

Annex 1

Programming Options

1) Dedicated priority	IT BG BE nl DE ES FR?
2) Horizontal priority	Be fr DK EE EI EL HU LT LV MT NL PL RO SE SK UK Wales UK England
3) Integrated Approach (mix of 1 and 2)	CZ SI FI FR? BB (Brandenburg)

Annex 2: Thematic Choices

Adaptability	NL	CZ	BB	HU	BEnl	EL	PL	ES		
- Life long learning	DK	Wales	SI	BG	IT	HU	EI	SE	FR	PT
- Entrepreneurship	DK	Wales	BG	PT	BEfr	EL				
- Work organisation	IT									
- Restructuring	HU	Wales	FR							
Integration of job-seekers & inactive persons	CZ	SI	SE	PL	DE	BE	EL	MT	HU	
- Age management	BB	Wales	EI							
- Youth unemployment	BB	Wales	EI							
- Equal opportunities/ increased participation of women in employment	ES	RO	BB	HU	BEfr	EI	PT			
- Work-life balance	FR	Wales								
- Migrants, Immigrants / asylum seekers	FI	Wales	HU	IT	EI	ES				
- Modernisation of labour market institutions	HU	BG	IT	SK						
Integration of disadvantaged & combating discrimination	HU	BEfr	CZ	SI	PL	DE	MT	EE	EL	ES
- Persons with disabilities	RO	Wales	LV	ES	EL					
- Ex-offenders		Wales								
- Social economy	RO	Wales	EL	ES	BEfr					
- Ethnic minorities/racism/Roma	ES	Wales	BG	HU	SK	DE				
- Victims of human trafficking										
- People with caring responsibilities										
- Urban development and social inclusion										
- diversity management	DK	BB								
Enhancing human capital	HU	BEnl	PL	DE	EL	ES				
- Systems for validation of skills	IT	Wales	ES	FR	BEfr	PT				
Promoting partnerships	CZ	RO	IT	DE						
Promoting Transnational Co-operation	FI	BB	IT	ES	EL	PT				
Promoting Innovation	DK	FI	CZ	IT	RO	DE	EL	PT		
Gender mainstreaming	ES	BB	IT	FI	EL	ES	PT			
Capacity building	CZ	RO	BG	IT	MT	LV	EL			
All themes	LT	FI	SE							

Annex 3: Transnational cooperation in the ESF OP of Brandenburg

Priority D: Transnational cooperation

As a matter of principle, transnational cooperation is a target in all intervention areas of labour policy. Above all, the issue will be to learn from other country's experiences and, in return, to introduce into the international discussion the experiences made in Brandenburg process of an effective and efficient forward looking labour policy. As already mentioned, a thematic overlap should be avoided of the exchange of experience funded by the ESF and with other EU funded exchanges of experience. This concerns in particular exchange of experience in the field of basic and vocational training as promoted by LEONARDO and SOCRATES. It is also important, within the framework of the transnational exchange of experience, to critically assess to what extent the basic conditions and the general framework, as well as the problem definitions, of best practice measures presented are actually comparable with the conditions in Brandenburg. A **strategic objective** within the framework of this priority axis is to increase the effectiveness [of the Operational Programme] by transnational exchange of experience and cooperation of the labour market actors.

A **specific objective** is therefore to strengthen the exchange of experience with other countries and regions in the field of forward looking labour policy. A substantial result in this context is the continuity of the cooperation. Firstly, important **operational objectives** in this context are to increase the number of transnational exchange forums on forward looking labour policy. Secondly, the Brandenburg government has set itself a further **operational objective** in the promotion of a transfer concept for the relevant results of the exchange forums.

In view of the objectives of the ESF, transnational cooperation is considered particularly important for two further areas. The first concerns the transnational knowledge transfer linked to business activities, especially in innovative business sectors where enterprises in Brandenburg have to seek a knowledge transfer directed towards [economic] development, as well as from research institutions and universities of other European regions. A **specific objective** is thereby the improvement of the innovation capacity of SMEs by transnational knowledge transfer. Of interest as a central result is the share of SMEs, which are involved in the transnational knowledge transfer. **Operational objective** is the establishment and use of cooperative research groupings. Secondly, in view of the ever increasing economic, legal and social linkages within the EU, the social partners have also increased information and communication needs with the representatives of counterpart organisations of the other Member States. As it is expected that the social partners will actively contribute to the effective implementation of the ESF in Brandenburg, which at the same time strengthens social cohesion, it is in the interest of the Brandenburg government to support the transnational exchange of experience of the social partners in matters relevant to labour policy. This is therefore a further **specific objective** and the result will be measurable by the rate of the social partners promoted who have participated in the transnational exchange processes. **Operational objective** is the generation of transnational forums which serve the information and communication between the social partners of Brandenburg and other European regions in matters relevant to labour policy. This includes the support of user-oriented evaluation and dissemination of the results of these forums.

