

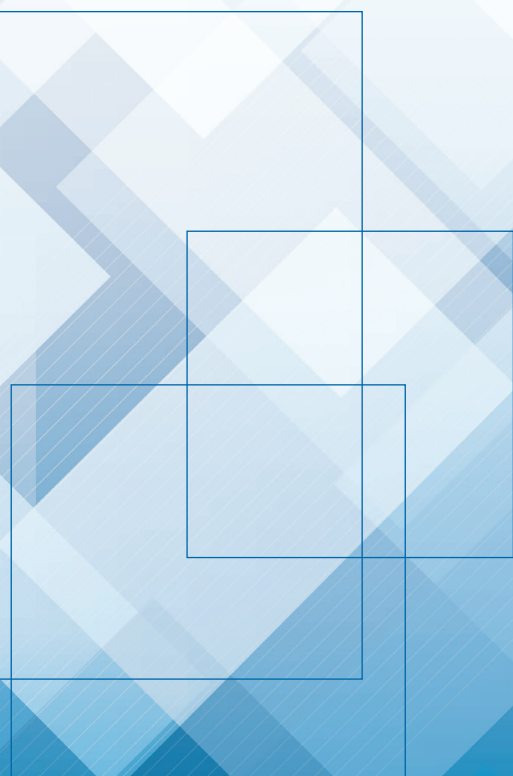


International
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Getting back to work:

A study of the social impacts
of Kinofelis



Development
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Preface

This publication was produced by the International Labour Office (ILO) in the context of the project “Support to a new generation of Public Works Schemes (Kinofelis) in Greece”. The Kinofelis programme targets the long-term unemployed and provides them with eight months of employment in projects in participating municipalities.

The ILO support project was implemented between September 2016 and November 2017 and provided support to the Ministry of Labour, Social Security and Social Solidarity (MOL) with the implementation of the Kinofelis programme. The project provided a wide range of technical support but had the following focus areas:

- Improve the design of Kinofelis, by helping to introduce the innovations as compared with previous phases;
- Strengthen the capacity of stakeholders to implement the programme through training;
- Improve relevance and quality of the public works projects implemented by municipalities through improved selection processes and quality assessments; and
- Strengthen reporting, monitoring and evaluation systems and procedures of the Kinofelis programme.

This report is one of the outputs of this project.

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Abbreviations

ALMP	Active Labour Market Policy
ASEP	Supreme Council for Civil Personnel Selection
GDP	Gross Domestic Product
HDPA	Hellenic Data Protection Authority
EC	European Commission
EU	European Union
ELSTAT	Hellenic Statistical Authority
EU	European Union
Eurostat	Statistical Office of the European Union
ILO	International Labour Organisation
INE/GSEE	Greek General Confederation of Labour
IT	Information Technology
KANEP/GSEE	Centre for the Development of Educational Policy/ Greek General Confederation of Labour
KEK	Centre for Professional Training
MOL	Ministry of Labour, Society Security and Social Solidarity
NGO	Non-Governmental Organization
NILHR	National Institute of Labour and Human Resources
NSRF	National Strategic Reference Framework
OAED	Greek Manpower Employment Manpower Organization

1. Introduction

The financial crisis has left Greece confronting an unprecedented rise in unemployment. This has made it necessary to introduce a new policy framework for the activation, support, and protection of the unemployed. Within a short period, the seasonally adjusted unemployment rate rose from 8.1% in February 2008 to 27.9% in July 2013. This had a devastating socio-economic impact, increasing poverty, including child poverty, homelessness and destitution across Greece, especially in regions with high percentages of long-term unemployment. From 2010-2015, poverty among the unemployed increased by 8.5% (INE/GSEE, 2017). Since 2014-2015, however, unemployment has begun to decline and in February 2017, it reached 23.3% (ELSTAT, 2017a). Although this decline demonstrates that the Greek labour market may be entering a new phase, the percentage of unemployment was still the highest among European Union (EU) member states when the EU average was 7.8% (Eurostat, 2017a). As the decline is slow (INE/GSEE, 2016), it is unlikely that Greece will reach the pre-crisis levels of unemployment in the near future unless growth in the economy takes a form that increases the demand for labour with effective Active Labour Market Policies (ALMPs) and social policies playing a supportive role. This means taking the structural characteristics and specificities of the Greek labour market into account.

First, the Greek labour market deviates from the EU average because of its high percentage of long-term unemployment (one year and more), which constitutes a structural characteristic of the Greek economy that preceded the economic crisis. According to Eurostat, the Statistical Office of the EU, in 2008, the Greek long-term unemployment rate as a percentage of overall unemployment was 62.5%. In 2015, Greece had the highest proportion of long-term unemployment in the EU at 73.7%, and for the 50-74 age group it reached had 83.9% (Eurostat, 2017b) and has remained relatively stable at a very high level ever since.

Second, large gender and age gaps in unemployment characterised the Greek labour market prior to the crisis. The crisis, however, initially had a much more negative impact on older generations and male workers rather than on youth and women – typically the most vulnerable – because it hit the foremost male-dominated sectors, such as construction, ship repair, and management rather than female-dominated ones, such as education, health and services (Gavroglou, 2015). During the initial stages of the crisis, unemployment rose faster for males and older generations than for females and youth, resulting in a reduction of gender and age gaps (Karamessini and Rubery, 2014). Gradually, however, other sectors in which women typically found employment, such as services, commerce, medicine, care, and education, were also affected: first by cuts in public spending and second by reduced consumer demand that followed the recession. Moreover, although at the beginning of the economic crisis there was a tendency for the unemployment rate of males to rise faster than that of females, gender gaps especially in younger age groups began to widen again after 2014-2015, when unemployment started to decline.

The Greek labour market deviates from the EU average not only because it has the highest unemployment rates but also because it has a rising gender gap in unemployment. By contrast, age unemployment gaps continue to shrink.

Since 2014-2015, the short-term unemployed and younger males have benefited the most from the decline in unemployment.

The Greek state was unprepared to meet the challenges of rising unemployment and especially the rise of long-term unemployment. On the one hand, the ability of the Greek state to provide responsive programmes of activation for large numbers of the unemployed was hampered by limited funding and administrative capacity. On the other hand, policies introduced cuts and reductions on social benefits and public services, as well as increased taxation, which left the most vulnerable groups of the unemployed and their households disempowered and without protection and support. Even though positive policy measures were in place when the crisis began in 2008 (mostly to increase the participation of women and youth in the labour market through subsidies to the private sector) these were inadequate because they were designed for the pre-crisis levels of unemployment and did not include an effective mechanism for the reintegration of the long-term unemployed into the labour market.

Since 2008, policies have mainly targeted large-scale unemployment to prevent further job losses in private male-dominated sectors, which were more severely hit by the recession. These policies have not produced the expected outcomes as they relied heavily on the assumption that the Greek private sector was ready to grow and absorb the rising numbers of unemployed. Yet the private sector faced severe obstacles to growth, which led analysts to propose “direct job creation” schemes as a necessary intervention to deal with the Greek unemployment crisis (Antonopoulos et al. 2011).

In 2011, Greece launched its first “direct job creation programme” after the beginning of the economic crisis.¹ The programme is entitled “Kinofelis” (literally meaning “of common benefit”) and is based on the principle that the most productive way of “activating” the unemployed and reintegrating them into the labour market in an economy characterised by low demand for labour is through funded public employment that promotes the common good, benefiting not only beneficiaries and their households but also local communities. During the first phase (2011-13), the programme was open to non-profit organizations, municipal authorities and legal entities engaged in activities of public interest. Priority was given to the long-term unemployed, those who didn’t receive unemployment benefit, the age groups of under ‘30s and 55-60, and unemployed farmers, who were given extra points in the selection procedure. During this phase, employment in the programme was for a five-month period. The application procedure was the responsibility of OAED and the selection process was supervised by Non-Governmental Organizations (NGOs).

Following the termination of the National Strategic Reference Framework (NSRF) in 2007-2013, new direct job creation programmes were launched in 2014. During the

¹ See Government Gazette No. 2291 of 13 October 2011

second phase, Kinofelis started targeting families with no employed members, single parent families, youth 18-29, long-term unemployed, and university graduates. Beneficiaries were given employment for a period of five months and worked in Municipalities and other public institutions (Foundation for Economic and Industrial Research, 2015.)

In 2015, a new generation of Kinofelis was designed and its important changes presented in Table 1.²

Table 1: Changes in the new generation of Kinofelis

<p>The new generation of Kinofelis programme introduced the following changes:</p> <p>Application procedure based on social criteria targeting the long-term unemployed including years of unemployment, income, number of children, number of unemployed members in household.</p> <p>Extension of the period of employment from five to eight months.</p> <p>Optional training courses in information technology (IT) and seminars on the social economy.</p> <p>Extended labour rights, including days off for illness, parent and maternity leaves.</p> <p>Two personalized sessions in OAED with professional counsellors: one on entry and one after exit to update their profile and be advised and guided on prospects and opportunities of employment after the completion of the programme.</p> <p>Submission of complete projects promoting the “common good” and corresponding tasks/specialisations by the Municipalities on an electronic platform.</p>
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2. Methodology

The purpose of this report is to present and analyze the findings of entrance and exit surveys of participants. These were conducted during the implementation of the first pilot phase of the new Kinofelis programme in 17 Municipalities. These 17 municipalities were selected because they were “pockets” with high rates of high long-term unemployment. These surveys were complemented by focus group discussions and together they provide a good indication of the kinds of socio-economic impacts the programme is having on beneficiaries, their households and local communities. The report is not an evaluation of Kinofelis and is also not meant to evaluate the changes introduced to Kinofelis over the years. **Rather its main purpose is to provide insights into how future phases of Kinofelis can be improved to further enhance the impacts on beneficiaries.**

The surveys (entry and exit questionnaires) were conducted during the implementation of the programme in the period of September 2016-July 2017. The positive aspect of this approach is that it can provide valuable findings that can inform changes and improvements for the next phase of the programme. At the same time, however, the timeframes have meant it was not possible to include the longer-term effects of

² For a more detailed analysis of the design of the New Kinofelis Project, see ILO, 2017.

Kinofelis. In addition to the primary data collected through the baseline entry and exit survey and focus group discussions with beneficiaries used in the report, data on Kinofelis from the Greek Manpower Employment Organization (OAED) was also used.

Nevertheless, the study analyses and provides insights on the more immediate impacts of the programme. The primary data for the report originates from the following sources: OAED statistics, baseline entry and exit survey with online questionnaires, and focus group discussions with beneficiaries.

2.1 OAED Statistics

For Kinofelis, OAED collects data on the following groups:

- (a) All applicants who apply to Kinofelis.
- (b) Successful applicants who receive the highest scoring and are invited by OAED to submit proof of their formal qualifications to become beneficiaries. Failure to produce formal qualifications required for each position advertised results in the replacement of successful applicants.
- (c) Beneficiaries who are recruited after proof of qualifications is validated.

2.2 Base: Entry-Exit Questionnaires on beneficiaries

The entry and exit questionnaires, which are attached in the Annex of this document, were sent to all municipalities and training centers (KEKs) by the Ministry of Labour, Society Security and Social Solidarity (MOL). These institutions were then invited to ask beneficiaries to complete and submit the online questionnaires without the intervention of intermediaries. In those cases when beneficiaries were not able to use IT technologies or had no access to IT networks, Municipal officials were invited to assist them in the process of filling the questionnaire online. The questionnaires were non-obligatory, anonymous and confidential. Beneficiaries had two options:

- (a) To consent and fill the entire questionnaire, or
- (b) Not to consent and not to fill any of the sections of the questionnaire.

The data was stored directly in a secure MOL database, after approval from the Hellenic Data Protection Authority.

Overall the response rate was relatively high for a non-binding survey, as can be observed in Table 2.

Table 2: Respondents Baseline Entry-Exit questionnaires

	Entry respondents	Exit respondents	Beneficiaries
Number	2 537	1 146	3 341
Percentage	69.5%	31.4%	100%

Sources: OAED and Baseline Entry-Exit Questionnaires, processing and analysis: ILO

Following consultation with Municipal authorities and beneficiaries, it was verified that most questionnaires were filled online by the beneficiaries themselves. Those beneficiaries who did not have the necessary IT skills to complete the questionnaires were in some cases excluded from the sample as Municipal officials in some Municipalities did not have the time to assist them. Many questionnaires were filled in the KEKs as part of the IT training courses, where beneficiaries had easy access to a computer and an internet connection. The fact that during this process they received training on technical IT skills enabled them to resolve problems. It is therefore possible that there is a bias towards IT trained beneficiaries in the results of the questionnaires.

It can also be observed that the response rate was significantly higher in the entry questionnaire than in the exit version. This reflects the fact that the beneficiaries did not start and finish the programme at the same time because of the replacement of successful applicants who failed to submit the necessary qualification documents. Some respondents that left earlier missed the opening of the online platform and failed to fill in the questionnaire. In addition, these differences in the response rate probably demonstrate a sense of reluctance and disappointment that characterizes the exit from Kinofelis, which prevented some beneficiaries from participating in the exit survey.

The gender distribution among respondents of exit and entry questionnaires is relatively stable, although there was a general tendency among female beneficiaries to be more responsive to the questionnaire than males. This may also be linked to the fact that female beneficiaries were mostly in administrative services, whereas males were more numerous in construction-related projects where there are higher levels of low-skilled and non-IT-trained people, and beneficiaries without access to the internet. It should be noted also that the category “other” that refers to beneficiaries who do not self-identify as male or female is absent from OAED statistics, but it was introduced in the baseline survey. However, as it is less than 1%, it does not affect significantly the overall picture of the percentage of respondents by gender (see Table 3).

Table 3: Respondents by gender entry-exit questionnaire

Gender (%)	Entry respondents	Exit respondents	Beneficiaries
Female	51.0%	49.6%	44.0%
Male	48.0%	50.0%	56.0%
Other	0.6%	0.4%	-

Sources: OAED and entry-exit questionnaires, processing and analysis: ILO

The age distribution of respondents for both entry and exit is relatively well balanced as it tends to correspond with the age distribution of successful applicants. For each age group, there is no more than a four-point difference between the percentage of respondents and the percentage of beneficiaries (see Table 4).

Table 4: Age of beneficiaries and respondents exit-entry questionnaires

Age groups	Entry respondents (%)	Exit respondents (%)	Beneficiaries (%)
18-25	2.0	0.5	1.3
26-30	5.9	3.2	6.6

31-35	13.2	12.7	12.6
36-40	14.4	12.6	14.1
41-45	15.3	11.5	11.3
46-50	18.9	20.6	19.9
51-55	15.0	16.4	16.4
56-60	11.0	15.3	14.3
61-65	3.6	6.3	4.8
65+	0.7	1.0	0.5
N=	2 537	1 146	3 341

Sources: OAED and MOL, processing and analysis: ILO

Based on this, in particular the likely bias towards IT trained beneficiaries, the results from the surveys cannot be seen to be statistically representative. Nonetheless, the findings from the analysis of these surveys still provide valuable insights to inform improved programme design for future phases of Kinofelis.

2.3 Focus groups with beneficiaries

The entry focus groups were conducted before the entry questionnaires were sent out to the 17 Municipalities to identify main problem areas and issues, and after the completion of the exit questionnaires to address issues identified during the preliminary analysis of the data. The data collected during the focus groups complemented the findings of the baseline and facilitated the analysis of the data especially when there were no follow-up questions.

The guide for the focus groups followed the main thematic areas of the questionnaires (see Annex). However, to complement and enhance the analysis, the questions with findings from the discussions with beneficiaries were more open, inviting diverse interpretations and opinions.

Table 5: Participants in entry-exit focus groups

Number of entry focus groups completed	5
Municipalities:	Abelokipi / Menemenis Kalamaria Kordelio / Evosmos Perama Keratsini
Number of exit focus groups completes	5
	Abelokipi / Menemenis Aspropyrgos Kalamaria Kordelio / Evosmos Perama
Total number of participants	70

The geographical distribution of the focus groups in the 17 Municipalities was limited to areas in Attica and Central Macedonia, which constituted 13 out of 17 municipalities. This means that the sample may be slightly biased as most of these were in urban or semi-urban areas.

The total number of beneficiaries who participated in the entry focus groups is 70 (see Table 5), 35 of whom were also asked to participate in the exit ones. Fifteen of them participated in both focus groups and 60 in only one focus group. Those who didn't participate in both were not available at the date of the second focus group: (a) because they had already left the programme (10), (b) because they had a day off (20), (c) because they did not want to participate in the exit focus groups (5).

Table 6 shows the gender distribution of the focus group participants.

Table 6: Gender of focus group participants

Gender	Entry	Exit	Total
Female participants	24	25	49
Male participants	20	26	46

3. Eligibility and criteria for the selection of beneficiaries

Kinofelis was piloted first in 17 Municipalities. The selection of beneficiaries during this phase was done through a combination of geographical, task-based, social and self-selection targeting. During the pilot phase of the 17, these four targeting methods were juxtaposed to achieve the complex objectives of the project: a positive impact on unemployed individuals, their households and communities.

Thus, employment positions opened for eight months in 17 municipalities based on projects that the municipalities submitted to the MOL and tasks corresponding to specific specializations and qualifications set by the Supreme Council for Civil Personnel Selection (ASEP). Based on the list of Municipalities and task specializations, a call was opened to all interested individuals registered as unemployed with OAED. In principle, all those registered with OAED were entitled to apply for a position. Following this procedure, the selection of successful beneficiaries was done, based on (a) formal qualifications set by ASEP (b) social criteria.³

3.1 Geographical targeting

The pilot phase of Kinofelis comprised the 17 Municipalities from all areas of Greece with the highest levels of long-term unemployment (see Table 7).

³ For the process see “Kinofelis: Project Implementation Manual”.

Table 7: The criteria for the selection of the 17 Municipalities

The following criteria were used for the selection of the 17:

Percentage of unemployment per Municipality in 2011.

Rate of long-term unemployment in correlation to the national rate of long-term unemployment in 2011 and 2015.

Percentage of change in each Municipality of the long-term unemployment rate from 2011 to 2015.

Municipalities were excluded if they scored 0 points – i.e. unemployment rates being set at average national rates level. Municipalities starting from 0.1% over the average national rate, were rated and ranked accordingly.

These included six Municipalities in Attica and six in Central Macedonia, regions which have historically the highest percentages of unemployment. The 17 Municipalities are listed in Table 8.

Table 8: 17 Municipalities of the first phase of the new generation of Kinofelis

Regions	Municipalities (17)
ATTICA	Agioi Anargiroi/Kamatero Aspropirgos Fili Keratsini/Drapetsona Perama Salamina
CENTRAL MACEDONIA	Abelokipoi-Menemeni Evosmos/Kordelio Kalamaria Paionia Pavlos Melas Sidiki Thermaikos
PELOPONNESE	Argos-Mikines Korinthos
WEST GREECE	Agrinio
EPIROUS	Arta

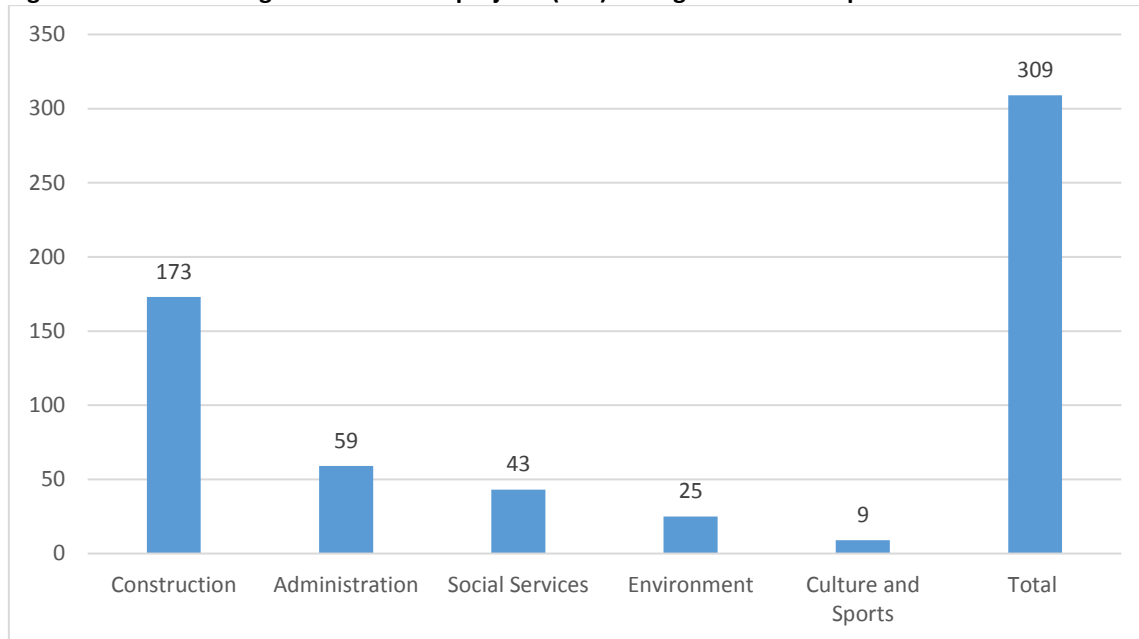
Thirteen of the 17 municipalities were in the regions with the highest overall and long-term unemployment registered in OAED. In March 2017, the highest percentages of unemployed people registered as seeking employment were in Attica (34.52%) and Central Macedonia (20.24%). From March 2016 to 2017, the percentage of long-term unemployed registered with OAED as seeking employment increased by 12.49% whereas the percentage of short-term unemployed decreased by -4.84% (OAED, 2017).

3.2 Task /specialization targeting

Municipalities were allocated a specific number of beneficiaries based on local unemployment levels. They were then invited to submit projects and corresponding

tasks/ specializations. The consultation with Municipal officials showed that the selection of projects during the pilot phase of Kinofelis was based mostly on an assessment of the local needs by Municipal authorities, rather than on the characteristics of the unemployed in their regions. As Figure 1 illustrates, most Municipalities selected projects in construction and administrative support, while other projects and corresponding tasks/specializations remained marginal.

Figure 1: Number of registered Kinofelis projects (309) during the 17-Municipalities Phase



Sources: MOL, processing and analysis: ILO

Out of 309 projects recorded,⁴ more than half 53.4% were in construction and 18.2% in administration, with corresponding tasks-specializations mainly in white-collar jobs, 13.2% in social services, 7.7% in the environment and 2.8% in culture and sports. As we will see in the analysis that follows, the selection of projects and corresponding tasks/specializations determined also the composition of Kinofelis applicants and beneficiaries.

3.3 Social targeting

Although the main objective of Kinofelis is to activate the unemployed, it is also a programme designed to provide a safety net against the broader negative social impact that large-scale unemployment has on households and local communities. Thus, social targeting takes precedence in the selection criteria. For each phase, the criteria of eligibility are set in the OAED Public Call for Applicants, which in the case of the 17 pilot Municipalities was published in 2016 (OAED, 2016a).

⁴ Some projects were not registered in a consistent manner in the data base and so couldn't be included in this Figure.

First, only **applicants actively registered in OAED** were eligible to apply.⁵ In the past, there was a large gap between the unemployed in Greece – as recorded in ELSTAT statistics – and the unemployed registered in OAED. However, according to the Director of OAED, during the past years the gap between the overall unemployed and the unemployed registered in OAED shrunk from 76% in April 2014 to 87% in April 2017, mainly because of the introduction of new policies that give more rights and access to new programmes for the unemployed (Karamessini, 2017). Although it is estimated that 13% of the unemployed are still excluded from the Kinofelis application procedure because they are not registered with OAED, this criterion is considered as an incentive for unemployed persons to register with OAED.

Second, those who applied should have been **Greek citizens, citizens of a member-state of the EU, Greek nationals with formally recognized Greek ethnic origin or third country nationals with a valid residence permit** (OAED, 2017).

Third, applicants were **over the age of 18 years old**. Although youth unemployment is high, this criterion is in accordance with overall tendencies in the Greek educational system, in which there is a very low percentage of drop-out school rates and employment usually starts after the end of the 12 years of education. Moreover, because of family patterns in Greece, it is common for youth under the age of 18 even if they are out of school to be protected and supported by their family.

In addition to the eligibility criteria, there are criteria that give extra points to applicants. During the first phase, which is examined here, applicants applied for **one post in a specific municipality**. According to this process, there was a “local residency” bonus for that municipality alone. This extra bonus stems from the local approach to active labour market policies, according to which unemployment is seen as a problem that affects not only individuals but also local communities. Applicants residing outside the Municipality of application were also entitled to apply to ensure the coverage of task/specializations with lower supply.

Moreover, the application procedure set a series of **social criteria for the eligibility and evaluation of applicants** (see Table 9), whose objective was to enable the most vulnerable categories of the unemployed and their households to benefit from Kinofelis.⁶

⁵ Persons registered in OAED do not have to be unemployed because OAED holds records for all persons registered as unemployed in the past, and also provides the opportunity for employed persons to register. More specifically, OAED databases contain personal data on each beneficiary, including name, date and place of birth, current address, ID number, tax number, social security number, family status. To apply for Kinofelis, one needs to have an active registration profile, which means that s/he is not in employment at the time of the application and is registered with OAED.

⁶ Additional points are awarded in the following manner during the application procedure: (1) Duration of applicants' continuous unemployment – one point per full month up to 60 consecutive months, (2) Duration of applicants' husband or wife continuous unemployment - 1 point per full month up to 60 consecutive months (3) Disability of applicant (50% and over)- 15 points (3) Annual income -30 points for 0-3500€ personal and 0-7000€ family income/15 points 3.501-5.000€ personal and 7001-10.000€ family income/20 points 5.001-8000€ personal and 10.001-16.000€ family income/10 points 8001-12.000€ personal and 16.001-26.000€ family income/0 points 12.001€ and over personal and 26.001€ and over family income, 4) Age-15 points 18-29 / 30 points 30-44 / 40 points 45 and over, 5) Number of under-aged

Table 9: Social criteria for the selection of beneficiaries

Social criteria for the selection of beneficiaries include:

years of unemployment
age
disabilities
households with more than one unemployed adult registered with OAED
single parent households
households with under-aged children
low-income households
households with children with disabilities

3.4 Conclusions on eligibility criteria and selection process

The eligibility and selection criteria were devised and set to also enhance the social impact on the long-term unemployed, taking into account not only the individual job seeker, but also his/her household and local community.

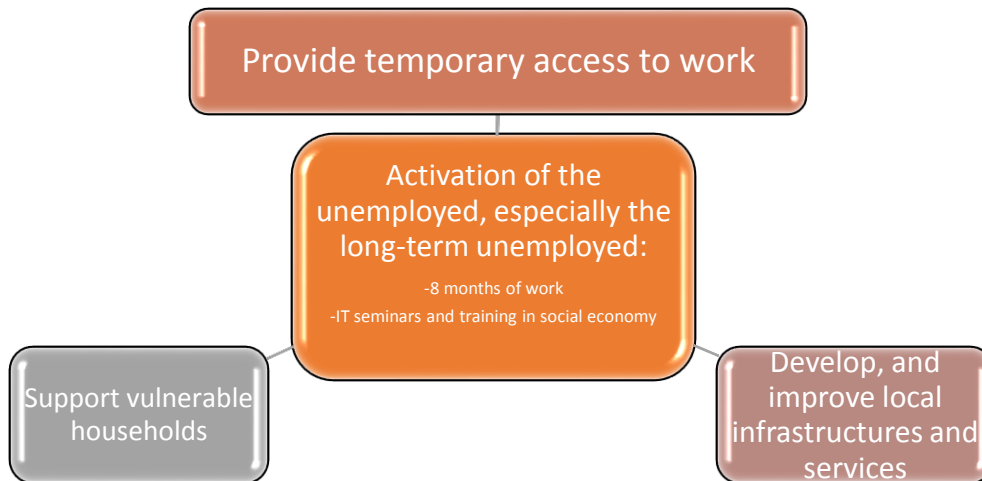
The target group, thus, was defined primarily as a policy issue in terms of activation and removal of obstacles that prevent individuals' access to the labour market, but also secondarily in relation to social and community impacts. By designing the new generation of Kinofelis in such a way, the MOL intended to address some of the unprecedented socio-economic challenges of rising unemployment and especially long-term unemployment in Greece.

