



Report on Measures to Combat Youth Unemployment in Portugal

Overview of the political situation

The phenomenon of the crisis is exacerbating the poverty in Portugal and conduce many young people to situations that limit their freedom and unable them to carry out their plan of life and affirmation of their autonomy.

According to the data published by **Eurostat**, the unemployment rate in Portugal has decreased from 17,6% in May to 17,4%, continuing to be, however, the unemployment rate the third highest in the Euro zone. In absolute terms, there are 923 000 unemployed in Portugal.

This is the second consecutive month that the unemployment rate lowers in Portugal, after the maximum of 17.8% recorded in April. Still, the rate recorded last month is still far from the 15.8% recorded a year earlier.

In line with the decrease of the unemployment rate, also the youth unemployment (below 25 years old) has decreased in June for the second consecutive month in Portugal. After achieving 42% of youth unemployment, the rate has slightly dropped to 41,9% in May and 41% in June.

With the aim of fighting this scourge, the Government has created in 2012 the programme **Impulso Jovem** (Youth Impulse) (<http://www.impulsojovemportugal.pt/>), which presents a set of measures to create jobs for young people, as it is one of the main challenges faced currently by Portugal. The programme is encompasses a Strategic Plan of Incentives promoting youth employability and support to small and medium enterprises *Impulso Jovem*.

This programme was also an answer from the Portuguese Government to the challenge set by the European Commission in the European Council on 30th January 2012 to present a strategy to fight youth unemployment and give support to small and medium enterprises.

The plan is based on three axes:

a) Axe I – INTERNSHIPS (source – IEFP):

- **MEASURES “PASSAPORTES EMPREGO” (EMPLOYMENT PASSPORTS)**

Goals

The Employment Passports aim at:

- Complement and develop the skills of young people seeking a first or a new job, in order to improve their employability profile and support the transition between the qualifications system and the labour market;
- Promote the knowledge of new training and competences among the employers and promote the creation of employment in new areas;

The measures “Employment Passports” have also the aim of promoting the development of human resources in the tradable goods and services sector.

The measures Employment Passport - Social Economy, Agriculture and Youth and Sports Associations and Federations have the further aim of promoting the development of the human resources in the respective coverage area.

Description

Employment Passports consist in supporting the development of an internship, accompanied by training, with support for indefinite employment for hire or reward.

It is understood by "internship" the development of practical experience in the employment context, accompanied by training in order to promote the integration or retraining of unemployed youth.

The internship translates into a form of transition to active life and shouldn't consist in occupying jobs.

Professional Training

The procuring entity shall provide training in soft skills, entrepreneurship or in the area of training required for the internship performance in the following ways:

- Training in the workplace, for the duration of the internship;
- Training certified training organization, with a minimum duration of 50 hours and must be scheduled according to the National Qualifications Framework.

Training should be provided, preferably during the time period of the internship.

Should the training be conducted wholly or partly outside the time period of the internship, the intern is entitled to a similar reduction in the time of the internship.

- MEASURES “EMPLOYMENT PASSPORT 3i”

Goals

The Employment Passports 3i aim, in the Framework of the promotion of youth employment, at:

- Complete and develop young people's competences, which look for their first or new job, in order to improve their employability profile and support them in the transition from the qualification system to the labour market;
- Raise the awareness of employers on new trainings and competences and promote the creation of new jobs in new areas;
 - Promote the development of human resources in the respective areas of coverage.

Description

Employment Passports 3i consist on the support of the internship development, accompanied by training, with support for indefinite employment for hire or reward.

It is understood by "internship", the development of practical experience in the employment context, accompanied by training in order to promote the integration or retraining of unemployed youth.

The internship translates into a form of transition to active life and shouldn't consist in occupying jobs.

Not all curricular courses are translated into internships and it is not covered also internships, whose plan requires training and skills in the areas of medicine and nursing.

Employment Passports 3i cover joint projects, presented to a procuring entity, which, by rule, involve a minimum of 10 beneficiary companies, which develops an internship program in this group of companies, mainly composed of small and medium enterprises (SMEs), with the aim of promoting support for internships for young unemployed registered at job centres, with varying degrees of education and skills, aiming at a future stable and lasting integration in the labour market and eventually indefinite employment following the internship

Geographic Coverage

The internship must be held in facilities located in North, in the Centre of Alentejo.

Types of Intervention

Employment Passport 3i includes the following types of intervention:

- Industrialization Employment Passport, for investment in projects aimed at specialization of production by introducing new products and enhancing the technological component as well as the development of business strategies that enable increased productivity and competitiveness;
- Innovation Employment Passport for investment in projects aimed at strengthening the innovative capacity of businesses and integrating highly skilled human resources;

- Internationalization Employment Passport, for investment in projects that aim to implement or strengthen internationalization strategies, notably through increased export capacity of enterprises.

- INTERNSHIP PROGRAMS IN PUBLIC ADMINISTRATION

Goals

It promotes the integration of interns in the labour market, allowing them to exercise functions, in a real working environment, appropriate to their qualifications, offering young people the opportunity to acquire both the skills and experience they need.

Description

It aims at supporting the development of a training internship, to develop skills to hold a position in higher technical career, according to the interests and availability of the public administration.

Addresses to

- Young people aged up to 30 years, looking for their first job, and unemployed looking for new jobs;
- Young people seeking employment corresponding to their area of training and qualification level, who have a high qualification corresponding at least to the bachelor degree.

Duration

The internship lasts for 12 months and it is not extendable.

b) AXIS II - SUPPORTING EMPLOYMENT AND ENTREPRENEURSHIP
(source – IEFP):

- SUPPORT FOR HIRING OF REFUND VIA TSU (SINGLE SOCIAL RATE)

Goals

This measure aims to promote the reduction of financial charges associated to new hiring, thus, reducing the difference between the financial burden borne by the employer and the remuneration received by the employee, allowing employment to grow amongst young population.

Characterization

It consists of the reimbursement of a percentage of the single social tax paid by the employer who makes a contract with the recipients.

Target group

- Unemployed young people aged between 18 and 30 years old until the date of the execution of the work contract and who have been registered at the Employment Centre for at least 6 consecutive months;
- Unemployed young people aged between 18 and 30 years old until the date of the execution of the work contract and those who are registered at the Employment Centre (as long as they had not been registered in the social security as workers of a certain entity or as independent workers within the 12 months before the application date for this measure, nor if they had been studying during that same period);
- Young people aged between 18 and 30, until the date of conclusion of the employment contract, who have been registered at the Employment Centre for at least 6 consecutive months as workers with a suspended work contract due to the lack of sporadic wage payment.