Overview: Objectives and indicators in the ESF priority axis D

ESF main area of aid transnational cooperation and cooperation				
Strategic objectives	Specific objectives	result indicators	Operational objectives	output indicators
increase effectiveness [of labour policies] through transnational exchange of experience and co-operation of the labour market actors	Reinforcement of the exchange of experience on forward looking labour policy with other countries and regions	Continuity in the cooperation	Increase of the number of transnational exchange forums to forward looking labour policy	Number of transnational exchange forums
	Support of transnational exchange of experience on relevant labour policy questions between the social partners	Share of the social partners, who are involved into transnational exchange processes	Promotion of a transfer concept for the relevant results of the exchange forums	Number of Good-Practice-examples validated for transferability
	Improvement of the innovation capacity of SMEs through transnational knowledge transfer	Share SMEs, which are involved into transnational knowledge transfer	Improvement of the transnational exchange of the social partners through information and communication forums	Number of social partners involved Number of forums promoted
			establishment and use of cooperative research groupings	Number of companies involved Number of resulting research groupings

Horizontal transnationality

In the priority axis A: Improving of the adaptability and competitiveness of employees and enterprises

Within the framework of this priority two aspects are of particular importance for interventions with a transnational dimension: On the one hand the opening up of new markets or a transnational expansion or cooperation of a company calls for knowledge of management of the requirements for occupational competences and qualifications as well as of legal and other basic frameworks in other regions of Europe. This concerns specialised technological knowledge, the knowledge necessary for the distribution of products and services and linguistic skills, particularly command of English. Specific objective is therefore the development of the transnational capacity of enterprises to act. On operational level the qualification of the business executives in the area of the economic, legal and social frameworks of other Member States of the EU as well as the development of the linguistic skills take centre stand.

On the other hand, precisely resulting from promotional activities under INTERREG, numerous transnational approaches exist for the qualification of innovative business starters, schools and universities. Not only do new company ideas result from the exchange of experience with other candidates for business start-ups of other European regions, but young business starters are also given the opportunity to cooperate transnationally with compatible business starters of other Member States. It also supports a sound preparation of the opening of new markets with a longer term view. A specific objective is therefore the security and sustainability of innovative business start-ups in Brandenburg through transnational approaches. An operational objective is the intensified integration of transnational aspects into support schemes for business start-ups such as from schools and universities.

In priority axis B: Enhancing human capital

The importance of transnational capacity of enterprises to act in the context of the common economic area in Europe is increasing. In view of this, it is relevant for transnational interventions within the framework of this priority axis to increase the ability of employees to think and act with a European perspective. This includes – to different degrees depending on the field of activity - knowledge of EU-set legal frameworks, knowledge of basic frameworks in other Member States and linguistic skills. The strengthening of the <<European ability of all>>, (from pupils to apprentices and students and persons employed and looking for work) represents on the one hand a contribution to securing supply of specialist staff for Brandenburg and on the other hand a form of guaranteeing employability for the future of the groups mentioned. In numerous vocational fields, labour markets in other European regions offer job opportunities for mobile people who otherwise would be unemployed in Brandenburg, thus developing new perspectives. By temporarily working abroad the abilities, talents and knowledge acquired during this time will help to increase their chances on the Brandenburg labour market.

A specific objective is therefore the increase of the “European ability” of the people in Brandenburg. This is to be made operational in particular by the support of projects for the transnational vocational exchange of employees and people looking for work. It can concern both an exchange visit of employees of firms of other European companies, and traineeships in a foreign country for people looking for employment from Brandenburg. This is not focussing on pupils, students and those to be apprentice, since for these appropriate offers from the EU programmes SOKRATES and LEONARDO are available. Supplementary offers are however possible. Beside the [transnational] exchange support given is also to reinforce elements directed toward “European ability” in the qualification offers for the groups mentioned.

