

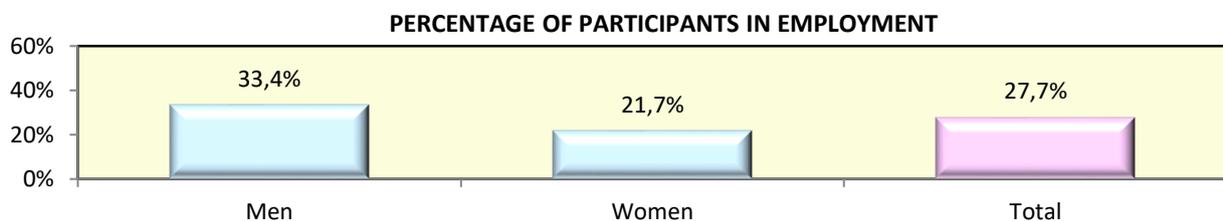
## EVALUATION OF THE IMPACT OF THE SCHEME FOR THE JOB PLACEMENT OF GUARANTEED MINIMUM INCOME (GMI) BENEFICIARIES FOR THE ACQUISITION OF WORK EXPERIENCE IN THE PUBLIC AND BROADER PUBLIC SECTOR (2018)

The evaluation of social interventions, including human resource training and development activities, is considered very important by the Human Resource Development Authority of Cyprus (HRDA). For the HRDA, the assessment, accountability and transparency regarding the impact of its interventions on the human resources, the enterprises and overall, the economy and society of Cyprus is a firm objective. In this context, the HRDA conducted the study evaluating the impact from the participation of Guaranteed Minimum Income (GMI) Beneficiaries in the Scheme for the Job Placement of GMI Beneficiaries for the Acquisition of Work Experience in the Public and Broader Public Sector (as of now “Scheme”) who completed their participation in 2018. The Scheme aims at providing work experience opportunities to GMI beneficiaries able to work, in order to improve their employability and help them to re-enter the labour market, through their placement in services/organisations of the public and broader public sector, local government authorities and non-governmental organisations.

The main objective of the study is the evaluation of the impact on GMI beneficiaries who participated in the Scheme during 2018. The population is 440 persons. The data were collected using two appropriately designed questionnaires. The first questionnaire was completed by 288 persons and the statistical error is 2,9%. The second questionnaire was conducted by field telephone survey, the sample covered was 348 persons and the statistical error is 2,0%. The data are analysed in total and separately for men and women.

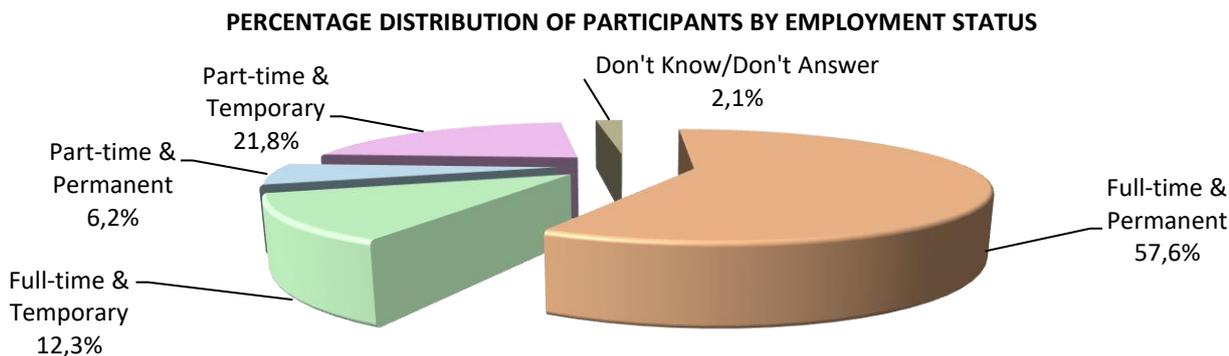
### A. Impact of the Scheme on employability

More than 1 in 4 participants (27,7%) were employed at the time of the field research, about 13 months after completing their participation, while almost 6 in 10 participants (59,5%) remained as GMI beneficiaries. Furthermore, almost 4 in 10 participants (39,0%) participated in the “Special Scheme for the Provision of Community Work in the Public and Broader Public Sector by Guaranteed Minimum Income Beneficiaries” (as of now “Special Scheme”) of the Ministry of Labour, Welfare and Social Insurance (MLWSI) after their participation in the Scheme, with a significant proportion of participants (28,2%) still participating in the Special Scheme.