While most active labour market policies set as their main target the reintegration of individual beneficiaries into the labour market, and are assessed and evaluated mainly in relation to the number of beneficiaries who have found jobs six months after the completion of the programme, the new generation of Kinofelis set broader social targets linked to the most vulnerable groups of the unemployed, the long-term unemployed and those who are socially deprived and cannot enter again the world of work without assistance.

By providing temporary work to those groups, the programme is also expected to have a positive impact on social protection and support of the most vulnerable households as well as improving local infrastructure and services in communities hit by long-term unemployment. As Figure 2 illustrates, Kinofelis has become a more complex programme with multiple parameters and objectives that necessitate a more multifaceted implementation and evaluation process.

children -10 points each 6) Number of dependent adult and underage disable children (over 76%)-10 points irrespectively of overall number

Figure 2: Objectives of the new generation of Kinofelis



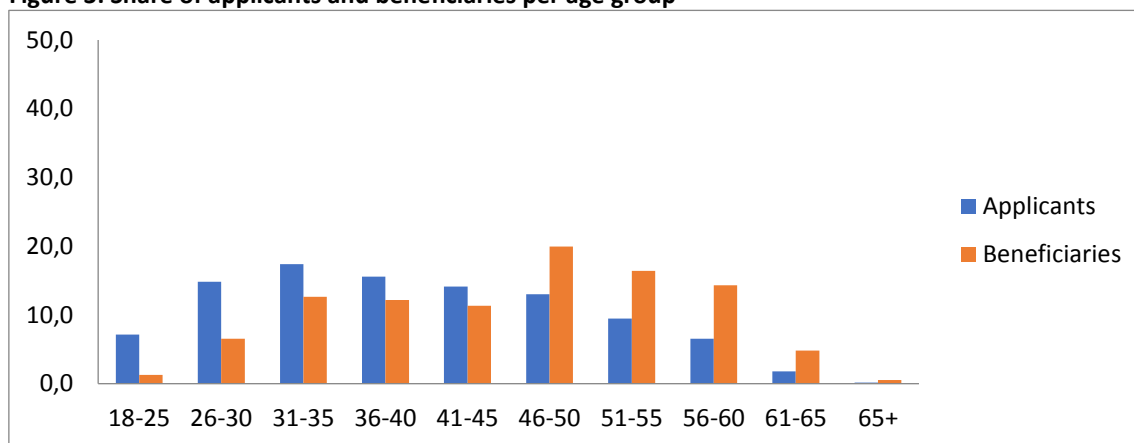
4. Application procedure and selection of beneficiaries

This section analyses how successful the programme was in relation to the criteria for the selection of beneficiaries, and some trends in unemployment in the Greek labour market.

4.1 Age

To deal with the obstacles that older workers face in the Greek labour market, MOL designed Kinofelis as a programme that gives extra points to applicants of older ages. More specifically, during the application procedure applicants in the age groups of 18-29 years old received 15 points, of 30-44 years old received 30 points, and the over 45 years old group received 40 points. As can be observed in the comparison of the two figures (see Figure 3), the percentage of older age beneficiaries, especially the over 45, is much higher among successful applicants than among applicants.

Figure 3: Share of applicants and beneficiaries per age group



Data source: OAED; processing and analysis: ILO

A total of 69.1% of applicants and 44% of beneficiaries are in the age groups 18-45, and only 30.9% of applicants and 56% of beneficiaries are in the age groups 46-65+. Based on its initial design, Kinofelis is successful in bringing about an age distribution that favours older workers, who constitute more than half of beneficiaries. They are considered more disadvantaged and have to face more obstacles than younger workers in their access to the labour market.

Based on the criteria set by the programme design, the age distribution of beneficiaries is successful; however, it is worth also comparing these findings with current labour market trends to understand the broader impact of Kinofelis on the labour market. It is especially important to consider the age balance of Kinofelis in relation to youth unemployment. Since the economic crisis began in 2008, youth unemployment has risen across EU member states. In Greece, it rose from 16.2% in 2008 to 48.7% (ELSTAT, 2017b) in 2013 when it reached its peak. In February 2017, Greece had the highest seasonally adjusted youth unemployment rate at 23.2%, when the EU average was 7.8% (Eurostat, 2017a). However, if one looks at the youth unemployment ratio a different picture emerges: the share of youth unemployment for the whole population is more moderate. In the Greek case, the youth unemployment ratio has dropped from 14.7% in 2014 to 12.9% in 2015, and is lower than that of Spain and closer to the EU average which is 8.4% (Eurostat, 2015). While unemployment is reduced for the 25-44 group, for older age groups unemployment has not declined as rapidly, in particular for the age group of the over 65, which rose to 16.8% (INE/GSEE, 2016). These statistics indicate that since 2014-2015 the employability of younger people has increased in the Greek labour market, while for older people it has remained extremely low.

The design of Kinofelis is based on the diagnosis that the unemployed of younger ages are more able to take advantage of the modest recovery in labour demand, while older generations of unemployed face significant obstacles that prevent them from reintegrating into the labour market. Obstacles to accessing the labour market that older age groups of unemployed encounter, especially after long-periods of unemployment, include employer biases and higher costs for social security contributions that make it difficult for these age groups to become employable again. While the main target group is older age groups, however, younger unemployed are not excluded from the project and are given opportunities to gain professional experience

and new skills from the programme. Thus, beneficiaries are in most cases a mix of older and younger unemployed who may benefit from the programme in very different ways.

Age in focus group discussions

During the focus group discussions, beneficiaries talked about the different problems that different age groups face in their efforts to access the labour market. Despite these differences, it was obvious that Kinofelis may benefit participants of different age groups in different ways.

Beneficiaries in the age groups of 20-30 and 30-40 narrated difficulties in finding work because of lack of professional experience, which is considered as a necessary precondition for recruitment. Anna received her University degree when the economic crisis started and has been searching for jobs in different sectors, often far below her skills, for years. Since 2012, she was able to get employment in Kinofelis programmes in different municipalities.

Because of my age and the fact that I don't have children, I thought that I would be easier to find employment. It was very difficult, perhaps because social workers mainly find jobs in the public sector. When the crisis begun, contracts were not renewed and no new jobs were advertised. In the private sector, it is only in NGOs and the conditions there are very different...I looked for employment in the private sector of course. They required professional experience. Even when I applied to work as a sales person in a shop, they required professional experience And they would tell me: "Have you worked before? We want a degree and you will clean, and mop, and this and that" and all this for 400 Euros per month.

(Anna, early 30s, social worker)

Kinofelis appears effective in providing some new skills and professional experience for all age groups. Nonetheless, some beneficiaries – like Anna – find it impossible to use them effectively to find work in the private sector. Anna describes the vicious circle that especially younger beneficiaries face as they become trapped into participating in consecutive programmes or different phases of the same programme without enhancing their prospects of eventually accessing the labour market. On the one hand, for beneficiaries like Anna, the skills and experience that they gain may not be considered as relevant by private sector employers. On the other hand, prejudices and stereotypes about idleness and laziness, clientelism, and ineffectiveness in the public sector that are widespread among private employers, undermine the prospects of finding a job.

Long professional experience, however, also constitutes a major obstacle to accessing the labour market because of age biases and increases in the labour costs that employers need to cover. For the age groups over 45 years old, professional experience often counts as a negative factor especially in low-skill and unskilled professions. Beneficiaries in these age groups are often the most desperate and disappointed as they encounter age biases in their attempts to re-enter the labour

market. Being deprived of work is experienced as an identity crisis for many of them, with severe economic, but also psychosocial implications.

When I was sending my CV to the private sector in the area of my specialization, where no university degree is required, I was usually rejected because as the employers would often say 'Why should I take you and not someone younger who is going to be cheaper?' Those employers who were willing to employ older men, they required them to have university degrees.

(Tania, 45-year-old beneficiary, former unskilled employee in the tourist industry)

For the age groups over that age of 45, who are excluded from the labour market because of their professional experience, public employment programmes may have a very positive impact. Especially for the long-term unemployed, working again through Kinofelis gives them the strength to – temporarily at least – resolve some financial and psychosocial problems and regain the impetus to search for work.

Different age groups of unemployed face different challenges that can be addressed through participation in Kinofelis. Providing access to the labour market would require, however, a better planning on the part of the Municipalities to ensure that positions advertised do not cover their permanent and continuous needs. Following the first pilot phase, the MOL established the rule that beneficiaries are not entitled to re-apply to the same programme. Moreover, it is necessary to focus the efforts of the MOL and Municipalities on disseminating information and promoting a positive image of professional experience gained in Kinofelis, emphasizing its project-based character. Bringing to the forefront the skills required to complete successful projects can challenge stereotypes of idleness, laziness and ineffectiveness of employment in the public sector. Finally, the combination of employment with training is a positive aspect of the programme, provided it gives beneficiaries the necessary tools to enhance their ability to effectively use the skills and experience gained when jobs become available in the Greek labour market.

Furthermore, it should be noted that the programme also includes and gives priority to the 65+ who are close to getting a pension. The question of age is also linked with the reforms that were introduced in the system of social protection from 2010-2016. In order to restore the sustainability of the social security system, a pension reform gradually unified social security funds, introduced a universal statutory retirement age of 67 years old, put upper limits on pensions, made stricter conditions for early retirement, reduced the list of heavy and arduous jobs (which have a different payment and social security status than other jobs) and introduced stricter conditions and regular re-examination of eligibility for disability pensions (Karantinos, 2012; Simeonidis, 2016). This reform put pressure on older workers, who had not secured early retirement under the previous more generous pension system, to stay longer inside a labour market that offers no job opportunities to the over 60s. This category of beneficiaries may also benefit from Kinofelis, but in different ways than the other age groups.

Pensions in focus group discussions

Focus group discussions demonstrated that beneficiaries over 60 who are in the process of applying for pensions may also benefit from the programme. Most of them had similar stories to tell because when the economic crisis began incentives were given for early retirement in some sectors, most notably in the public sector. As a result of the announced changes in the pension system, many employees decided to accept reduced pensions, which are in many cases higher than some full pensions that are issued today. This effectively meant, as a 64-year-old beneficiary said, that “some of us who have worked longer receive lower pensions than those who have worked even a decade less”.

After consecutive reforms of the pension system, the criteria for pension entitlements became more and more rigid, especially for the self-employed and employees in the private sector, resulting in inequalities and injustices. Especially for the employees of manual professions, the social security stamps of “hard work” that one can acquire through the programme are vital for pension entitlements.

From this perspective, Kinofelis may also provide avenues for the over 60 that have been caught in this period of transition to collect the necessary security stamps to get pensions. This is an important contribution since there are many age biases in the Greek labour market making it almost “impossible”, as many of them argued, to find a job at this age.

While the programme is successful in providing access to the over 45 age groups, it also does not exclude the participation of younger participants. This should be treated as a positive rather than negative feature of the programme. Consultation with Municipal authorities and site visits showed that for the successful completion of projects, mixed teams, which include older and younger beneficiaries, produce much better results than groups composed solely of older or younger beneficiaries. This is mainly because older beneficiaries can pass on their skills and knowledge to younger generations, who can in turn invest projects with their energy and enthusiasm. The current age mix of Kinofelis, thus, is worth preserving.

4.2 Period of unemployment

The rate of long-term unemployment increased from 3.7% in 2008 to 19.5% in 2014, when the EU average was 5.1%. The rates of very long-term unemployment⁷ increased from 2.1% in 2008 to 12.9% in 2014, when the EU average was only 3.1% (EC, 2015). The rate of female long-term unemployment increased but was lower than that of males: from 60.7% in 2012 it has become 68.5% in 2016, while the male long-term unemployment rate has climbed from 68% in 2013 to 95.3% in 2016. These statistics pose multiple challenges for policy-making.

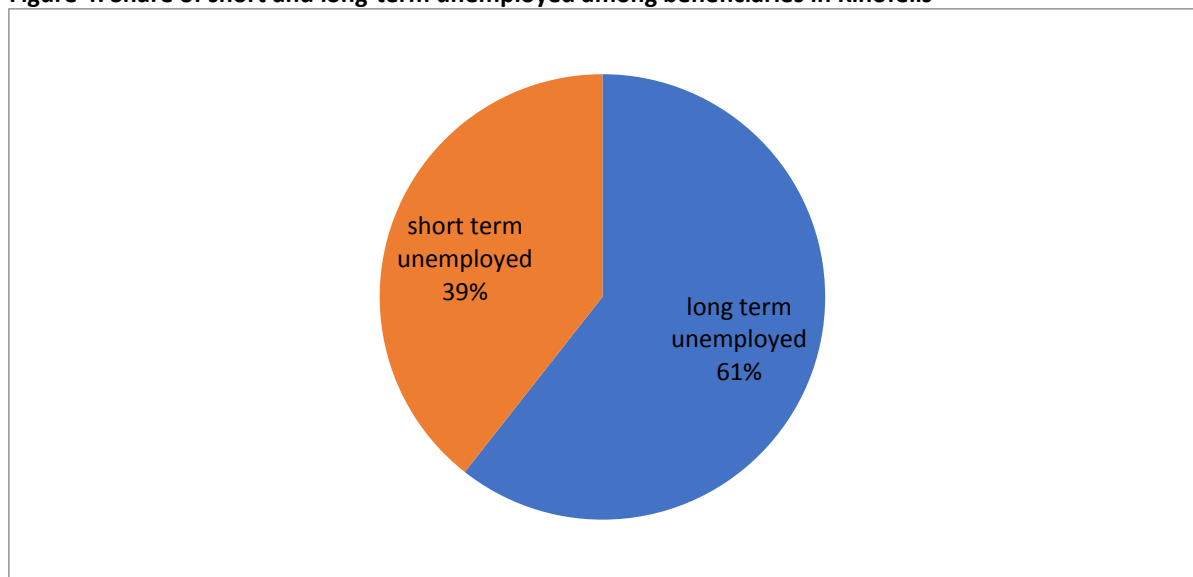
⁷ The rate of long-term unemployment is defined as the share of people out of work for more than 12 months or more in the overall unemployed and the rate of very long-term unemployed as the share of people out of work for 24 months or more in the overall unemployed.

In some EU states, prolonged periods of unemployment may be related to “generous” passive policies, such as the level of income support and the period of time that income support can be drawn from the social protection system. In the case of Greece, however, rising long-term unemployment is caused mainly by the supply of jobs shrinking after the recession, and insufficient effective policies and programmes for the reintegration of the unemployed into the Greek labour market. The prevalence of long-term unemployment in Greece is a problem that predates the economic crisis. Specific social groups such as youth and females, and after the economic crisis older males too, face severe obstacles to their access to the labour market. Although there were reforms in the pension system, the unemployment benefit system is still characterized by very low unemployment benefits, paid for a maximum of one year and leaving large segments of the unemployed unprotected (Karantinos, 2012). These are the most vulnerable groups of unemployed. Thus, unlike other EU member states in which the social protection system may have some impact on the discouragement of the unemployed to search for jobs, in Greece the low level of social protection and benefits for the unemployed does not tend to discourage job search (Karantinos, 2011).

In this context, the Greek government had to devise strategies to design and implement effective policies that would activate the long-term unemployed, while at the same time providing support to those who cannot find employment in an environment characterized by a deficient supply of jobs and weak social support. With these considerations in mind, the MOL designed Kinofelis as a programme that gives priority to the long-term unemployed as it focuses on regions with the highest long-term unemployment rates and gives extra points to applicants according to the years of unemployment. Targeting this group responds to the challenges of both activation and socio-economic deprivation and poverty.

Figure 4 illustrates that the programme is successful in fulfilling this objective, as long-term unemployed applicants (of 12 months and more) constitute 61% of all applicants and are clearly favored in the selection procedure.

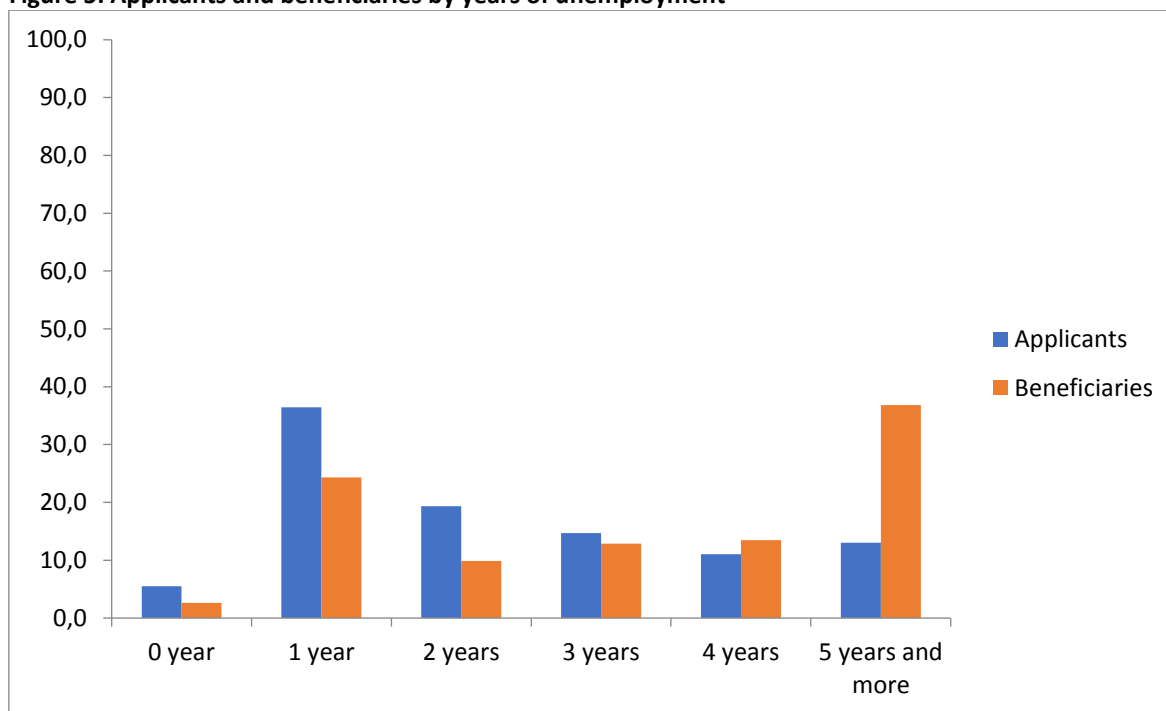
Figure 4: Share of short and long-term unemployed among beneficiaries in Kinofelis



Data source: OAED; processing and analysis: ILO

Figure 5 illustrates the percentage of applicants and beneficiaries per years of unemployment. As can be observed, the programme was successful in prioritizing the very long-term unemployed, which are considered to be further away from the labour market. The unemployed of five years or more comprised 13% of all applicants, but 36.8% of beneficiaries and the unemployed of four years, 11% of applicants and 13,5% of beneficiaries.

Figure 5: Applicants and beneficiaries by years of unemployment



Data source: OAED; processing and analysis: ILO

Targeting the long-term unemployed has thus been largely successful. However, groups of short-term unemployed are not excluded because of the specialization targeting that the project based character of the programme addresses and may also benefit from the programme. Similarly, as with the mixture of different age groups, analyzed above, the mixture of long and short-term unemployed in different projects is showing very positive effects by having a more diverse pool of beneficiaries who complement each other.

4.3 Other social criteria: disability, single parenthood, unemployment in household, children

Considering the social criteria for the selection of applicants, the programme is successful in targeting unemployed applicants with disabilities (1.7% of the overall applicants), although they constitute only 2.8% of all beneficiaries.

As Table 10 demonstrates, it is worth noting the successful targeting of applicants from households in which the beneficiary is not the only unemployed person. The share of beneficiaries from households in which two or more members were unemployed was

29% of all beneficiaries, while their share of the total of applicants was only 7.5%. Finally, single parent households constitute 0.3% of applicants, but 1.8% of beneficiaries.

Table 10: Share of applicants, successful applicants and beneficiaries with disabilities, two and more unemployed adult members in the household, and single parent households

	Applicants	Successful applicants	Beneficiaries
With disabilities	1.7%	2.8%	2.8%
Two and more unemployed adult members in household	7.5%	31.1%	29.0%
Single parent households	0.3%	2.0%	1.8%

Source: OAED; processing and analysis: ILO

Moreover, the unemployed with children were successfully targeted as they constitute a vulnerable unemployed category. While applicants with children comprised 30.8% of all applicants, they comprised 42.2% of all beneficiaries (see Table 11).

Table 11: Share of applicants, successful applicants and beneficiaries with children

	Applicants	Successful applicants	Beneficiaries
With children	30.8%	44.2%	42.2%
Without children	69.2%	55.8%	57.8%

Source: OAED; processing and analysis: ILO

Table 12: Applicants, successful applicant and beneficiaries per number of children

No of children	Applicants	Successful applicants	Beneficiaries
1 child	14.7%	18.4%	17.3%
2 children	12.5%	18.0%	17.7%
3 and more children	3.6%	7.8%	7.2%

Source: OAED; processing and analysis: ILO

The programme is successful in meeting the social criteria, as applicants who belong to the categories that are targeted receive extra points during the application procedure and have the opportunity to become beneficiaries of Kinofelis. However, in some cases, there are differences between percentages of successful applicants and percentages of beneficiaries (i.e. those who are actually selected to participate in the project). These differences may be explained by the fact that successful applicants may be lacking the specific documents required to prove that they are not making false claims. For example, some applicants may be lacking valid and up-to-date proof of disability, which is required to ensure that a successful applicant can be accepted as a beneficiary by the Municipalities. In some cases, this may be caused by lack of information about the procedures.

4.4 Gender

Following almost a decade of continued rise in female employment and a reduction of female unemployment, in 2008 the percentage of male unemployment in Greece was 5.1% and female unemployment 11.5% – with the EU-28 equivalent being at 6.6% and 7.6% respectively. While in the EU-28 the gender unemployment gap was reduced and in 2009 and 2010 female unemployment rates were for the first time since 2000 lower than those of males, in Greece the gaps persisted. In 2013, when Greek unemployment reached its peak, the percentage of male unemployment was 24.5% and female 31.4%, when the EU equivalents were 10.4 and 10.5 respectively (Eurostat, 2013). The 2014-2015, reduction in unemployment has benefited males more than females: in 2016, male unemployment was 19.9% and female unemployment reached 28.1% (ELSTAT, 2016a). In addition, the highest unemployment rate recorded during the second quarter of 2016 was 52.5% among young women aged 15-24 years (ELSTAT, 2016b.) OAED published a bulletin for the month of August 2016 in which it presented the alarming statistics of registered unemployed, those registered in OAED actively seeking employment, that showed that 36.4% – 326 592 were male and 63.5% – 569,970 were female (OAED, 2016b).

Although the gender gap is a structural characteristic of the Greek labour market, the design of Kinofelis does not include extra points or quotas for female applicants. Moreover, it does not include quotas on projects proposed in male and female-dominated sectors of employment. This results in a great imbalance with the female-male share of applicants versus successful applicants and beneficiaries, as can be observed in Table 13.

Table 13: Gender of applicants-successful applicants and beneficiaries

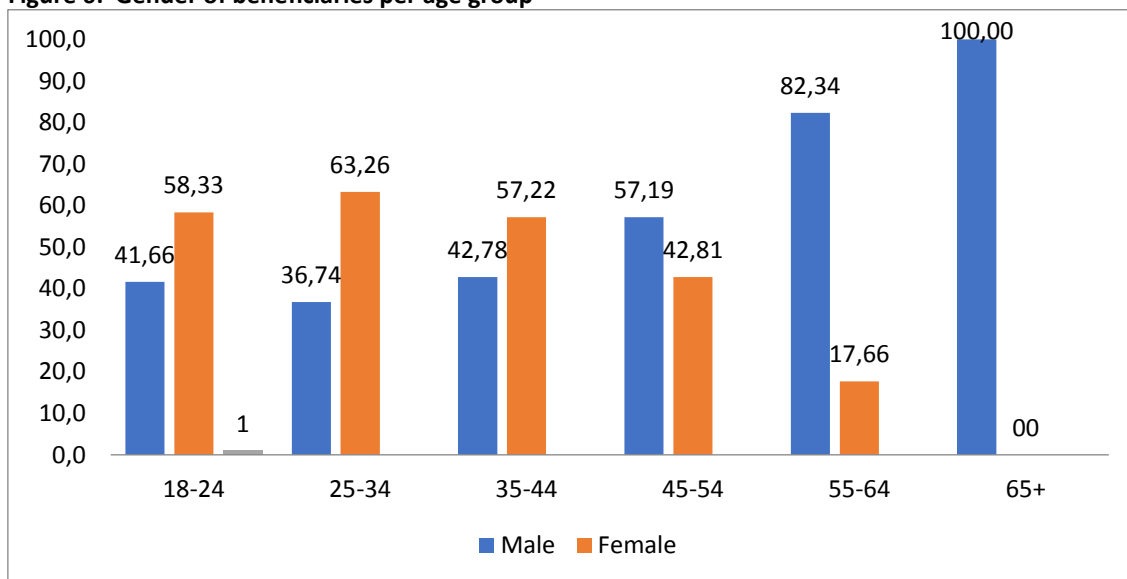
	Applicants	Successful Applicants	Beneficiaries
Female	61.0%	43.0%	44.0%
Male	39.0%	57.0%	56.0%

Data source: OAED; processing and analysis: ILO

Female applicants were 61% of all applicants, but 43% of those selected as successful applicants. In the final stage of the recruitment, 43.8% of beneficiaries were female.

Gender bias seems to be strongly reinforced by the age criteria for selection of beneficiaries. In the younger age groups of 18-44, female participants are the majority. In the older age groups of 45-65+ this is reversed, with the majority of beneficiaries being male. Given applicants of older age gain more points in the selection process, this leads to a higher share of men entering the programme (see Figure 6).

Figure 6: Gender of beneficiaries per age group

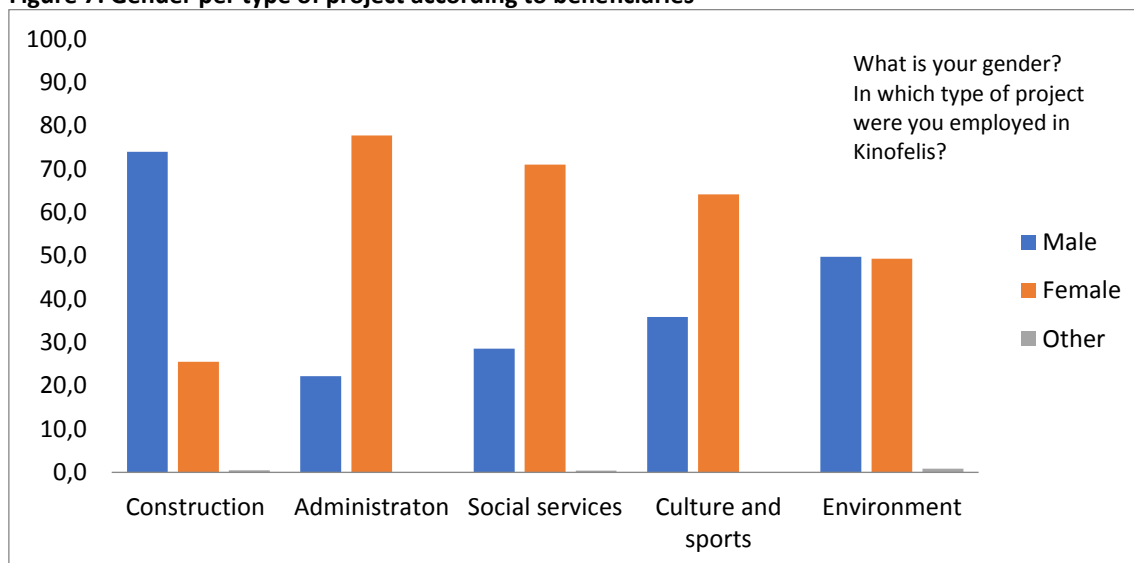


Data source: OAED; processing and analysis, ILO

In total, the lower percentage of females in the over 45 age groups may be caused by the favourable retirement conditions that were in place before the pension reform. These permitted many categories of female workers, especially those with young children to claim early retirement. Before the reform, these favourable conditions gave women an incentive to leave the labour market early. The pension reform abolished those favourable conditions for female workers. When the reform programme was announced, many female workers who could secure “early” pension entitlements under the previous pension programme, decided to leave the labour market. Paradoxically, leaving the labour market was conceived as a much more secure option than employment and retirement at a later stage.