In priority axis C: Enhancing access to employment and reinforcing the social inclusion of disadvantaged people

In view of transnational aspects the themes of this priority axis are primarily implemented through networks and exchange of experience. They are therefore placed in the priority axis on transnationality. However, within the framework of the priority axis "integration", it is also necessary to complement training measures conducive to the increase of the employability by elements of "European ability". Measures facilitating the start of the working life of young women, with completed vocational training in emerging industries, can be extended meaningfully by transnational elements. Finally precisely the level of the social and community oriented networks lends itself to advance an exchange with social networks of other countries and regions. This is an opportunity to pursue the overall aim of transnationality - a practical contribution to mutual comprehension and tolerance as well as to the dismantling of indifference or even prejudices vis-a-vis what seems strange. Precisely for members of the group of particularly disadvantaged people transnationality can create important experiences also in view of social competences, and, on the other hand, can represent a form social integration that particularly gives a meaning to it.

Annex 4: Transnational cooperation in the ESF OP of the Czech Republic

Priority axis 5 Transnational cooperation

Projects supported under this priority axis will contribute to the fulfilment of the fifth specific objective of the Human Resources and Employment OP. This priority axis, in accordance with Article 8 of the Regulation on the European Social Fund, focuses on promoting international cooperation within the scope of human resources development. According to research studies¹ international cooperation offers many benefits. In particular, there is direct support for innovations through exchanges of experience and skills; this is a cost-effective way of checking draft policies and of disseminating experience, which forms the basis for international comparisons, facilitates stimuli and contacts in international networks for individual participants, and helps build the capacities of participating organizations and bodies at regional and national level. Through international cooperation, it will be possible to increase the impact of projects and make the implementation of the European Social Fund more efficient at local, regional and national level thanks to the incorporation of the experience, credit and professional knowledge of foreign partners, make an improvement in the effectiveness of expenditure by applying solutions already discovered abroad, and facilitate international comparisons and the spread of good practice.

Within the scope of this priority axis, activities will be financed that focus on the promotion of international cooperation between projects in different Member States, between groups of actors specializing in specific areas, between actors from a joint regional area and actors from other areas, and between national organizations in several Member States.

This priority axis concentrates in particular on the following categories of intervention areas:

Code	Area of intervention
80	Promoting partnerships, pacts and initiatives through networking of national, regional and local actors
81	Mechanisms for the improved formation, monitoring and evaluation of policies and programmes at national, regional and local level, capacity building for the implementation of policies and programmes

DESCRIPTION OF THE CURRENT SITUATION AND JUSTIFICATION OF THE PRIORITY AXIS FOCUS

International cooperation was encouraged in the 2004 – 2006 programming period primarily through the EQUAL Community Initiative, which is not supported in the 2007 – 2013 programming period; under the ESF Regulation, good experience and the principles of the EQUAL Community Initiative are to be transferred to individual operational programmes. One of these experiences is international cooperation. International evaluation studies² and the experience of the Czech Republic indicate that international cooperation is a highly valuable source of information, experience and know-how which facilitates the more efficient implementation of projects and makes a significant contribution to the achievement of quality outputs of these projects.

¹ E.g. ‘An investment in Europe’s present and future: The added value of Transnational Co-operation at project level under EQUAL’, Ruth Santos, ECOTEC, 2005

² Ibid.

Twinning, an instrument implemented via the EU's pre-accession instrument Phare, has had very positive effects in international cooperation. It is a specific form of aid in the field of reinforcing institutions, where cooperating partner institutions of public administration from EU Member States posted their experts to recipient similar institutions in candidate/new Member States; these experts acted as long-term or short-term advisers who ensured the transfer of experience and examples of good practice in the implementation of the EU acquis in the legislative systems of candidate/new Member States of the EU. This aid entailed the preparation and implementation of training, seminars, and study trips for the staff of the recipient institutions, support in the processing of expert analysis and the provision of assistance in the transformation of European legislation, and a general increase in the administrative capacity of the recipient institutions.

