



**Expert evaluation network
delivering policy analysis on the
performance of Cohesion policy 2007-2013
Year 3 – 2013**

**Task 1: Job creation as an indicator of
outcomes in ERDF programmes**

Greece

Version: Final

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**A report to the European Commission
Directorate-General Regional and Urban Policy**

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List of abbreviations

- AIR Annual Implementation Report
- FEI Financial Engineering Instrument
- FTE Full-time Equivalent
- MA Managing Authority
- NSRF National Strategic Reference Framework
- OP Operational Programme
- ROP Regional Operational Programme

Executive summary

Employment has been a priority for the Greek government from the beginning of the programming period and six out of the seven core indicators proposed by DG Regio are used in Greece. With the unprecedented rise of unemployment during the current economic crisis, job creation indicators are expected to further gain in importance in the future.

Explicit guidelines, including definitions, conversion methodologies and differentiation between ex-ante and ex post reporting, have been issued in 2009. They were formally adopted and distributed to all Managing Authorities (MAs) for implementation. The guidelines addressed only basic information (planned versus actual; temporary versus full-time) but did not deal with more sophisticated issues or encompassed the estimation of multiplication effects, measurement of quality of jobs and estimates of double-counting.

Reporting quality indicated that these guidelines were either not understood or not respected with the exception of large projects (occasionally also smaller ones), which are accompanied by impact assessment studies. The highest reservations refer to State Aid to enterprises in the form of grants. Transport and environment, which account for the largest share of planned ERDF expenditure, have fallen behind and it is the Enterprise policy area that has the highest actual expenditure, followed by transport. RTDI has also absorbed a share higher than planned until end of 2011. Employment creation cannot be compared between policy areas, as man-years, Full-time Equivalent (FTE) and head counts are used for different initiatives. In terms of man-years, the highest targets are set in the environment policy area followed by transport; FTEs are used almost exclusively in relation to environment whereas head counts exclusively as regards SMEs.

In the projects reported, the cost per job created varies from EUR 11,500 to EUR 27,900. This seems rather low; different explanations (financial crisis decreasing wages costs/overestimation of jobs created) can be given for the low figures and, as there are no systematic controls, it is not possible to express any final judgment on their accuracy.

Overall, reporting needs improvement, as at the moment, it merely complies with the contractual obligations of the country to the ERDF. Significant governance improvements will be needed in the next programming period.

1. The use of the indicator to assess outcomes in policy areas

In Greece, all the core indicators proposed by DG Regio, apart from jobs created for men, are used to monitor the Operational Programme (OP) Competitiveness and Entrepreneurship and the Regional OPs (ROPs) of Attika, Macedonia, Thrace, Western Greece, Peloponese, Ionian islands, Thessalia, Sterea Ellada, Ipeiros, Crete and Aegean islands. In terms of core indicators, Enterprise Support including ICT (direct support of SMEs) is the most common policy area where labour indicators are used for the assessment of outcomes (Annex Table A).

Indicators are mandatory at both the planning and implementation stage. For large scale projects (budget over EUR 25 million for the environment and over EUR 30 million in the case of transport), ex-ante calculated employment indicators are clearly defined and are believed to be reliable, as they are estimated from the relative mandatory impact assessment studies. There are also cases where projects with lower budgets are accompanied by extensive support studies that include data on employment creation.

For other labour indicators (new jobs created during the operation of the initiative, jobs created during the implementation of the initiative) the most important policy area is Transport in the OPs and the ROPs in terms of planned ERDF expenditure, followed by Environment and Enterprise support including ICT. In terms of actual ERDF expenditure, Enterprise support including ICT, followed by Transport and Environment are the most important policy areas in the OPs and the ROPs. The priority areas of Human Resources, Energy and Territorial development are not using labour output indicators (Table 1).

Table 1 - Relative importance of policy areas in terms of expenditure

Policy areas	Planned ERDF expenditure (%)	Actual ERDF expenditure (%)
RTDI support	9.8	13.0
Enterprise support including ICT	22.2	39.4
Human resources	0.0	0.0
Transport	43.1	35.0
Environment	24.9	12.7
Energy	0.0	0.0
Territorial Development	0.0	0.0
TOTAL	100	100

Source: Annual Implementation Reports (AIRs) and own calculations.

