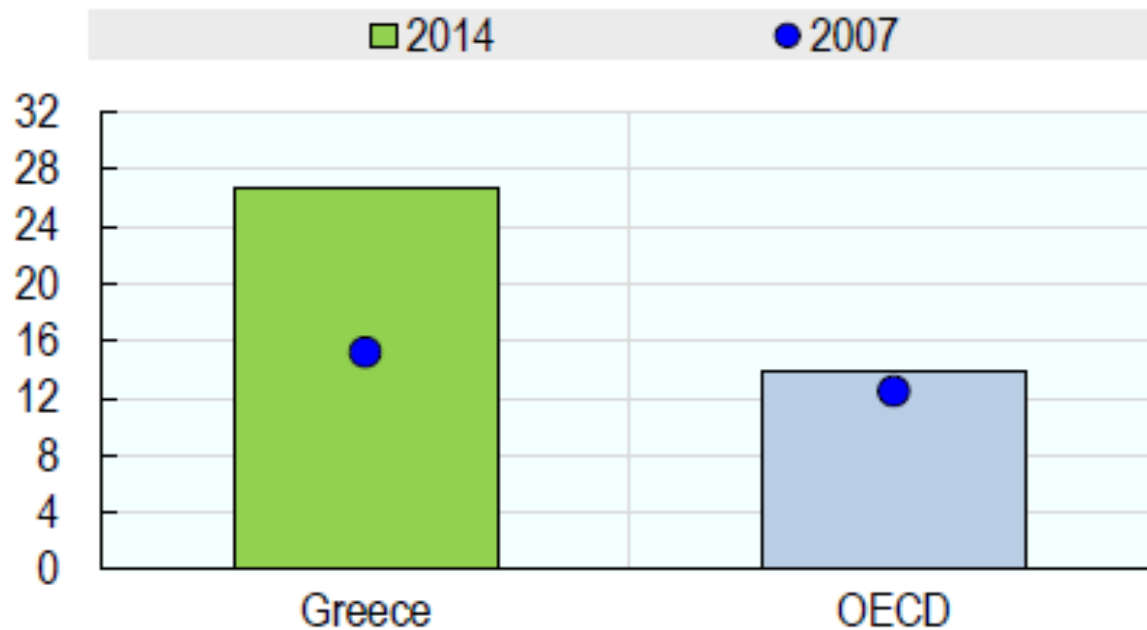
Source: OECD Employment Outlook 2015



NEET rates, Greece

NEET rates among youth

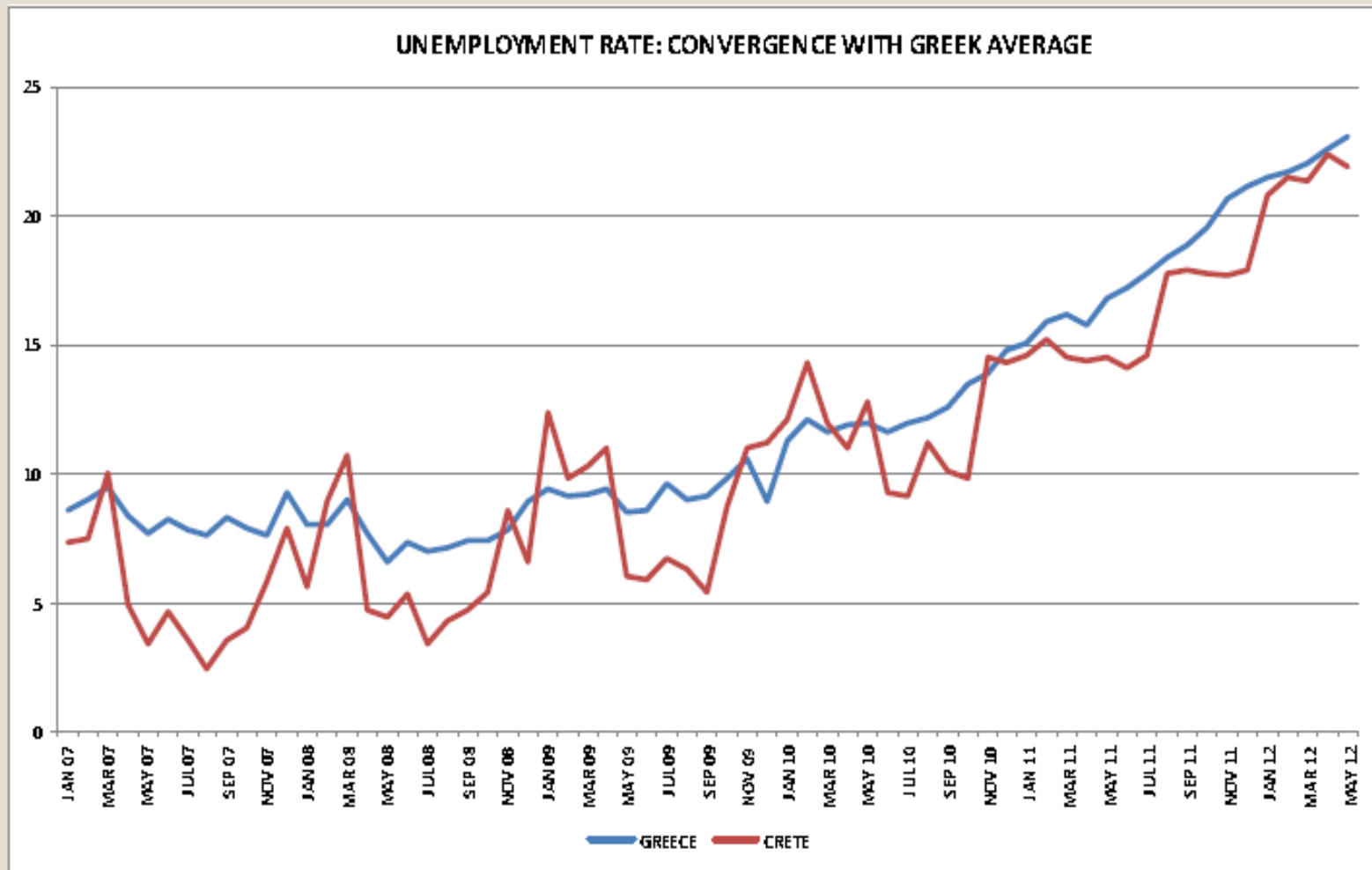
Percentage of population aged 15-29, 2007 and 2014



Source: OECD Employment Outlook 2015, Chapter 1.



REGIONAL UNEMPLOYMENT RATE (CRETE) ***(Convergence with national average after crisis)***



