

MONITORING COMMITTEE for Operational Programme II

Empowering People for More Jobs and a Better Quality of Life
Cohesion policy (2007-2013)

Employment Aid Programme 2007-2013



Employment and Training Corporation
Ministry of Education, Youth and Employment

Rationale

The **EAP** is designed to:

- Promote the **integration** of disadvantaged persons in the labour market.
- **Facilitate access** to employment and upgrade the skills of those furthest away from the labour market.
- Contribute to increase the country's **labour supply** and achieve greater social cohesion



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Objective

The EAP aims to reach the following:

- Increase in job opportunities for disadvantaged groups in the labour market;
- Upgrade the skills of the disadvantaged groups through work experience and therefore enhance their employment prospects;
- Enhance the financial independence of disadvantaged persons and prevent social exclusion and marginalisation.

General Information

- **Intermediate Body** – Employment and Training Corporation
- **Funding** – Priority Axis 3 *'Promoting an equal and inclusive labour market'* under the ESF Operational Programme
- **Duration** – 7 years: 2008 – 2014
- **State aid regulation** – Employment Aid Block Exemption

Eligible Actions



WAGE COST SUBSIDY

- **50%** of the actual wage and half the Employer's NI
- **60%** of the actual wage, excluding the Employer's NI, in the case of persons with disability.*
- The duration and amount of subsidy will vary according to the target groups, ranging from a minimum of 26 weeks to a maximum of 52 weeks.
- In view of the fact that Gozo is isolated, suffers from double insularity problems and work opportunities on the island are leaner, Gozitan employees residing and working in Gozo will benefit from a 52-week subsidy, irrelevant of the target they fall under.

*** In the case of persons with disability, the employer is exempted from paying NI for the first three years, as stated in the Budget Speech for 2008.**



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Selection Process



- Applications will be approved on a demand driven basis;
- The scheme will be promoted amongst prospective beneficiaries through various forms of media, namely, but not exclusively, notices in the government gazette, advert in newspapers and radio spots.
- An application form and guidance notes will be available;
- Information sessions will be held;
- ETC will be accepting and processing applications.



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Criteria

The criteria for the Employment Aid Programme are split into:

- Eligibility criteria for employers; and
- Eligibility criteria for participants.

All eligibility criteria for employers and at least one eligibility criteria for participants must be met.



Eligibility Criteria for Employers

- Presents complete documentation**
 - at the application stage, the employer must present an application form filled in with all the relevant details and documentation.
- Fits within the following definition of employer:**
 - all employers, including a partnership, company, association or other body of persons, whether vested with legal personality or not^[1], excluding the coal and shipbuilding sector; and
 - are recruiting new employees who are eligible to participate in the programme.

[1] Chapter 452, Employment and Industrial Relations Act of 2002, General, Article 2 (1), p 2.



Eligibility Criteria for Employers (cont ...)

- c. Not exceeding the maximum quota of 10 participants per calendar year under the EAP**
- Each employer will be allowed to engage a maximum of 10 participants per calendar year. This is not applicable for employment based in Gozo.
- d. Recruitment must represent a net increase or, if not, reductions are not a result of a redundancy**
- Comparison is made with the average over the past 12 months – no less than the annual number of working units in the previous 12 months
 - No redundancies effected in the one year preceding application.



Employers' Eligibility Criteria (cont ...)

- e. Project implemented within / for the direct benefit of the eligible territory**
- the eligible territory is the whole territory of the Republic of Malta. The employee working with the employer under the EAP must be located on the Maltese islands.

All the above criteria must be met



Participants' Eligibility Criteria

Participants must meet one of the Target groups	Duration of subsidy
▪ Persons under 25 years & within 2 years after completing full time education & have not yet obtained a job	26 weeks
▪ Returners after two years	26 weeks
▪ Lone parents or guardians	39 weeks
▪ Persons who have not attained upper secondary schooling	26 weeks
▪ Persons older than 50 years	26 weeks
▪ Long-term unemployed	26 weeks
▪ Substance abusers	39 weeks
▪ Ex-inmates	39 weeks
▪ Registered disabled persons	52 weeks

It is important to note that Gozitan employees residing and working in Gozo will benefit from a 52-week subsidy, irrelevant of the target group they fall under.

THANK YOU

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