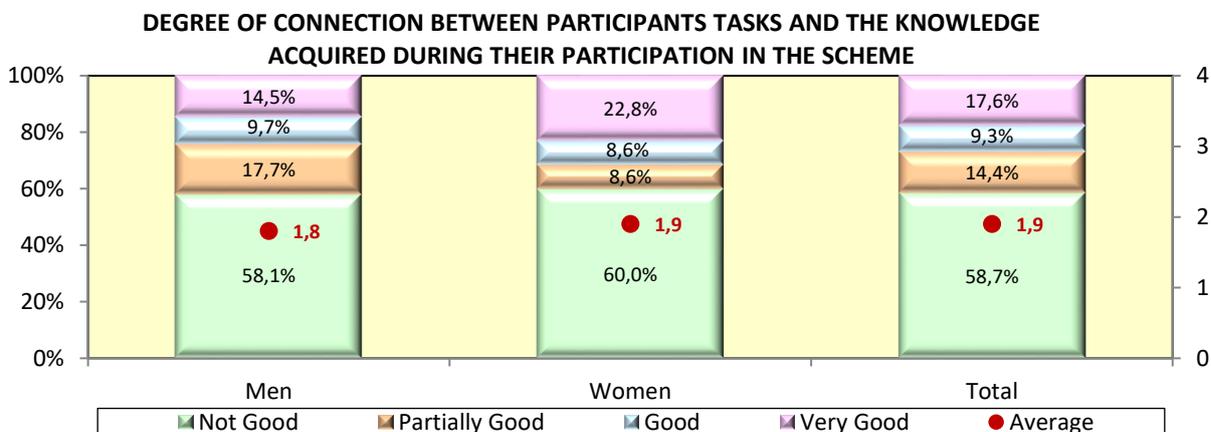


62,9% of the participants who were employed, worked in middle level occupations, with the highest percentages found in the occupations of Service and sales workers (22,8%) and Clerks (21,8%). The average gross monthly salary of the employed participants was €880, with the salaries of men (€985) being significantly higher than those of women (€681).

Almost 6 out of 10 participants (57,6%) were in full-time and permanent employment, with the percentage of men (64,6%) being significantly higher than that of women (47,1%).



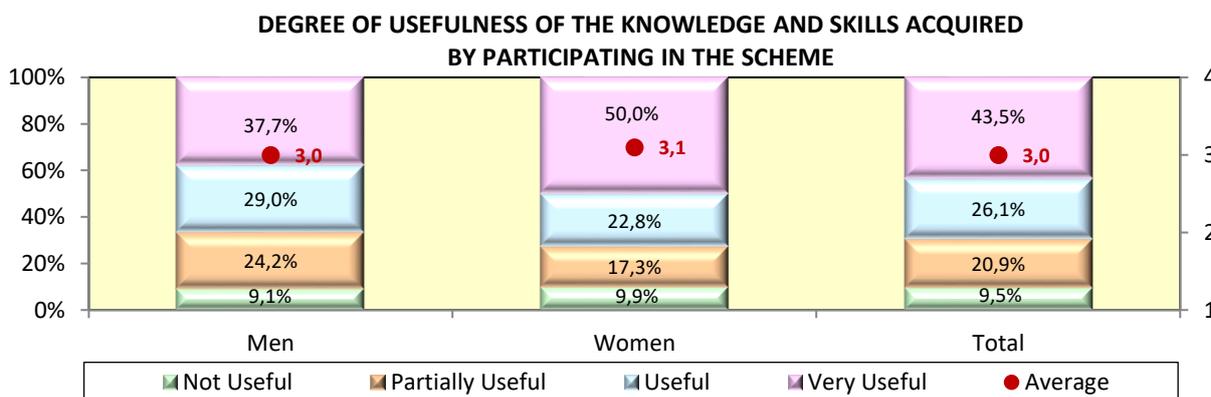
Almost 6 out of 10 participants stated that the connection between their current tasks and the knowledge acquired during their participation in the Scheme was not good (58,7%), while more than 1 out of 4 participants (26,9%) stated that the connection is very good or good.