As good experience of international cooperation should not be forgotten, the ESF Regulation facilitates and requires the support and transfer of this principle in individual operational programmes financed from the ESF. Specific forms of international cooperation were outlined by the European Commission and, during 2005, were developed by the Transnationality Policy Group of the ESF Committee into three versions. These variants include international cooperation as (i) a separate priority axis of the operational programme, (ii) a cross-sectional theme, i.e. eligible expenditure in all priority axes of the programme, and (iii) a combination of both the mentioned variants, i.e. a separate priority axis and eligible expenditure in other priority axes. The HREOP MA is inclined towards the third variant, which eliminates the weaknesses of the previous alternatives and offers the following benefits in particular:

- It combines the flexibility of a cross-sectional theme with the opportunity to increase the contribution from the ESF by 10 bps in the case of a separate priority axis;
- It facilitates the use of international cooperation in all the programme's priority axes;
- It provides all project promoters with the chance to achieve resources intended for international cooperation;
- It facilitates the concentration of a significant amount of resources in the field of international cooperation and allows due emphasis to be placed on activities in the field of international cooperation;
- It provides an opportunity to follow up on successful elements of international cooperation in the EQUAL Community Initiative Programme;
- It reinforces the principles of cooperation in the achievement of the Lisbon Strategy objectives;
- It offers the chance to continue cooperation, international comparisons and capacity building particularly beneficial for poorer regions and new Member States.

This comprehensive concept of international cooperation provides the greatest degree of flexibility for the Czech Republic and for project promoters, encourages mutual cooperation, and supports the experience and skills of those whose outputs can be enriched through international cooperation.

GLOBAL OBJECTIVE

The global objective of the priority axis is 'Intensification of international cooperation in human resources development and employment'.

SPECIFIC OBJECTIVES

- To increase the efficiency of strategies and policies in the field of human resources and employment;
- To streamline the implementation of the European Social Fund at national, regional and local level.

Priority axis 5 will not be broken down into areas of support.

The target group in Priority axis 5 is (1) institutions responsible for the relevant policies and institutions contributing to the implementation of the HREOP and their employees: the Managing Authority, the intermediate bodies, the Paying and Certifying Authority, the Audit Authority, the Monitoring Committee; (2) Others: in particular central state administration authorities, employment offices, regions, municipalities, associations of local authorities, NGOs, social partners, research and educational institutions, local partnerships.

For these target groups, the following areas of activity (this is an indicative list) will be carried out within the scope of individual operations (projects):

- the exchange of experience and transfer of good practice between Member States in matters concerning the management and administration of the ESF;
- the exchange of experience and transfer of good practice between Member States in matters concerning the physical focus of the ESF (the active employment policy, the handling of problems concerning the social inclusion of specific groups of the population, further education, the modernization of public administration, etc.);
- support for the establishment and development of local partnerships;
- the exchange of experience and transfer of good experience between local partnerships in a matters concerning the building and management of partnerships, specific activities of local partnerships, etc.;
- cooperation between projects in various Member States with the aim of improving the results of their own projects or achieving joint results;
- the formation of thematic networks to address a specific problem.

The specific outputs of these activities will be, for example, joint projects, international networks, conferences, policy forums, training and seminars, study trips, placements, consulting organized via short-term experts.

TYPE AND FORM OF AID

This priority axis will be implemented through a centrally notified grant scheme (non-repayable financial assistance, such as grants) and individual projects (direct allocation).

INNOVATION

Under Priority axis 5, considerable attention will be paid to the support and application of innovative approaches and activities horizontally across projects and in the form of projects directly focusing on the creation and dissemination of innovations in the field of policies supported by the HREOP and in the field of the management of programmes co-financed from the ESF.

TRANSNATIONAL COOPERATION

Considering the direct focus of this priority axis on international cooperation, the principle of international cooperation will be supported within the scope of all projects as a prerequisite of their eligibility for financing.

PARTNERSHIP

In accordance with Article 5 of the Regulation on the ESF, the preparation and implementation of the priority axis and individual projects will include the organization and support of participation by social partners and all entities affected by the implementation of the relevant projects. Potential partners are part of the target groups on which the priority axis is focused. The priority axis is directly based on the principle of partnership; partnership here is essentially a necessary condition for the preparation and implementation of projects.

CROSS-FINANCING

In the implementation of Priority axis 5, it will be possible to use ESF resources to finance the necessary complementary activities and costs of a 'capital' nature which are otherwise costs eligible for financing from the ERDF, such being up to 10% of the resources allocated to the priority axis.

IMPLEMENTING BODY

Priority axis 5 will be implemented by the MoLSA, via its HREOP MA department.