Moreover, gender bias is reinforced by the selection of projects in male-dominated sectors of employment.

Figure 7: Gender per type of project according to beneficiaries



Data source: Exit Baseline Questionnaire crosstab; processing and analysis, ILO

As Figure 7 demonstrates, the types of projects implemented have a very strong influence on the gender participation in the projects. During the phase of the 17 Municipalities, construction projects dominated and were more than half of all projects submitted – and in construction projects, 78% of beneficiaries were males and females only 26%. This created more available posts for male candidates who applied for related professions (such as builders, plumbers, electricians) and a lower demand for female candidates, who tended to compete for a lower number of available posts. At the same time, the percentage of females was higher in administration, social services, culture and sports and almost equal in environmental projects. It would thus appear that by balancing the portfolio of projects municipalities could achieve a more gender-balanced participation.

Overall inequalities in Kinofelis reflect broader gender inequalities in the Greek labour market. As Table 14 demonstrates, although the share of female applicants is much greater than that of male applicants, the share of females that become beneficiaries drops from 61% to 44%, approximating the overall female employment rate, which is 43,3% in the Greek labour market.

Table 14: Applicants and beneficiaries per sex in relation to employment and unemployment rates

	Applicants	Beneficiaries	Employment rate (ELSTAT)	Unemployment rate (ELSTAT)
Female	61.0%	44.0%	43.3%	28.1%
Male	39.0%	56.0%	61.0%	19.9%

Sources: OAED and ELSTAT 2016: processing and analysis: ILO

The fact that the Kinofelis share of female/male beneficiaries is close to employment rate per sex in the Greek labour market follows from the lack of gender criteria in the selection of beneficiaries. On the contrary, the gap between male and female unemployment rates points to the need to address gender issues in recruiting

beneficiaries. All these considerations raise the challenge of gender mainstreaming into the design and implementation of Kinofelis, with project selection being crucial.

Gender issues in focus group discussions

Focus group discussions showed that traditional male and female roles within Greek households still determine patterns of employment and unemployment because both male and female beneficiaries, especially in older generations, tend to take for granted the male breadwinner model. Male beneficiaries expressed concerns over heightened pressures to conform to the male breadwinner role. As jobs become scarce because of recession and austerity, the psychosocial pressures on unemployed males are mounting.

Usually the financial burden is on our soldiers. Besides in our society, the man who cannot find a job is often misunderstood: he is seen as a “loafer”, a “good for nothing”. They say that he is not bothered to find a job or that he doesn’t care. For women it is a bit easier because they won’t be judged. They can stay at home and take care of the family and the house. (Manolis, 45-year-old general duties)

In older generations, unemployed married men tend not to take responsibility for domestic and care work even when their wives are employed in full-time jobs. They lack domestic and care skills and consider these responsibilities as too “feminine” for them. As a result, they stay at home, do nothing and, as some of them said, “lose purpose in life”. For unemployed women of older generations, on the contrary, unemployment tends to be substituted by a more intense preoccupation with domestic and care work.

By giving employment to unemployed women and men on an equal basis, Kinofelis could challenge established gender roles and hierarchies within households. In particular, it could challenge the return of women to unpaid care and domestic work as a household strategy of survival during periods of unemployment. In this context, the focus group discussions showed that households are likely to prioritize the employment and professional development of male members over that of female ones, especially in older age groups. Overall, the effects of unemployment on males are judged to be more important than on females. Female unemployment is often interpreted as a “natural” return to more traditional gender roles by both female and male beneficiaries.

Although many male and female beneficiaries think of gender in households as being clearly defined, several participants had transformed the gender division of labour in their households after they became unemployed. For younger women, especially educated ones and those with long employment histories, unemployment is equally difficult as it is for men. A return to household work is not an option for most of them. Nonetheless, women face heightened obstacles to return to work, especially when they have dependent members to care for. Many mothers reported in focus groups that they faced discrimination in the labour market – when they mentioned that they were married with children, employers simply considered them as unemployable.

Although gender discrimination is expressed in different ways in different periods in women's lives, it is a factor that should always be considered.

When I started looking for a job, they told me you have no professional experience. When I became engaged, they told me now you are going to get married and have children. When I had my first child, they said but now you're going to have a second one. When I had the second one, they told me now you won't have time to work with two children. And finally, I got at the age of 40 and they tell me now you are too old. We want a 24-year-old one".

(Melina, 34, Mother of two under-aged children, environmental scientist)

The focus group discussions demonstrated that despite biases, pressures and direct and indirect discrimination, many female beneficiaries of different ages do not wish to return to domestic and care work after unemployment and actively claim a position in the labour market. Conversely, several unemployed men, especially educated ones, transform their lives and challenge the prevailing gender roles and the male breadwinner model to help their household.

My wife is working in a shop. I do everything. I have become a "housewife": cleaning, cooking, ironing, taking care of the kids. On the one hand, because one doesn't want to sit down and do nothing and, on the other hand, because one must assist the person who is still employed.

(Nikolas, 37-year-old beneficiary, IT programmer)

These transformations show that especially for younger generations and educated unemployed people, a renegotiation of gender roles takes place during the period of unemployment. This renegotiation may be reinforced if a programme like Kinofelis is designed in such a way as to give equal opportunities to unemployed women of different age groups.

4.5 Educational level and skills, sector and type of employment

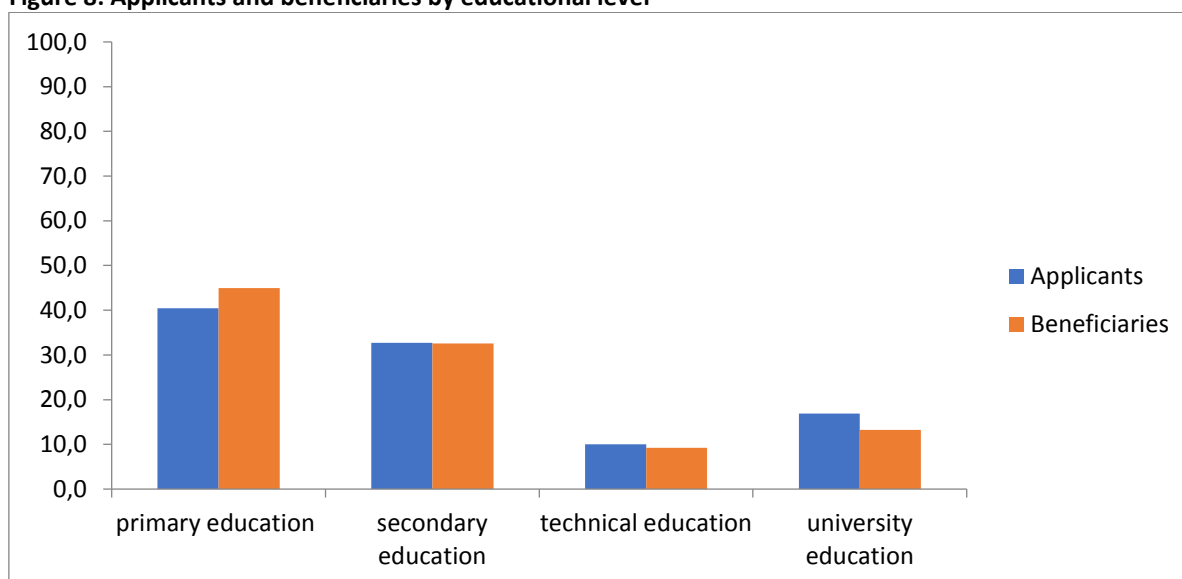
During the period 2001-2008, the demand for highly qualified labour (university graduates and technical education graduates) increased steadily, but has been in decline since 2009. Unemployment of this educational category rose as supply increased after 2009 (INE/GSEE, 2016; 2017). Demand for labour with medium (lyceum and high school graduates) and lower (primary school, few grades of primary school or no educational level) qualifications is still higher than that of highly qualified labour but was decreasing from 2008-2015. Supply of lower qualification labour has declined mainly because of retirement and as a result unemployment rose more moderately (INE/GSEE, 2016: 101-106).

With regards to educational and skills level, the unemployed with medium and lower qualifications form the largest percentage of both applicants and beneficiaries in

Kinofelis. The largest share of both applicants and beneficiaries in Kinofelis is of lower educational level.

More specifically primary education (primary school) graduates constitute 40% of all applicants and 45% of all beneficiaries, while secondary education graduates (high school and lyceum) constitute 32,7% of all applicants and 32,6% beneficiaries, technical education graduates (high-school and technical lyceum) 10.0% of all applicants and 9,2% of all beneficiaries, and university graduates 16.8% of all applicants and 13.3% of all beneficiaries (see Figure 8).

Figure 8: Applicants and beneficiaries by educational level



Data source: OAED; processing and analysis: ILO

As with gender, the selection of beneficiaries is quite transparent and does not depend on recruitment procedures that may be biased in favour of lower-educated candidates. The main factor that determines this procedure is the selection of projects that tends to prioritize projects and tasks/specializations in which lower skill levels are required.

One implication of the tendency to select projects with lower skill tasks/specializations is that many candidates apply for Kinofelis with qualifications lower than the ones that they have acquired so that they have a greater chance of being selected. Thus 19.1% of all applicants and 10.2% of all successful applicants are overqualified, which means that compared to the educational qualifications they have registered in OAED, they apply for position that require lower educational qualifications. These tendencies reflect the phenomenon of horizontal and vertical mismatching that has been observed across the Greek labour market since the economic crisis began (KANEP/GSEE, 2015).

Educational and skills level in focus group discussions

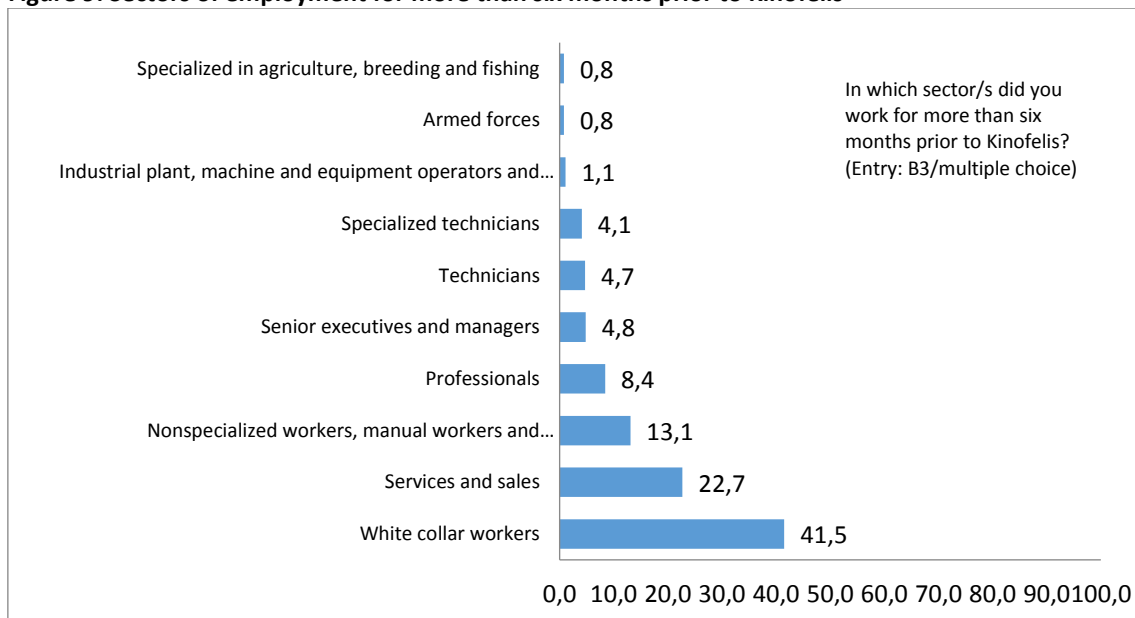
During focus group discussions, many beneficiaries said that Kinofelis employment was far below their educational and professional skills because. They applied for low-skilled work because there were more low-skills jobs available and they had a better chance of being recruited. Although Kinofelis offers the opportunity to these

beneficiaries to receive payment and get security stamps for eight months, it doesn't significantly enhance their employment prospects. Instead they go through a process of downskilling that they consider may improve their access to the labour market. For example, a 30-year-old beneficiary who had a University degree in metallurgy, but worked in administration with his degree from lyceum (12 years of school), told the group that he considered that his employability had improved because there are more jobs in administration than in the field that he studied.

Although those beneficiaries who used under-skilling as a strategy for improving their professional experience were in favour of the idea that more positions for the highly skilled and educated should open in Kinofelis projects, they also explained that their prospects of entering the labour market might have improved less if they took such specialized positions in the programme. Especially for older beneficiaries, there are no incentives to apply for highly skilled positions, as they are in fields in which jobs are scarcer in the labour market. Some beneficiaries suggested that an incentive to apply for highly skilled jobs would be to have higher salaries for more skilled or professional work.

Although the demand for employees with lower professional experience is the result of project based targeting of beneficiaries, it also represents a broader tendency amongst employers in the Greek labour market to prioritize the recruitment of medium and lower skilled employees. Although in the private sector this tendency may be explained by the higher costs of recruiting employees with higher skills, in the case of Kinofelis it is a negative factor that leads to the observed high share of overqualified beneficiaries.

Figure 9: Sectors of employment for more than six months prior to Kinofelis



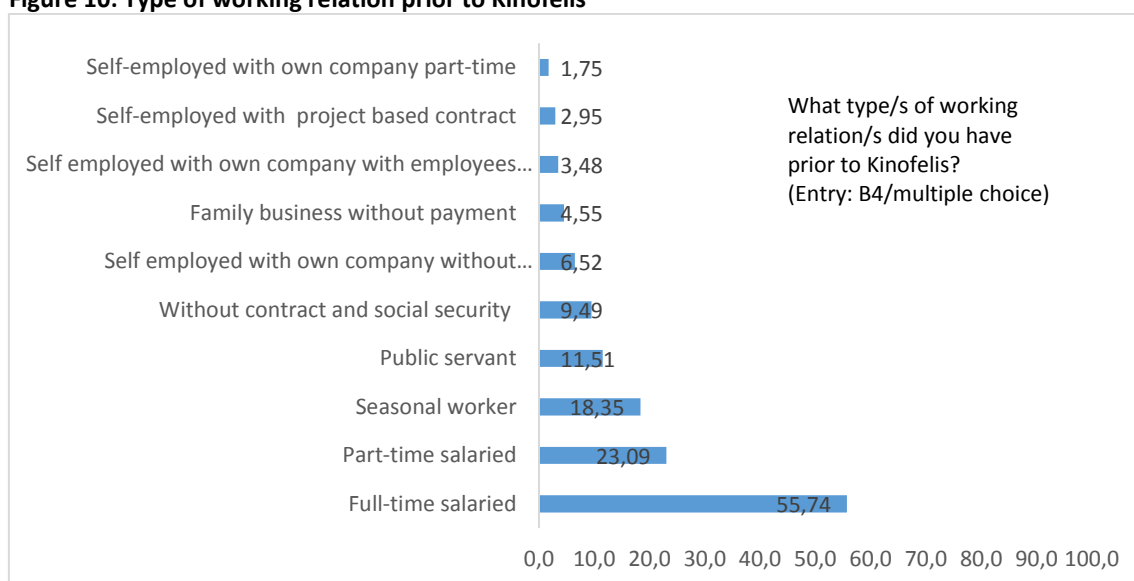
Data source: Entry Baseline Questionnaire; processing and analysis: ILO

Although the demand for employees with lower professional experience is the result of project based targeting of beneficiaries, it also represents a broader tendency among employers in the Greek labour market to prioritize the recruitment of medium and lower

skilled employees. Although in the private sector this tendency may be explained by the higher costs of recruiting employees with higher skills, in the case of Kinofelis it is a negative factor that leads to large percentages of overqualified beneficiaries.

With regards to the type of employment, the largest percentage of Kinofelis beneficiaries was employed in the past for more than six months as salaried employees: 55.7% full-time and 23% as part-time. The third most representative type of employment is seasonal work (18.3%) followed by employment in the public sector (11.5%). Self-employment, undeclared work and employment in family businesses without payment is below 10% (see Figure 10).

Figure 10: Type of working relation prior to Kinofelis



Data source: Entry Baseline Questionnaire; processing and analysis: ILO

The self-employed were under-represented in Kinofelis, even though, unlike the other two lower categories (employed without contract or social security and family business without payment), self-employment is legal. This probably also reflects the under-representation in OAED registers of people who had previously been self-employed, as they were – until very recently – excluded from access to unemployment benefits and other programmes and services available to unemployed salaried workers. The fact that the previously self-employed unemployed represent such a small proportion of Kinofelis beneficiaries implies that a significant proportion of those who are without employment have no access to the programme. According to Eurostat, the percentage of those who were self-employed in Greece in 2016 was the highest in the EU, with almost one every three people being self-employed.⁸ This becomes especially alarming if the different categories of self-employment are broken down: only the self-employed who had their own company but no employees are above 5% of Kinofelis beneficiaries, while those working with project based contracts represent only 2.9% of Kinofelis beneficiaries. The latter may be considered as the most precarious category.

⁸ <http://ec.europa.eu/eurostat/web/products-eurostat-news/-/DDN-20170906-1>

4.6 Application procedure

A final consideration for the selection of beneficiaries concerns the degree of difficulty of the application procedure itself, as in some cases it constitutes a disincentive especially for IT illiterate applicants. According to beneficiaries, who responded to the online questionnaire, the Kinofelis application procedure does not seem to have a negative impact on the selection of beneficiaries. According to the findings from the entry baseline questionnaire, OAED was considered by respondents to be the principal and most reliable source of information about the application procedure, through which 63.1% learned about Kinofelis. Other sources of information about the application procedure included: word of mouth (14.7%), advertisements on the press (5.8%), Municipalities (5.4%), online advertisements (3.5%), and 0.4% NGOs.⁹

A total of 66.1% of respondents replied that they didn't face any obstacles during the Kinofelis application procedure. Among those who experienced obstacles, 26.4% faced difficulties because of a lack of available posts in their specialization, 16% because of a lack of available posts in their municipality of residency and 10.4% in other municipalities, 8% had no access to the internet, 6.4% experienced difficulties in filling in the application form and 6.1% faced difficulties because of lack of IT skills.¹⁰ However, as already explained, it is likely that there is a bias in the baseline questionnaire as respondents had to fill it in online.

During focus group discussions, several beneficiaries said that they had to resort to private companies to help them fill the application form or that they were assisted by certain KEKs in exchange for a position in their training programmes. In this context, more consideration should be given to applicants with no IT skills or lacking access to computers and the internet. In addition, a central Kinofelis website, where all information on the programme from different institutions involved from the beginning to the end of the project cycle, will be published and this may improve the application procedure.

4.7 Conclusions on the application procedure and selection criteria

With the selection criteria, Kinofelis is successfully prioritizing older beneficiaries and the long-term unemployed by giving extra points to age and years of long-term unemployment. However, the programme doesn't exclude younger beneficiaries and short-term unemployed. This has a positive impact: a small number of younger and short-term beneficiaries may gain valuable professional experience working side-by-side with older and more experienced beneficiaries, while the long-term unemployed and those who are older may also benefit from working together and socializing with younger and short-term unemployed beneficiaries who are likely to be more energetic and enthusiastic.

⁹ "How did you learn about Kinofelis?" (Entry: F1)

¹⁰ "Did you experience any of the following obstacles during the application procedure for Kinofelis?" (Entry: F2/ multiple choice)

Moreover, Kinofelis is also successful in prioritizing beneficiaries with disabilities and single parents, although their share is very low overall for both applicants and beneficiaries. The share of beneficiaries from households with more unemployed adult members is very successful given that they are targeted by social criteria, while beneficiaries with children are also successfully targeted.

There is a gender bias in favour of male applicants in Kinofelis that is caused mainly by the lack of a gender criteria in the selection process. This bias is reinforced by (a) the age criteria and (b) the selection of too many projects in male-dominated sectors, especially in construction. Age is a determining factor as many older women have left the labour market as they were encouraged to take early pensions by previous gender equality schemes. The absence of gender mainstreaming in the selection of beneficiaries and the selection of projects is an issue that should be addressed in the next phases of Kinofelis. As the focus groups showed, Kinofelis may become a mechanism for the activation of female unemployed in the labour market, which is currently discouraged by traditional gender patterns of division of labour within households.

In Kinofelis, there is a bias in favour of lower educational and skills level beneficiaries. Very often applicants decide to opt for lower educational and skill level positions because they consider them as better for acquiring professional experience that would enhance their prospects of employment in the future. The challenge for the design of Kinofelis is to encourage executing institutions to provide opportunities to highly skilled applicants as they may contribute significantly to successful and innovative projects, and also improve their prospects of getting a job in the future. Looking at sectors of employment, Kinofelis tends to have a larger percentage of white collar and construction workers. This reflects the selection of projects and is also connected with skills levels. Another challenge for the design of projects is the need to take into consideration OAES statistics of local unemployment.

According to the baseline questionnaire, the application procedure of Kinofelis is relatively easy and straight forward. However, as people who are IT illiterate, or those who have no access to the internet, are likely to have avoided responding to the online questionnaire, focus group findings were also taken into account: these point to the fact that several beneficiaries were forced to resort to private companies, including the KEKs and pay them for assistance to complete the application form. This is a question that requires more planning because it can create obstacles for IT illiterate applicants, especially since the programme is targeting older age beneficiaries.

Table 15: Conclusions on selection criteria

	Challenges
Age	Successful in terms of project objectives
Period of employment	Successful in terms of project objectives
Disabilities, households with two unemployed members, single parent households, with children	Successful in term of project objectives
Gender	Introduce gender mainstreaming in the design of the programme especially in

	recruitment procedure and selection of projects
Educational level, skills, sector and type of employment	Enhance high education and high skills positions in projects, taking into account future prospects of employment in the Greek labour market

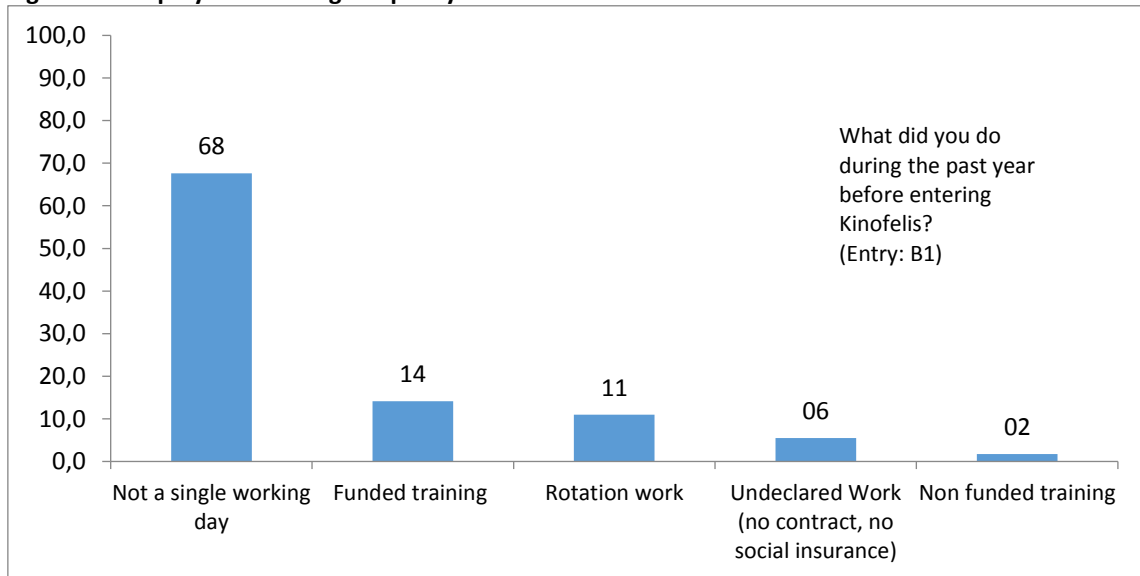
5. The impact of Kinofelis on individuals

This section presents the socio-economic profiles of individuals who participated in Kinofelis and some findings on the impacts Kinofelis had on these beneficiaries in the 17 municipalities.

5.1 Employment status before Kinofelis

As the Figure 11 illustrates, during the past year, 67.6% of beneficiaries in Kinofelis did not work for a single day, 14.2% did training, 11.1% worked in rotation, and 5.5% admitted to having worked in the informal sector during the 12 months prior to Kinofelis.

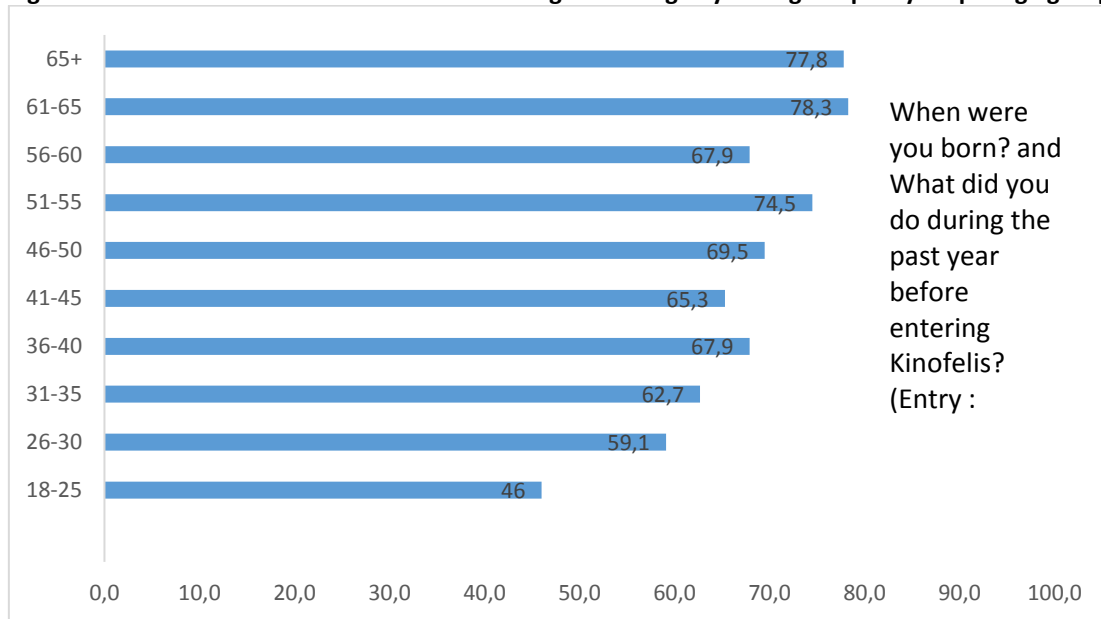
Figure 11: Employment during the past year



Data source: Entry Baseline Questionnaire; processing and analysis: ILO

Looking at the distribution per age group of those who responded that they had not worked for a single day during the past year, as illustrated in Figure 12, the rates are relatively high for all age groups, but in older age groups (especially over 51) they are even higher.