Job Vacancies in Greece

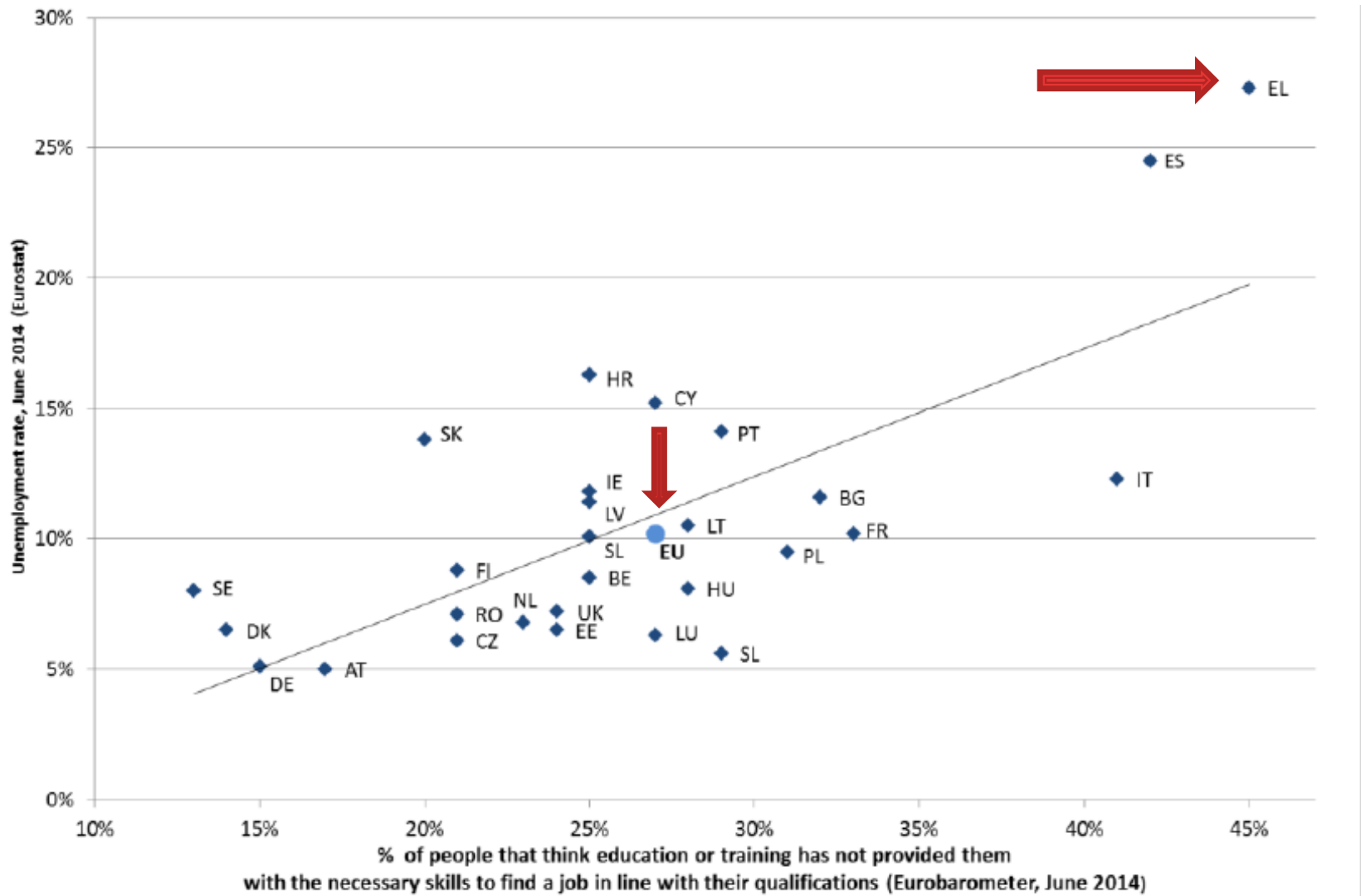
GREECE JOB VACANCIES



SOURCE: WWW.TRADINGECONOMICS.COM | EUROSTAT



