

## Θετικά & Αρνητικά Σημεία της Έκθεσης Wim Kok

Η έκθεση Kok με τίτλο “Jobs, jobs, jobs: Creating more employment in Europe” έχει σαν σκοπό της να κρούσει τον κώδωνα κινδύνου για τη διαδικασία της Λισσαβόνας, η οποία δεν φαίνεται να σημειώνει ικανοποιητική πρόοδο. Η έκθεση Kok επικεντρώνεται σε συγκεκριμένες κατευθύνσεις στις οποίες πρέπει τα Κ-Μ να εντατικοποιήσουν τις προσπάθειές τους προκειμένου να επιτευχθεί η αύξηση της απασχόλησης στην Ευρώπη.

- ❑ **Employment rates in Belgium, Greece, Spain and Italy are below 60%.** (γνωστή επισήμανση για % απασχόλησης).
- ❑ Employment rates are around 17 percentage points lower for women than for men **and the gap is nearly 30 percentage points in Greece, Spain and Italy. Clearly these countries have considerable work to do if they are to come anywhere close to the Lisbon objective** (γνωστή επισήμανση για συμμετοχή γυναικών στην αγορά εργασίας).
- ❑ **While the employment rate of women is generally catching up, some EU countries - particularly Italy, Spain and Greece - still have very low female participation rates.**
- ❑ Integration of Immigrants: The EQUAL project Center for post-information and accreditation of technical skills for migrants, repatriates, refugees – **sub-project Ifestos in Greece aims to register those migrants**, repatriates and refugees who possess a diploma from a technical school or college in their country of origin as part of efforts to proceed with an official recognition of their technical abilities and skills. (αδήλωτη εργασία, ενέργειες προς τη σωστή κατεύθυνση).
- ❑ Efforts must also be made to reduce the time and costs involved in setting up a business. **Typical costs range from nothing in Denmark to more than €1,500 in Austria, Greece and Spain.** (θετικό ότι δεν μας έχει στις χώρες με υψηλό γραφειοκρατικό κόστος. Ωστόσο, υψηλό το χρηματικό κόστος ίδρυσης επιχείρησης).
- ❑ Looking at the overall levels of taxation (tax wedge) on low wages, combined with the share of these taxes paid by employers, **it appears that Belgium, Sweden, Italy, Greece, Germany, Austria and Finland should give priority to reducing non-wage labour costs further.** (γνωστή επισήμανση για το μη-μισθολογικό κόστος εργασίας)

- Removing obstacles to part-time work is of particular importance in some Member States **where it remains significantly under-used, for example Portugal and Greece** (where only 4.8% and 3.5% respectively of all employees are part-timers, compared to an EU average of 18%) and the new Member States. *(αντικίνητρα για το θεσμό της μερικής απασχόλησης)*
- Creating sufficient capacity in employment services to offer personalized guidance, counseling and advice to job seekers, **as well as adequate access to ALMPs, remains a major challenge, especially in Greece and Italy.** Both countries display a combination of high unemployment, well below average spending on ALMPs and on employment services, and a low share of unemployed people benefiting from active measures. *(ALMPs= Active Labour Market Policies)*
- Transforming undeclared work into regular work is a particular challenge for all new Member States and most of the existing ones, **particularly Greece and Italy.**
- The unemployment rate for young people in **Greece, Italy, Spain, Finland, France and Belgium, is close to, or above, 20%.**
- Some Member States are **promoting integrated programmes combining training with job placement for older workers** (e.g. Germany, Greece and the UK).
- Investment as a proportion of labour costs also varies considerably by size of firm and between the type of worker, particularly by their level of skills and age. Only 19% of workers employed in small enterprises (those with less than 20 employees) participated in training in 1999 compared with 33% in medium-sized enterprises (50 to 249 employees) and 48% in large ones. **This gap was common to all Member States but particularly marked in Greece and Portugal here the figure for small firms is only 1-2%.**
- **More attention should be paid to raising the educational attainment of the workforce in Portugal, Spain, Italy and Greece.** Increasing access to tertiary education is a particular challenge in most of the new Member States. **Reducing the number of early school leavers is essential everywhere but especially in Malta, Portugal, Spain, Italy, Latvia, Luxembourg and Greece.**
- Every individual should be encouraged to have his/her own personal and professional development plan. This should come from a regular assessment of competences and through effective guidance services. **For example, several Member States - Finland, Greece, Spain and the Netherlands - all have**

**initiatives for learning officers in the workplace trained to advise on learning needs and opportunities.** (*μέτρα προς την σωστή κατεύθυνση*)

- Specific measures are also necessary to improve equality of access and effective take-up of training schemes for the low-paid, the low-skilled, older workers and non-permanent workers. **Participation of the low skilled in training varies from 10.5% in Sweden to 0.1% in Greece.** Increasing participation in training for the entire workforce is a priority in all Member States. **It is particularly pressing for Greece,** France, Portugal, Hungary, Lithuania, Poland, Cyprus, Italy, Spain, Belgium and Germany.
- **Public expenditure in education** has remained constant in the EU15, at around 5% of GDP (with similar levels in the new Member States). While this level is, on average, comparable to the level in the US, there is considerable variation between countries, ranging from 8.5% in Denmark to 3.5% in Greece.
- R&D: Within the EU15, there are wide differences among Member States: Sweden and Finland out-perform the US, **whereas both public and private investments are particularly low in Greece, Portugal and Spain.** Levels of R&D are particularly low (less than 1% of GDP) **Greece** (*γνωστή επισήμανση για δαπάνες για έρευνα & ανάπτυξη*)

## SUMMARY REPORT ON GREECE

Although job creation has increased recently, Greece still has one of the lowest employment rates in the EU, particularly for women, and high unemployment. Undeclared work is substantial. Labour productivity has risen significantly but remains at low levels. Adult participation in training also remains particularly low, especially given the low educational attainment of the working-age population. In recent years, increased immigration has contributed to labour supply. Regional imbalances remain important.

Increasing adaptability

- Simplify regulations to set up firms (e.g. restrict the number of occupations requiring a 'Meisterbrief' to a minimum) and support the development of SMEs, notably through better access to financing; strengthen the entrepreneurial culture

in the eastern part.

- Review the financing of social protection systems so as to reduce labour cost.
- Encourage social partners to develop further wage-setting mechanisms that reflect local, regional and sectoral differences in productivity and labour market conditions, and combine negotiations on wages with progress in working time arrangements and training accounts.

Make work a real option for all

- Take strong action to increase the level, coverage and effectiveness of active labour market policies so as to broaden access to a larger share of the inactive population, as well as the unemployed. An efficient public employment service, with significantly improved staff resources, is a crucial requirement. Unemployed young people deserve particular attention.
- Increase availability of childcare facilities; remove obstacles to part-time work and review incentives for women to participate in the labour market.
- Develop comprehensive strategies for active ageing in the public and private sectors with appropriate incentives so that older workers remain longer in employment.

Investing in human capital

- Strengthen educational reforms, in particular to prevent early school leaving, increase access to, and strengthen the quality and labour market relevance of tertiary education.
- Strengthen incentives to promote lifelong learning and to increase access to training for adults, in particular for the low-skilled.