Figure 12: Beneficiaries who didn't work for a single working day during the past year per age group

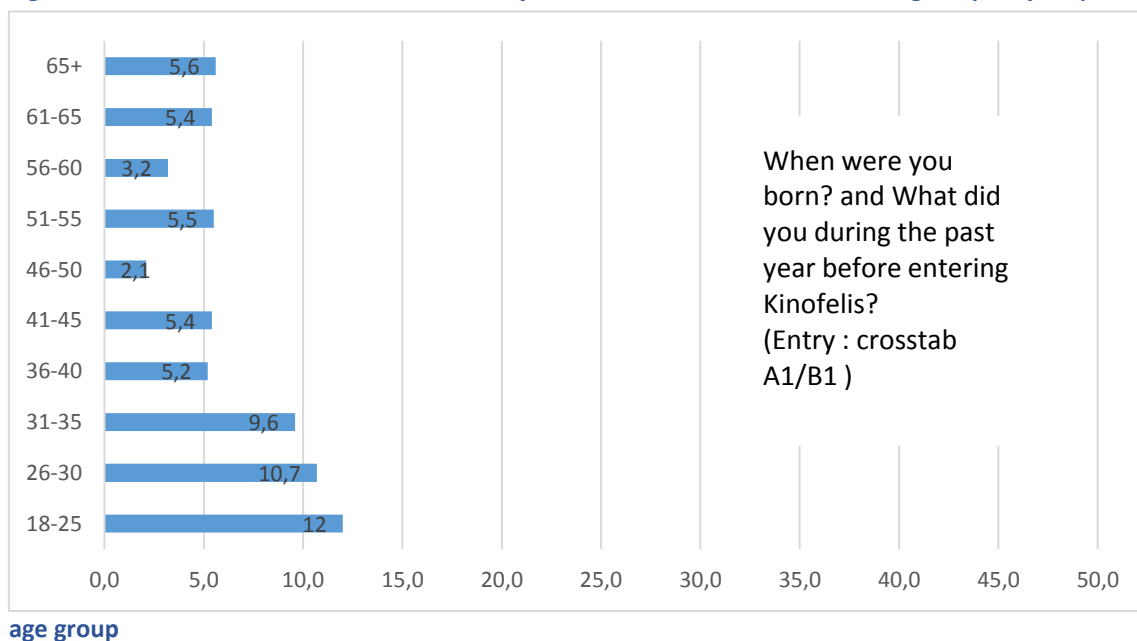


Data source: Entry Baseline Questionnaire; processing and analysis: ILO

5.2 Undeclared work

Figure 13 demonstrates that, among those who responded that they were in undeclared work (5.5% of respondents), the rate is significantly higher in younger age groups (18-30) and drops below 10% in the age groups over 30 years old. According to these findings, although undeclared work is generally low among Kinofelis beneficiaries, it tends to be more widespread among younger generations of beneficiaries.

Figure 13: Beneficiaries who declared that they undertook undeclared work during the past year per



Data source: Entry Baseline Questionnaire; processing and analysis: ILO

Overall the percentage of those beneficiaries who admitted that they were doing undeclared work is relatively low compared to the estimates of the size of undeclared work in Greece. A recent ILO report estimates that undeclared work constitutes 25% of the gross domestic product (GDP) (ILO, 2016)

Undeclared work in focus group discussions

During the focus groups, some beneficiaries stated that they are regularly employed in undeclared work. For them, working without social security or contract is considered as “normal”. The phenomenon is recognized by beneficiaries as a long-term – if not permanent – trait of the Greek labour market rather than as a specific symptom or outcome of the economic crisis. According to these participants, although in the past it was mainly used to complement primary employment activities or cover short periods of unemployment, today it has become “a permanent occupation” for some of them.

We are unemployed on paper. In reality, we work without being registered and without insurance

(Lakovos, 52-year-old businessman)

Having regular access to extended networks of undeclared work becomes for some beneficiaries a means of resilience. Beneficiaries that were in this category referred mainly to cleaning, construction, repairs, shop and restaurant assistance in which informal daily payment (the so called “merokamato”) is standard.

In the focus groups, some participants, especially those of older age groups, argued that taking the decision to work for Kinofelis was difficult because they earned more by doing undeclared work, while at the same time they were registered as unemployed. Other participants, especially younger ones, however, emphasized the violations of labour rights that prevail in most sectors of undeclared work, including long working hours without overtime payment, delays of payment, refusal of payment, lack of health and medical coverage, refusal to respect health and safety rules and to provide protection from labour accidents. From this perspective, employers are seen as profiteering from the economic crisis and from labor market deregulation.

I have changed many jobs. I wasn't paid. They owed me money – I've reached a point when they owed me 4 000 Euros. I was working as a security guard without social insurance, night shifts without overtime. Nothing. The agreement was verbal: 'we will pay you and also pay social security'. Nothing. They didn't pay. Then they said 'we will pay you extra and you'll get insured as self-employed'. Nothing again. They never paid me. Then I stopped. Then I worked in the open-air market. They paid a daily rate, very low with no security stamps.

(Dionysis, 48-year-old, construction worker, married with one child)

Participants in the focus groups complained about the absence of labour inspections and the tolerance of employers who violate labour rights by the public labour control

mechanism. As some participants argued, large-scale unemployment gives these employers the power to reject potential employees who demand better working conditions and enables them to replace those who protest with new ones who are willing to be silent and accept labour rights violations.

*When I complained about working conditions, my employer simply opened the drawer and showed me the stack of CVs awaiting.
(Vassilis, 25-year-old, forester/ gardener)*

In these conditions, workers are stripped of labour rights because of lack of alternatives. In return, they and their households are deprived of social security, health insurance and of several other public benefits, allowances and entitlements, most notably the unemployment benefit and pension entitlements, which are issued only after a specified number of security stamps is collected.

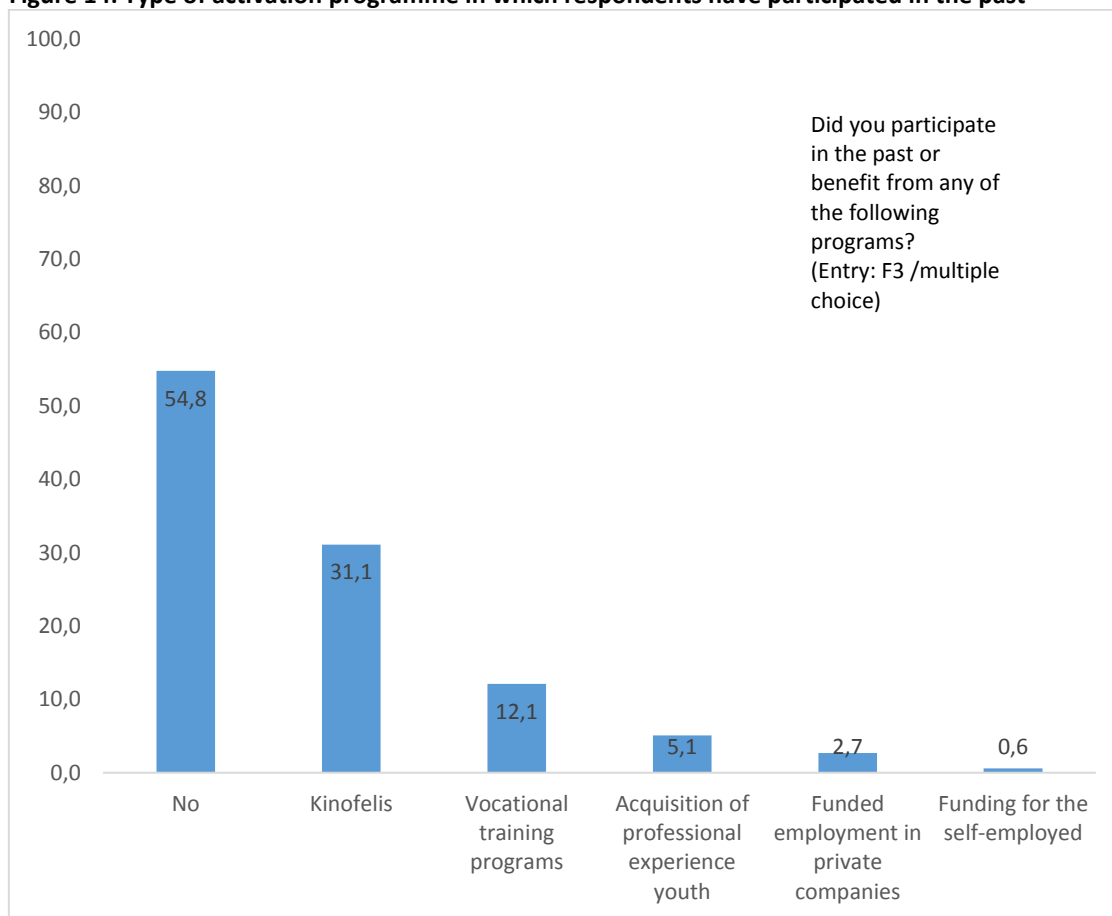
*I was working for my uncle. Every day I had to wake up very early and go to work in an open van without seat belt. I was afraid for my safety. Then he treated everyone at work badly. He was violent and unfair. Even though he was a relative and the payment was better, I wouldn't want to go back.
(Spyros, 32, year old, certified plumber)*

Beneficiaries who described such negative experiences during the focus groups were relieved to find themselves temporarily in Kinofelis, where they enjoyed employment with social security, regular payments, specific hours and tasks, even if payment was lower than in undeclared work. Furthermore, the social security stamps that they acquired in the eight months of public employment were greatly valued because they are prerequisites for social security, benefits, allowances and pension entitlements. For some beneficiaries, escaping undeclared work also signified an escape from exploitative relations in family businesses.

5.3 Participation in activation programmes

Figure 14 shows that 54.8% of Kinofelis beneficiaries had never participated in an activation programme in the past, while 31.1% had participated in previous Kinofelis phases.

Figure 14: Type of activation programme in which respondents have participated in the past



Data source: Entry Baseline Questionnaire; processing and analysis: ILO

Even if access to jobs is limited or scarce for large numbers of the unemployed, there are still 31.1% of beneficiaries who were able to become resilient through participation in consecutive phases of Kinofelis. This finding shows that in previous phases of the programme, Kinofelis was in fact used as a lengthier employment solution by beneficiaries, and that Municipalities were actually designing projects that were intended to cover their permanent labour needs. If this practice continues, however, there is a risk that Kinofelis would allow and propagate the creation of precarious employment positions that are renewed every eight months or whenever a new phase of the programme begins. The decision of the MOL to prevent beneficiaries from reapplying to Kinofelis is a positive step towards eliminating this risk.

Activation programmes in focus group discussions

Despite differences in levels of skill and professional experience, there was almost unanimous agreement among beneficiaries who participated in the focus groups that the obstacles they face in the Greek labour market aren't caused by lack of skills but by lack of jobs. From this perspective, most beneficiaries agreed that Kinofelis is a much more useful activation programme than those focused solely on training and the enhancement of existing skills. Especially those who had previous experience of participating in training courses said that such training courses did not assist them in

their search for jobs in the private sector as many of them were already overqualified and those who weren't found it difficult to use their newly acquired skills in the Greek labour market. As one beneficiary said, "they don't teach you how to become a waitress for six months every summer, but this is what the 'market' actually wants you to become" (Maria, 46-year-old secretary).

During the focus groups, beneficiaries who had worked in other unemployment schemes in the private or public sectors mentioned labour rights violations similar to those observed with undeclared work. For example, beneficiaries who have worked in the past in the voucher schemes reported in many different focus group discussions that they were forced to work long hours without extra payment by their employers and as a result they experienced anxiety and stress. At the same time, some beneficiaries who were employed in temporary positions in the public sector, for example in hourly replacement or life-long learning programmes in education, reported delays of payment of six months or even an entire year. This indicates that undeclared work may also be present in formal activation projects, which are not controlled by the labour inspectorate as they fall outside their field of intervention.

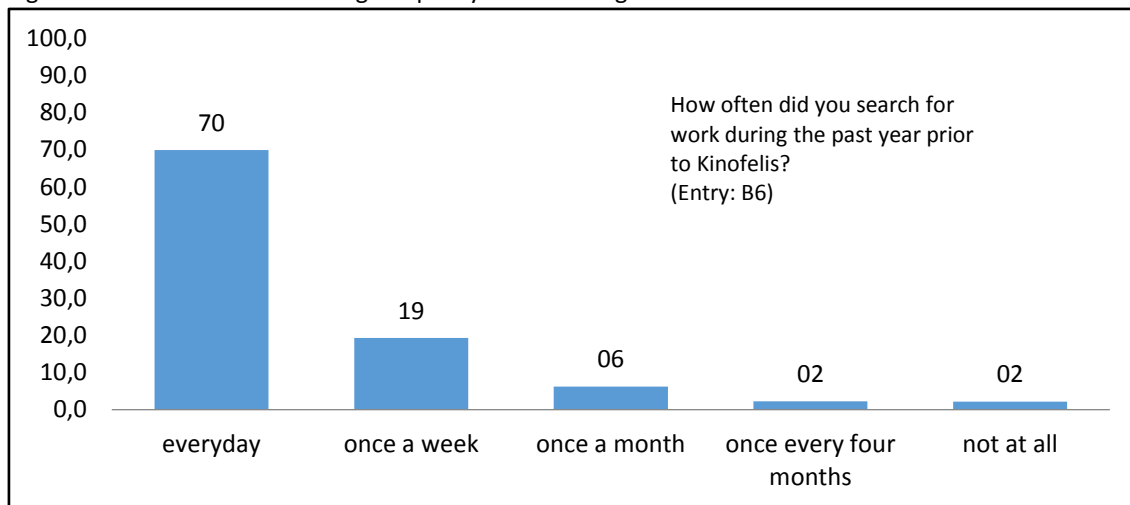
Compared to the private sector and other private sector programmes tackling unemployment, such as voucher schemes and hourly replacements, Kinofelis offers more guarantees of respect of basic labour rights (hours, contracts, payment). However, in practice there is a danger that, as in the voucher programmes or other short-term schemes in the public sector, delays of payment and contracts will undermine its legitimacy among beneficiaries.

5.4 Job search

Although 67.6% of respondents declared that they did not work for a single day for the past year, most were very active in searching for employment. According to questionnaires, prior to Kinofelis, 70% were searching for employment every day, 19.3% once a week, 6.2% once a month and 2.3% once every four months. Only 2.2% of beneficiaries were no longer searching for employment (see Figure 14). This figure is similar to the actual percentage of "discouraged unemployed", who have stopped searching for employment as they are disappointed with the lack of prospects in the Greek labour market, which constituted 2.18% of the labour force during the third trimester of 2016.¹¹

¹¹ See for example, INE/GSEE, 2016:95

Figure 15: Search for work during the past year according to beneficiaries

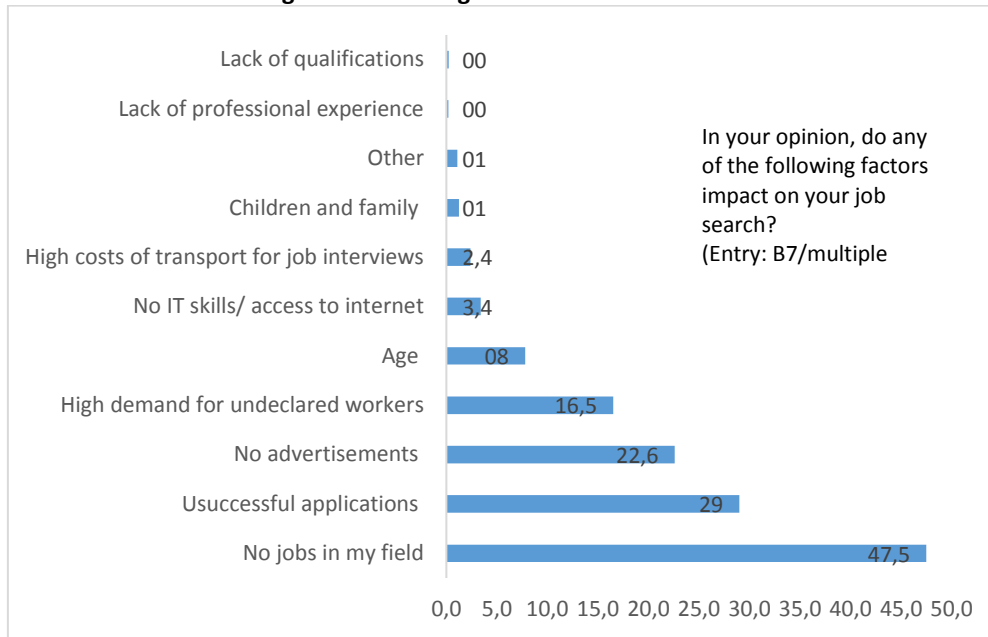


Data source: Entry Baseline Questionnaire; processing and analysis: ILO

The focus group discussions showed a clear tendency among beneficiaries to think of unemployment as a generalized phenomenon that was created because of reduced demand for labour caused by the recession, rather than a personal condition, or the result of personal failure, lack of skills or professional experience. These findings were also confirmed by the baseline survey, which demonstrated that the main obstacles that beneficiaries faced in their search for full-time employment were not linked in their view to their educational skills, professional experience or job search skills and tools. Figure 14 presents their responses when asked about the obstacles they faced in their search for full-time jobs prior to Kinofelis. For 47.5% it was the lack of available jobs in the Greek labour market, and for 29% the failure to get past the application procedures (unsuccessful applications). Finally, it is worth noting that 22.6% of beneficiaries consider the lack of advertised jobs as an obstacle.

The explanation in the Focus groups discussions for this finding was that, in the experience of most beneficiaries, even those jobs that do become available are offered to applicants through professional, political and family networks rather than through open recruitment procedures. This further limits the avenues open to formal employment. Only 0.2% consider the lack of qualifications or the lack of professional experience as the main obstacle accessing the labour market (see Figure 15).

Figure 16: Obstacles to finding work according to beneficiaries



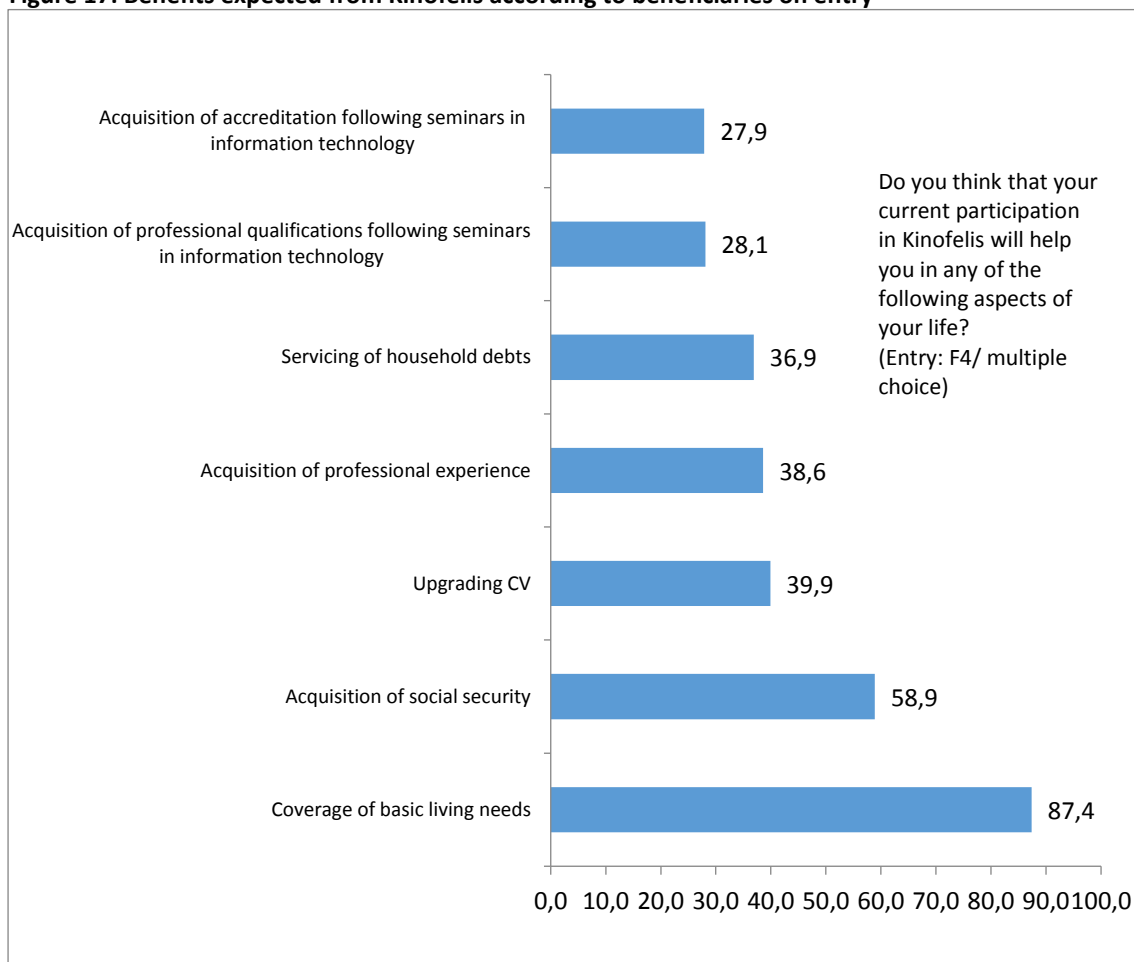
Data source: Entry Baseline Questionnaire; processing and analysis: ILO

5.5 Impact of Kinofelis on individual beneficiaries

When asked about the main benefits that beneficiaries expect to gain from Kinofelis, most respondents prioritize the **coverage of basic costs of living and social security**. There are changes, however, in the priorities they set from entry to exit. When entering the programme, Kinofelis is primarily thought of as a programme that provides the means to cover their basic everyday needs and social security at least for a short period of time.

Additional benefits anticipated at the start are related to employability and skills enhancement, such as upgrading one's CV, acquiring professional experience, accreditation and qualifications after training in IT. While these are considered important, they are not the primary benefits expected from Kinofelis by beneficiaries (see Figure 17).

Figure 17: Benefits expected from Kinofelis according to beneficiaries on entry



Data source: Entry Baseline Questionnaire; processing and analysis: ILO

Overall, when they exit the programme, beneficiaries tend to have a positive view of their participation as 94.3% would recommend Kinofelis to friends and relatives (see Figure 18).¹² Moreover, a large proportion of beneficiaries assessed that Kinofelis may help them advance their professional life, because it helped them to go back to a work discipline (82.2%), acquire a working schedule in everyday life (80.3%), improve access to professional networks (75.3%), and develop a new sense of professional self-worth (84.4%).¹³

There was still some scepticism, however, by some beneficiaries about the recognition of Kinofelis by private employers because, as they pointed out during the focus groups, work in Kinofelis and the public sector more broadly tends to be considered by private employers as being associated with laziness, idleness and ineffectiveness. Despite these concerns that some beneficiaries raised in the focus groups, 65.9% of respondents believed that the professional experience they gained from their participation in Kinofelis will be valued by future employers¹⁴. A challenge for the future phases of

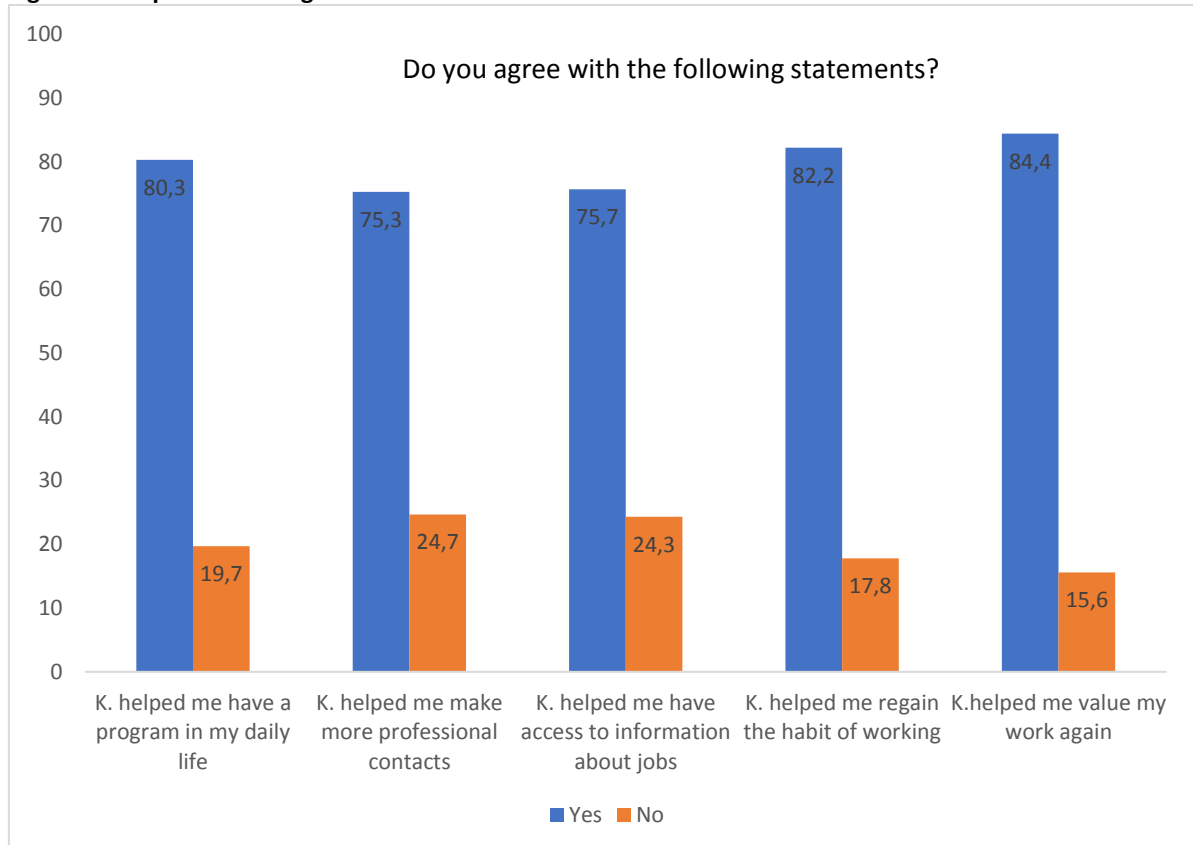
¹² "If you have unemployed members in your household or your circle of friends and relatives, would you advise them to apply in the future for Kinofelis?" (Exit: C3)

¹³ "Do you think that your participation in Kinofelis has helped you in relation to the following areas of your life?" (Exit: C2)

¹⁴ "Do you consider that your work in Kinofelis will be valued by potential employers?" (Exit: F3)

Kinofelis is to address the scepticism that some employers have on the value of the work experience gained from Kinofelis, and to devise strategies to promote and disseminate information to potential employers and the wider public on projects that have successfully been completed, and the quality of work that beneficiaries put into it.

Figure 18: Impact according to beneficiaries

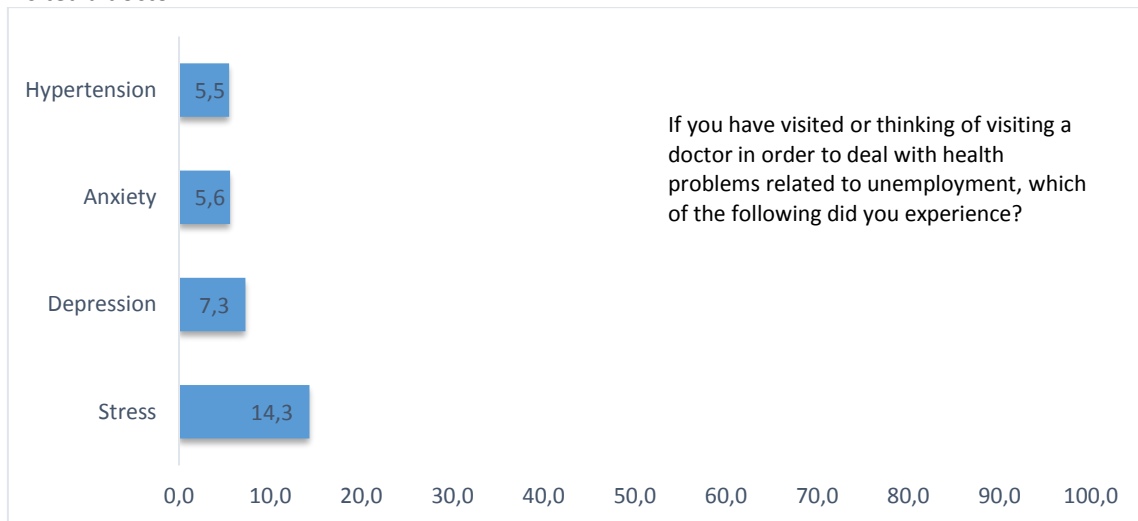


Data source: Exit Baseline Questionnaire; processing and analysis: ILO

5.6 Psychosocial impact

The lack of employment prospects in the labour market has a negative psychosocial impact on the unemployed; 22.3% of the respondents declared that “they have visited or were thinking of visiting a doctor to deal with health problems related to unemployment”. Of the respondents who visited doctors, a third suffered from one or a combination of stress-related problems associated with unemployment (see Figure 19).

