

EGF/2017/005 FI Retail



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| Reference | EGF/2017/005 FI/Retail |
| Member State | Finland |
| Sector | Retail trade, except motor vehicles and motorcycles |
| Submitted to European Commission | 12.06.2017 |
| Total expenditure | 2 635 479,06 |
| EGF contribution | 1 581 287,43 |
| Intervention criterion | Article 4(1)(b) |
| Period of implementation | 3 August 2016 - 12 June 2019 |
| Redundancies during period of reference | 1 660 |
| Active employment measures | <p>Provided for 1 467 workers and include:</p> <ul style="list-style-type: none"> - Coaching and other preparatory measures - Employment and business services - Training and start-up grants - Career coaching pilots - Pay subsidy and allowances for travel and accommodation (related to trainings) |

LESSONS LEARNED / GOOD PRACTICES

- The workers made redundant in the retail sector were active and motivated to take part in EGF activities. The beneficiaries were interested in improving their skills, especially ICT skills and language skills, and knowhow and job searching abilities.
- The EGF reached 1 467, which is 88% of all dismissed workers. At the end of the implementation period 1 230 workers (83,8%) had found a job, 1 207 as employees and 23 as self-employed persons.
- Twelve months after the submission of the final report (i.e. in December 2020), the employment situation had a slightly lower re-employment rate 81%. This decrease was attributed mostly to the COVID-19 pandemic, which had an impact on the employment situation of the EGF beneficiaries.
- The managing authority highlighted several challenges encountered. One of these was the lack of previous experience with a nation-wide sectoral EGF case in Finland. The communication and organising of the measures and procedures varied across the country and affected the implementation of the case. In some cases turnover in coaches of the service providers affected the quality of support offered to the workers.
- One of the lessons learned was that the lack of beneficiaries' computer skills made it difficult to provide service national wide. Also measures provided could have been even more targeted and personalised. There should be more staff at the administration and PES offices at the early stage of the cases to ensure they are able to provide services when they are most urgently needed.
- The strengthening of a national network of regional PES offices helps to increase equality in the provision of services across the country.