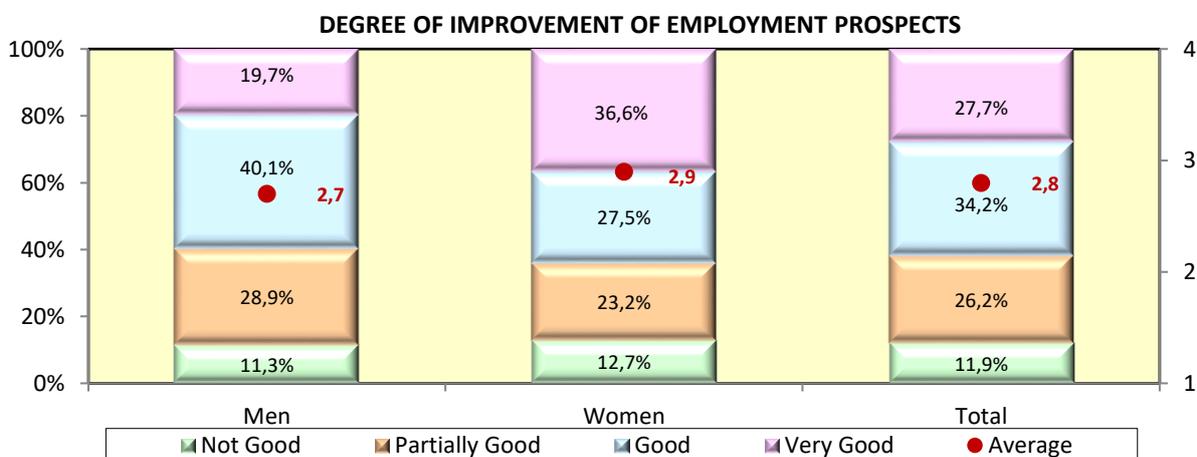
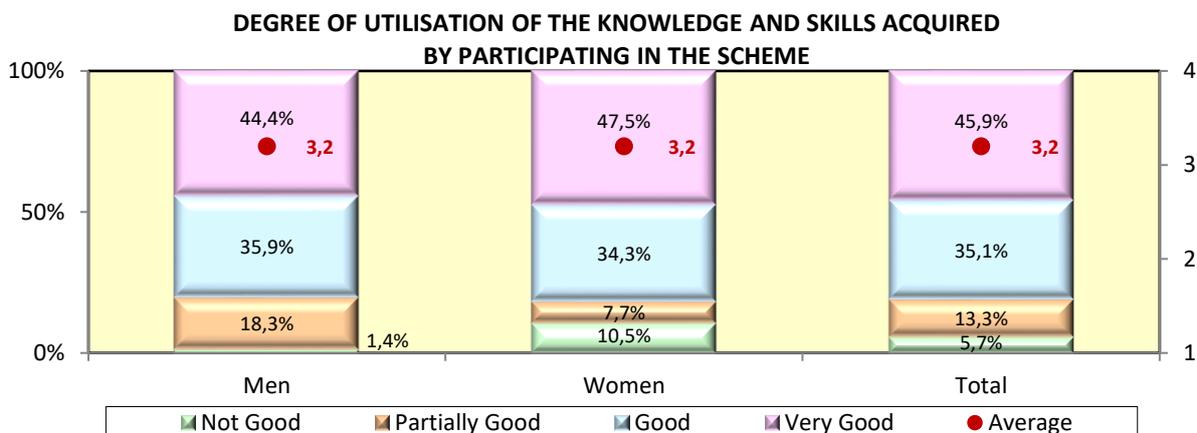
Less than 1 in 10 (9,2%) participants who were either unemployed or inactive found employment for a specific period after the completion of their participation in the Scheme. The main reason for being unemployed is the “difficulties in finding any kind of job” (45,2%) and the main reason for being inactive is “personal reasons/personal commitments” (85,9%).

## B. Usefulness and utilisation of knowledge and skills and employment prospects

Almost 7 out of 10 participants (69,6%) considered useful or very useful the knowledge and skills acquired by participating in the Scheme.

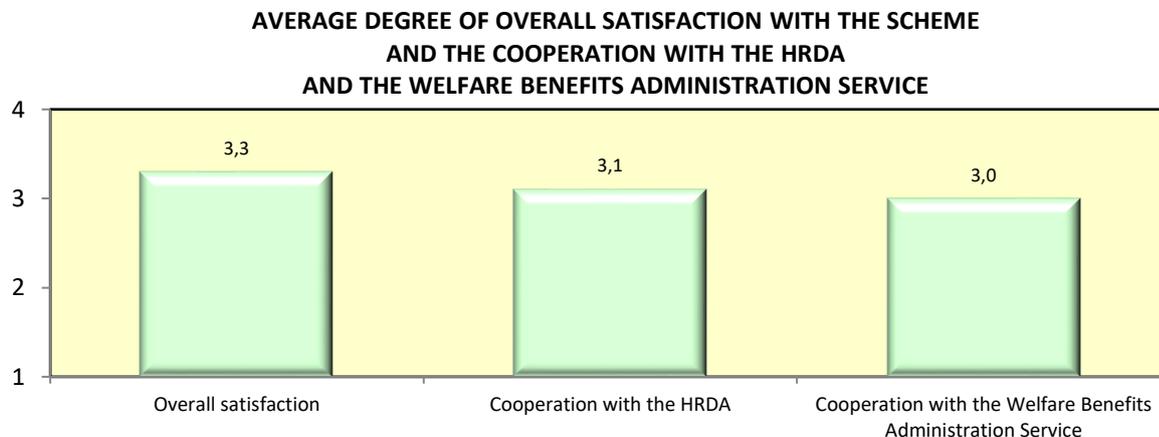


More than 8 out of 10 participants (81,0%) evaluated as very good or good the degree of utilisation of the knowledge and skills acquired (45,9% και 35,1% respectively). More than 6 out of 10 (61,9%) considered that their participation has improved their employment prospects.