Figure 19: Psychosocial health problems after unemployment according to beneficiaries who have visited a doctor



Data source: Entry Baseline Questionnaire (multiple selections); processing and analysis: ILO

Psychological and health problems in focus group discussions

Some participants in the focus groups mentioned psychosomatic problems, suffering from stress and anxiety, and experiencing bodily pain. These are mostly associated with (a) staying at home and being idle (b) experiencing intense uncertainty about the future that causes stress and anxiety. The most common phrases used to describe the psychosocial impacts of unemployment by both male and female beneficiaries were: “I lost myself”, “I didn’t know who I was”, “My character was eroded”, “I was non-existent”, “My dignity was destroyed”, “I had no sense of purpose”.

I was not well. It was psychological. We were fighting all the time in the house. I couldn’t stand it. In order to avoid fights, I was leaving the house. We are both unemployed. I couldn’t stand it.

(Petros, 45-year-old construction worker)

Some beneficiaries argued that Kinofelis gave them temporary relief from their psychological problems. Simply leaving one’s home, having a regular working schedule and meeting with other workers made a lot of difference to them. “It is like breathing again after four years without work”. This had a direct impact on those who experienced health problems related to unemployment.

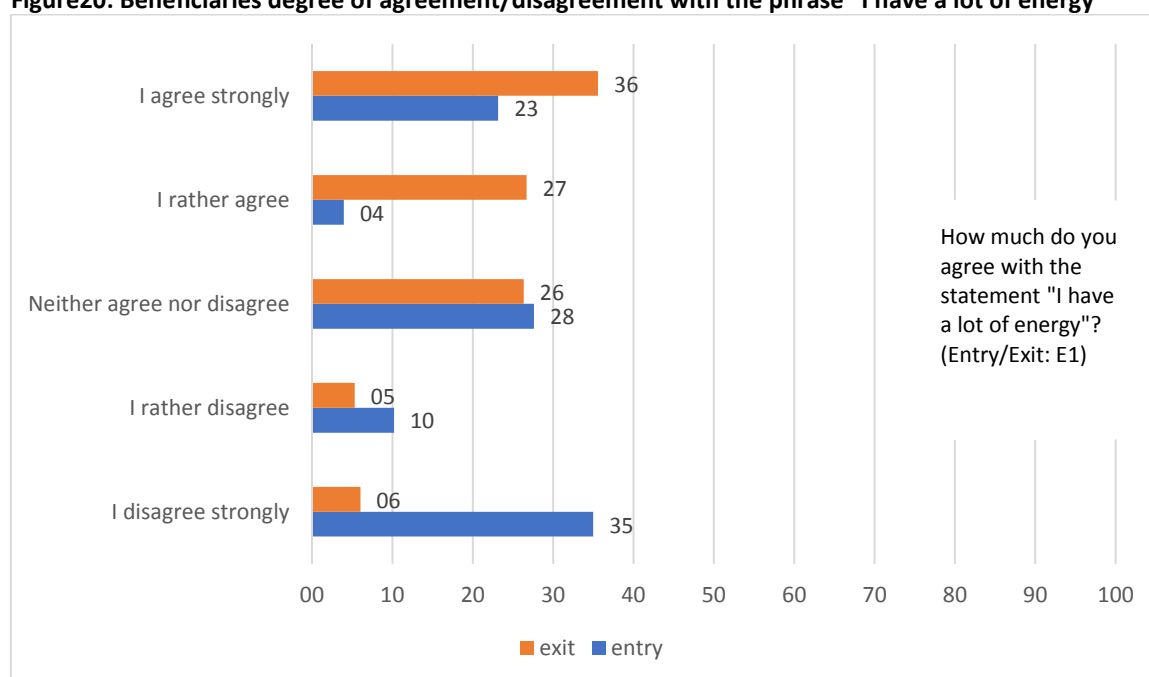
When the crisis started we lost the earth beneath our feet. We were used to select jobs. We loved our jobs and then the economic crisis began and we were left with nothing. And all of us who were used to work all day and all night, we became idle, staying at home doing nothing... We cannot stay idle... So I will tell you one thing about the programme. It is not a solution but it is good for a while. I count my blood sugar every day because I am on the verge of getting diabetes. During the month that I am employed in the programme, I eat, I drink and I have low blood sugar.

(Fotis, a 52-year-old construction worker)

In those case in which Kinofelis beneficiaries experienced psychosomatic problems because of unemployment, Kinofelis had a very positive impact. As they re-entered the world of work for a period of eight months, many beneficiaries who had lost their sense of direction and self-worth after years of unemployment, were able to regain a more positive self-perception. Although access to the labour market is conditioned by labour demand, the removal of some of the psychosocial obstacles that may have prevented them from finding jobs – if and when these become available – was considered very important for them. However, towards the end of their participation in the programme, some participants did express concern that some of their problems could return if they were not able to find work after exiting.

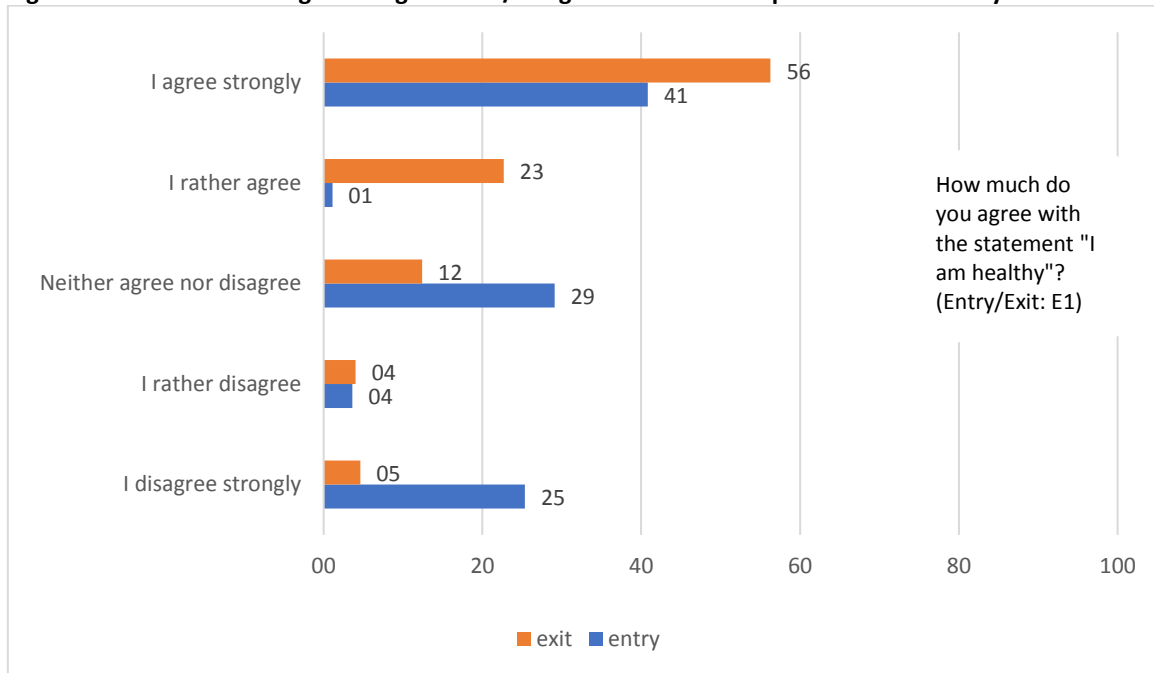
Figures 20, 21 and 22, demonstrate that there is a clear shift in the self-perception of beneficiaries’ state of health and self-respect on exit from the programme. The share of those who agreed strongly, or agreed that they had a lot of energy, are healthy and lead purposeful and meaningful lives, was higher among all beneficiaries when they exited Kinofelis compared to when they entered the programme.

Figure20: Beneficiaries degree of agreement/disagreement with the phrase “I have a lot of energy”



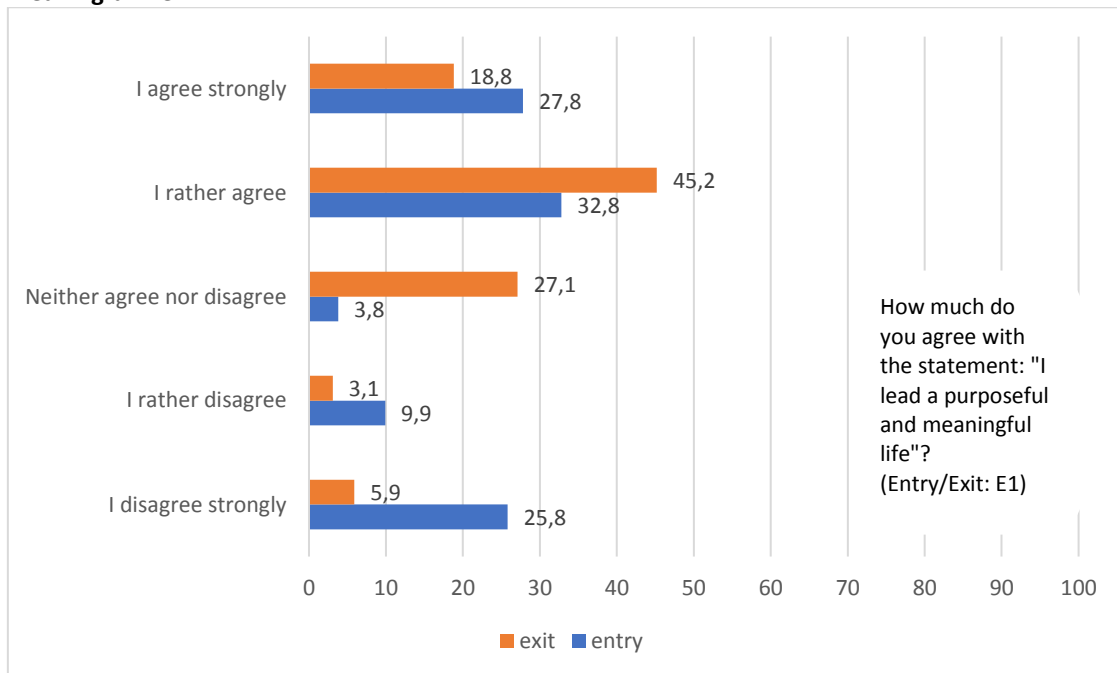
Data source: Entry and Exit Baseline Questionnaires; processing and analysis: ILO

Figure 21: Beneficiaries degree of agreement/disagreement with the phrase “I am healthy”



Data source: Entry and Exit Baseline Questionnaires; processing and analysis: ILO

Figure 22: Beneficiaries degree of agreement/disagreement with the phrase “I lead a purposeful and meaningful life”



Data source: Entry and Exit Baseline Questionnaires; processing and analysis: ILO

Psychosocial impact of unemployment in focus group discussions

Although the psychosocial impacts of Kinofelis are positive, there was a tendency among some focus group participants to express discouragement and disappointment when the time to exit the programme was approaching.

I was unemployed for six years. In Kinofelis I don't do my own profession, because I am an accountant and I work in "general duties", as a cleaner and security guard, but I consider myself lucky, because – to be honest – at my age (I am 50 plus) I didn't expect to find a job. It is not just the money ... OK it is not what accountants of indefinite time take in the Municipality, we don't even make half of what they make. It's just that even this amount of money is a plus for me, because I am divorced and I don't have a family to support me, so it was very positive. Another positive thing – and this is probably a great benefit at least for me personally -- is that from an inactive person, I became an active person. This raised my morale and self-esteem a lot, a lot. So there were two positive outcomes, which for me at least have the same value, both the money that I needed and my self-esteem that improved were both good...When I went to the training, I didn't even know what the mouse was, but then I liked it and I became obsessed with it. Because I don't have any commitment, no children, only my father to take care of, I would go to the KEK every day and practice. I really liked it...Although my morale was up, it has been few days now that the "countdown" has started. I am back to the same. My mood is bad again. I don't know if this is good or not.

(Emilia, 57, general duties, long-term unemployed, former accountant, divorced, no family).

The quote above is paradigmatic of the responses many long-term unemployed who participated in the programme gave when asked to discuss the impact of Kinofelis on their everyday lives. It also reflects some of the worries beneficiaries had about their participation in Kinofelis coming to an end.

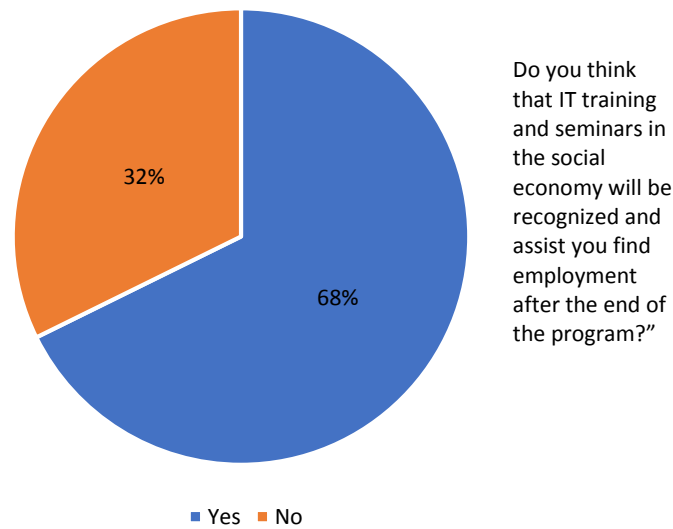
While acknowledging the positive effects of the programme, several beneficiaries did raise concerns about their chances of finding work after Kinofelis as the end of their participation drew closer. Many requested that the period of participation be extended beyond eight months or that avenues for entry into other ALMPs were made more easily available.

The crucial question is how the positive impacts of Kinofelis on employability can be maintained on a more long-term perspective, how Kinofelis can strengthen transitions into the labour market, and how complementary ALMPs can facilitate access to the labour market. A new open framework approach is being piloted by OAED at present that may transform the system of protection and support of the unemployed in Greece by providing more targeted counselling and follow-up sessions which should increase the prospects of employment of the Kinofelis beneficiaries. Within this context, the positive impact of Kinofelis could become more long term.

5.7 IT training and seminars on the social economy

As Figure 23 illustrates, 67.7% of respondents to the exit baseline questionnaire believed that the IT training and seminars in the social economy will be recognized and help them find work in the future. However, 32% of respondents still thought that these would not be helpful in their search for employment.

Figure 23: Contribution of IT training and seminars in the social economy to job search according to beneficiaries



Data source: Exit Baseline Questionnaire; processing and analysis: ILO

Training and seminars in focus group discussions

On the one hand, beneficiaries who were highly skilled considered their skills and qualifications as an obstacle to their search for jobs. On the other hand, they also had an interest in acquiring new and often lower level skills in sectors in which there is currently demand for labour. For example, one female psychologist told the group that she would have liked to have the option to receive training on how to become a professional cook because it was her hobby and she believed that there were more prospects of employment in cooking than in psychology. Another 26-year-old teacher of German said that she would have liked to receive training on secretarial and administrative skills because there is more demand for this type of job than for German language classes in the area where she lives. Many beneficiaries would therefore have preferred that the training focused on acquiring skills in entirely new professions and specializations, not in enhancing and improving their existing ones.

With the option of IT training that they were offered as part of Kinofelis, many argued that they would have wanted more time to focus on the training and more time to study for the accreditation, as well as more time to learn about the social economy. During focus group discussions, however, except for older construction workers, IT training was considered by most beneficiaries as a useful course especially because it gave them accreditation. While in principle they considered it useful, in practice many

beneficiaries criticized IT training because of: (a) the lack of time to learn more deeply and practice the skills taught, (b) the irrelevant teaching content for their professional field and local needs, (c) the teaching methods that are too formal and not useful especially for older beneficiaries, and (d) very little attention paid to improving job search techniques and strategies for connecting to professional networks.

The same arguments were used about the social economy seminars, which were considered valuable by many beneficiaries in principle but in practice have proved to be a disappointment. The demand to learn about the social economy was also something that beneficiaries who did not select the training option asked for. This indicates that the social economy seminars should be made available for all beneficiaries even if they do not take part in the training. However, the quality of the seminars should be improved. Many beneficiaries complained that instructors were not able to respond to practical questions, they did not use interactive methods, and had very little time to develop a comprehensive understanding of their prospects of employment in the social economy.

We are thinking of developing a social economy enterprise with some other women. We were thinking that there are so many families that have baby sitting problems – we do too – especially in the summer. We could do it at first voluntarily: take care of children. Then if it works, we could do it as a social economy enterprise. It is an idea that we discussed after the seminars but there was no time to discuss it with the trainer and when we asked him more practical questions, he couldn't respond.
(Melia, 37-year-old white collar worker)

Some beneficiaries complained about the bad building and hygiene conditions in the KEKs. Finally, some beneficiaries who were employed in construction, administration, cultural-sports and the environment in Kinofelis described processes of informal acquisition of skills and on-the-job-training. Because they were hired on the basis of broad professional categories recognized by ASEP, they often lacked the specialized skills required to complete the projects. In practice, by working with more experienced workers, they learned new skills and gained professional experience in new sectors. For example:

I was hired as a forester in a municipality that does not have any forests because it is in an urban area. At first, this was strange. I thought I was going to stay and do nothing. I was hired to work in small urban parks. I didn't know what to do because I had very little professional experience and this was mainly in forests in the area where I come from. I've never worked before in small parks in the city. After a month, however, I learnt how to do it and now I think this can help me because I can also work as a gardener. This was much more helpful than training in the KEKs which didn't do much for us. Nothing at all basically because I am not going to use computers to cut trees and do the lawn.
(Ilias, 25-year-old qualified forester/gardener)

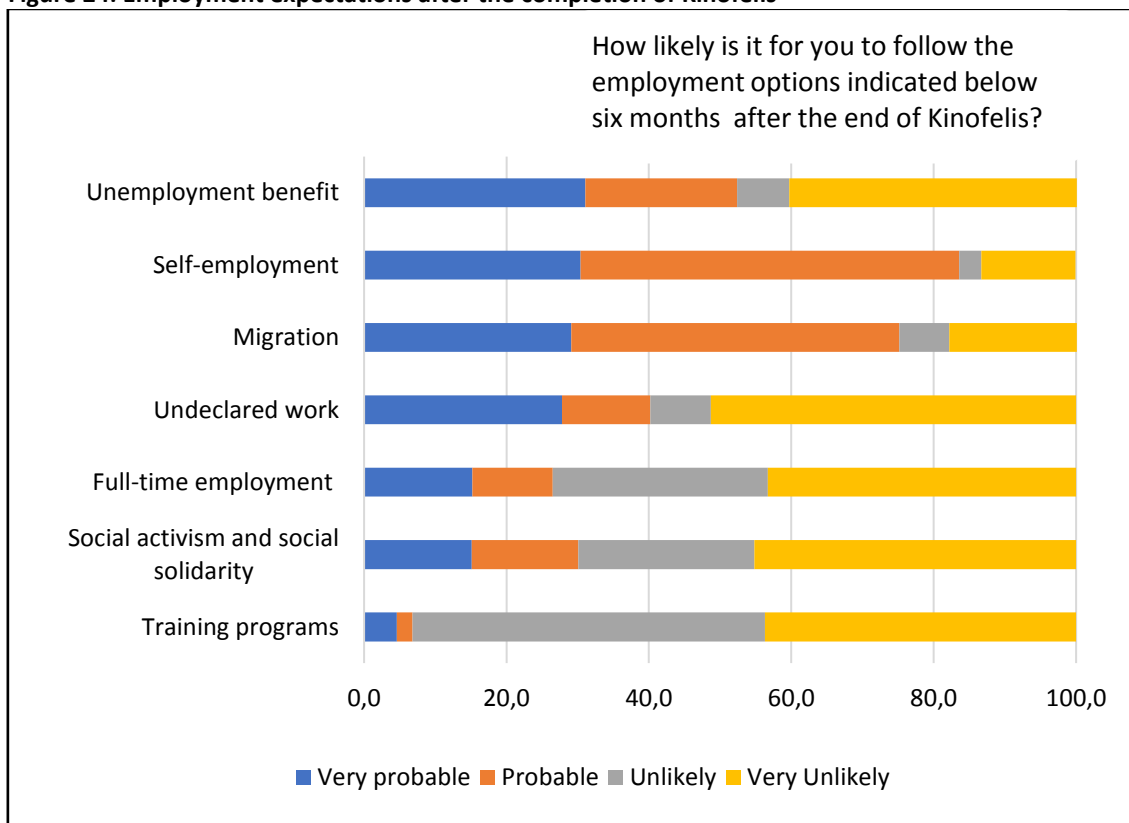
On-the-job training presents an important opportunity for Kinofelis. Beneficiaries who are selected because of formal skills based on ASEP categorizations often do not have

the actual skills to complete the specialized tasks required for projects, although they possess formal qualifications. During the eight months of Kinofelis employment they may, however, acquire new skills through practical work and collaboration with permanent employees and more experienced beneficiaries. This aspect of the programme is worth addressing since the recognition of new skills can improve the prospects of employability of beneficiaries in the future.

5.8 Self-assessment of prospects of employment after Kinofelis

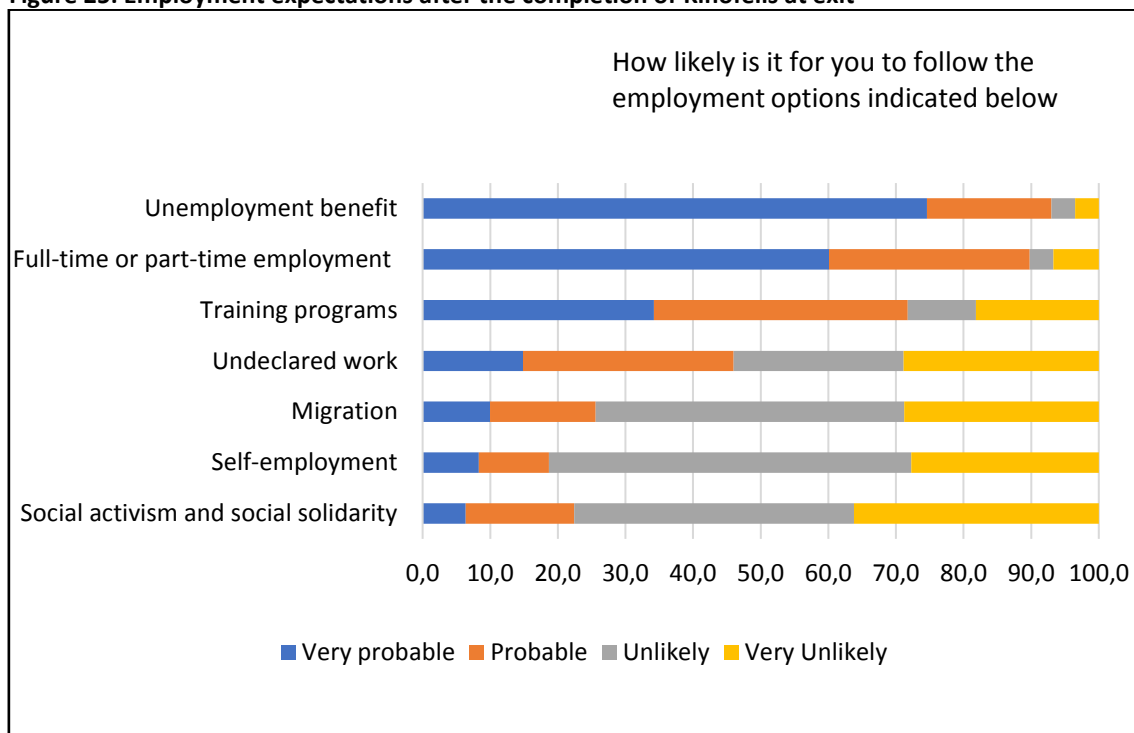
According to the survey results, when beneficiaries entered the programme, self-employment (83.6%) and migration (75.2%) appeared to them as the most probable paths to follow after Kinofelis ended. There was also a large percentage (52.4%) of beneficiaries who considered it very probable or probable that they would receive unemployment benefit. The social economy, undeclared work or social activism appeared to be more probable than full or part-time employment and training programmes. The latter seemed very unlikely prospects: 73.5% considered full or part-time employment as unlikely or very unlikely, and 93.2% considered training programmes as unlikely or very unlikely (see Figure 24).

Figure 24: Employment expectations after the completion of Kinofelis



Data source: Entry Baseline Questionnaire; processing and analysis: ILO

Figure 25: Employment expectations after the completion of Kinofelis at exit



Data source: Exit Baseline Questionnaire; processing and analysis: ILO

The prospects of employment that Kinofelis beneficiaries envisaged as probable or very probable after the end of the programme were transformed on exit (see Figure 25). A larger percentage considered it probable or very probable that they would receive unemployment benefit (93.0%), find full- or part-time employment (89.8%), or enter training programmes (71.7%) in a period of six months after the end of the programme. The percentage of those beneficiaries who considered undeclared work as a prospect rose slightly from 40.2% to 46%. It is also interesting to note that the percentage of those who considered it very unlikely to be doing undeclared work dropped from 51.3% to 25.1%, which shows that beneficiaries were willing to continue working even in adverse conditions and at any cost but became less willing to compromise with jobs lacking the basic labour standards.

The percentage of those who were thinking that the prospect of being involved in the social economy was very unlikely or unlikely rose from 45% to 67.4%. It should be taken into account that on entry many beneficiaries probably did not know or have a clear picture of what the social economy was, and how they could be involved in it. For them the exposure to the social economy thus opened a new avenue for future work. The percentage of those who considered emigration as a probable or very probable prospect following Kinofelis dropped from 75.2% to 23.9%. The prospects of social activism did not change dramatically, but those who considered it unlikely or very unlikely they would enter self-employment rose from 16.3% to 81.3%.

These findings illustrate that Kinofelis had a positive impact on improving the attitudes and the predisposition of beneficiaries towards their future employment prospects. Nonetheless, it should be noted that during the period when the exit questionnaires were completed by beneficiaries in the 17 municipalities, beneficiaries had not yet

completed the exit sessions with OAED. These sessions take place normally after beneficiaries exit the programme and re-register as unemployed.

Entry and exit sessions with OAED in focus group discussions

Some participants in the entry focus group discussions raised criticisms of the effectiveness of the sessions provided by OAED at the beginning of Kinofelis. According to them, these sessions were very short and dealt primarily with administrative issues rather than with the concerns of beneficiaries about future employment prospects. More specifically, counsellors told beneficiaries that they were selected, updated their personal profile on the OAED database, and asked them if they wanted to do the training once a week.

With this experience in mind, several beneficiaries were negatively predisposed towards the idea of having an exit session with OAED, as they did not consider OAED an institution that provided them with practical advice, or guidance on how to use their skills more effectively to apply and successfully find for new jobs. From their perspective, OAED was an institution that oversees bureaucratic procedures. In this context, several beneficiaries raised objections and criticized the idea of referring to the OAED sessions as “counselling” and argued that it is too bureaucratic to arm them with the necessary tools required to get a new job in the highly competitive environment of the Greek labour market.

For other focus group participants, however, the main problem with the OAED exit sessions related to timing. Some participants in the focus group discussions complained that when they contacted OAED before the end of the programme to ask about the unemployment benefits, programmes for the unemployed, or new job applications, they were not able to obtain any information, because according to OAED statutes, they were not entitled to advice or information unless they were registered again as unemployed after fully exiting the programme.

Overall as they were about to exit the program, several focus group participants were worried about future prospects of employment. They explained that being inactive and idle after eight months of employment was a very negative prospect for them. These worries contrasted with the positive experience they had with Kinofelis, which rendered the possible return to unemployment even more daunting. In this context, most beneficiaries expressed the need to get more support when exiting the programme.