Skill mismatch and unemployment rates in Europe, 2014



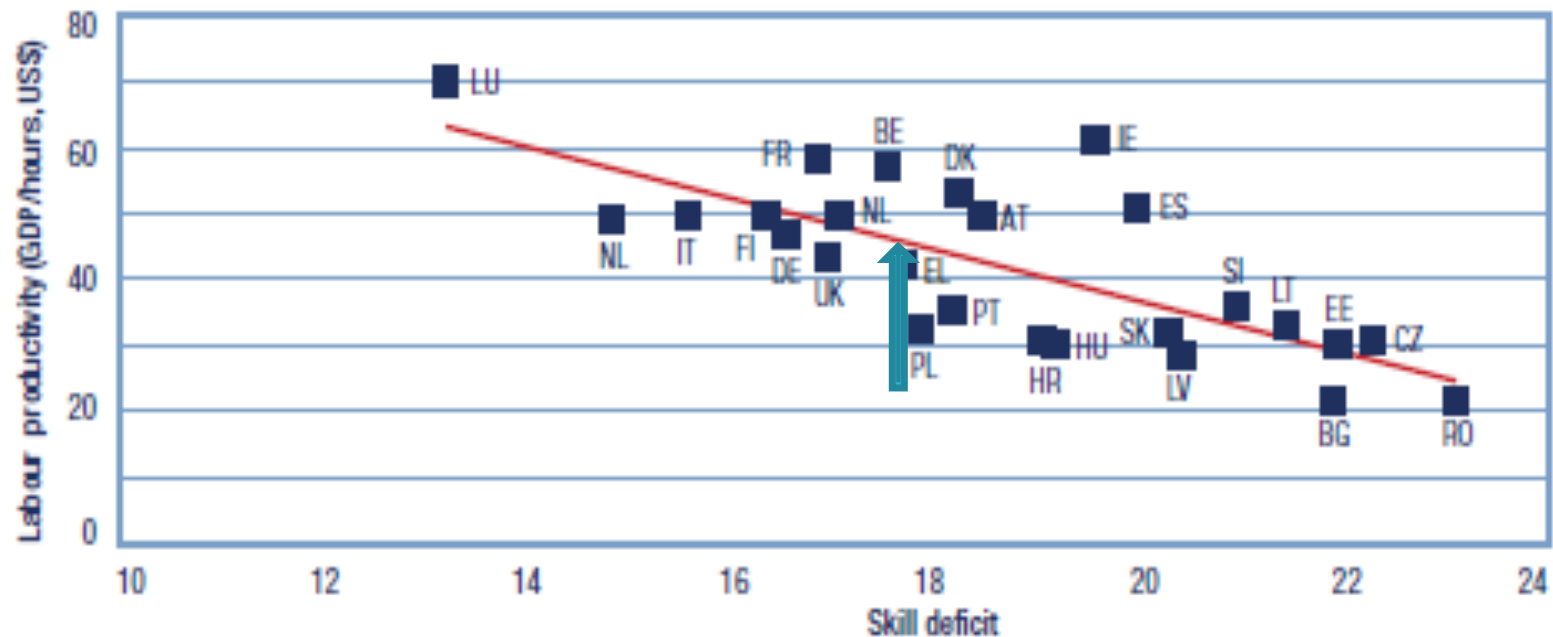
Main skill mismatch in the Greek labour market