It is considered that the time of registration mentioned above is not affected negatively by the attendance of the professional internship or by any other active measure for employment, with the exception of direct support measures aimed at employment or self-employment.

- PASSPORT TO ENTREPRENEURSHIP;

Goal

This measure aims to promote the development (by young, qualified people) of innovative entrepreneurship projects and / or with high growth potential, through a set of specific support measures, interconnected and complemented with technical assistance throughout the development of the project.

Characterization

In order to support young people who want to be entrepreneur, the measure includes the following initiatives:

- Providing aggregated information concerning the support mechanisms and other national and European public and private instruments, relevant for entrepreneurs called "The Entrepreneur's Practical Guide";
- Offering tools and training to broaden skills in entrepreneurship;
- Technical assistance to the development of the business model and the business plan's implementation for projects with a high level of complexity;
- Promoting access to financial mechanisms and venture capital after the project's approval by the competent authorities;
- Access to the grant for the development of the enterprise project for young people;
- Access to a network of mentors to provide guidance for entrepreneurs;

Promotion of contacts networks aiming to present projects to private investors and venture capital companies.

Target group

- Young people up to 30 years who have had a degree for less than three years;
 - Young people up to 30 years who have a degree, a master's degree or a PhD and are registered in the Employment centres for more than 4 months;
 - Young people up to 34 years who have a degree, a master's degree or a PhD;
- NETWORK OF PERCEPTION AND BUSINESS MANAGEMENT (NPPBM)

Goals

A support model extended to the entrepreneurship among young people is intended to be created, helping from the moment when the idea arises to the establishment of a sustainable, associative or corporate initiative.

The specific goals are:

- Stimulate entrepreneurial, creative and innovative spirit among youth people;
- Encourage young people to develop entrepreneurial solutions responding to specific needs;
- Empower young people with the necessary skills for the implementation of corporate solutions;
- Support the establishment of business initiatives by young people, as well as youth and student associations focused on entrepreneurship, innovation and creativity, in economic and social areas, as well as the creation of employment for young people;
- Monitor and support the progress and performance of young companies incorporated within the Network;

Characterization and Support

The NPPBM consists in supporting young people so they can develop projects of non-technologic base, including the following actions:

- Network of Business Promotion;
- Development of an entrepreneurial culture;
- Encouraging entrepreneurship in the associative space.

Target group

NPPBM is addressed to a total of 400 young people:

- Act 1 - Promotion and Creation of a Network for Business Development;
 - Young people aged between 16 and 30 years old at the time of submission of the application;
 - Young people aged between 18 and 30 years old by the time of submission of the application, and with high school education or equivalent qualification already completed (a);
 - Young companies;

- Other firms registered in the Network for Business Development;
- Act 2 -Development of an entrepreneurial culture;
 - Young people aged between 16 and 30 years old;
 - Young people with ages between 18 and 30 years old, with high school graduation or an equivalent qualification already completed;
- Act 3 - Encouraging entrepreneurship in the associative space.
 - Young people with ages between 18 and 30 years old, with high school graduation or an equivalent qualification already completed;

The companies where most of the social capital and the main responsible of social positions for administration or management are filled by young people are considered to be companies of young people.

- COOPJOVEM

Purpose and Objectives

The COOPJOVEM Program - Program for Cooperative Entrepreneurship - aims to support young people in creating cooperatives or investment projects involving the net creation of jobs in existing agricultural cooperatives as a way of developing a culture of solidarity and cooperation, thus facilitating the creation of self-employment and of their life path.

The COOPJOVEM aims to promote cooperation through the following initiatives:

- Access to youth grant for the development of the cooperative project;
- Technical support to young people to broaden their skills in the area of cooperative entrepreneurship and empowerment them in structuring the cooperative project;
- Access to credit for investment, subsidized and guaranteed in terms of the MICRONINVEST typology, provided for in Article 9. Ordinance n °. ° 985/2009 of 4 September (created PAECPE - Support Program for Entrepreneurship and Job Creation) ;

Target groups

- Young people aged between 18 and 30 years who have at least the 9th grade and who wish to form a new cooperative that integrates at least 5 co-operators, with a maximum of 9;
- Young people aged between 18 and 40 who have at least the 9th grade and who wish to start an agricultural cooperative, with a maximum of 9 young farmers, or a new section on existing agricultural cooperatives with up to 10 employees.

- NATIONAL PROGRAMME FOR MICRO-CREDIT

Characterization

Based on the facilitation of access to credit - through the MICROINVEST typology - and the provision of technical support in the creation and training of the entrepreneur during the business' early years.

It emerges as a means to foster job creation and entrepreneurship for those with difficult access to the labour market. Includes the following support measures:

- Risk mitigation of banking institutions that grant the loan through the credit line MICROINVEST;
- Technical support in setting up the business (technical support vouchers);
- Technical support to monitor the promoters.

Target groups

Generally are recipients of the National program for Microcredit:

- All those who have special difficulties in accessing the labour market and are at risk of social exclusion, who have a viable business idea, have the profile of an entrepreneur and formulate and present viable projects to create jobs;
- The micro-entities and cooperatives up to 10 workers, including in this number the co-workers, who have viable projects with net creation of jobs, particularly in the area of social economy.

Those included within the framework of *Impulso Jovem* program are:

- Unemployed young people aged between 16 and 34 years old who have been registered at the Employment Centre for at least 4 months;

c) AXIS III - INVESTMENT SUPPORT (source - IEFP):

- BUSINESS ENVIRONMENT - TERRITORIAL CAPACITATION NETWORK

Goal

The establishment and functioning of these partnerships aim to promote an effective contribution of the operations supported by the Operational Programs for achieving the goals of the NSRF, especially enhancing the economic dynamics, specific and distinctive of the different territories, namely through the development of initiatives aimed at the mobilization of qualified demand, especially to stimulate productive investment.

Characterization

It is intended to implement a new institutional model to promote the achievement of the priorities of the NSRF, while supporting economic and social

development through the creation and promotion of territorial partnerships to the inter-municipal scale and participated by most relevant territorial actors in each of the territories covered.

Axes of Action

The axes of action are:

- Entrepreneurship;
 - Corporate investment;
 - Corporate investment;
 - Employability;
 - Strategic Planning for Territorial Base.
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- ACCESS TO FINANCING - INVEST QREN

Goal and Characterization

It aims at facilitating the access to the financing for SMEs through the promotion and strengthening of financial engineering instruments as an important complement to the direct support for enterprises.