Many of these complaints may well be addressed as the new OAED system becomes operational. However, one issue to consider on the new role of OAED is how to restore confidence among the unemployed that it can provide useful advice, information, counselling and guidance. This requires shifting to a more beneficiary centered and less bureaucratic approach than what is in place at present. Kinofelis needs to design, in collaboration with the MOL, a comprehensive exit strategy focusing on the prospects of employment for the long-term unemployed who have been through the employment and training of Kinofelis.

5.9 Conclusions on impact of Kinofelis on individuals

Although since 2014-2015 unemployment has decreased, this decrease has not affected the most vulnerable categories of the unemployed, such as the long-term unemployed and the over-45 age groups, which constitute the main target groups of Kinofelis. However, Kinofelis does have a positive impact on shifting the most vulnerable groups of the unemployed into workers that are “work-ready” and could find work if the conditions in the Greek labour market were to improve, and they were given opportunities to apply for new jobs. Kinofelis arms beneficiaries with positive experiences because it constitutes a return to work with a normal working discipline, programme and labour rights that act as a disincentive against idleness, benefit scrounging and undocumented work.

The job search levels of Kinofelis beneficiaries are already high and the number of “discouraged unemployed” is marginal among beneficiaries. Nonetheless, there are possibilities to improve job search techniques: for example, a large percentage of beneficiaries are facing heightened obstacles in accessing professional networks, which can be improved by connecting Kinofelis projects with local companies, NGOs or public institutions implementing projects, such as Universities or Libraries. Moreover, IT training could focus more on job searching techniques rather than on accreditation of IT skills only.

With regards to reducing obstacles to the labour market, beneficiaries consider Kinofelis a much more effective way to re-enter the labour market than training only. Beneficiaries do not seem to value programmes to upgrade existing skills levels through training commonly offered but occasionally consider training in new sectors with lower skill levels as a good option. This is mainly because, as the focus groups showed, beneficiaries hold the conviction that in the Greek labour market there is higher demand for unskilled labour and more intense competition among highly educated and skilled workers.

With regards to impact, while covering basic costs of living is a priority for beneficiaries when entering the programme, gradually it is acknowledged that employability related benefits become more important. Such benefits include regaining the ability to follow a work programme and discipline, improving professional contacts, improving access to information about job openings, and improving one’s sense of self-worth. This shift in focus illustrates that beneficiaries become more oriented towards finding jobs after they exit the programme than before.

Another finding of the baseline study is related to psychosocial impact. This shows an improvement in health conditions, which are in most cases described and recognised by beneficiaries as psychosomatic and from which many beneficiaries suffer before entering the programme because of unemployment. These positive impacts of Kinofelis were strong during the eight-month period of employment; however, there were also indications that to be able to fully sustain these impacts would require being about to find other work after Kinofelis.

While IT training and seminars on the social economy were recognized as a valuable asset for future job search, they were also criticized by some beneficiaries who participated in focus groups. Most criticism focused on the content and teaching methods. These should be adjusted to the needs of the long-term unemployed, and special care should be given to make courses relevant for unskilled workers and to improving the job-search techniques of the unemployed in IT training. Some beneficiaries mentioned informal skills acquisitions and on-the-job-training processes as important. These processes have the potential to improve the programme and give more value to the Kinofelis experience, especially for future employment prospects.

There are clearly shifts in beneficiaries' views about future prospects of employment when they exit the programme compared to when they start Kinofelis. They feel that they are once more able to work and provide for others, which gives them a sense of self-esteem that is missing in their accounts of unemployment. When they enter the programme, beneficiaries contemplate mainly self-employment and migration, however, they renew their interest in full-time or part-time stable employment when they exit. These positive effects were especially encouraging given that many participants also indicated that they were seriously concerned about being able to find other work afterwards. So, while many seemed to believe they were in a better position to take up work going forward, they also did not believe that there were actually jobs available for them in the labour market. These findings illustrate that the entry and exit sessions with OAED are crucial for sustaining the positive impact of Kinofelis. The challenge is how to make them more systematic, organized and beneficiary centred in order to have more sustainable results after Kinofelis.

Table 16: Impact of Kinofelis on individuals

Impact	Challenges
On employment	Beneficiaries: readiness to work, discipline of work, program, self-respect and readjustment of priorities.
On job search	Beneficiaries are already very active in job search, but lack access to professional networks and their job search techniques could improve through training.
On psychosocial effects of unemployment	Very positive psychosocial effects: improvement of health and morale, and sense of purpose, mostly due to the participation in work that was seen as useful.
On future prospects of employment	Improvement of future prospects of employment after exit, but still worried about ability to find work. Lack of guidance and information about future prospects of employment undermines all this positive impact.

Training and seminars	Considered to be a positive asset but some beneficiaries expressed criticism for teaching methods, period of training and building and hygiene conditions in the KEKs. On-the-job training and informal learning during work are in many cases much more effective.
Prospects of employment after Kinofelis	The self- assessment of their ability to take up employment after Kinofelis improved significantly for beneficiaries on exit, and they considered it more probably that they would be able to take jobs if these were available. Yet at the same time many expressed concerns that it would be difficult to find work afterwards due to the lack of jobs. However, several beneficiaries expressed doubts over the support they would receive when exiting the programme. Although when the exit questionnaires were completed they had not yet done the exit sessions, several beneficiaries expressed concern and doubt over the services provided by OAED and asked for a less administrative and more counselling and beneficiary based approach. Moreover, some beneficiaries asked for these sessions to take place before exiting the programme.

6. Socio-economic and economic impact

As already explained, although it is not one of its primary objectives, Kinofelis sets secondary objectives to target poor and vulnerable households and also to have a positive impact on local communities. These objectives were integrated into the design of Kinofelis through, on the one hand, the social criteria for the selection of beneficiaries, such as low income, more than one unemployed members, number of children, single parenthood and disability and, on the other hand, through the community-based approach to project selection.

6.1 Poverty in Greece

While it is not the intention of this study to provide an exhaustive analysis of poverty levels among beneficiaries before and after Kinofelis, it is a useful tool for the analysis of its impact on poverty levels. This section will address the characteristics of households in order to analyse the social impact of Kinofelis.

According to some studies on poverty in Greece, the effectiveness of social transfers on reducing poverty has diminished during the past decade because (a) of large-scale socio-economic devastation that has spread after 2008, and (b) because social transfers have been restructured following cuts in social expenditure. As explained in previous sections,

with the exception of pensions, welfare allowances and benefits – including unemployment benefits – are failing to protect and support households at the threshold or below the poverty line (Papatheodorou and Missios, 2013). While Kinofelis is an active labour market policy and not a form of social transfer, by targeting beneficiaries from poor households, it may potentially have an indirect socio-economic impact.

According to Papatheodorou and Missios (2013), in 2010 the percentage of poor households with unemployed heads was the highest among all other groups at 47.9% after social transfers. From 2010 to 2015, the percentage of households at the threshold of poverty and social exclusion rose from 59.6% to 68.1% reaching a peak in 2014 with 69.9% (INE/GSSE, 2107). Another study (Matsaganis et al, 2016) shows that the percentage of extreme poverty among the households of the unemployed rose from 49.8% in 2011 to 75.2% in 2013 and 70.8% in 2015, when the equivalent for households with heads who were employees in the public sector and in banks ranged from 0.6% to 0.7% and for households with heads who are pensioners from 2.3% to 3.8%. In all different measurements of poverty, households with unemployed heads tend to have the highest share among those below or at the threshold of poverty.

6.2 Private-household income

Table 17 demonstrates OAED data on personal and household income declared during the application procedure. As can be observed, the vast majority of both applicants (63.34%) and beneficiaries (78.32%) come from households with very low income 0-3,500€ personal income or 0-7,000€ household income per year.

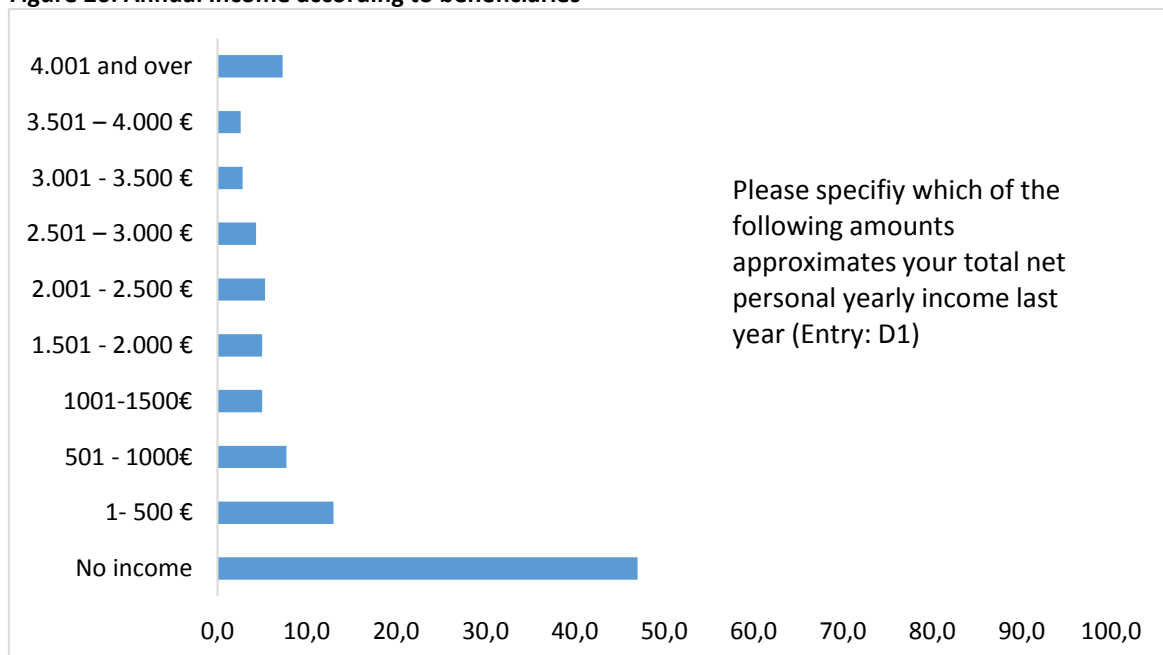
Table 17: Percentage of applicants and beneficiaries per income category

	Percentage of applicants (%)	Percentage of beneficiaries (%)
0-3,500€ personal income or household income 0-7,000€ per year	63.3	78.3
3,501-5,000€ personal income or household income 7,001-10,000€ per year	7.6	6.6
5,001-8,000€ personal income or household income 10,001-16,000€ per year	12.8	9.5
8,001-12,000€ personal income or household income 16,001-26,000€	10.8	4.4
12,000€+ personal income or household income or 26,000+ household income	5.3	1.2
N=	44 146	3 341

Data source: OAED; processing and analysis: ILO

To explore these finding further, the baseline study asked beneficiaries to give an approximation of income category. According to these, the income of the vast majority of beneficiaries for the year prior to Kinofelis is very low. As can be seen in Figure 26, 47% declared that they had no income, while only 7.3% declared that their income was above 4,001€. This means that at least 92.7% of beneficiaries are below the poverty threshold as defined by EU SILK at 4,500 euros. Although low-income levels are to be expected, given that the selection of beneficiaries gives extra points to applicants with low income, these findings illustrate that the project is very successful in targeting very low-income individuals and households.

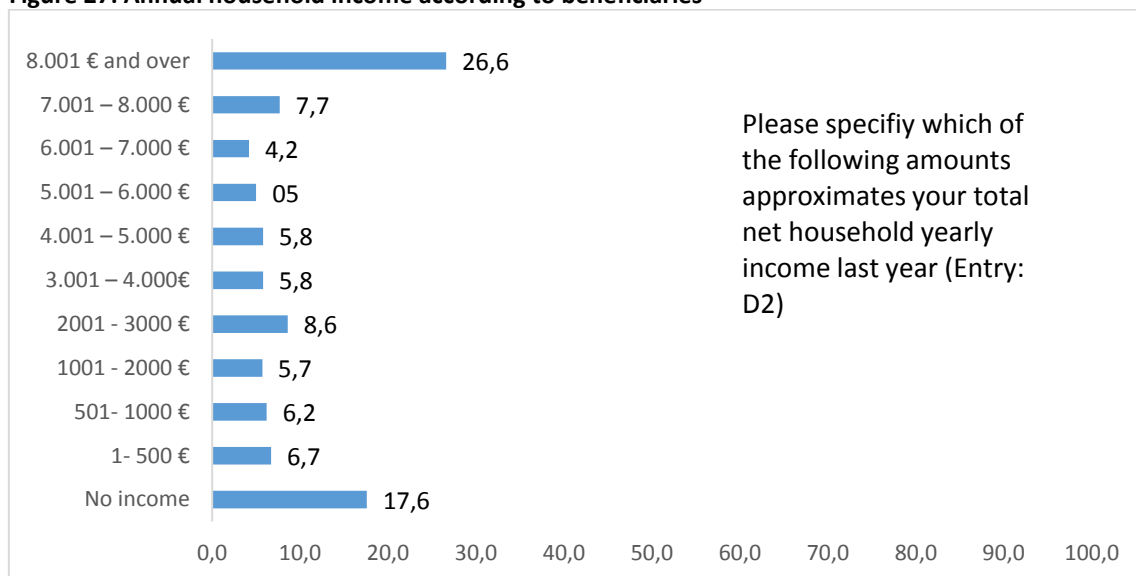
Figure 26: Annual Income according to beneficiaries



Data source: Entry Baseline Questionnaire; processing and analysis: ILO

Beneficiaries were also asked to indicate the household income categories that approximated their income. Although 26.6% of beneficiaries live in households with income over 8,001€, there is still 17.6% that declared that they had no household income during the past year (see Figure 27).

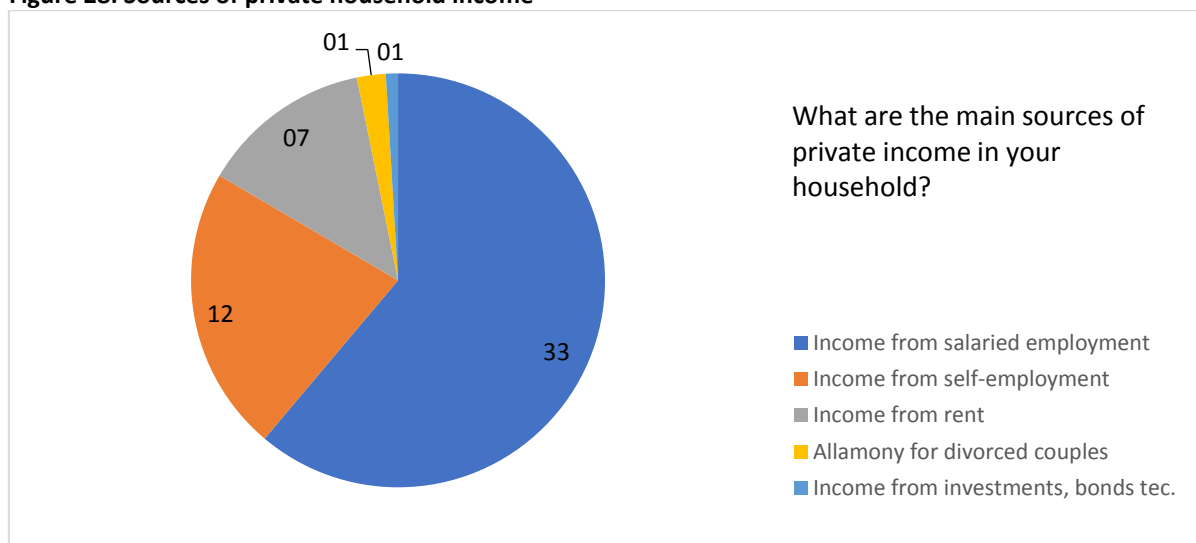
Figure 27: Annual household income according to beneficiaries



Data source: Entry Baseline Questionnaire; processing and analysis: ILO

As Figure 28 illustrates, for those households that do have income, the sources of income vary. For most beneficiaries, household income originates from salaried employment (61%) and self-employment (22%) of other members of the household, followed by income from rent (13%) and from investments (2%).

Figure 28: Sources of private household income

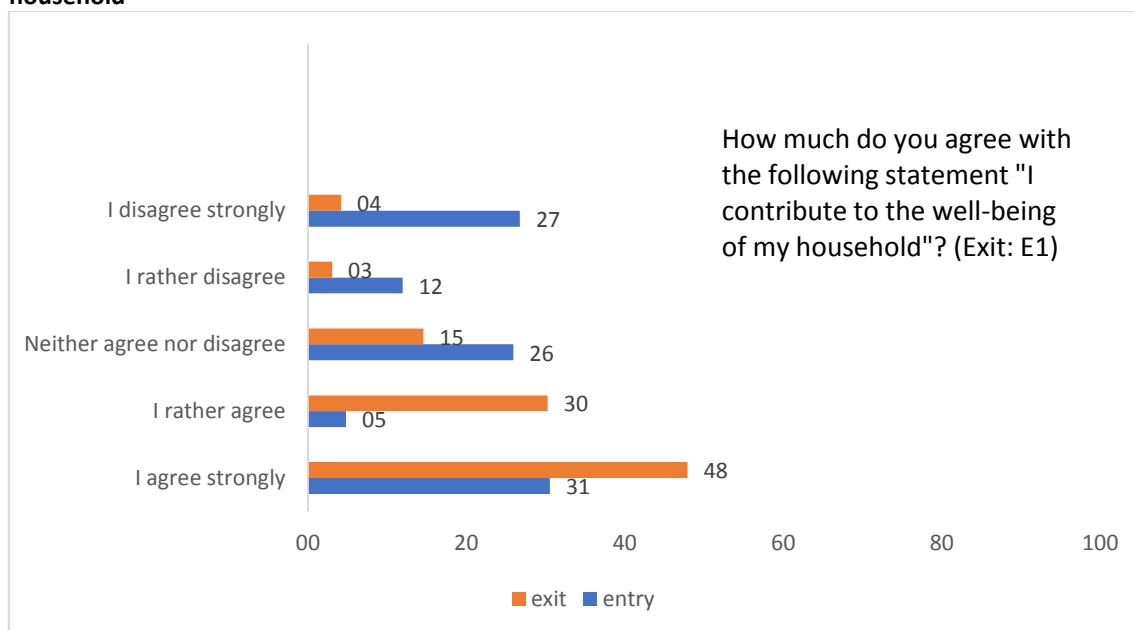


Data source: Entry Baseline Questionnaire; processing and analysis: ILO

6.3 Impact of Kinofelis on sense of contribution of beneficiaries to the household

As Figure 29 demonstrates, beneficiaries acquire an improved sense of their contribution to their household after Kinofelis. The percentage of respondents who agree strongly or rather agree with the phrase “I contribute to the well-being of my family” rises from 35.3% on entry to 77.2% on exit.

Figure 29: Degree of agreement/disagreement with the phrase “I contribute to the well being of my household”



Data source: Entry and Exit Questionnaires; processing and analysis: ILO

Transformation in the ways in which beneficiaries conceive of their role within households may also have a positive impact on their self-esteem and further contribute to their willingness to find full or part-time work, as discussed in the previous section of the report.

Sense of contribution of beneficiaries on households in focus group discussions

During the focus group discussions, several beneficiaries emphasized that Kinofelis had a positive, but temporary, impact on household income. From their perspective, the first and most important impact was **regular payment** that provided financial security for eight months to a year and enabled them to pay for their immediate needs, such as food, heating, electricity and water bills. In this context, delayed payments during the first months of the programme were severely criticized by some participants as they deprived them of the means of surviving.

Several beneficiaries argued that it was only a very limited and temporary relief and cannot essentially resolve the problems of poverty they were facing. Especially beneficiaries from long-term unemployed and indebted households said in the focus groups that their salaries were insufficient to resolve their long-term financial obligations, including payment of outstanding bills and installments.

For older beneficiaries, security stamps as well as pension and benefit entitlements were more important than payment. For younger beneficiaries, the main issue was to survive and overcome immediate problems.

For all of us younger people the main issue is to survive every day. We are not thinking so much about security stamps and the future. What matters is the uncertainty of the present.

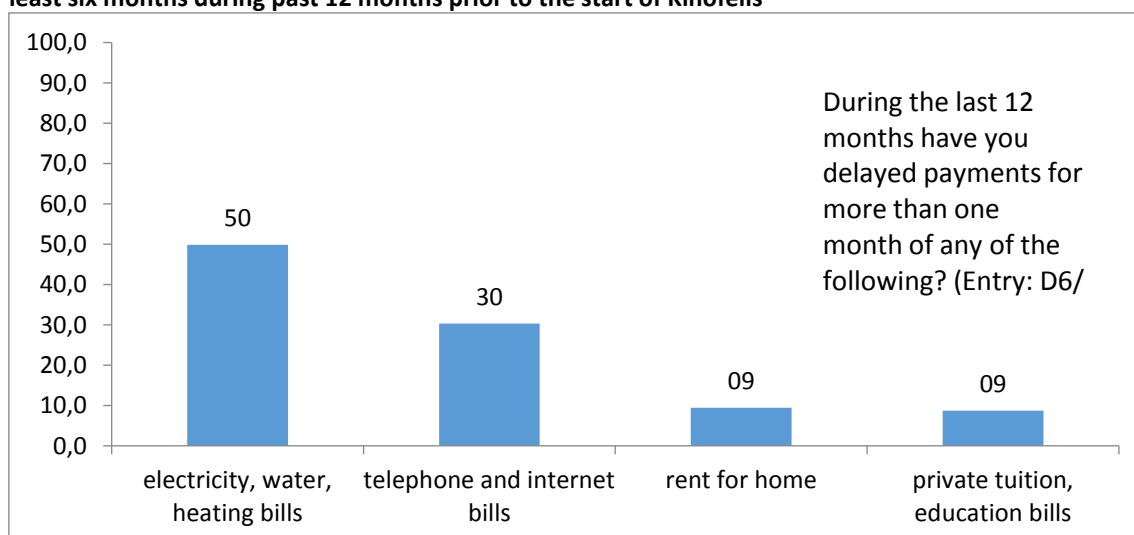
(Jason, 35-year-old beneficiary, plumber)

During both the entry and exit focus groups discussions, it was clear that Kinofelis was a valuable but temporary relief from poverty and indebtedness. Rather than solving long-term problems, for some households Kinofelis provided extra funds to invest on useful assets for job searching, while for others it gave time and space to focus more on their efforts to search for full or part-time employment.

6.4 Debt and overdue payments

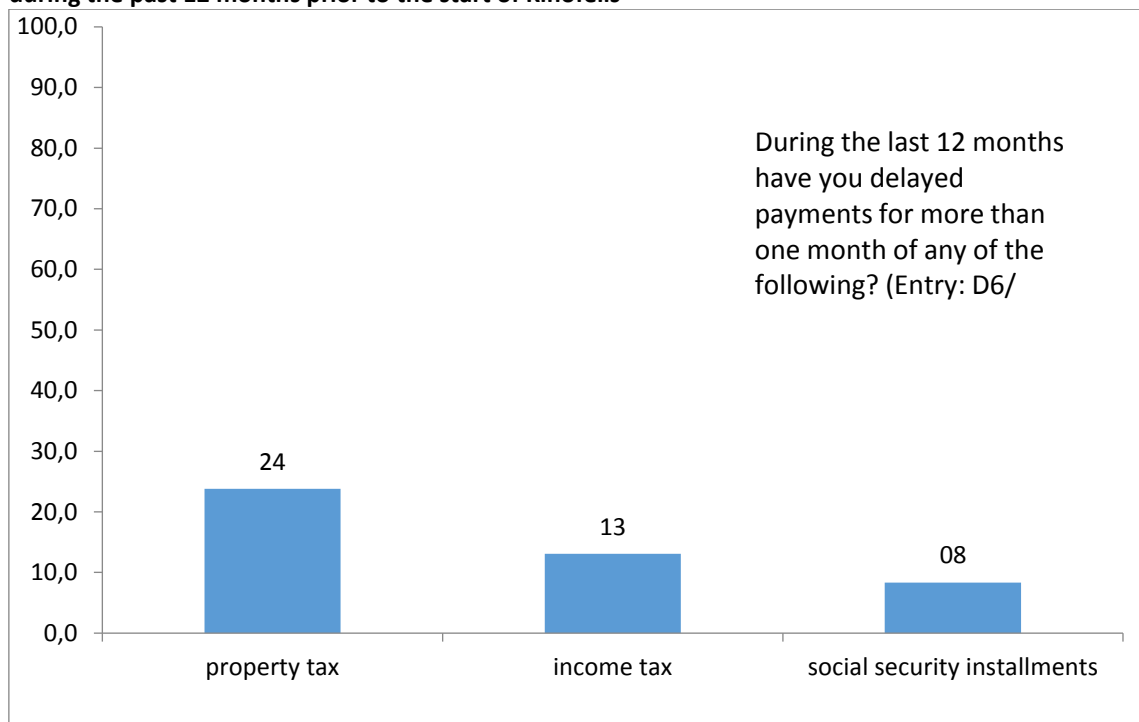
Another factor that plays an important role on income levels is indebtedness. Before Kinofelis, 32.8% of beneficiaries were indebted or hadn't paid the installments on bills and rents. As Figures 30 and 31 illustrate, a large percentage of households of beneficiaries are unable to respond to financial obligations that have to do with basic living needs. The inability to pay for bills results in a deterioration of living conditions that has a broader impact on the entire household.

Figure 30: Households of beneficiaries that have delayed payment on basic subsistence expenses for at least six months during past 12 months prior to the start of Kinofelis



Data source: Entry Baseline Questionnaire (multiple selections); processing and analysis: ILO

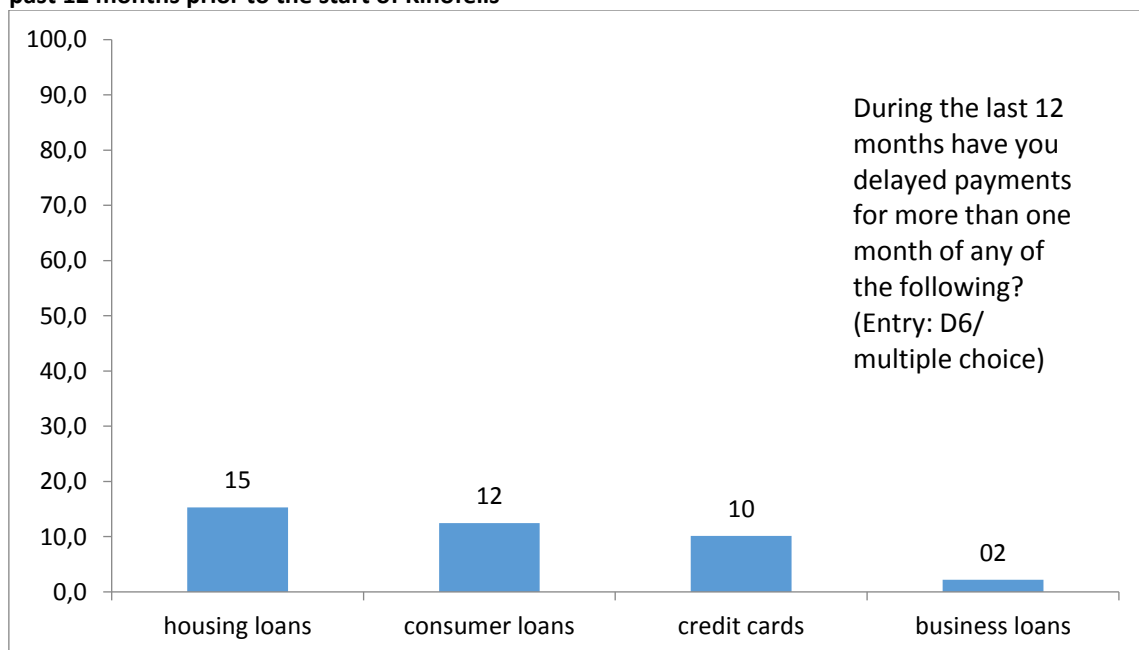
Figure 31: Households that have delayed payment of taxes and social security for at least six months during the past 12 months prior to the start of Kinofelis



Data source: Entry Baseline Questionnaire; processing and analysis: ILO

As Figure 32 illustrates, the percentage of beneficiaries who reported that their households delayed debt repayments is smaller.