It is difficult to assess the relative importance of each of these policy areas for the overall number of jobs created by ERDF programmes in terms of the targets set (i.e. the share of each policy area in the total target for the number of jobs) and in relation to the outcomes (i.e. the share of the overall number of jobs created in each policy area). Such difficulties are mainly due to the fact that different labour indicators are used in the OPs and ROPs. Metrics also differ.

The most commonly used core indicators are:

- Jobs created (gross FTE) through State Aid, taking the form of direct support of SMEs. At the end of 2011, a total of 6,866 gross FTE jobs were created, compared to a target of 19,649 gross FTEs. However, targets are not always reported;

- new jobs created during the operation of an initiative, either as FTEs or without distinguishing part-time and full-time.

The most commonly used output indicators are:

- jobs created during the implementation of the initiative (man-years¹) - this mainly refers to jobs in the construction phase for infrastructure projects;
- new jobs created during the operation of an initiative (FTEs);
- new jobs created as result of SMEs' support (number).

In terms of targets, the most important policy area is Environment, accounting for 71% of total jobs created during the implementation of the initiatives and 98.4% of new jobs created during the operation of the initiatives (Table 2). It is worth noting that targets are often omitted, therefore the results are not representative.

Table 2 - Relative importance of policy areas in terms of targets

Priority areas	TARGETS		
	Jobs created from the implementation of the initiative % of total (Man-years)	New jobs created during the operation of the initiative % of total (FTE)	New jobs created from the support of SMEs % of total (no.)
RTDI support	0.0	0.0	0.0
Enterprise support including ICT	0.0	1.6	100.0
Human resources	0.0	0.0	0.0
Transport	29.0	0.0	0.0
Environment	71.0	98.4	0.0
Energy	0.0	0.0	0.0
Territorial Development	0.0	0.0	0.0
TOTAL	100	100	100

Source: AIRs and own calculation.

Environment is the most important policy area in terms of outcomes, accounting for 61.2% of total jobs created during the implementation of the initiative and 89.1% of new jobs created during the operation of the initiative (Table 3). It is worth noting that all labour indicators in the Transport policy area reported only targets and not outcome.

¹ Man-Years = Man-days/220.

Table 3 - Relative importance of policy areas in terms of 2011 labour outcome indicators

Priority areas	COMMON INDICES-2011 OUTCOME		
	Jobs created during the implementation of the initiative % of total (Man-years)	New jobs created during the operation of the initiative % of total (FTE)	New jobs created from the support of SMEs % of total (no.)
RTDI support	0.7	0.0	0.0
Enterprise support including ICT	6.2	10.9	100.0
Human resources	0.0	0.0	0.0
Transport	31.9	0.0	0.0
Environment	61.2	89.1	0.0
Energy	0.0	0.0	0.0
Territorial Development	0.0	0.0	0.0
TOTAL	100	100	100

Source: AIRs and own calculations.

Employment creation cannot be compared among policy areas, as man-years, FTE and head counts are used for different initiatives. In man-years, the highest targets are set in the environment policy area followed by transport.

FTEs are used almost exclusively in relation to environment whereas head counts exclusively as regards SMEs.

2. Definition, methodology, data reporting and wider use of the indicator

Definition and methodology

The Strategic Directorate of the Ministry of Economy and Finance (now called Ministry of Development, Competitiveness, Transport, Infrastructure and Networks) has adopted guidelines for the assessment of jobs created already in the past. In 2009, updated and explicit guidelines were issued for the assessment of jobs created during the operation of initiatives. The guidelines were adopted by the National Coordination Authority of the National Strategic Reference Framework (NSRF) and were addressed to all MAs of all OPs and ROPs in Greece. The guidelines provided the definition of the labour indicator and the methodology on how the data should be collected².

According to the definition, jobs created during the implementation of the initiatives/projects are counted as temporary employment for the duration of the construction phase of the projects/implementation of the initiatives and should not be confused with permanent jobs created. These jobs must be expressed in man-years equivalent and do not take into account potential multiplication effects created by this investment, due to the consumption caused by the construction/conclusion of the project.

² General Administration of Development Planning of Regional Policy and Public Investments, National Coordination Authority (June 2009), Draft Guidelines for the assessment of jobs created during the implementation of initiatives in Programmes supported by the NSRF.