❓ Education and training are not always linked with the market, with the following consequences

- Over education*
- Over qualification/Under qualification*
- Under skilling/skill shortages*
- Skill gaps*
- Crowding out (better qualified workers are hired to do jobs that less qualified workers could do)*
- Brain drain*



Skill deficit and labour productivity in Europe, 2014



Source: Cedefop European skills and jobs (ESJ) survey, 2014.



STEP-C ACTIVITIES FOR THE PROMOTION OF ENTREPRENEURSHIP

INTRODUCTION OF ENTREPRENEURSHIP COURSES IN CRETE

UNISTEP Project (2004-2006)

(STEP-C, University of Crete, Technical University of Crete

Training of 80 students

20 Business Plans

3 start-up companies)

UNISTEP+ Project (2007-2008)

(STEP-C, University of Crete, Technical University of Crete, TEI of Crete

Training of 80 students

17 Business Plans

2 start-up companies)



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STEP-C ACTIVITIES FOR THE PROMOTION OF ENTREPRENEURSHIP

TRAINING IN ENTREPRENEURSHIP

Leonardo da Vinci Projects: PREMIO, ENTER (2008-2009)

www.premio-project.eu

www.enter-project.eu



MESUP Project: Mentoring start-ups (www.cycrete-mentor.eu) (2011-2013)
Collaboration with the Incubator of the University of Cyprus

Business Plan competition between new entrepreneurs from Crete and Cyprus



Participation in Balkan Venture Forum, 1st prize



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STEP-C ACTIVITIES FOR THE PROMOTION OF ENTREPRENEURSHIP

ERASMUS FOR YOUNG ENTREPRENEURS PROGRAMME

www.erasmus-entrepreneurs.eu

(2009-2014)



- ❑ *Over 50 young entrepreneurs supported to collaborate with a Host Entrepreneur in another European country***

- ❑ *Over 20 Greek Host Entrepreneurs supported to find New Entrepreneurs from other European countries***



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STEP-C ACTIVITIES FOR THE PROMOTION OF ENTREPRENEURSHIP

Beyond Silicon Valley: Entrepreneurship in Transitioning Economies

www.alba.edu.gr/mook

- ? Massive Open Online Course (MOOC) on the Coursera platform was enhanced with content designed for a Greek audience (for the first time)***
- ? Collaboration with ALBA Graduate Business School, American Embassy of Athens, Case Western Reserve University***



STEP-C ACTIVITIES FOR THE PROMOTION OF ENTREPRENEURSHIP



Together at the start line

*Collaboration with the Association of Greek Industries
Identification of “would-be entrepreneurs” among students,
researchers and research groups*

Personalized mentoring and counseling

Incubation facilities

Training

Networking

Implementation

Athens (8 Universities)

Volos (University of Thessaly, Municipality of Volos)

Heraklion (FORTH, University of Crete)

Nov 2015: 6 (2+4) promising start-ups out of 8 projects



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NATIONAL EMPLOYMENT STRATEGY

- ❑ National and regional programmes and initiatives***
- ❑ No specific policies for youth unemployment, general horizontal policies***
- ❑ Basic pillar for the new 2014-2020 programme: promotion of sustainable quality employment and mobility of workers***
- ❑ In line with EU strategies and policies***
- ❑ Ambitious targets***
(reduction of unemployment at the levels of 16 % by 2018, but: to create 50000 new jobs, requires an increase of GDP by 3.5%)



REGIONAL STRATEGY (ROP CRETE 2014-2020)

Main goals and areas of intervention

- ❑ Promotion of social inclusion and fight of poverty***
- ❑ Investment in education, training and lifelong learning
(High rates of brain drain and premature school abandonment)***
- ❑ Increase of the level of specialization of workers and develop new skills***
- ❑ More effective use of new technologies for education and training***
- ❑ Promotion of activities in the area of social economy
(creation of social enterprises)***