Priority axis 5 – Transnational cooperation

Code (from national code list)	Type of indicator	Indicator name	Unit of measurement and definition	Target value	Source of data
	Input	Total budget for the priority axis	EUR	42 631 655 €	HREOP
	Input	Total amount of resources refunded	EUR		MoLSA
07.51.01	Output	Number of projects assisted	Number of projects assisted		MoLSA - (HREOP)
07.41.00	Output	Number of persons assisted	Number of persons	6.000	MoLSA - (HREOP)
07.45.00	Output	Number of organizations assisted	Number of organizations assisted	300	MoLSA - (HREOP)
07.46.00	Result	Number of persons successfully assisted	Number of persons in respect of whom the aid fulfils the predefined purpose	5.000	MoLSA - (HREOP)
43.05.00	Result	Number of partnerships created	Number of partnerships created on the basis of projects assisted		MoLSA - (HREOP)
43.06.00	Result	Rate of drawdown of HREOP resources	(%)		MoLSA
43.07.00	Impact	Increase in the effectiveness of HRE strategies and policies	Evaluation based on evaluation studies		Evaluation study

Annex 5: Transnational cooperation in the ESF OP of Finland

ESF PROGRAMMING DOCUMENT FOR CONTINENTAL FINLAND 2007-2013 (PROPOSAL)

The EU objective of regional competitiveness and employment

7 November 2006

8.4 PRIORITY 4: Transnational and inter-regional ESF actions

The goal of priority 4 is to improve European co-operation in the employment, education and industrial policy by promoting labour immigration and by seeking and mainstreaming good practices.

Objectives

In priority axis 4 will be implemented transnational co-operation between authorities and regions well as between regional, thematic and national networks. Project level international co-operation will in priorities 1-3 be implemented in projects in which it is appropriate and in which it is regarded to bring added value. The contents of priority 4 are divided into two parts: promoting labour immigration and finding and mainstreaming good practices.

The objective of co-operation relevant to labour immigration is to safeguard the availability of labour force in the future. In addition to preventing labour force bottlenecks, the objective is to safeguard economic growth by means of also promoting the international interaction between highly educated and other skilled labour.

The national and regional anticipation of external labour force needs will be relied on, and the permit procedure of work-driven immigration will be simplified and made more efficient. In addition to these, employers will be supported in recruitment. Another objective is to create a guidance system that will introduce foreigners to the language, working life and society in Finland and create good preconditions for continuing the integration process if necessary. The aim is to develop and implement the guidance system in co-operation with the countries of origin, so that part of the measures can also be started in these countries.

In order to make use of the skills of those immigrating for work, the objective will be to develop the identification of skills and recognition of diplomas as well as further education and language teaching based on these in the country of origin. The education and training imparted in the countries of origin could then be complemented in Finland as necessary. The objective is to develop a new type of co-operation required by these activities both nationally and between EU member states.

In addition another aim is to increase the prerequisites of employers and work communities to receive immigrants coming to work by developing diversity to management and promoting equality and good ethnic relations in the work community.

International co-operation associated with finding and mainstreaming good practices will continue the activities developed under the Equal community initiative, but in a more wide-reaching form and with a more simple administrative structure than in the period 2000-2006. The Lisbon strategy sets for all EU countries common goals in order to improve employment and competitiveness. The different histories and practices of the member states are a richness which makes it possible for us to learn from one another and receive new ideas that can be applied in our own country.

The general aim of the international co-operation associated with finding and mainstreaming good practices is to bring added value to the Finnish labour, industrial and

education policy. The objective is to find new perspectives and alternative solutions for common problems afflicting the member states and developing the human resources in each member state through common learning processes. Another objective is to generate official and unofficial networks and to develop the work practices and skills of experts. All these objectives will reinforce the European dimension when striving to achieve the goals of the Lisbon strategy.

A description of activities to be funded

Co-operation associated with labour immigration

In order to increase labour immigration, the anticipation systems developed under priority 3 will be used so that they also will offer adequate amounts of information at both the national and regional level on the needs to recruit foreign labour. Issues associated with labour immigration will be considered in the development efforts of the anticipation systems. To ensure the success of the whole, the permit system will be developed so that it works smoothly, efficiently and flexibly. The development of the permit system will not, however, receive ESF support.