Jobs created should take into account both estimates (ex-ante assessment) and actual outcomes (ex post assessment). The latter must be estimated taking into account the actual number of people employed in the project and convert them to man-years equivalent, by dividing the actual man-days spent in the project by 220 days (annual working days). For the ex-ante assessment of jobs created, three methodologies are proposed depending on the project: 1) estimation based on labour expenses per project (applicable to infrastructure projects); 2) estimation based on equivalent man-years (applicable to training initiatives or initiatives targeting the unemployed); 3) estimation based on percentage of labour cost to total costs (appropriate for investments).

Content of data

In most cases, the indicator refers to FTE (jobs created during the implementation of the initiative, jobs created during the operation of the initiative in most of the ROPs) but in certain cases head counts are favoured (number of jobs created from the support of enterprises in OP Competitiveness and Enterprise, in ROPs Macedonia Thrace, Thessalia-Stereia Ellada, Ipeiros, South Aegean in Digital Convergence Thematic Priority).

Although there is not a clear distinction between temporary and permanent jobs, in practice all the jobs created during the implementation of the initiative are considered temporary. Clear distinctions are only made between temporary and full-time employment for the large public projects and are addressed in the impact assessment studies.

Beneficiaries are asked to report both planned and actual outcomes. However, in reality this is not always the case.

Jobs indirectly created are not reported and it is not requested to do so; this may be done on an individual basis in the mid-term reviews, depending on the quality of the exercise and the methodology used by the consultant.

There are no guidelines on how to avoid double-counting, nor are there any efforts to capture the quality of jobs. Similarly there is no distinction between jobs safeguarded or maintained. Provisions are that jobs created will be maintained for at least three years but there is no control concerning the respect of this obligation. In fact, the outbreak of the crisis makes it practically impossible to ask grant recipients to guarantee jobs.

There are clear distinctions between jobs created by the ERDF and those created by the ESF as programmes are monitored independently.

Wider use of indicator

The Strategic Report of the NSRF Implementation 2007-2013 includes aggregated data on jobs created for selected and for selected and completed projects. The indicator "Jobs created" (gross, FTE) as result of direct investment aid to SMEs is reported only in relation to selected projects and the provided data enable comparisons between starting figure (initial base), target and annual progress in the period 2009-2011 (annual indicators). For selected and completed

projects, labour indicators are provided only for the year 2011 and cover total jobs created, jobs created for men, jobs created for women, all reported in FTEs³.

There are no control checks carried out on the data reported by programmes.

There are problems in the calculation of data since in some cases, especially for core indicators, there is double counting of output indicators included in several priority axes. Moreover, targets and baseline data are often not reported.

There are no national programmes, which are not co-financed by the Structural Funds.

3. Cost per job created

The AIRs provide information on cost per job created only for “EXOIKONOMO kat OIKON”⁴ Financial Engineering Instrument (FEI) and for SMEs’ grant schemes addressed in the ROPs Macedonia, Thrace and Thessalia, Sterea Ellada, Ipeiros.

The programme EXOIKONOMO kat OIKON offers low interest loans and direct subsidies to households for energy savings actions. A total budget of EUR 396 million is foreseen in the period 2007-2013; EUR 241 million are allocated to loans while EUR 155 million are allotted to non-refundable support (partial subsidization of works, cost of energy inspections, subsidization of interest payments, study costs). ERDF subsidizes EUR 107 million of loans (44.4%) and EUR 93 million of direct financing actions (60%). At the end of 2011, a total of EUR 226 million had been allocated; EUR 107 million in the eight convergence regions⁵.

Based on data reported in AIR OP Competitiveness and Entrepreneurship, Annex II- energy saving at home, Template 1, at the end of 2011, a total of EUR 4.7 million of Holding Fund resources were effectively paid to the FEI in the form of loans; EUR 3.9 million of these consist of Structural Funds’ resources. The allocation came from 2 OPs and 4 ROPs and resulted to a rather low number of jobs created, with the exception of OP Environment and Sustainability, which accounted for more than 90% of created jobs. This inconsistency raises concerns about the quality of data being reported. **Average cost per job created from Structural Funds amounted to about EUR 11,500 and total cost per job created including national co-financing amounted to about EUR 13,860** (Annex Table I).