- BUSINESS INVESTMENT - SYSTEM OF INCENTIVES TO SUPPORT MICROENTERPRISES

Goal and Characterization

It is an instrument designed to support microenterprises, in the investment and job creation areas, focused on territory, by intervening only in areas of low density as areas with lower development opportunities, due to a low population and institutional density, thus contributing to territorial cohesion.

It is also an instrument with strong involvement and intervention of regional and local actors.

- YOUTH ENTREPRENEURSHIP - SYSTEM OF INCENTIVES TO INNOVATION

Objective and Characterization

This measure aims to encourage youth entrepreneurship to work as a tool to promote innovation in business, contributing to change the national production profile.

It is achieved through stimulating investment resulting from business creation or the implementation of innovative projects in start-ups (up to 3 years of activity), endowed with skilled resources.

- INTERNATIONALIZATION PROMOTION - SYSTEM OF INCENTIVE TO SME QUALIFICATION AND INTERNATIONALIZATION.

Objective and Characterization

It aims to encourage investment projects in the field of internationalization, through the development and knowledge of new markets, of the intensification of international promotion and attendance at international events.

This measure intends to enhance the active presence of SMEs in the global market, stimulating their business competitiveness and, at the same time, encouraging the creation of youth employment in the promotion of enterprises internationalization area.

MEASURE “STIMULUS 2013” (source– IEFPP)

Characterization

It consists of granting financial support to the employer when he or she contracts an unemployed person, registered at the employment centre or at the Employment and Professional Training Centre, with the obligation to provide professional training.

Target groups

- Unemployed registered at the Employment and Professional training Centre, within the following conditions:
 - Registered for at least 6 consecutive months;
 - Those enrolled for at least 3 consecutive months, provided they have not completed primary education or who are 45 years or older or who are responsible for single-parent family or whose spouses are also unemployed;
 - Those who have not been enrolled in social security as employees of a certain entity or as self-employed in the 12 months preceding the date of application for this measure, or who have been studying during this same period;
- People registered at the Employment Centre or at the Employment and Professional training Centre as workers with employment contract is suspended on the grounds of non-punctual payment of wages.

The time to enrol is not affected by the attendance of a professional internship, professional training or another measure for active employment, with the exception of the direct support measures whose goal is to create employment or self-employment.

PROGRAM “ACTIVE HERITAGE” (source– IEFPP)

Goals

The Heritage Active Heritage as the following goals:

- Support the conservation and maintenance of the natural, cultural and urban heritage;

- Framing unemployed people in activities that meet social or collective temporary needs, enhancing their professional reconversion aiming to improve their employability profile and further integration into the labour market;
- Promote the transition into the world of work and the integration of young people into the labour market, complementing already existing skills through practical experience in the work context.

Area

The Active Heritage Program includes projects that fall within the following areas of activity: (a) conservation and urban rehabilitation, (b) conservation and restoration of movable and immovable property, (c) conservation and restoration of Tile Heritage (d) museology (e) conservation and restoration of the Archaeological Heritage, (f) conservation and restoration of the national bibliographic and archival heritage; (g) conservation and restoration of the heritage of the moving picture (film), and photography; (h) cultural entertainment in local communities and urban centres; (i) tourist entertainment in the area of dissemination of the local heritage - natural, cultural and urban; (j) entertainment, craft activities: tiles, textile / embroidery / tapestry, wood, paving / stone craft, ceramics, gardening, furniture, gastronomy / dessert making, production / restoration of musical instruments, wrought iron, tin, metal, binding / paper restoration, (l) other activities, projects whose relevance is demonstrated in the natural, cultural and urban heritage areas.

Target groups

- Measure Internship-Heritage:
 - Unemployed people with ages up to 35, including, who have been registered at the Employment Centre for at least 4 consecutive months;
 - Unemployed people with ages up to 35, including, who have been registered at the Employment Centre for at least 12 consecutive months;
- Measure CEI-Heritage:
 - Unemployed recipients of unemployment benefit and social unemployment benefit;
 - Unemployed social welfare beneficiaries, unemployed and not subsidized nor social welfare beneficiaries registered at the employment Centres, for at least 4 consecutive months.

The unemployed people are both holders of unemployment benefits and social welfare beneficiaries are considered to be unemployed people receiving benefits;

The following recipients shall be considered priority:

- Long-term unemployed people;
- Unemployed people of 55 years old or more;
- People with disabilities and incapacities;

In each of the priorities listed above, subsidized unemployed with instalments equal to or lower than the minimum monthly remuneration guaranteed;

Recipients cannot be connected to successive or interpolated projects promoted by the same entity, under new contracts as a result of new applications;

The existence of a job offer convenient or appropriate vocational training takes precedence over the pursuit of socially necessary labour.

Duration

- The projects have a minimum duration of 3 months and maximum 12 months, not renewable.

The fight against youth unemployment also involves measures to promote entrepreneurship and innovation.

It is how, in the board of the strategy priorities Europe2020 and of its initiative, Innovation Union, that Governments have been developing innovation politics, having as main objective the competitiveness growth of the national Economy.

Therefore, the Government has adopted programs such as:

- a) PROGRAM +e+i (<http://www.ei.gov.pt/index/>)

Goals

It is a Strategic Program for Entrepreneurship and Innovation (+e+i), which aims to be open to civil society.

The Programme for Entrepreneurship and Innovation (+ e + i) is based on four pillars:

- a) **Broadening of the population's competences**, including the young population and the one socially unprotected, including young people and the socially unprotected one of companies and Public Administration;
- b) **Stimulate innovation**, particularly in terms of product, processes and technology, in order to promote the competitiveness of Portuguese companies;
- c) **Encourage entrepreneurship**, fostering an environment favourable to the emergence of entrepreneurial projects and their success;
- d) **Promoting these goals through appropriate financing instruments**, with a fair distribution of the available funds for initiatives of excellence.

Overview of the welfare system with regards to young people

Portugal has a public system of Social Security that allows the consecration of the principle of solidarity among generations and is enshrined in the

Constitution everyone's right to social security. Social Security covers almost half of the Portuguese people (4.8 million), a figure above the employed population (4.5 million). The main beneficiaries are pensioners and the unemployed people. (<http://www4.seg-social.pt/>)

In the Public Social Security system there are several benefits for the unemployed. These benefits result in cash subsidies granted to unemployed beneficiaries to compensate for the lack of remuneration motivated by the involuntary loss of job.

To have access to these benefits, the unemployed will have to meet the following criteria:

- Reside in national territory
- Being in involuntary unemployment
- Have the ability and availability for work
- Be enrolled for job search at the Employment centre in the area of residence
- Having the warranty period required: 360 days of work for others with a register of wages in the 24 months prior to the unemployment date.