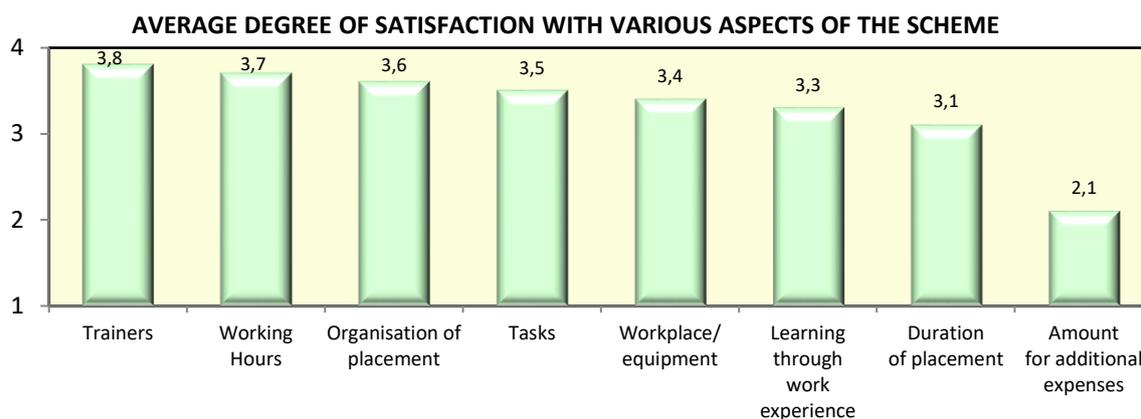
### C. Satisfaction of participants with the Scheme

More than 8 out of 10 participants (82,7%) were either very satisfied or satisfied with the Scheme<sup>1</sup>. 76,0% were also very satisfied or satisfied by their cooperation with the HRDA and 76,1% of the participants were either very satisfied or satisfied by their cooperation with the Welfare Benefits Administration Service.



<sup>1</sup> The scale used was: 1: Not Satisfied, 2: Partially Satisfied, 3: Satisfied, 4: Very Satisfied

The participants were also satisfied with various other aspects of the Scheme, except for the amount given to them for additional expenses.



#### **D. Concluding remarks**

The participation of GMI beneficiaries in the Scheme had as an aim to provide opportunities for practical training and work experience to improve their employability and reintegration into the labour market, which seems to have been achieved to a satisfactory degree. The high degree of satisfaction expressed by participants proves the usefulness of the Scheme. For further improvement of the operation and the efficiency of the Scheme, it is advisable to better match the needs of organisations with the knowledge and skills of GMI beneficiaries.

#### **E. Demographic data of participants**

The demographic data regarding gender, age and position in which they were placed, refer to the 440 GMI beneficiaries who have successfully completed their participation in the Scheme, while the data for the education level and the district refer to the 348 persons who participated in the telephone survey.

- Gender: Men (52,6%), Women (47,4%)
- Age: 26-30 (13,2%), 31-35 (48,8%), 36-40 (27,8%), 41-45 (3,6%), 46-50 (3,2%), 51-55 (3,4%)
- Main placement positions: General office clerks, secretaries and typists (22,0%), Business and administration associate professionals (14,7%), Refuse workers and package deliverers (9,5%), Library, mail and filing clerks (8,8%)
- Education: Primary (4,0%), Lower secondary (Gymnasium) (14,3%), Upper secondary (Lyceum) (22,8%), Technical schools (10,0%), Post-secondary (10,1%), Bachelor's degree (29,1%), Master's degree (9,4%), Doctoral degree (0,3%)
- District: Nicosia (52,3%), Limassol (22,4%), Larnaca (13,5%), Pafos (10,4%), Famagusta (1,4%)

#### **F. Characteristics of organisations**

The data refer to the characteristics of the organisations in which participants were placed during their participation in the Scheme.

- Category: Ministries (76,2%), Local Government Authorities (13,9%), Public and broader public sector except ministries and local government authorities (7,2%), Other organisations (2,7%)
- District: Nicosia (87,3%), Pafos (4,3%), Limassol (4,1%), Larnaca (3,6%), Famagusta (0,7%)