Part of ERDF funds was allocated to grants for the subsidization of SMEs operating in commerce and services, aiming to enhance their productivity and promote entrepreneurship. In the ROP Macedonia Thrace, a total of 3,624 investments were concluded for a total public expenditure of EUR 127.9 million, resulting to 4,424 new jobs created. Central Macedonia accounted for about 67.5% of total jobs created. **Average cost/job created was equal to about EUR 28,900** (Annex Table J).

In ROP Thessalia, Sterea Ellada, Ipeiros, a total of 2,241 investments were concluded for a total public expenditure of EUR 77.7 million, resulting in 2,785 new jobs created. Thessalia accounted

³ Strategic Report of NSRF Implementation 2007-2013, Ministry of Development, Competitiveness, Infrastructure, Transport and Networks, December 2012.

⁴ Savings at Home.

⁵ AIR OP Competitiveness and Entrepreneurship 2011, June 2012.

for about 45% of total jobs created. **Average cost/job created was equal to about EUR 27,900** (Annex Table K).

Overall, these figures seem rather low; this could be attributed to misreporting, to a tendency of applicants to inflate numbers at the proposal stage in order to increase the likelihood of selection (knowing that there are hardly ex post controls) or to the diminishing wage and other costs already observed in 2011 in the context of internal devaluation imposed for increasing competitiveness (a trend that will be reinforced in 2012 and 2013).

4. The indicator of job creation in evaluations and AIRs

Data reliability is limited. Beneficiaries and MAs are expected to declare the expected jobs created when submitting a proposal and then revise/update them when the projects are adopted and contracts are signed. This data is then introduced into the Integrated Information System monitoring progresses. There are, however, serious doubts about the accuracy and reliability of the information in the system. Several indicators seem unreasonable and others are not complete.

In practice, AIRs refer to various definitions of labour indicators, as evidenced by the variety of indicators and metrics used in the OPs and ROPs, shown in Annex Tables B-H.

In all cases, indicators refer to gross employment, not distinguishing between employment that is necessary for the execution or operation of works and without taking into account whether this employment is covered from internal job transfers.

Aggregating the data from all AIRs, the total number of jobs created during the implementation of the initiatives co-financed by ERDF up to 2011 is equal to about 2,820 man-years. There are about 1,075 new jobs in FTEs created during the operation of the initiative and about 1,650 new jobs created from the support of SMEs (Table 4). The Strategic Report of NSRF Implementation 2007-2013 reports for selected projects about 11,880 actual jobs created from the direct investment aid to SME in gross, FTE up to 2011⁶.

Table 4 - Labour output indicators 2011

Priority areas	COMMON INDICES-2011 OUTPUT		
	Jobs created during the implementation of the initiative (Man-years)	New jobs created during the operation of the initiative (FTE)	New jobs created from the support of SMEs (number)
RTDI support	18.6	0	0
Enterprise support including ICT	175.8	117	1,648.9
Human resources	0	0	0
Transport,	900.6	0.0	0
Environment	1,726.5	956.7	0
Energy	0	0	0
Territorial Development	0	0	0
TOTAL	2,821.5	1,073.7	1,648.9

Source: AIRs and own calculations.

⁶ Strategic Report of NSRF Implementation 2007-2013, Ministry of Development, Competitiveness, Infrastructure, Transport and Networks, December 2012.

5. Looking forward to the 2014-2020 programming period

Greece, in general, and the Greek administration, in particular, have different perceptions about labour indicators. People in the MA of the Ministry are familiar with the new definitions. However, the real challenge is to work out efficient ways for the new definition to be well understood and implemented by the MAs of all the OPs. The governance of the Greek system has, until now, worked in a way that the central MA has taken responsibility for guiding the MAs of the ROPs, which are in general less skilled and less willing to invest the necessary resources for an effective management. If the new programming period continues in a *business as usual mode* then the significant problems affecting both the data collection and the reporting, which have been highlighted in this paper, will not be resolved.

The central ministry plans to organise the necessary training but it is by far not sure that this will be sufficient to ensure better reporting in the next period. Experience shows that training without controls has not worked this time. On the contrary, confusion may arise, regardless of the quality of the seminars. Given the circumstances, it would be more appropriate to improve second level controls to ensure that beneficiaries and MAs take this task seriously.