In case of:

- For workers in the entertainment and audio-visual sector the required warranty deadline period is of 450 days of work for others with register of wages in the 36 months prior to unemployment date.
- Agricultural workers and the ones of domestic service consider the periods of registration of wages by equivalence until the reception of contributions up to a maximum of 120 days.

The system also ensures that workers who applied or are receiving unemployment benefits and start working for others to part-time or with a contract or working independently have access to partial unemployment allowance.

When the unemployed does not qualify to receive unemployment benefits or has already received all of the unemployment benefits he/she is entitled to (unemployment assistance subsequent to unemployment subsidy), the system provides you with access to unemployment subsidy which is also paid in money and given to the unemployed beneficiary, as a compensation for the lack of remuneration, motivated by the involuntary loss of employment.

Beneficiaries who become unemployed as of April 1, 2012 and on March 31, 2012, do not have a deadline of guaranteed access to unemployment benefits. The periods of duration of the grant are listed in the following table:

Age of the recipient	No. of months of the registration of wages	Concession period	
		No of day of benefit	Addition

Less than 30 years.	Lower than 15	150	30 days for each 5 years of wages registration.
	Equal or superior to 15 and lower than 24;	210	
	Equal or superior to 24;	330	

In the first unemployment situation, held from April 1, 2012, if the beneficiary has already secured a specific period of concession by March 31, 2012, under the specifications of the following table, taking into account the age and period of remuneration record in that date, the duration of the grant will be kept in accordance with the following table:

Age of the recipient	No. of months of the registration of wages	Concession period	
		No of day of benefit	Addition
Less than 30 years.	Equal of lower than 24	270	-
	Over 24	360	30 days for each 5 years of wages registration.

Sum to be paid:

The daily sum is equal to 65% of the remuneration of reference, calculated in the base of 30 days per month.

The remuneration of reference (R/360) is the value that results from the following operation:

- The sum of the remunerations declared to Social Security from the first calendar months of the last 14, counting from the month previous to the unemployment date, including the vacation and Christmas allowance, dividing by 360.
- Only the sums of the holiday and Christmas subsidies that were due in the reference period are taken into account.

Minimum limit for the monthly amount

- 419,22 EUR (100% do IAS) except if the liquid value of the remuneration of reference is lower than the IAS.

Maximum for the monthly amount

- 1.048,05 EUR (2,5 x IAS)
- 75% of the liquid value of the remuneration of reference that has worked as a base to the subsidy calculation.
- The liquid value of the remuneration of reference can be obtained by deducing the illiquid value of that remuneration, the contributory tax

concerning the beneficiary and the withholding tax of the IRS.

MEASURES HAVE BROUGHT IN TO ADDRESS YOUTH UNEMPLOYMENT SINCE 2008

Since 2008 until now, the measures implemented by the Portuguese Governments that fight young unemployment, more specifically directed towards a target-group from 18 to 30 years old and to others that, although not being directed, have been a relevant solution to young people and they are the following:

STIMULUS PROGRAM FOR JOB OFFERS (PEOE) (source – IEFP)

METHOD “SUPPORT MEASURES TO HIRING” (2007)

Goal

Stimulate the creation of jobs by supporting entities that celebrate contracts of indefinite duration, full-time, which resulted in an increased level of employment.

Target groups

Young people looking for their 1st job and people facing social disadvantages, namely:

- Social welfare beneficiary;
- People with disabilities and incapacities;
- Long-term unemployed people;

METHOD “SUPPORT MEASURES OF LOCAL INITIATIVES OF EMPLOYMENT” (2007)

Goals

Stimulate the creation of new entities, regardless of their legal form that lead to the net creation of jobs, contributing to the revitalization of local economies.

LOCAL EMPLOYMENT INITIATIVES TO SUPPORT FAMILIES PROGRAM (2009) (source – IEFP)

Goals

Stimulate the creation of new entities, regardless of their legal form that lead to the net creation of jobs, contributing to the revitalization of local economies, in the area of family support services.

Recipients / Promoters

The following were recipients and/or promoters (individual or associated):

- Unemployed;
- Young people looking for their first job.

As promoters, recipients had to be of to 18 years old or more.

YOUNG PEOPLE, LONG TERM UNEMPLOYED AND OF SPECIFIC PUBLICS (source – IEFP)

Goals

Enhance the effectiveness of tools to stimulate the recruitment of young people who are long-term unemployed and other publics that are more disadvantaged to access employment and re-enter the labour market.

Characterization

Financial support and / or exemption from social security contributions given to the employer who hires open-ended and full or part time:

- A young person under 35, looking for his/her first job, with the 12th grade or level 3 qualification or who is attending a qualification process to obtain that level of education or training and who had not had an employment open-ended contract;
- Long-term unemployed, considering as such, if he/she has been enrolled in CTE for more than 9 months;
- Unemployed over 55 years enrolled in CTE for more than 6 months;
- Recipient of social integration income or disability pension, ex-addict or ex-prisoner.

Recipients

Private-sector employers, taxpayers of the general Social security of those working for others.

EMPLOYMENT INITIATIVE 2010 - PROGRAM TO SUPPORT THE EMPLOYMENT OF YOUNG PEOPLE, UNEMPLOYED AND SPECIFIC PUBLICS (source – IEFPP)

Goals

Enhance the effectiveness of tools to stimulate the recruitment of young people, unemployed and other people who are more disadvantaged to access employment and re-enter the labour market.

Characterization

Financial support, exemption or reduction of the payment of social security contributions borne by the employer, if he/she hires young people, people unemployed for more than six months or people with greater difficulties in accessing employment.

Target group

Private-sector employers, social security taxpayers of people who work for others.

MEASURE “STIMULUS 2012” (source– IEFPP)

Characterization

The measurement “Stimulus 2012” consisted of granting financial support to the employer when he or she contracted an unemployed person, registered at the

Employment Centre or at the Employment and Professional Training Centre,
with the obligation to provide professional training.

Beneficiary Entities

To Stimulus 2012 could apply natural or legal persons of private law, with or without profit, which had at its service five or more workers. When the training had been conducted by a certified training organization, the last condition would not apply.

PAECPE – Support Entrepreneurship and the creation of companies (2012)

(source – IEFPP)

Goals

This measure aims to support the creation of corporate projects of small size and the creation of new jobs.

Characterization

The "Programme for Entrepreneurship and Self-Employment (PAECPE)" includes the following measures:

- Support the creation of small, for-profit companies (managed by IEFPP, IP);
- National Microcredit Program, under the Support Programme for Social Economy - PADES (managed by CASES);
- Support the creation of self-employment by recipients of unemployment benefits (managed by IEFPP, IP).