Figure 32: Households of beneficiaries that have delayed payments for at least six months during the past 12 months prior to the start of Kinofelis



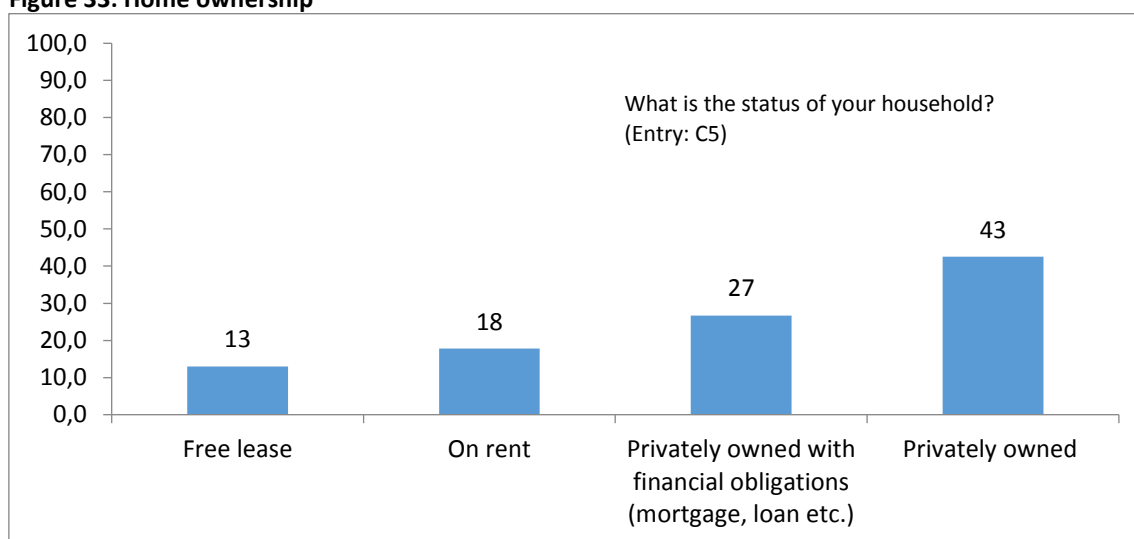
Data source: Entry Baseline Questionnaire (multiple selections); processing and analysis: ILO

The figures illustrate that for most households the major problem with unemployment is the difficulties they face in paying back basic expenses necessary for subsistence, such as electricity, water and heating bills, telephone and internet bills, rent and private

tuition and education bills. Thus, indebtedness is a problem only for a small percentage of households, whereas inability to cover basic needs is more widespread among Kinofelis beneficiaries.

Income and debt alone, however, cannot provide a clear picture of poverty levels. Households that are on rent or have financial obligations, such as mortgages, housing loans or unpaid property taxes, are in a worse position than those that have privately owned homes without financial obligations. In Greece, there is a large percentage of home ownership, which has contributed significantly to the resilience of low-income households. As can be observed in Figure 33, 42.5% of beneficiaries own their homes without financial obligations and 13% are on free lease mainly by family members, which can explain how a large percentage of them survives without minimal income. For the 26.7% who own a house with financial obligations, and the 17.8% that are on rent, unemployment may also signify housing insecurity.

Figure 33: Home ownership

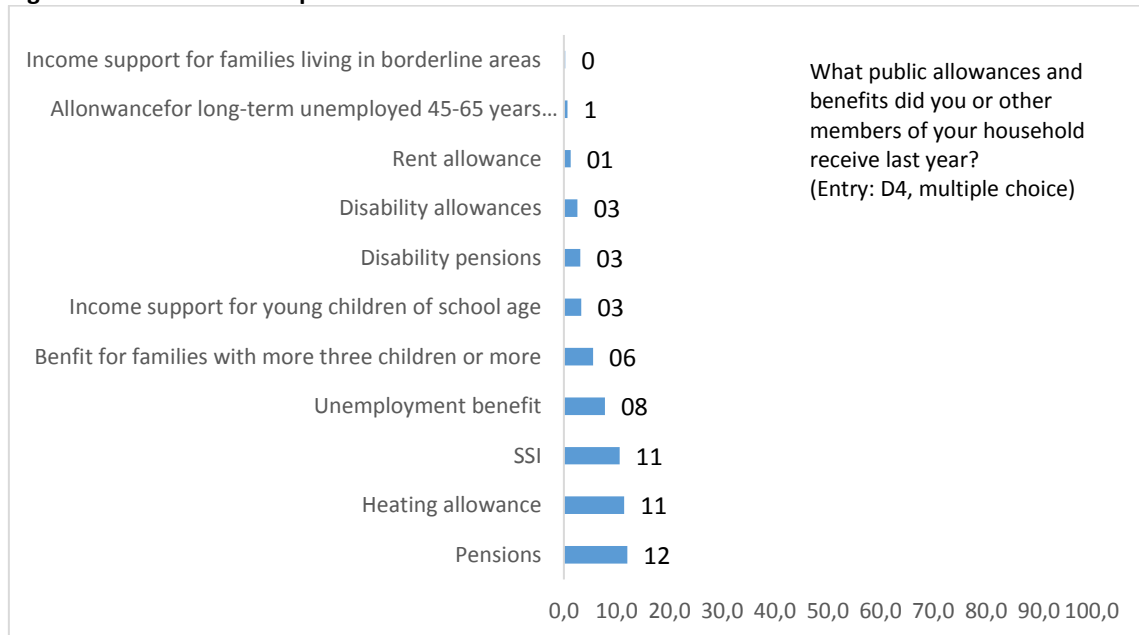


Data source: Entry Baseline Questionnaire; processing and analysis: ILO

6.5 Social transfers and informal support from family, friends and social networks

A total of 55.8% of households of beneficiaries that responded to the entry baseline questionnaire received no benefit or allowance. Out of the 44.2% that received such welfare, 12% received pensions, 11.4% heating allowance, 10.6% social solidarity income, and 7.8% unemployment benefits. There were also specific benefits for households with children as 5.5% of beneficiaries received benefit for more than two children and 3.3% income support for families with under-aged children. Moreover, 1% received rent allowance, 2.6% disability allowance (see Figure 34).

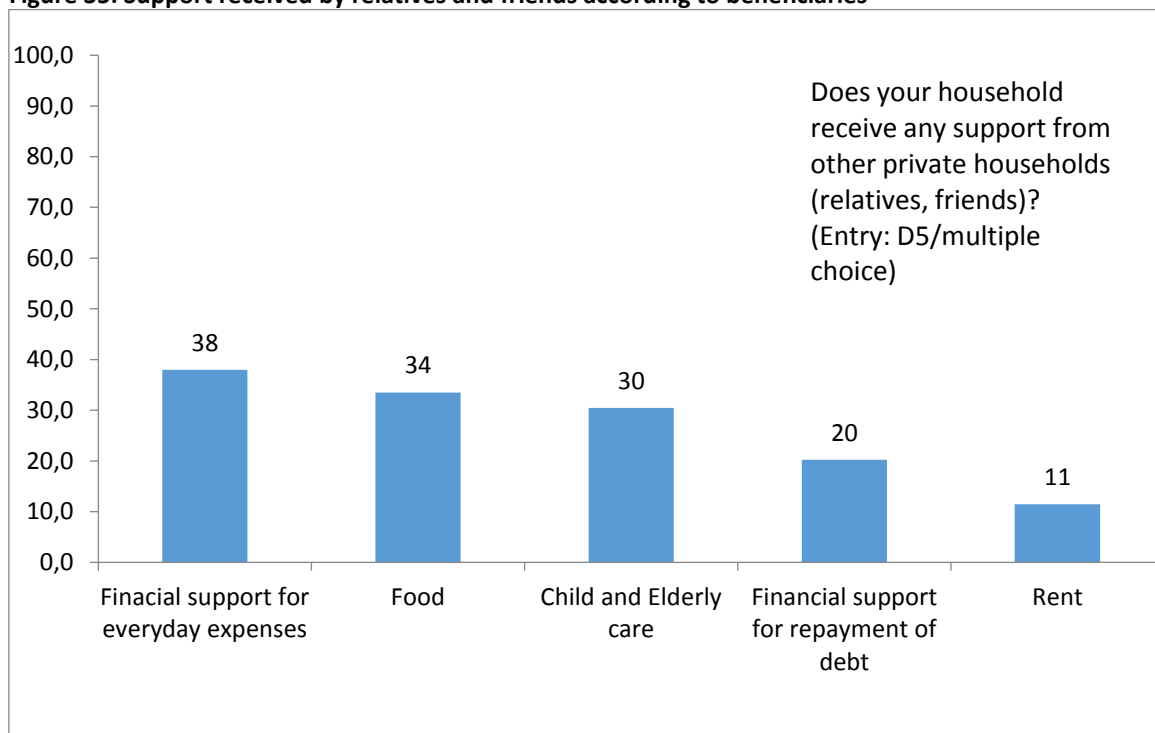
Figure 34: Social transfers per household



Data source: Entry Baseline Questionnaire; processing and analysis: ILO

The focus groups showed that the low-share of participants receiving social transfers made it difficult for several households of beneficiaries to cope with the high costs of living. Households with unemployed members often had to resort to the support of family and friends to cover their basic needs – 38% of baseline respondents received financial support for everyday expenses, 20.2% for the repayment of debt, 33% received food, 30.5% care assistance and 11.4% help with rent during the period that they worked in Kinofelis (see Figure 35).

Figure 35: Support received by relatives and friends according to beneficiaries



Data source: Exit Baseline Questionnaire, processing and analysis ILO

Support by relatives and friends in focus group discussions

Many beneficiaries, including single ones and those with families with children, mentioned in the focus group discussions that their household expenses were covered by the pensions of elderly relatives. In this context, pensions were considered by some beneficiaries as a form of social transfer that benefit extended families rather than individual households only. Although pensions have been reduced, they continue to provide a safety net for extended families. This was more common in younger generations of beneficiaries (19-30), but there were also beneficiaries in the 30-40 and 40-50 age groups, including some with children, that had no other income than the financial support of their parents from pensions.

Christiana is a 54-year-old beneficiary, was employed as a worker in a textile factory for 15 years. She had a degree in textiles from a private technical school and was married to an unemployed man who could not work because he suffered from heart and lung disease. After the industry closed and she became unemployed, she took full-time care of her elderly parents for 15 years. Her brother, his wife and their child were also unemployed and had no other income than that of her two elderly parents. The death of her parents signified the termination of the income support they received.

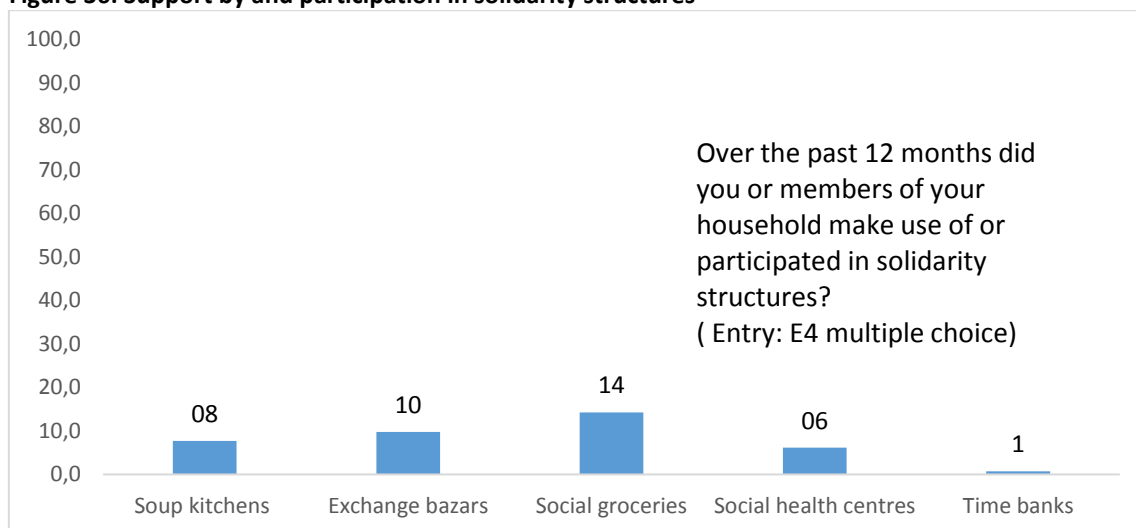
When my parents were alive we all survived on their pensions: me and my family, my brother and his family. They gave us everything: food, water, everything. When they died, we had nothing. Then I was employed in the municipality for five months as a cleaner in the public works programme. Thank God! I waited for six months and now again I am employed for eight months. My husband also applied but because he was in surgery last Easter, I took the position. Also my brother and his wife applied but they didn't get it.

Such examples show that poverty in welfare states, such as the Greek one, in which families continue to play a vital role in providing support and protection for the extended family, may not be as visible as immediately presumed. Many participants in focus group discussions said that their income was used to support not only their immediate family but also adult children and their families. This means that social transfers may be much more dispersed across generations than formal registers show. As a result, it may also imply that the contribution of Kinofelis to households at the threshold of poverty may be greater than just on direct beneficiaries and their immediate families.

Another source of support for a small percentage of poor households were solidarity initiatives that have sprung across Greece and especially in urban centres for the support of poor households. Some were grassroots, and some were run by municipalities with volunteers and professional staff: 29.1% of beneficiaries made use of or/and participated in one or several of these solidarity structures prior to Kinofelis.

The main solidarity structures that beneficiaries used were social groceries, from which they could get low-cost or free food products (14.2%) followed by soup kitchens, which offered free cooked meals, and social health clinics that provided free medical services and medicine (see Figure 36). However, the vast majority of beneficiaries did not use these solidarity structures, although it is not clear whether this is because of limited availability of access to these structure, or because of a reluctance of beneficiaries to use these.

Figure 36: Support by and participation in solidarity structures

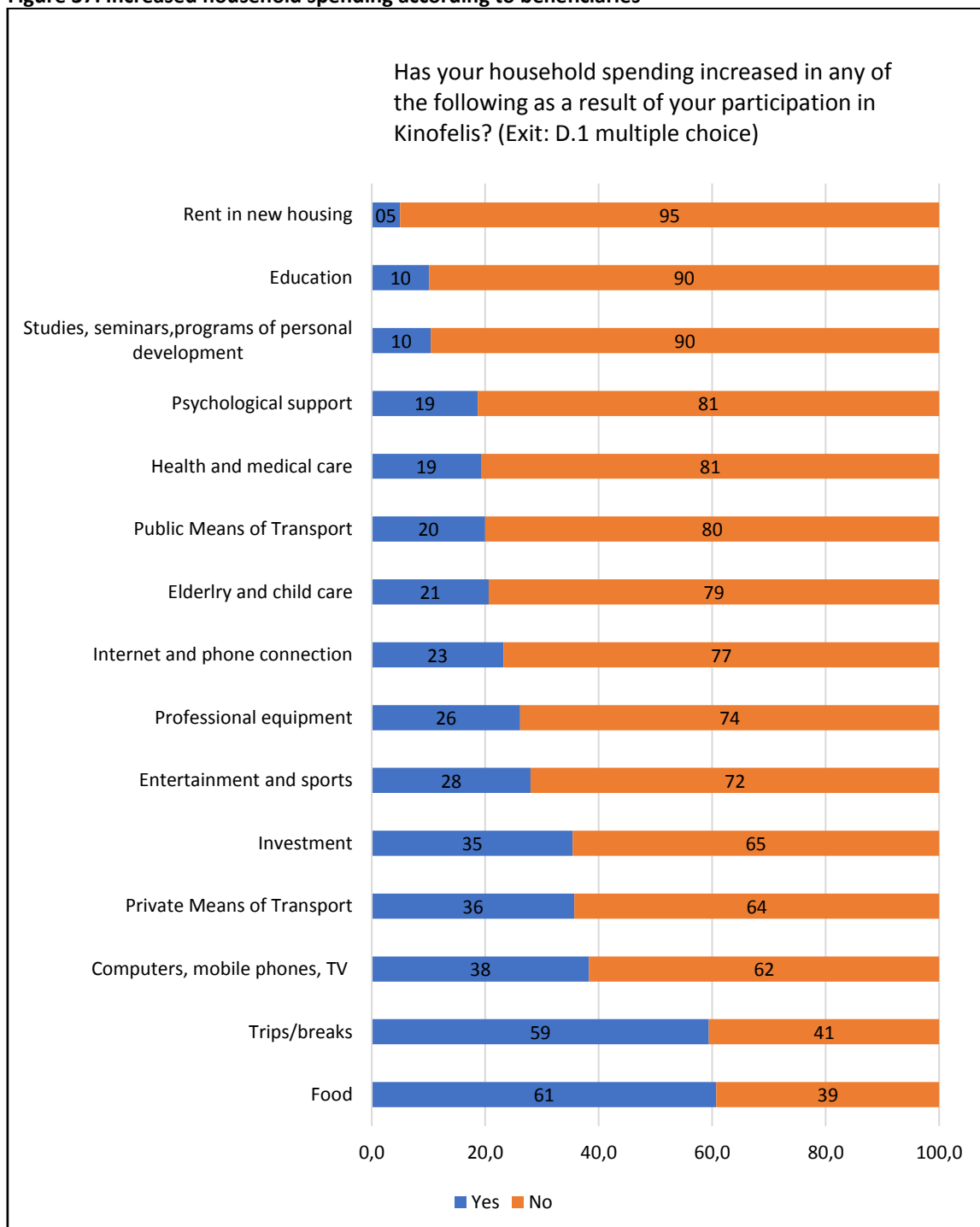


Data source: Exit Baseline Questionnaire; processing and analysis: ILO

6.6 Impact of Kinofelis on household spending

While paying the equivalent of the minimum wage in Greece, the Kinofelis payment represents a significant increase in the personal income of several beneficiaries. According to their statements, Kinofelis offers them the opportunity to first cover immediate living expenses, which are non-elastic, such as food 60.4%, but also trips/breaks. This may be explained by the fact that beneficiaries of Kinofelis lived in urban areas, as the Municipalities in which they worked were overwhelmingly in urban areas. Trips and breaks may have meant the possible return to the rural places of origin, where close relatives reside. During these breaks/travels, beneficiaries and the members of their households could enjoy and benefit from the support of the extended family and get free supplies (food or goods) and services (care of children).

Figure 37: Increased household spending according to beneficiaries

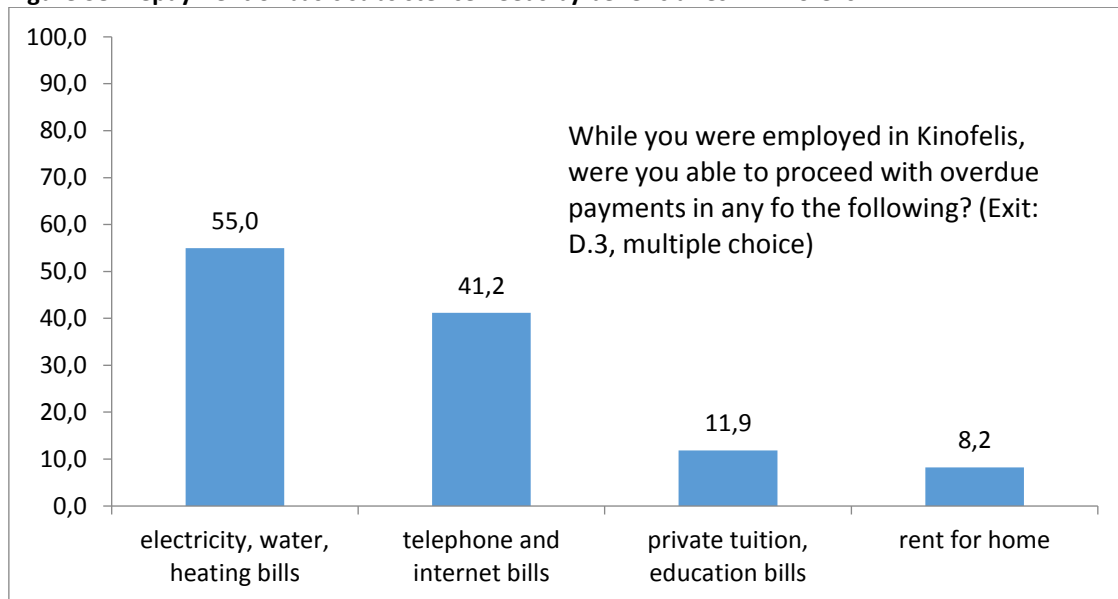


Data source: Exit Baseline Questionnaire; processing and analysis: ILO

Also, a large percentage of beneficiaries that responded to the questionnaire declared that they had invested in products and technologies that may facilitate their access to the labour market, including hardware (38.3%), private (35.7%) and public transport (20.0%), professional equipment (26.2%), internet and phone connections (23.2%) and elderly and child care (20.6%). Spending the Kinofelis salary on health, psychological support, education and training, on the contrary, were prioritized by less than 20% of respondents (see Figure 36).

According to beneficiaries who responded to the questionnaire, Kinofelis payments did not seem to have a significant impact on the repayment of debt and overdue payments that, as we saw in the previous section, tend to be a serious issue for some categories of beneficiaries. A total of 80.8% of beneficiaries who responded to the exit questionnaire declared that they didn't pay back any of the debt that they had accumulated. Among those who did, priority was given mostly to immediate expenses such as overdue electricity, water or heating bills (55.0%) and – to a lesser extent – to telephone and internet bills (41.2%) (see Figure 38).

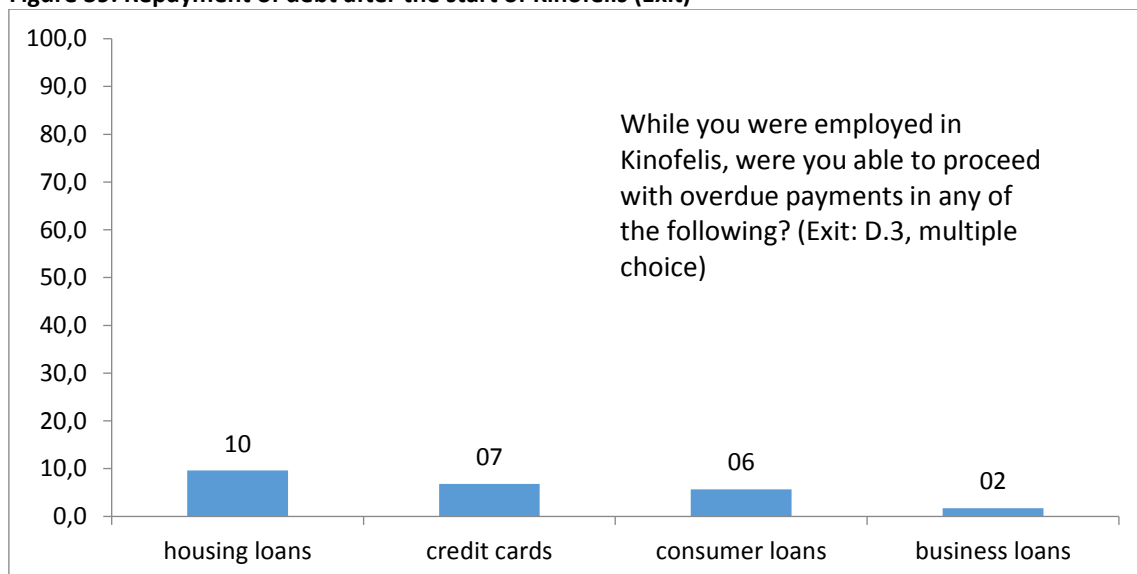
Figure 38: Repayment of basic subsistence needs by beneficiaries in Kinofelis



Data source: Exit Baseline Questionnaire; processing and analysis: ILO

With the repayment of different types debt, the percentage of those who declared that they had repaid part of what they owed was below 10%: 9.6% housing loans, 6.8% credit cards, 5.7% consumer loans and 1,7% business loans (see Figure 39).

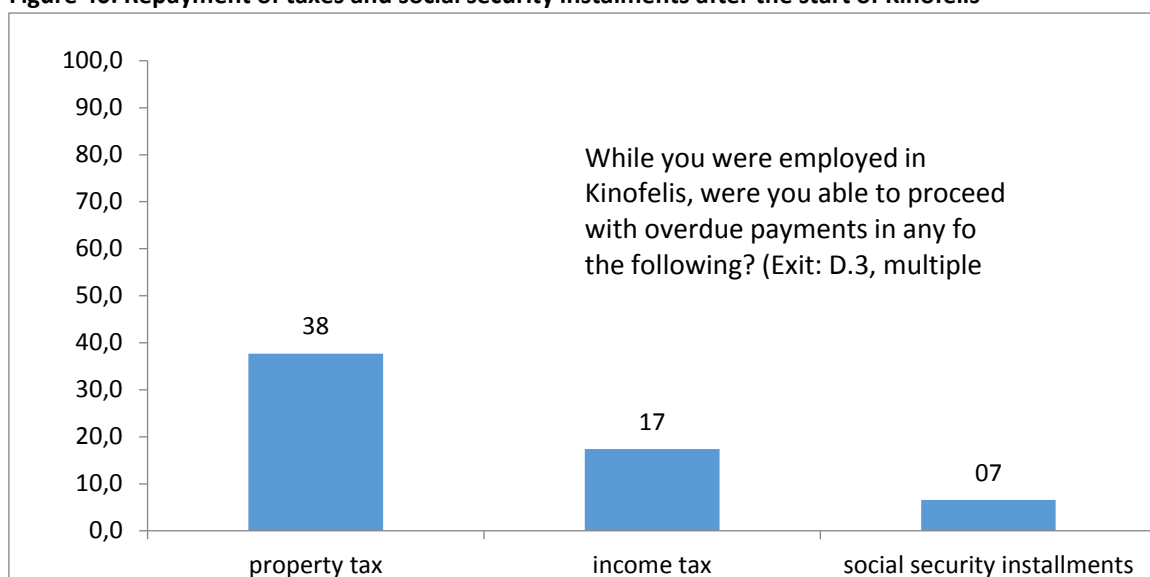
Figure 39: Repayment of debt after the start of Kinofelis (Exit)



Data source: MOL; processing and analysis: ILO

Finally, it is worth noting that 37.7% declared that, during their employment in Kinofelis, they were able to proceed with some overdue payments in property tax, 17,4 % in income tax, and 6.5% in social security instalments (see Figure 40).

Figure 40: Repayment of taxes and social security instalments after the start of Kinofelis



Data source: Exit Baseline Questionnaire; processing and analysis ILO

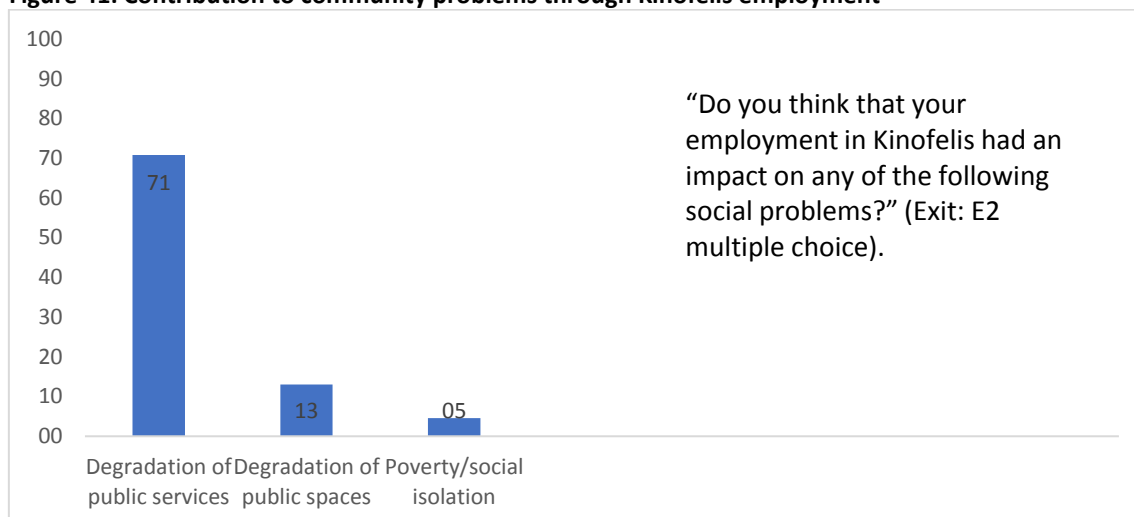
Overall, Kinofelis seems have a positive short-term socio-economic impact that gives beneficiaries from poor and indebted households important financial reprieve, and the financial means and sense of worth to overcome some financial and social problems that may in turn prevent them from looking for and finding jobs. Although this is not one of the direct objectives of the programme, it could be considered as indirectly influencing the trajectories of unemployed beneficiaries, and also their households.