As unemployment is becoming the most serious economic and social problem Greece is facing, while the country is sinking deeper into the current recession, improving public monitoring of these achievements is crucial. Organising new modes of control (indicators of control, rejecting unreasonable figures but also sanctioning systematic misreporting identified through sample based checks) may be a way to improve accurate coverage.

6. Further remarks

The estimation of the job creation indicator, in the way it is described in the Guidelines, will create significant difficulties, unless the monitoring system in the country changes. Accurate and updated data need a well-developed evaluation system, which the country has not adopted yet. As pointed out above, a redesign of the whole governance system will be needed, if the new job indicators are to be systematically collected and reliable data entered into the Integrated Monitoring System.

A particular problem which affects the new Common Indicator “*Employment increase in supported enterprises*” is the concept of durability, since this needs monitoring for a longer period of time, which is currently not foreseen. The *Number of new researchers in supported entities* will be easier to fill in, in particular if this applies to public research organisations, which are a smaller number, and not companies.

References

Draft Guidelines for the assessment of jobs created during the implementation of initiatives in Programmes supported by the NSRF, General Administration of Development Planning of Regional Policy and Public Investments, National Coordination Authority, June 2009

Strategic Report of NSRF Implementation 2007-2013, Ministry of Development, Competitiveness, Infrastructure, Transport and Networks, December 2012

Other References:

Sectoral OP Competitiveness and Entrepreneurship, AIR for 2011, June 2012

Sectoral OP Digital Convergence, AIR for 2011, June 2012

Sectoral OP Enhancement of Accessibility, AIR for 2011, June 2012

Sectoral OP Environment and Sustainable Development, AIR for 2011, June 2012

Sectoral OP Technical Assistance, AIR for 2011, June 2012

Regional OP Attica, AIR for 2011, June 2012

Regional OP Crete/Aegean, AIR for 2011, June 2012

Regional OP Macedonia, Thrace, AIR for 2011, June 2012

Regional OP Thessalia, Ipeiros, Sterea Ellada, AIR for 2011, June 2012

Regional OP Western Greece-Peloponese-Ionian islands, AIR for 2011, June 2012

Territorial Cooperation Programme Greece-Bulgaria, AIR for 2011, June 2012

Territorial Cooperation Programme Greece-Cyprus, AIR for 2011, June 2012

Territorial Cooperation Programme Greece-Italy, AIR for 2011, June 2012

Interviews

Firbas Yiannis	Evaluation and Strategy Unit, Ministry of Development, Competitiveness and Shipping
Iakovidis D.	Special coordination unit, Ministry of Development, Competitiveness and Shipping
Tsaltakis Panos	MA, Programme of Competitiveness and Enterprise

Annex

Tables

Annex Table A - Job Creation as a core output indicator in Greece

OP/ROP	DG Regio Core Indicators						No. of new Jobs created during the operation of the initiative (FTE)
	Jobs created (no. of jobs)	Jobs created for men (no. of jobs)	Jobs created for women (FTE)	Research jobs created (no. of jobs)	No. of jobs created in tourism	Jobs created (gross, FTE)	
OP Competitiveness and Entrepreneurship			x	x (FTE) Research and Technology Development	x (gross, FTE) Tourism	x Direct support of SMEs Employment	
ROP Attica						x Direct support of SMEs	x
ROP Macedonia-Thrace						x Direct support of SMEs	x (number)
ROP Western Greece, Peloponese, Ionian islands			x (Western Greece)			x Western Greece, Peloponese, Ionian islands) Direct support of SMEs	x (Ionian Islands)
ROP Thessalia, Sterea Ellada, Ipeiros						x Direct support of SMEs Special ref. to women (Sterea Ellada)	x
ROP Crete and Aegean Islands						x Direct Support of SMEs	x

Source: AIRs. Note: Policy Areas are indicated separately in the cells.

Annex Table B - OP Competitiveness and Entrepreneurship

OP COMPETITIVENESS AND ENTREPRENEURSHIP	
THEMATIC PRIORITIES	
Innovation creation and exploitation supported by Research and Technology Development	FTE of researchers during programme implementation
Support of entrepreneurship and extroversion	No. of new jobs created from the support of enterprises (gross)
Improvement of business environment	New Jobs created during the initiative (FTE)

Source: AIR OP Competitiveness and Entrepreneurship.