Regarding the measures managed by IEFPP, IP, the supports to be granted are as follows:

- Secured loans and bonus interest rate: the company creation project can not engage in its early investment and creation of jobs:
 - The creation of 10 more work stations;
 - A total investment of more than € 200,000, being considered to it expenses in fixed capital, tangible and intangible assets and interests during the investment phase and working capital;

The investment credit under the support modality "Investment Credit Subsidised and Guaranteed" includes two types of loans:

- MICROINVEST, for loans operations up to € 20,000, to finance investment projects up to € 20,000;
- INVEST +, for loan operations of up to € 100,000, to finance investment projects over € 20,000 and up to 200,000 € (credit to be granted under the INVEST +, have as limit 95% of the total investment and 50,000 € per job created, full-time);

The instruments of access to credit are established through protocols between the IEFPP, IP, banking institutions and members of mutual guarantee societies;

The project is presented directly by the promoter of the adherent member banking institutions;

- Technical support for the creation and consolidation of projects: the project that obtains financing may benefit from technical support for its creation and

consolidation at the request of the project' promoter, and includes the following activities:

- Monitoring the approved project;
- Advice on more delicate aspects in the management or workability of the initiative, diagnosed during follow-up;

These actions for technical support will take place in the first two years of activity of the company and are secured by a network of entities accredited by the IEFPP, IP, namely, private, non-profit entities or local *autarquias* work to develop entrepreneurship;

- One-time payment of the total amount of unemployment benefits: when the recipient of unemployment benefits submits a project that creates at least their own job the overall amount unemployment benefits may be paid all at once, which must be entirely applied to finance the project. This support can be combined with measures to support the creation of small businesses or with the National Microcredit Program.

Recipients

- Creation of small companies: unemployed registered at Employment Centres, who are able and willing to work under the following conditions:
 - Unemployed registered for 9 months or less, in a situation of involuntary unemployment, or for more than nine months, regardless of the reason of the registration;
 - Young people looking for their first job, being understood as such the people aged between 18 and 35 years and with at least high school education or level 3 qualification and who have not had an open-ended contract;
- Payment, only once, for the total amount of unemployment benefits: unemployment benefit recipients who have a project that creates, at least, their own jobs.

Professional Internships PROGRAM (source – IEFPP)

Goals

- Complement and perfect the social and professional competences of young, qualified people, through an internship in a real work situation, thus, allowing a bigger articulation between leaving the educational system and entering the labour market;
- Facilitate the recruitment and integration of new professionals in several entities, through the technical and financial support given to these entities when providing professional internships;
- Stimulate the acknowledgement, by the companies, of new professional skills and training, boosting new areas of work creation;
- Facilitate the insertion of graduates in areas of education with more difficulties of integration in the working life, reorienting them towards areas of more insufficient workforce.

Recipients

Young people with ages between 16 and 30 years old*, who hold a university degree (level 4 and 5) or intermediate (2 and 3), in one of the following situations:

- Unemployed people looking for their 1st job, who have not had one or more jobs for a certain period of time, in its whole, that exceed a year;
- Unemployed people looking for a new job, as long as, meanwhile, they had had training that would allow them to access a different level of qualification and if they had not had a professional occupation in that area, for a period that exceeded a year.

**For people with disabilities there is no age limit.*

Note: Recipients who have finished high school could have access (non-professional course) and for that, they ought to be categorized in level 3.

Beneficiary Entities

Individual or corporate entities, regulated by private law or non-profit, that present technical and pedagogical conditions and that are able to present requests for financing with the purpose to obtain the necessary resources for the professional internships that they would intend to host.

Duration

9 months (full time, with a weekly duration equal or superior to 30 hours), which can be prolonged under exceptional circumstances, becoming a 3 month, complementary internship, to take place in national territory or abroad.

INITIATIVE FOR THE INVESTMENT AND EMPLOYMENT 2009 /
EMPLOYMENT INIATIVE 2010 – Professional Internships PROGRAM (source
– IEFPP)

Goals

The aim of the professional internships program is to support the transition between the system of qualification and the labour market, as well as to support skill improvement and the reconversion of the productive structure, namely:

- Complement and perfect the skills of unemployed people, in order to facilitate their recruitment and integration;
- Increase the knowledge of new skills and training by companies and promote the creation of jobs in other areas.

Target group

- Young people until the age of 35 years old, until the date when the application is received, looking for their first job or a new job and who have a complete diploma of Higher Education (bachelor's degree, a *licenciatura* degree, master's degree and a PhD);

For people with disabilities the age limit established previously does not apply.

- It is considered as a young unemployed searching for his/her first job, those who are in one of the following situations:
 - Those registered at IEFP, IP as such;
 - Those who have never had any registry of remunerations at Social Security;
 - Those who have not had one or more jobs (working for others or self-employed), for a certain period of time that, in its whole, exceeds 12 months;
- It is considered as a young unemployed searching for a new job, those who have had training that allows them to have access to a different level of qualification (superior level of qualification to the one they held before) and who had not had a job in that area for a period superior to 12 months.

EMPLOYMENT INICIATIVE 2010 – PROFESSIONAL INTERNSHIPS – LEVEL 3 AND 4 SKILL TRAINING (source – IEFP)

Goals

The Professional Internship Program – level 3 and 4 skill training – had as priority aims:

- Complement and perfect the skills of young people who have a level 3 and 4 skill training;
- Facilitate the transition between the qualification system and the labour market;
- Encourage the articulation between schools and training entities with and employers, highlighting the field of technology;
- Foster the access of employers to people who have new qualifications and skills and, at the same time, promote an improvement of qualifications and the reconversion of the productive structure.

Recipients

Young people until 35 years of age until the date when the application is received, who are looking for their first job or those who are unemployed and looking for a new job and who have a qualification course of a level 3 or 4.

People who have finished high school but who have not a level 3 qualification, given through skill-oriented professional training were not beneficiary.

For people with disabilities the age limit established previously does not apply.

It is considered as a young those who are looking for their first job and those who fit in the following categories:

- Who were registered at an Employment Centre as such;
- Who had never had records of any remuneration in social security;

- Those who have never had one or more jobs for a period of time, in its whole, superior than 12 months.

It is understood by unemployed someone who is looking for a new job that he had had a professional occupation that that does not fit into any of the cases referred to in the previous points.

MEASURES INOV (2008) (source– IEFP)

INOV–Jovem

Goals and Characterization

Through this measure, there are 12 month internships taking place in SMC with the goal of complement and perfect the social and professional competences and to facilitate the insertion in the labour market of young people with a degree in areas relevant for the innovation and organizational development.