6.7 Community problems in regions of high unemployment

Beneficiaries who responded to the entry baseline questionnaires were asked to select the main problems that they or members of their households experienced during the 12 months prior to Kinofelis: 79.4% of them identified poverty and social isolation as major community problems.¹⁵ When they exited the programme, beneficiaries were asked to respond whether or not their employment had contributed to improving these problems. Figure 41 demonstrates that respondents considered that their employment in Kinofelis had an impact on the improvement of public services, as many of them were employed in the administrative sectors of Municipalities, and in the improvement of public spaces as many of them were employed in construction work, but that it had had very little impact on poverty and social isolation.

¹⁵ Over the past 12 months prior to Kinofelis have you or any members of your household encountered any of the following social problems? (Entry: E3 multiple choice)

Figure 41: Contribution to community problems through Kinofelis employment



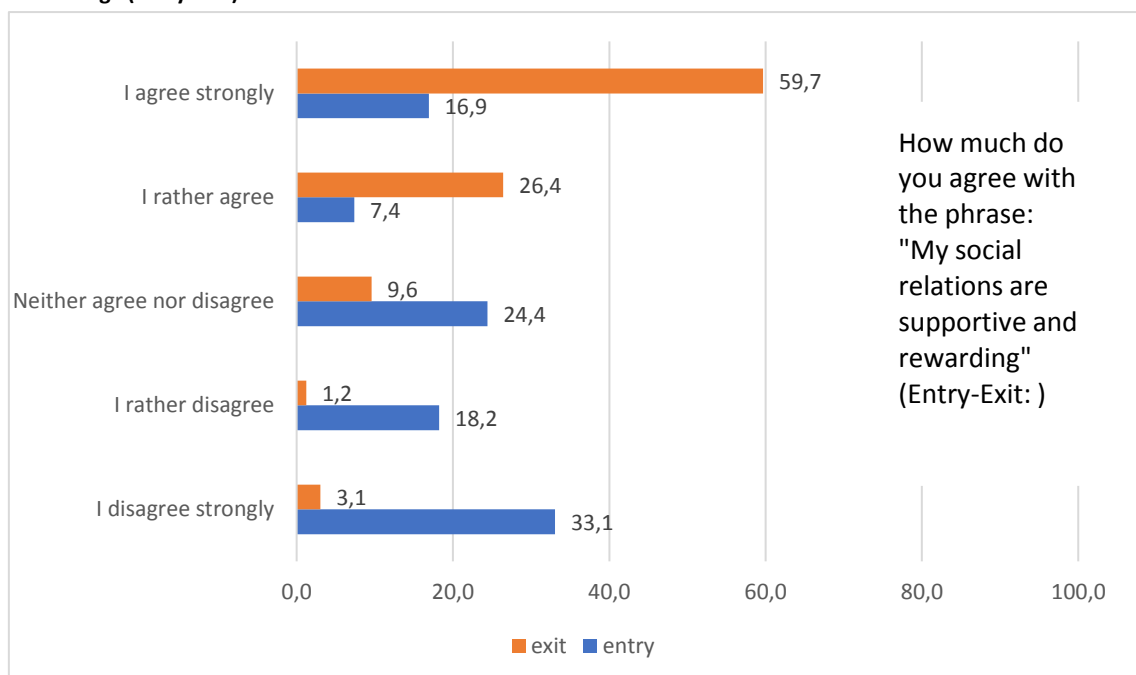
Data source: Exit Baseline Questionnaire; processing and analysis: ILO

Nonetheless, beneficiaries who responded to the exit questionnaire shared a sense of social contribution. Although the percentage of those who are involved in social work is very low on entry, it rises after the exit from the programme: from 14.2% to 27.3% of beneficiaries who declared that they were likely to volunteer and make use of social groceries, from 7.7% to 11.5% of beneficiaries in collective kitchens, from 6.1% to 10.5% in social health centres.

Thus, the participation in Kinofelis increases the prospects of beneficiaries volunteering and participating in social solidarity initiatives against social problems that their communities are facing, and also as a way to continue to be active in spite of unemployment.

The willingness to give back to the community came along with the realisation that there was a gradual improvement in the social of life of beneficiaries who participated in Kinofelis. From 22.5% of beneficiaries who rather agreed or agreed strongly that they contributed to their community when they entered the programme, the percentage rose to 76.3% when they left. Moreover, from 24.3% who agreed or agreed strongly that their own social relations were supportive and rewarding, the percentage rose to 86.1% (see Figure 42).

Figure 42: Degree of agreement/disagreement with the phrase “My social relations are supportive and rewarding” (Entry-Exit)



Data source: MOL; processing and analysis: ILO

These findings point to the fact that although community impact is not one of the direct objectives of Kinofelis, it is important for beneficiaries since it gives them a sense of social contribution and participation that may be missing from their lives during periods of unemployment.

6.8 Conclusions on the socio-economic and community impact of Kinofelis

A large percentage of Kinofelis households have no income and cannot afford to pay basic bills and repay overdue tax installments or debt. The large percentage of home ownership, however, protects and compensates many households for the lack of other resources and should be considered in relation to Kinofelis beneficiaries.

The contribution of the eight-month payment of Kinofelis is valued greatly by the households of several beneficiaries. For this reason, regular and on-time payments are of extreme importance to them. The additional income is spent mostly on increased consumption of food and other everyday products including breaks/travel to relatives and the repayment of bills and tax installments, rather than on repayment of debt and consumption.

Many beneficiaries also invest also in technologies and goods that may improve their prospects of finding jobs. While social transfers by the state are limited, families and friends, and to a lesser extent solidarity initiatives, provide valuable economic and in-kind support to poor households.

Table 18: Impact on households – summary

Challenges	
Household income	Kinofelis is successful in having a positive impact on low-income individuals and households. often significantly increasing household income
Sense of contribution of beneficiaries to the household	Participation in Kinofelis improves sense of contribution of beneficiaries to their own household.
Spending	Kinofelis salary is spent mostly on survival needs, but a percentage also spent on assets and goods that may help bring beneficiaries closer to the labour market.
Social transfers	Kinofelis may have an indirect social impact on poor households with limited or without access to social transfers.
Community impact	Kinofelis had a positive impact on beneficiaries sense of social and community contribution mainly with regards to the improvement of public services and spaces. Addressing problems such as poverty and social isolation through Kinofelis projects may enhance the positive impact on both communities and beneficiaries.

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Annex

Entry Questionnaire

A. General characteristics of applicant/beneficiary		
A1.	When were you born and in which country?	Year: [] Country: []
A2.	What is your gender?	<input type="checkbox"/> Male <input type="checkbox"/> Female <input type="checkbox"/> Other:
A3.	What is your citizenship?	<input type="checkbox"/> Greek <input type="checkbox"/> EU Member - State EU: [] <input type="checkbox"/> Non EU Member State outside the EU: []
A4.	What is the highest level of education you have completed?	<input type="checkbox"/> No education <input type="checkbox"/> Pre-school education <input type="checkbox"/> Some elementary classes <input type="checkbox"/> Elementary School <input type="checkbox"/> High School (three-grade) <input type="checkbox"/> Vocational School (EPAS), Technical Vocational School (TES), Technical Vocational School (TEE) <input type="checkbox"/> Professional Lyceum <input type="checkbox"/> General Lyceum <input type="checkbox"/> Technical School / High School <input type="checkbox"/> Public or Private Vocational Training Institute (IEK) or college (up to two years of study) <input type="checkbox"/> Higher Schools Three Year Term (Higher Schools)

		Tourism, Training Guides etc.) <input type="checkbox"/> TEI / KATEE / ASPAITE <input type="checkbox"/> University, Open University, <input type="checkbox"/> Graduate / private higher School, military schools and other colleges <input type="checkbox"/> Master <input type="checkbox"/> Ph. D.
A5.	Do you have any kind of disability?	<input type="checkbox"/> Yes <input type="checkbox"/> No
A6.	Which is/are your municipality (ies) of employment and residence?	Municipality of employment [] Municipality of residence: []
B. Employment and Unemployment of applicant/beneficiary		
B1.	What did you do during the past year before entering Kinofelis?	<input type="checkbox"/> Unemployment <input type="checkbox"/> Training Program <input type="checkbox"/> Work without insurance and contract <input type="checkbox"/> Rotatuion work <input type="checkbox"/> Not a single working day
B2.	When was your last employment?	Year: []

<p>B3.</p>	<p>In which sector/s did you work in the past for more than six months before you entered Kinofelis? (You can make multiple selections)</p>	<p> <input type="checkbox"/> Managers <input type="checkbox"/> Independent Professionals <input type="checkbox"/> Technicians and associate professionals <input type="checkbox"/> Clerical support workers <input type="checkbox"/> Service and sales workers <input type="checkbox"/> Skilled agricultural, forestry and fishery workers <input type="checkbox"/> Craft and Related Trades workers <input type="checkbox"/> Elementary occupations <input type="checkbox"/> Armed forces (ISCO 08 classification used – Drop down menu for each one to find their exact sector) </p>
<p>B4.</p>	<p>What kind of working relation/s did you have during the period that you were employed prior to Kinofelis? (You can make multiple selections)</p>	<p> <input type="checkbox"/> Public Employee <input type="checkbox"/> Employee full-time <input type="checkbox"/> Employee part-time <input type="checkbox"/> Self-employed (freelancer) full time <input type="checkbox"/> Self-employed (freelancer) part time <input type="checkbox"/> Self-employed (freelancer) with fixed time contract <input type="checkbox"/> Employee in seasonal work <input type="checkbox"/> Employee with payment without insurance and contract or project <input type="checkbox"/> Employee in family business without payment </p>
<p>B5.</p>	<p>Since when are you registered in OAED?</p>	<p>Year: [] Month: []</p>

B6.	How often did you search for work before you started working in Kinofelis?	<input type="checkbox"/> Daily <input type="checkbox"/> Weekly <input type="checkbox"/> Monthly <input type="checkbox"/> Quarterly <input type="checkbox"/> Not at all
B7.	In your opinion, do any of the following factors impact on your job search? (you can make multiple selections)	<input type="checkbox"/> Lack of available jobs in your sector <input type="checkbox"/> Limited access to internet <input type="checkbox"/> High demand for workers without security or contract <input type="checkbox"/> High cost of transport to job interviews <input type="checkbox"/> Lack of relevant advertised opportunities <input type="checkbox"/> Lack of prior success in application processes
C. Household Characteristics		
C.1.	What is your marital status?	<input type="checkbox"/> Unmarried <input type="checkbox"/> Married <input type="checkbox"/> In civil partnership <input type="checkbox"/> In partnership without marriage or civil partnership <input type="checkbox"/> Separated <input type="checkbox"/> Divorced <input type="checkbox"/> Widowed
C.2	In what kind of household do you reside?	<input type="checkbox"/> Live alone <input type="checkbox"/> Live with family/relatives <input type="checkbox"/> Live with people outside the family/non-relatives <input type="checkbox"/> Guest for tax purposes

C.3	Has unemployment led to any of the following changes in your living arrangements? (you can make multiple selections)	<input type="checkbox"/> No, it remains the same <input type="checkbox"/> I moved back to my parents' house <input type="checkbox"/> I moved in with other relatives (including e.g. your children) <input type="checkbox"/> I entered into co-habiting with non-family members <input type="checkbox"/> I moved to cheaper rental accommodation <input type="checkbox"/> I sold my former house/ apartment <input type="checkbox"/> I rented out my former house/apartment while I live elsewhere
C.4	What are the characteristics of your household members? (To be filled by the beneficiary for each member of the household separately)	<input type="checkbox"/> What is the relationship with the applicant/beneficiary? [] <input type="checkbox"/> When was s/he born? [] <input type="checkbox"/> What is his / her gender? [] <input type="checkbox"/> What is his/er employment status? [] <input type="checkbox"/> Does s/he have some kind of disability? Yes No
C.5	What is the status of your household?	Privately owned Privately owned with financial obligations (mortgage, loan etc.) Rent Free lease
C.6	Which member (s) of the household is/are primarily responsible for housework and childcare jobs, the elderly and chronically ill?	<input type="checkbox"/> Beneficiary <input type="checkbox"/> Member 1 <input type="checkbox"/> Member 2 <input type="checkbox"/> Member 3 etc.

C.7	How many hours per day do you spend on average in domestic and care work each week? (such as home care cleaning, cooking, child care, elderly, etc.) week?	<input type="checkbox"/> Hours []
D.Allocation of income and basic subsistence needs in the household		
D.1	Please specify which of the following amounts approximates your total net personal yearly income last year:	<input type="checkbox"/> No income <input type="checkbox"/> 1- 500 € <input type="checkbox"/> 501 - 1000€ <input type="checkbox"/> 1001 - 1500 € <input type="checkbox"/> 1.501 - 2.000 € <input type="checkbox"/> 2.001 - 2.500 € <input type="checkbox"/> 2.501 – 3.000 € <input type="checkbox"/> 3.001 - 3.500 € <input type="checkbox"/> 3.501 – 4.000 € <input type="checkbox"/> 4.001 – 4.500 € <input type="checkbox"/> 4.501 € and above
D.2	Please specify which of the following amounts approximates your total net household yearly income last year:	<input type="checkbox"/> No income <input type="checkbox"/> 1- 500 € <input type="checkbox"/> 501- - 1000 € <input type="checkbox"/> 1001 - 2000 € <input type="checkbox"/> 2001 - 3000 € <input type="checkbox"/> 3.001 – 4.000€ <input type="checkbox"/> 4.001 – 5.000 € <input type="checkbox"/> 5.001 – 6.000 € <input type="checkbox"/> 6.001 – 7.000 € <input type="checkbox"/> 7.001 – 8.000 € <input type="checkbox"/> 8.001 € and above
D.3	What are the main sources of private income in your household?	<input type="checkbox"/> No source of income <input type="checkbox"/> Income from employment <input type="checkbox"/> Income from self-employment <input type="checkbox"/> Investment income (dividends, interest, etc.) <input type="checkbox"/> Income from rent <input type="checkbox"/> Alimony from divorced spouse
D.4	What were the public allowances and benefits	<input type="checkbox"/> Social Solidarity income (KEA)

	<p>that you or other members of your household received last year? (You should include allowances and benefits that you and other members of the household and you can make multiple selections)</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Unemployment benefit <input type="checkbox"/> Public Retirement pensions <input type="checkbox"/> Public Disability pensions <input type="checkbox"/> Allowance for returnees, refugees, ex-prisoners, and addicts <input type="checkbox"/> Long-term unemployed 45-65 years <input type="checkbox"/> Income support for families in mountainous and minority areas <input type="checkbox"/> Income support low-income families and children of compulsory education <input type="checkbox"/> Allowance to address basic needs affected by earthquake, flood, and other humanitarian disasters <input type="checkbox"/> Heating Allowance <input type="checkbox"/> Disability allowance <input type="checkbox"/> Rent subsidy <input type="checkbox"/> Benefit for families with more than two children <input type="checkbox"/> Unified child benefit <input type="checkbox"/> Educational benefit
D.5	<p>Does your household receive any support from other private households (relatives, friends)? (you can make multiple selections)</p>	<ul style="list-style-type: none"> <input type="checkbox"/> In-kind support <ul style="list-style-type: none"> Food <input type="checkbox"/> Care <input type="checkbox"/> Subsidized rent <input type="checkbox"/> <input type="checkbox"/> Financial support
D.6	<p>During the last 12 months, have you delayed payment for more than 1 month of any of the following? (you can make multiple selections)</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Income tax <input type="checkbox"/> Special property tax <input type="checkbox"/> Contributions to Insurance Funds (IKA, OAEE etc.) <input type="checkbox"/> Consumer Loans <input type="checkbox"/> Mortgages <input type="checkbox"/> Business Loans <input type="checkbox"/> Credit card debt <input type="checkbox"/> Store credit <input type="checkbox"/> Rent or instalment for principle residence <input type="checkbox"/> Electricity, water, gas bills

		<input type="checkbox"/> Phone/internet bills <input type="checkbox"/> Education or tuition fees
E.Psychosocial impacts of unemployment		
E1	<p>How much do you agree with the following statements? (reply to all the questions)</p> <p>Scale: - not at all -very little -moderately -strongly -very strongly</p>	I am healthy I have a lot of energy I contribute to the well-being of my family I experience anxiety and stress I lead a purposeful and meaningful life My social relations are supportive and rewarding I often get depressed My unemployment has contributed to increased conflict in my household. My strategies for coping with unemployment have included forms of substance abuse
E2	<p>Have you visited or are you thinking of visiting a doctor in order to deal with health problems related to unemployment?</p>	<input type="checkbox"/> No <input type="checkbox"/> Yes [] Hypertension Stress Anxiety Depression Other:
E3	<p>Over the past 12 months have you or any members of your household encountered the following social problems in the area where your household is located? (You can make multiple selections)</p>	<input type="checkbox"/> Poverty/Deprivation <input type="checkbox"/> Crime <input type="checkbox"/> Degradation of public (state and municipal) spaces <input type="checkbox"/> Degradation of public (state and municipal) services <input type="checkbox"/> Drug addictions / alcohol <input type="checkbox"/> Domestic Violence <input type="checkbox"/> Racism/xenophobia <input type="checkbox"/> I Undeclared Work <input type="checkbox"/> Other:

E4	Over the past 12 months did the members of your household (including yourself) make use of or participate as volunteers in solidarity initiatives (collective kitchens, time banks, exchange bazars, communal clinics etc.? (You can make multiple selections)	collective kitchens, time banks, exchange bazars, communal clinics etc <input type="checkbox"/> No <input type="checkbox"/> Yes
F. Application procedure and prospects of employment after the completion of Kinofelis		
F1	How did you learn about Kinofelis?	<input type="checkbox"/> Through OAED <input type="checkbox"/> Through the Municipality <input type="checkbox"/> Through online advertisements <input type="checkbox"/> Through newspaper/magazine advertisements <input type="checkbox"/> World of mouth
F2	Did you experience any of the following obstacles during the application procedure for the public employment program? (you can make multiple selections)	<input type="checkbox"/> Difficulties in understanding the instructions for the completion of application form <input type="checkbox"/> Lack of access to the internet <input type="checkbox"/> Lack of IT skills to fill the form <input type="checkbox"/> Scarcity of available positions in area of expertise <input type="checkbox"/> Scarcity of available positions in area of residence
F3	Did you participate in the past or benefited from any of the following programs? (You can make multiple selections)	<input type="checkbox"/> Never <input type="checkbox"/> Previous phases of Kinofelis <input type="checkbox"/> Special training programs <input type="checkbox"/> Youth employment subsidy <input type="checkbox"/> Programs of subsidized employment in companies for the Creation of New Jobs

		<input type="checkbox"/> Funding for starting self-employed <input type="checkbox"/> Work placement programs/ acquisition of professional experience -Upgrading one's CV
F4	Do you think that your current participation in Kinofelis will help you in the following? (You can make multiple selections)	<input type="checkbox"/> To cover basic living conditions. <input type="checkbox"/> To service household debts <input type="checkbox"/> To collect security stamps <input type="checkbox"/> To acquire work experience <input type="checkbox"/> To acquire new social and professional skills after attending seminars, once a week, as part of the program
F5	How likely is it for you to follow these employment option after the end of Kinofelis? (reply to all the questions) Scale: -Very likely -Likely -Unlikely -Very unlikely	Further skills development Unemployment benefit Emigration Volunteer in social activism-solidarity initiatives Job without contract of social security Self-employment Full or part-time employment

Exit Questionnaire

General characteristics of beneficiary		
A1.	When were you born and in which country?	Year: [] Country: []
A2.	What is your gender?	<input type="checkbox"/> Male <input type="checkbox"/> Female <input type="checkbox"/> Other:

A3.	What is your citizenship?	<input type="checkbox"/> Greek <input type="checkbox"/> EU Member - State EU: [] <input type="checkbox"/> Non EU Member State outside the EU: []
A4.	What is the highest level of education you have completed?	<input type="checkbox"/> No education <input type="checkbox"/> Pre-school education <input type="checkbox"/> Some elementary classes <input type="checkbox"/> Elementary School <input type="checkbox"/> High School (three-grade) <input type="checkbox"/> Vocational School (EPAS), Technical Vocational School (TES), Technical Vocational School (TEE) <input type="checkbox"/> Professional Lyceum <input type="checkbox"/> General Lyceum <input type="checkbox"/> Technical School / High School <input type="checkbox"/> Public or Private Vocational Training Institute (IEK) or college (up to two years of study) <input type="checkbox"/> Higher Schools Three Year Term (Higher Schools Tourism, Training Guides etc.) <input type="checkbox"/> TEI / KATEE / ASPAITE <input type="checkbox"/> University, Open University, <input type="checkbox"/> Graduate / private higher School, military schools and other colleges <input type="checkbox"/> Master <input type="checkbox"/> Ph. D.
A5.	Do you have any kind of disability?	<input type="checkbox"/> Yes <input type="checkbox"/> No
A6.	Which is/are your municipality /ies) of employment and residence?	Municipality of employment [] Municipality of residence: []
B. Employment of beneficiary		
	In which type of project were you employed in Kinofelis?	Construction of public buildings or spaces Social services Environmental Cultural Administrative Services

B2	Which was your specialization in Kinofelis?	[]
B3	Do you consider your employment in Kinofelis to be in accordance with your educational level, skills and professional experience?	Yes No, it's more demanding No, it's lower level
B4	Did you acquire new knowledge or skills through your work in Kinofelis? (you can make multiple selections)	Valuable work experience in relation to my existing skills New IT knowledge/skills in training New technical skills/knowledge on the job New social skills/knowledge through interaction with Municipal staff and beneficiaries No new skills
B5	Did you face any of the following obstacles in performing your job? (please fill all the sections)	I was not prepared to work because of long-term unemployment I couldn't do the tasks I was asked to because of physical or psychological health issues I was afraid to work because of lack of protective equipment and/or inadequate health and safety provisions I wasn't allowed to take initiative I faced difficulties in combining professional and private life including care responsibilities I experienced difficulties in co-operation with fellow beneficiaries Projects were delayed because of lack of required equipment Projects were delayed because of lack of required materials I experienced difficulties in my co-operation with permanent civil servants I couldn't work because of bureaucratic delays I couldn't work because of bureaucratic delays I couldn't work because I lacked the specialized skills or professional experience for the specific job
B6	Did you receive information on	Yes No

	your labour rights?	
B7	What were the main area(s) for which you would have liked to receive more information? (You can make multiple selections)	Professional skills Days - off during the program Salary Security stamps Health and safety protection Welfare entitlements or benefits after the end of the program Prospects of participating in training after the program
B8	How likely is for you to follow the employment options indicated below six months after the end of Kinofelis?	Full-time or part-time work Training program Work without insurance and contract Rotating work Unemployment Self-employment or running a business?
C. Characteristics of Household of beneficiary		
C.1	Have any of the following household characteristics changed during the period of employment in Kinofelis;	Marital status Household arrangements Employment status of other household members Number of children Hours spent per day on average in domestic and care work No changes
C.2	Do you think that your participation in Kinofelis has helped you in relation to the following areas?	-To cover immediate financial needs Yes No -To service household debts Yes No -To collect security stamps Yes No -To acquire work experience Yes No -To acquire new professional skills after attending IT training Yes No

		-To get back to the work discipline Yes No -To develop a sense of self-worth Yes No -To acquire a working schedule Yes No -To improve access to professional networks Yes No
C.3	If you have unemployed members in your household or your circle of friends and relatives, would you advise them to apply in the future for Kinofelis?	Yes No
D. Allocation of income and basic subsistence needs in the household		
D.1	Has your household spending/ consumption increased in any of the following goods and services as a result of your participation in Kinofelis? (Please respond to all the questions)	Food Private tuition for children Care for children/elderly Leisure/sports Public transport Private transport (cars, motorbikes, bicycles) Electronic equipment (computers, mobile phones, TVs etc.) Internet and phone access Professional equipment Studies, training or personal development courses Psychological support/guidance Investment Breaks/ travels
D.2	While you were employed in Kinofelis, did your household	In-kind support (Food , Care , Subsidized rental) Financial support from relatives, neighbors or friends

	<p>receive any of following support from other private households (relatives, friends)? (you can make multiple selections)</p>	
D.3	<p>While you were employed in Kinofelis, were you able to proceed with overdue payments in any of the following? (you can make multiple selections)</p>	<p>Income tax Special property tax Contributions to Insurance Funds (IKA, OAE etc.) Consumer Loans Mortgages Business Loans Credit card debt Store credit Rent or installment for principle residence Electricity, water, gas bills Phone/internet bills Education/tuition fees</p>
<p>Psychosocial impacts of unemployment</p>		
E1	<p>How much do you agree with the following statements?</p> <p>Scale: - not at all -very little -moderately -strongly -very strongly</p>	<p>People respect me I have a lot of energy I contribute to the well-being of my family I experience anxiety and stress I lead a purposeful and meaningful life My social relations are supportive and rewarding I often get depressed My unemployment has contributed to increased conflict in my household. My strategies for coping with unemployment have included forms of substance abuse</p>
E2	<p>Do you think that your employment in Kinofelis had an impact on any of the following social problems in the Municipality where you worked? (You</p>	<p>Poverty/Deprivation Crime: Degradation of public (state and municipal) spaces Degradation of public (state and municipal) services Drug addictions / alcohol Domestic Violence Racism/xenophobia Illegal Work/uninsured work/informal work</p>

	can make multiple selections)	
E3	After your employment in Kinofelis do you think that you will participate as volunteer in any of the following solidarity initiatives? (You can make multiple selections)	Food rations/ soup kitchens Exchange bazars and social lockers of clothes and goods Social groceries Social medical centres Time banks No
F. Application procedure and prospects of employment after the completion of Kinofelis		
F1	Did you receive useful information on your prospects of employment after the end of the program?	Yes, -during the OAED session -by the OAED web - site -by the Municipality -during the IT training -during the seminars on the social economy No
F2	How often do you think you will search for employment after the end of the program?	daily weekly monthly quarterly not at all
F3	Do you consider that your work in Kinofelis will be valued by potential employers compared to your previous employment?	Yes No
F4	Do you think that IT training and seminars in the social economy will be	Yes No

	recognized by employers and assist you find employment after the end of the program?	
F5	<p>How likely is it for you to do the following after the end of Kinofelis? (reply to all the questions)</p> <p>Scale: -Very likely -Likely -Unlikely -Very unlikely</p>	<p>Further skills development Unemployment benefit Emigration Volunteer in social activism-solidarity initiatives Job without contract of social security Self-employment Full or part-time employment</p>
F6	<p>Do you agree with the following statements? (please respond to the following</p>	<p>-Kinofelis helped me have a program in my daily life Yes No -Kinofelis helped me make more professional acquaintances Yes No -Kinofelis gave me access to more information on jobs Yes No -Kinofelis helped me regain a working discipline Yes No -Kinofelis made me respect the outcome of my work again Yes No</p>
F7	<p>In your opinion, what should be improved in the program? (rank according to importance from 1-6)</p>	<p>Increase the period of employment Increase payment Improve labour conditions Increase opportunities for education and training Introduce qualifications and knowledge acquired during the program Improve information on prospects of employment after the program</p>

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