Annex Table C - OP Accessibility

OP ACCESSIBILITY	
THEMATIC PRIORITIES	
Road Transportation-Trans European and Interregional Road Network of Pure Convergence Objective Regions	No. of new Jobs created during the operation initiative (FTE) No. of Jobs created during the implementation of the initiative (Man-years)
Rail Network and Multimodal Transport of Pure Convergence Objective Regions	No. of Jobs created during the implementation of the initiative (Man-years)
Maritime Transport-Ports Pure Objective Convergence Regions	No. of new Jobs created during the operation initiative (FTE) No. of Jobs created during the implementation of the initiative (Man-years)
Airfreight Airports Pure Convergence Objective Regions	No. of Jobs created during the implementation of the initiative (Man-years)
Road Safety and Security Transport of Pure Convergence Objective Regions	No. of Jobs created during the implementation of the initiative (Man-years)
Technical Support for the Implementation of ERDF Priority Axes	No. of new Jobs created during the operation initiative (FTE) No. of Jobs created during the implementation of the initiative (Man-years)
Rail Network and Multimodal Transport	No. of Jobs created during the implementation of the initiative (Man-years)
Maritime Transport-Ports of Trans European law	No. of new Jobs created during the operation initiative (FTE) No. of Jobs created during the implementation of the initiative (Man-years)
Airfreight-Airports of Trans European law	No. of new Jobs created during the operation initiative (FTE) No. of Jobs created during the implementation of the initiative (Man-years)
Clean Urban Transport-Public Transport	No. of Jobs created during the implementation of the initiative (Man-years)
Traffic and Environmental Transport Network	No. of Jobs created during the implementation of the initiative (Man-years)
Technical Support	No. of Jobs created during the implementation of the initiative (Man-years) No. of Jobs created (FTE)

Source: AIR OP Accessibility.

Annex Table D - ROP Attica

ROP ATTICA	
THEMATIC PRIORITIES	
Improvement of Competitiveness, Innovation and Digital Convergence	No. of new Jobs created New no. of jobs created from the support of enterprises

Source: AIR ROP Attica.

Annex Table E - ROP Macedonia-Thrace

ROP MACEDONIA-THRACE			
THEMATIC PRIORITIES	CENTRAL MACEDONIA	WESTERN MACEDONIA	EAST MACEDONIA-THRACE
Accessibility	No. of Jobs created during the implementation of the initiative (Man-years)		Number of Jobs created during the implementation of the initiative (Man-years)
			Number of Jobs created during the implementation of the initiative (FTE)
Digital Convergence and Entrepreneurship	No. of new Jobs created during the operation of the initiative (FTE)	New no. of jobs created from the support of SMEs	
	No. of Jobs created during the implementation of the initiative (Man-years)		
	Jobs created for women (FTE)		
	Research jobs created (FTE)		
	Jobs created in tourism (FTE)		
	New No. of jobs created from the support of enterprises		
Sustainable Development and Quality of Life	No. of new Jobs created during the operation of the initiative (FTE)	No. of new Jobs created during the operation of the initiative (FTE)	No. of Jobs created during the implementation of the initiative (Man-years)
	No. of Jobs created during the implementation of the initiative (Man-years)	No. of Jobs created during the implementation of the initiative (Man-years)	
Technical Support	No. of Jobs created during the implementation of the initiative (Man-years)		No. of new Jobs created during the operation of the initiative (FTE)
			No. of Jobs created during the implementation of the initiative (Man-years)

Source: AIR ROP Macedonia Thrace.

Annex Table F - ROP Western Greece, Peloponese, Ionian Islands

ROP WESTERN GREECE, PELOPONESE, IONIAN ISLANDS			
THEMATIC PRIORITIES	WESTERN GREECE	PELOPONESE	IONIAN ISLANDS
Accessibility	No. of Jobs created during the implementation of the initiative (Man-years)	No. of Jobs created during the implementation of the initiative (Man-years)	No. of Jobs created during the implementation of the initiative (Man-years)
Sustainable Development and Quality of Life	No. of Jobs created during the implementation of the initiative (Man-years)	No. of Jobs created during the implementation of the initiative (Man-years)	No. of new Jobs created during the operation of the initiative (FTE)

Source: AIR ROP Western Greece, Peloponese, Ionian Islands.