Beneficiary Entities

The SMC that have up to 250 people working, inserted into the following CAE categories can apply to professional internships: agriculture, animal production, hunt, forestry and fisheries, extractive and manufacturing industries, construction, commerce, transport and tourism.

Target group

The recipients are young unemployed people looking for their first or a new job, up to 35 years of age, with a high qualification in areas of specific qualifications, such as architecture and construction, arts, life sciences, business relations, social and behaviour sciences, engineering and other technical areas, manufacturing industries, computer science, mathematics and statistics, environment protection, health and personal services.

INOV–Contacto

Goals

The “INOV Contacto – International Internships for young professionals” program has the following goals:

- Contribute for the competitiveness in companies, giving young people an extra training in international markets through the development of projects and studies in the area of export and internationalization, as well as the temporary experience in foreign markets;
- Promote skill development of young people, through an experience of paid work and prepare and facilitate their entry in the labour market, thus improving their capacity and entrepreneur motivation;
- Support export and internationalization of companies and create a complementary and updated network with information about international market and activity sectors.

The professional internship aims at:

- Training young professionals in the area of internationalization through their actual integration, for a limited period of time in foreign markets;
- Allow the integration of young interns in host companies abroad or in Portugal on a lasting basis;
- Rectify defects in teams of professionals specialized in the areas of export and internationalization of companies, developing relevant skills;
- Develop concrete studies and projects in the export and foreign investment area and of Portuguese companies internationalization;
- Gather and organize information about international markets.

Host Entities

The following types of entities may apply to be hosting INOV Contacto's internships:

- Portuguese companies with their own structures on external markets and internationalization processes that are taking place or being prepared;
- Multinational companies with an important implementation in Portugal and with a high strategic index for the country's economy or implemented in markets of high potential for Portugal;
- International organizations directed towards the intervention in internationalization.

Duration

The internship, with a minimal duration of six months and a maximal of nine months is based on the following sequential phases, all of which of mandatory attendance:

- 1st phase: course in international practices, including a period of training in a real work situation, called internship in Portugal;
- 2nd phase: internship abroad that starts after the one that took place in Portugal finishes;
- 3.^a phase: closing seminary and integration support.

Recipients

The recipients of INOV Contacto are young people who remain legally in national territory, who are up to 30 years of age, until the date when the internship begins, who have higher studies, who are fluent in Portuguese and English and who have a good command of another language, preferably French, German, Spanish or Italian, who have basic computer skills and who are available to live abroad.

Duration and Characterization

INOV Vasco da Gama is made by the following sequential phases, all of which of mandatory attendance:

- 1.^a phase: intensive preparation seminary, with a maximum duration of two days;
- 2.^a phase: practical training to take place abroad, in host entities selected for that matter, with a maximum duration of three months;
- 3.^a phase: closing seminary, presenting the final report and the international qualification plan and the project for management practices implementation and/or corporate strategy, with the duration of one day.

Host Entities

The following entities may be host of entrepreneurs, managers and technical staff:

- Companies recognized internationally in areas of strategic interest for the development and competitiveness of the Portuguese companies and economy;
- The companies and organizations of international reference and that have the best management practices, with a high level of innovation, technology and dynamism and taking into account the sector or business area;
- International organizations with a higher weight in the global economy and with a special impact in the areas of internationalization.

Direct recipients

The direct recipients of INOV Vasco da Gama are young businessmen/women, as well as their managers and technical staff who are bounded to these companies, and that reside legally in national territory, with up to 35 years of age until the date of the beginning of the international qualification plan. They must have a higher level of qualification or a relevant professional experience of two years. They should also be fluent in Portuguese and English and who have a good command of another language, preferably French, German, Spanish or Italian, who have basic computer skills and who are available to live abroad and they should not have significant international experience.

Indirect recipients

The indirect INOV Vasco da Gama recipients are small and medium national companies with a proven potential of internationalization or an internationalization project outlined, that are registered at INOV Vasco da Gama to, through their entrepreneurs, managers and technical staff, integrating management practices accredited worldwide.

Goals

The measure “INOV Vasco da Gama – International Qualification of Young Entrepreneurs, Managers and technical staff” has the following goals:

- Increase Portuguese companies' competitiveness, on the board of strategic priorities of Portuguese economy, through its internationalization;
- Enable, in terms of internationalization, entrepreneurs, managers and technical staff through actions of temporary integration in companies and international reference, that are considered to have the best management practices;
- Create a network of knowledge and experience sharing between companies that intend to integrate practices of international management accredited worldwide and the acknowledged mastery of such practices;
- Highlight the advantages and opportunities of internationalization within the tendencies of world economy;
- The international plan, which translates into a practical and temporary action to take place abroad aims at, in an organized and sustainable way, creating new opportunities that will come to materialize in factors of competitiveness of collective nature and inducing growing effects in companies and in the Portuguese economy.

INOV-ART

Goals

Promote the insertion of these young people into the labour market, developing their professional competences and their qualification (through their integration, for a limited period of time in cultural and artistic international entities) and foster the cultural and international artistic and cooperation circulation.

Target groups

INOV-Art supports the internationalization of young unemployed, looking for their first job or a new one, aged between 18 and 30 years old, resident in national territory for over a year, who have proven qualifications and experience in the artistic and cultural fields to which they apply.

Duration

The internships have a minimum duration of tree months and a maximum of six.

INOV-MUNDUS

Goals

INOV Mundus as the following goals:

- Allow young people with higher qualifications the access to professional internships for national and international entities that promote actions of development cooperation;
- Promote skill development of young people, through an experience of paid work and prepare and facilitate a career in development cooperation;

- Adjust the training and skills of young people with qualification higher than that needed by the national and international entities and organizations that work in development cooperation;
- Contribute for the professionalization in development cooperation;

Host Entities

Entities and organizations that develop projects in the area of development cooperation can host INOV Mundus, namely:

- International entities and organizations;
- Public and national entities and partner countries;
- Civil society organizations, in particular, development NGOs, foundations and companies working in the corporate-social responsibility.

Target group

The recipients of INOV Mundus are young people who remain legally in national territory, with up to 35 years of age, inclusive, at the date where the internship starts, unemployed, looking for their first job or a new one, people who have higher qualifications in the areas of education and training considered as relevant to this measure, who are fluent in Portuguese and English and are available to live abroad.

Duration and Characterization

The internship is based on the following sequential phases, all of which of mandatory attendance:

- 1st phase: training seminar phase: training seminary with a maximal duration of two days, taking place in Portugal;
- 2.^a phase: Practical action to take place in Portugal or abroad, in host entities, with a maximal duration of 12 months, including 1 month of vacation;
- 3.^a phase: closing seminary.