Employment Programmes in Greece

| Description | Beneficiaries | Budget |
|---|---------------|------------|
| <i>Subsidy Program for employment and self-employment of socially vulnerable youth</i> | 500 | 5,000,000 |
| <i>Support of Youth Entrepreneurship</i> | na | 60,000,000 |
| <i>Assist in establishing business incubators with a technological or innovative basis</i> | 1000 | 12,500,000 |
| <i>Pilot action to support youth for the establishment of Social Cooperative Enterprises</i> | 500 | 7,500,000 |
| <i>Enhancing youth entrepreneurship through promotion of business angels, seed capital</i> | 800 | 20,000,000 |
| <i>Establishment “New Farmers” priority to specific rural areas and product standardization</i> | 2500 | 11,500,000 |
| <i>Program “Flat Rate on social security contributions”</i> | 10000 | 20,000,000 |
| <i>Reference Offices in PES to provide advice and support to young entrepreneurs</i> | 3000 | 10,000,000 |
| <i>Subsidy to employment of young people in private businesses and from freelance</i> | 3000 | 20,000,000 |



Employment Programmes in Greece (cont)

| <i>Description</i> | <i>Beneficiaries</i> | <i>Budget</i> |
|--|----------------------|---------------|
| <i>Voucher entrance of unemployed young people (up to 29) into the labour market</i> | 45000 | 74,900,000 |
| <i>Promotion of youth innovative entrepreneurship and counselling to entrepreneurs</i> | 7000 | 91,000,000 |
| <i>Community service programs in the sector of culture for young individual</i> | 3200 | 15,000,000 |
| <i>Grant Program for enterprises to recruit unemployed graduate from higher education</i> | 2500 | 37,500,000 |
| <i>Pilot action to support to young people in the creation of Social Community Enterprises</i> | 500 | 7,500,000 |
| <i>Strengthening youth entrepreneurship (2nd Cycle)</i> | 1600 | 60,000,000 |
| <i>Youth Guarantee (young people up to 24, NEET)</i> | 240000 | |



Local Actions for vulnerable groups (TOPEKO)

NATIONAL PROGRAMME, Total budget 60 m€

☐ Aim to mobilize local actors to create jobs and versatile and effective preparation for unemployed with aims:

- Cover job positions in existing businesses***
- Start a business***
- Gain the qualifications to benefit from investment programmes***
- Acquire skills that will meet identified needs***
- Return vulnerable groups into the market***



Local Actions employment (TOPSA)

NATIONAL PROGRAMME, Total budget 80 m€

☐ Aim to mobilize local actors to create jobs

- ***Cover job positions in existing businesses***
- ***Start a business which match with the specific characteristic of the region***
- ***Gain the qualifications to benefit from investment programmes***
- ***Acquire skills that will meet identified needs of local enterprises***



Young Entrepreneurship Programme

NATIONAL PROGRAMME, Total budget 48 m€

? Young entrepreneurs up to 25

- ***60000 €/new enterprise***
- ***Cover infrastructure, operative cost, incubation, promotion, salaries***
- ***Areas : Agrofood, ICT, Energy, Logistics, Environment, Health***
- ***Eligible: Unemployed people up to 25***



Measures assessing competences/talents to support entrepreneurship

? Programmes supported by national funds

- *School students*
- *University students and academics (i.e. Together at the starting line)*
- *Unemployed people via OAED (Manpower Employment Organization)*

? Career offices and other similar structures

- *Universities (MOKE, Innovation & Entrepreneurship Unit)*
- *Schools (mainly Vocational)*
- *OAED*
- *Private Companies*

? Ad-hoc actions

- *Various initiatives*



Online tools for job finding

www.skywalker.gr

- [?] Currently : 2700 online jobs**
- [?] Over 3.000 companies publish on skywalker.gr**
- [?] Over 40.000 visits daily**



Online tools for job finding

www.kariera.gr

- ? Registration**
- ? Jobs (categories, area)**
- ? Search engine**
- ? CV Upload**
- ? E-mail**
- ? Career and Generation Y publication**



Online tools for job finding

www.workfinder.gr

[?] Intra-municipal Networks in Crete (cooperation of the 4 most populous municipalities in Crete)



[?] Jobs uploading by private and public sector

[?] CV Upload and search



Thank you for your attention

Artemis Saitakis

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