Annex Table G - ROP Thessalia, Sterea Ellada, Ipeiros

ROP THESSALIA, STEREA ELLADA, IPEIROS			
THEMATIC PRIORITIES	THESSALIA	STEREA ELLADA	IPEIROS
Digital Convergence and Entrepreneurship	No. of new jobs (gross) created from the support of SMEs	No. of new jobs created from the support of enterprises	No. of new jobs (gross) created from the support of SMEs
Technical Support	No. of new Jobs created during the implementation of the initiative (FTE)- Ipeiros		

Source: AIR ROP Thessalia, Sterea Ellada, Ipeiros.

Annex Table H - ROP Crete-Aegean Islands

ROP CRETE-AEGEAN ISLANDS	
PRIORITIES	SOUTH AEGEAN
Digital Convergence and Entrepreneurship	No. of new jobs created from the support of SMEs

Source: AIR Crete-Aegean islands.

Annex Table I - Analysis to Operational Programmes

ANALYSIS TO OPs								
	OP COMPETITIVENESS AND ENTREPRENEURSHIP	ROP ATTICA	ROP CRETE AEGEAN ISLANDS	ROP THESSALIA STEREA ELLADA IPEIROS	ROP MACEDONIA THRACE - WESTERN MACEDONIA	ROP MACEDONIA THRACE-CENTRAL MACEDONIA	OP Environment Sustainable Development	Total
	Priority 4: Completion of the country's energy system and enhancement of sustainability	Priority 1 : Enhancing of infrastructure in energy	Priority 3 : Sustainable development and quality of life	Priority 5: Sustainable development and quality of life in Sterea Ellada	Priority 8 : Sustainable development and quality of life in West Macedonia	Priority 7 : Sustainable development and quality of life in Central Macedonia	Priority 6 : Atmospheric environment protection - Addressing Climate Change	
ERDF amounts of assistance committed in the funding agreement (EUR) (1)	90,950,000	56,100,000	2,004,287	10,408,010	8,500,000	19,550,000	12,750,000	200,262,297
National public co-financing (EUR) (2)	16,050,000	9,900,000	1,995,713	5,591,990	1,500,000	3,450,000	2,250,000	40,737,703
Amounts of Holding Fund resources effectively paid to (EUR) (3)	288,724	820,885	72,700	338,045	335,940	987,101	1,821,360	4,664,754
<i>out of which amounts of assistance from the Structural Funds (EUR) (4)</i>	<i>245,416</i>	<i>697,752</i>	<i>36,428</i>	<i>219,898</i>	<i>285,549</i>	<i>839,036</i>	<i>1,548,156</i>	<i>3,872,234</i>
No. of jobs created or safeguarded (5)	0	9	1	5	5	12	305	337
Cost per job created from Structural Funds (in EUR) (4)/(5)	0.0	74,527.1	46,218.9	47,689.6	57,109.7	69,919.6	5,078.1	11,503.0
Total cost per job created (in EUR) (3)/(5)	0.0	87,678.9	92,240.1	73,312.1	67,187.9	82,258.4	5,974.3	13,857.2

Source: AIR OP Competitiveness and Entrepreneurship, ANNEX II- ENERGY SAVING AT HOME Template 1: FEIs operations implemented with Holding Fund and own calculations for costs/job created.

Annex Table J - ROP Macedonia Thrace

ROP MACEDONIA THRACE	No. of investments	Public Expenditure (EUR)	New jobs crated	Cost/job created (EUR)
Central Macedonia	2,325	78,510,776	2,987	26,284.2
Western Macedonia	485	18,483,422	485	38,110.2
Eastern Macedonia Thrace	814	30,906,315	952	32,464.6
Total	3,624	127,900,513	4,424	28,910.6

Source: AIR ROP Macedonia-Thrace.

Annex Table K - ROP Thessalia Sterea Ellada Ipeiros

ROP THESSALIA STEREA ELLADA IPEIROS	No. of investments	Public Expenditure (EUR)	New jobs crated	Cost/job created (EUR)
Ipeiros	532	21,596,126	619	34,888.7
Thessalia	1,013	33,638,640	1,265	26,591.8
Sterea Ellada	696	22,497,363	901	24,969.3
Total	2,241	77,732,129	2,785	27,911.0

Source: AIR Thessalia Sterea Ellada Ipeiros.