INOV-EXPORT

Goals

“INOV Export – Stimulus to Employment of Specialists in international commerce program for the National SMC PME that export or that are potential exporters”, aims to, in a structural and sustainable way, generating new opportunities that would come to be transformed into competitiveness factors of collective nature, inducing growing in a matter of internationalization of the small and medium Portuguese companies, through the integration of specialist technicians in international commerce in their staff.

Therefore, this program of professional internships had as aims:

- Stimulate the exportations and the process of internationalization;
- Mitigate the system’s human capital deficiencies, through the stimulus to hiring specialists to the international commerce area;

- Improve the internationalization strategies of the Portuguese companies, namely SMC.

Target group

Young people aged up to 35 years old (until the end of the year when the internship begins), who are interested in integrating the program and that gather the following mandatory requirements:

- People with a certificate of higher qualification (at least a *licenciatura* degree), preferably in areas of international trade, marketing, management, international relations and new technologies;
- People who had a vocation and/or professional experience of three or more years, in terms of international trade;
- Reside in national territory
- Unemployed, looking for their first job or a new one;
- People fluent in Portuguese, English and preferably with good command of other languages;
- People with basic computer skills.

Duration and Characterization

Each INOV Export edition has about nine months and is made by the following phases and it has a mandatory attendance:

- 1st phase: In-house training (one day) that the interns would attend;
- 2nd phase: Internship at the beneficiary entity (about nine months), held at their facilities in mainland Portugal;
- 3rd phase: Internship evaluation and closing session with the delivery of diplomas of the internship attendance (one day).

INOV-SOCIAL

Goals

The measure INOV-SOCIAL aimed at the following:

- Support the process of innovation, modernization and effort and reinforcement of the institutional capacity of the social economy institution, as well as support the improvement of the quality of the intervention of the entities that work in the social and cultural mediation, promotion of inclusion and fighting poverty and social exclusion;
- Allow young with higher qualifications the access to professional internships in real work situations that facilitate and promote their social and professional competences and their insertion in working life;
- Enhance the creation of new employment areas by entities that work in the area of social economy, as well as organizations that promote the socio-cultural mediation and the inclusion and that fight poverty and social exclusion, thus, reinforcing the articulation between the job market and the education-training system.

Beneficiary Entities

- The institutions of social economy, as well as organizations that promote socio-cultural mediation and inclusion and that fight against poverty and social exclusion, namely:
 - Private institutions of social solidarity or similar;
 - Mutualities;
 - *Misericórdias*;
 - Cooperatives;
 - Local development associations;
 - Social entrepreneurship institutions;
 - Cultural, non-profit entities that develop activities in social areas;
- Public and private schools;
- Vocational training centres, with the exception of those that correspond to centres of direct or participatory management training of the IEFP, IP;
- NGO whose activity relates to sociocultural mediation, promoting inclusion and fighting poverty and social exclusion;
- Companies whose activity relates to sociocultural mediation, promoting inclusion and fighting poverty and social exclusion.

It is considered to be an entity of social economy, that which works in a private economic sector, with public, social or collective goals and that develop an economic activity, producing goods or social services that aim to meet the needs of individuals and communities.

Target group

Young people who met (cumulatively) the following requirements are recipients:

- Unemployed, looking for their first or new job, being considered as such young people unemployed, available to work and who are actively seeking work, a situation evidenced by the enrolment at the Employment Centre or by a statement by him/herself;
- People who are until 35 years old until the date of the beginning of the internship;
- People with complete higher education, proven by a diploma (including a bachelor), in the fields of economy, management, Law, social sciences, engineering, social service, education and social work, education, languages, anthropology Communication Sciences, psychology, education and teaching (1st *ciclo*) or health.

Professional Internships PROGRAM (source – IEFP)

Goals

The Professional Internship Program has as goals:

- Complement and develop the skills of young people seeking a first or a new job, in order to improve their employability profile;

- Promote the professional integration of unemployed in a more unprotected situations;
- Facilitate the transition between the qualification system and the labour market;
- Increase the knowledge of new skills and training done by companies and promote the creation of jobs in other areas.
- Supporting the improvement of skills and reconversion of the productive structure.

Duration and Characterization

The internships have a minimal duration of 12 months, non-extendable.

It is understood as a professional internship the transition step towards the work life that aimed to complement a pre-existing quality through training and practical experience in a work context and promote the professional reconversion of unemployed.

No curricular internships of any courses were covered.

The internships whose plan requires a training and skills profile in the areas of medicine and nursing were not equally covered.

Beneficiary Entities

Private entities with or without profit intention and the local autarchies.

Target group

The recipients of Professional Internships are:

- Unemployed registered at the Employment and Professional training Centre, with ages between 25 and 30 years old, including:
- People who are more than 30 years old, registered at the Employment Centres or Employment and Professional Education Centre as unemployed and searching for a new job, as long as they have obtained in less than three years a level 2, 3, 4, 5, 6, 7 or 8 qualification of the National Qualification Frameworks (NQF) and who have not had registry of remuneration at Social Security in the previous 12 months to the application submission;
- Unemployed who integrate a single parent family registered at the Employment Centre or Employment and Professional Education Centre;
- Unemployed whose spouse or people with whom they live in Cohabitation and are unemployed as well and registered at the Employment Centre and Employment and Professional Education Centre.

For people with disabilities the age limit established previously does not apply.

The promoting entity would be prevented from selecting the recipients for this program with whom they had established, in the 12 months that precede the presentation date, a work relation, providing services or doing an internship of any nature, except from curricular internships or mandatory internships to gain access to a profession.

PROGRAM “ACTIVE HERITAGE” (2013) (source– IEFPP)

Area

The Active Heritage Program includes projects that fall within the following areas of activity: (a) conservation and urban rehabilitation, (b) conservation and restoration of movable and immovable property, (c) conservation and restoration of Tile Heritage (d) museology (e) conservation and restoration of the Archaeological Heritage, (f) conservation and restoration of the national bibliographic and archival heritage; (g) conservation and restoration of the heritage of the moving picture (film), and photography; (h) cultural entertainment in local communities and urban centres; (i) tourist entertainment in the area of dissemination of the local heritage - natural, cultural and urban; (j) entertainment, craft activities: tiles, textile / embroidery / tapestry, wood, paving / stone craft, ceramics, gardening, furniture, gastronomy / dessert making, production / restoration of musical instruments, wrought iron, tin, metal, binding / paper restoration, (l) other activities, projects whose relevance is demonstrated in the natural, cultural and urban heritage areas.

