**Call: "Scheme Providing Incentives to employ people with disabilities'’**

**Summary:**

The Scheme aims at encouraging employers to hire people with disabilities and to moderate their reluctance to hire people with disabilities either due to the impression that this will not be effective or because the salary is considered too high . It is expected that to join one hundred (100) people from the target Group will benefit from the scheme.

The Scheme covers **ONLY unemployed people with disabilities** interested in full or part time employment target. Moreover, the person covered (candidate for employment / recruitment) must have been registered as unemployed in the District or Local Employment Office (Public Employment Service - PES) before the employment date.

**They should submit confirmation from the Cyprus Confederation of Organizations of the Disabled (CCOD).**

**Τhe grant can reach 75% of the employee’s salary costs up to a maximum of € 20.000.**

The grant will be provided for twenty-four (24) months of employment. Eligible expenditure is the salary cost paid by the employer for the employment period, the amount of which will be specified in the Public Funding Agreement. Both recruitment and beginning of employment as well as the submission of the application must be made within the period of the call from **24/10 to 25/11/2016.**

They following cannot be considered eligible for inclusion:

a) Persons who are shareholders of the company / organization (excluding Public Companies).

b) Self-employed persons for a grant of the same.

c) Individuals associated with a first or second degree relationship by blood or marriage with the employer. That is, persons connected spouses, children, parents, siblings cannot participate in the Scheme with employer-worker, people linked together like Public Companies are not included)

For the above exceptions, the employer is considered the shareholder / owner of the business.

Applications may be submitted using the form located on the Department of Labor website during to the District and Local Employment Offices (Public Employment Service) from **24/10 to 25/11/2016.**

**Detailed Description Call:**

Other terms for inclusion in the Scheme, apart from those mentioned above, include:

The employment should represent a net increase in the number of employees in the enterprise compared with the previous month to the month in which the employment began in the same profession with that of the application. Any staff reduction in the above period is not justified unless the post or posts were vacated due to voluntary departure, retirement on grounds of age or lawful dismissal for disciplinary misconduct.

The employer had not receive any grant in the past from co-financed projects within the programming period 2014-2020, for the employment of the person, which will be included in the Scheme. Also the same person (candidate for employment) should not have been employed at the same employer for the eight months prior to the date of announcement of the call.

Individuals that will be subsidized should belong to the target group, as defined in the Scheme, be citizens of the Republic or citizens of any other EU member state or third country citizens legally residing in the Republic have the right of free access to the labor market in the Republic.

The employer must commit to not reduce the staff of the business during the implementation of the Public Financing Agreement, for 24 months, in the same profession with the application. Any staff reduction in the above period is not justified unless the post or posts were vacated due to voluntary departure, retirement on grounds of age or lawful dismissal for disciplinary misconduct.

An employer may not be subsidized for the same person, the same period, the same type of expenditure (eg salary) from different organizations.

More information can be found in the relevant Application Guide of the Department of Labor.

The Plan may potentially be financed by the EU European Social Fund

**Call Total Budget:**€2,000,000

**Thematic Categories:**

Employment

**Eligibility for Participation:**

Employers

**Call Opening Date: 24/10/2016**

**Call Closing Date: 25/11/2016**

**National Contact Point(s):**

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