IMPULSO JOVEM (2012 AND 2013) (source– IEFPP)

Strategic plan of initiatives for the promotion of young employability and to support small and medium companies - Impulso Jovem

The Perspective of the Portuguese National Youth Council

The austerity measures that have been implemented by the Government under the Programme Economic and Financial Assistance to the country, have had **dramatic consequences in the lives of young people, putting into question the freedom of many young people and the realization of their life projects and the affirmation of their autonomy.**

Precariousness continues to cause instability in the lives of young Portuguese which leads to the dependence on the family, uncertainty about the future that does not allow them to make plans, lack of job security; unequal wages between men and women, difficulties conciliating family and work.

Many of the young people who are unemployed are in more sensitive employment situations, where the precarious bonds are more common compared to other segments of the population.

That is how the National Youth Council has been alerting the government to the need to take urgent measures aimed at promoting youth employment based on national economic growth, seeking to create new jobs but taking into account the investment in knowledge and qualification in Portugal.

The CNJ has also expressed his conviction that it is urgent to take more effective action to foster more rapid integration of young people into the labour market within national territory, as well as encourage job creation and recovery of wages aiming to improve life conditions of workers and the people for an effective boosting of the country's economy.

Taking into account the difficult situation faced by young people in the country, the CNJ, as a platform of youth organizations defending the interests of young people, has been advocating for more dialogue between the Government and the social partners.

The CNJ has been invited to attend the **meetings of the monitoring committee of the Impulso Jovem program**. This participation is the result of claims and proposals that we have been presenting to the Government and the social partners.

As a consequence of this participation, the CNJ has presented proposals that have had the Government's support, which has implemented the last change you made to the national program to fight youth unemployment - Impulso Jovem (<http://www.impulsojovemportugal.pt/>).

Other additional measures

The CNJ argues that the Government should promote the creation of a new social contract calling the attention of the private partners for social responsibility, involving them in the debate, but also in finding solutions to the crisis, especially based on the growth based on employment with rights.

Thus, we urge the Government to adopt the following measures:

INTERNSHIPS

- 1. Strengthen the financial and tax benefits to companies / entities that hire young people** for their 1st job and for a contractual bond that is more stable and with more rights.
- 2. Prohibition of all unpaid internships.** It is not acceptable that a professional, although newly formed, is working without getting paid.
- 3. The access to the unemployment subsidy by the end of the internship.** Today traineeships have a duration of 12 months and the recipients will make tax deductions social security. Therefore, we believe that they are entitled to unemployment benefits at the end of their internship.
- 4. Increase of the value of the scholarship attributed by the Impulso Jovem Program.** We propose that the awarded scholarship amount should be indexed to Guaranteed Minimum Monthly Allowance (RMMG). therefore, it would be:

- 2 RMMG - intern with a level 6 to 8 NBQ qualification;
- 1.75% RMMG - to an intern with a level 6 to 5 in the NBQ qualification;
- 1.65% RMMG - to an intern with a level 6 to 4 in the NBQ qualification;
- 1.55% RMMG - to an intern with a level 3 in the NBQ qualification;
- 1 RMMG - for other cases
- Food allowance;
- Insurance against accidents at work.

- 5. Deductions during the Internship** the professional internship contract is a contract of training and not of work. We therefore believe that they should be included in a deductions regime of their own, they and should not be treated as employment contracts. We propose the following:

- The IRS fee must be:

IRS Fee	Level
7.5%	5 to 8 of the NBQ (National Board of Qualifications)
6%	3 and 4 of the NBQ
Exempt	Other cases

- The Social security fee must not be changed
- Exemption from the surcharge of 3.5% of IRS (“extra solidarity surcharge”), this measure is aimed for work contracts - workers are

entitled to holiday and Christmas subsidy - hence the non-agreement that trainees are comprehended by it since they have an internship contract and, as such, they do not benefit from those advantages.

PRECARIOUS WORK

6. **Tax benefits** to companies that create contracts with a **stable bond** (open-ended contract).
7. Professionalization of the researcher career and the separation of those who do scientific work to obtain academic equivalence for those who do it in a continuous provision of services way (grants VS work contracts).
8. Fighting seriously against fake green receipts through stronger fiscal control of those who do not abide by the law, with legal consequences and sanctions that will make it unwilling for the employer to use fake green receipts.

ENTREPRENEURSHIP, INNOVATION AND CREATIVITY

Portugal is Europe's country with the most will for entrepreneurship and this can be a path for young people to build their future, contradicting the resignation and the lack of hope among many youngsters who have been touched by the serious problems of unemployment. There have been identified some obstacles to a culture of entrepreneurship, to which the following measures are proposed:

9. Develop positive tax discrimination mechanisms for organizations that stimulate young employability and that invest in investigation and development:
 - a) Corporate tax exemption for organizations connected to young employers who hire young people who invest in research and development, in the three first years of existence;
 - b) Social Security exemption for organizations connected to young employers who hire young people, in the first three years of existence;
 - c) Granting tax incentives up to 5 years depending on the company's turnover, through exemption or reduction of IRC;
 - d) Creation/Use of support funds to new entrepreneurs in a situation of rupture of their project in the first 5 years by public entities, private or public-private.
10. Creation of a credit line for SMEs and micro companies whose social capital is owned mainly by young people who are until thirty years old to be considered in the financial mechanisms to support the mentioned Economy;

11. Diversification of the mechanisms for venture capital and reinforcement of the existing ones, for SMEs and Micro companies whose social capital is mainly owned by young people who are until 30 years old;
12. Creation of incentives for SMEs, especially those connected to the primary and secondary sectors, aiming to reduce the production costs and to facilitate the product's distribution;
13. Promotion and support of the revitalization of the creative and cultural industries;
14. Development of a legal and financial support framework that allows recognizing the reality of organizations who work in the Social Economy area;
15. Extension of the Entrepreneurship Passport for young people until 30 years old who have finished high school and who are registered at the employment centres;
16. Activation of the Management and business prospection network announced by the Government;
17. Extension of the Entrepreneurship Passport for young people until 34 years old, with a Professional Course and who are registered at the Employment centres;
18. Support young enterprises' capacity to export, by supporting business prospection, the creation of investment insurance and the facilitation of the processes for equipment transport, goods or services and their respective tax systems.

PHYSICAL EDUCATION

The following tables concern the number of young people (until 34 years old, included) included in active measures for employment and training, between the years of 2008 and 2012 and until the end of May 2013. (Source: IEFP, IP Activity Registered in computer applications)