An administrative framework will be created for co-operation with the countries of origin. In the pilot project, partner countries that are suitable in terms of such as their population, age structure, educational standards and distance will be sought. This project will be linked to the EU external relationships instrument, so that the model to be created can if necessary also be applied and developed with third countries, such as Ukraine. Information and other recruitment methods will be developed in co-operation with the authorities and employers. The attractions of Finland will be promoted in selected target countries.

The move to the Finnish labour market and society will be supported by creating a guidance system that is accessible to all. It would be useful not only for the employees and self-employed persons but also their family members. The guidance will already start before the employees enter the country. As part of this guidance, a written and electronic information package that is more comprehensive than at present would be developed for the immigrants. The basic information material would be complemented by successive, more advanced training periods.

To this guidance could be associated the identification of skills and/or recognition of diplomas in the country of origin or Finland, and the further training plan and training based on these. The training may implemented either totally or partly be imparted in the country of origin, but the various parts will be seamlessly connected to one another. National measures to encourage work-driven immigration will be reconciled with regional measures so that these will be mutually supportive.

Finding and mainstreaming good practices

A good practice refers to a new, more efficient and effective operating method, which can be applied in Finland. Seeking good practices in other countries can give added value to the Finnish labour, industrial and education/training policies. The international co-operation associated with finding and mainstreaming good practices will be elementally linked with national development projects and programmes. The experiences and operating models of other countries can be made use of in the labour, education and industrial policies, for example when developing anticipation, skills and services systems and operating models for preventing social exclusion. Internationalisation education for young people and regional product development and research activities can also be supported through international co-operation.

The work to find good practices can start from the Finnish prerequisites. On the other hand, Finnish good practices and operating models can also be exported and spread to other countries. International co-operation at multiple levels will give better possibilities for finding, exporting and mainstreaming good practices.

Finding and mainstreaming good practices at the national level will be linked to national development projects. Regional level international co-operation will arise from the specific interests of the regions. These sections will be matched in order to avoid overlapping measures.

Target groups

- Partnerships associated with labour immigration at the central government and regional level both in Finland and the target countries
- Citizens of the target countries, especially those intending to immigrate for work, and their family members
- Self-employed persons in the countries of origin wishing to come to Finland
- Partnerships associated with the finding of good practices and exchanging international experiences (central government and regional level authorities, regional, thematic and national networks).

In addition, stakeholders relevant to the implanting and mainstreaming of the project results can take part in the measures.

Financial framework

Financial allocation reserved for priority 4 is XX % of the financing reserved for priorities 1-4 in the national section.

Organisations responsible for the implementation

Financiers: All relevant administrative sectors will be involved as regards work-driven immigration; in finding and mainstreaming good practices, all Ministries implementing the ESF, the National Board of Education, Provincial Governments and the Employment and Economic Development Centres will take part. At the project level, municipalities and the private sector will also take part in the funding.

Co-operation: The Ministry of the Interior, Ministry for Foreign Affairs, labour market organisations, educational institutions and NGOs.

Support structure: For the purposes of implementation of labour immigration, an implementation programme will be prepared, which will define in more detail the central parties bearing the responsibility, partners and forms of co-operation.

Finding and mainstreaming good practices will require a national support structure, which can liaise with other member states and assist in finding suitable partners. This will also require a European database and coordinating co-operation between the administrative authorities of the various member states.

Complementary nature in terms of national and EU financing instruments

Co-operation associated with labour immigration is a new form of development activities with a long time span, for which no normal budgetary resources are available. By means of the proposed measures, an attempt will be made to create a comprehensive framework for the planning and implementation of the immigration policy, to promote the development of a pluralistic, multicultural and non-discriminating society and to support the internationalisation of Finland, improve international competitiveness and as one means among the rest to respond to the challenges arising from the ageing of the work force and the whole population.

In finding and mainstreaming good practices, the added value to national policies arises from new perspectives, new ideas and new alternative solutions which can be received from other countries and applied in Finland, and the joint learning and development process with the representatives of the member states taking part in the co-operation. Added value at the European level will also be brought by the fact that these activities can help to prevent the parallel development of similar innovations in the member states of the European Union.

s regards labour immigration in particular, the ESF programme will work in co-operation with the objective Regional co-operation in Europe and the European Neighbourhood and Partnership Instrument (ENPI).

Links to the Finnish National Reform Programme (Lisbon strategy)

The ESF funding of the priority axis will support the implementation of all Employment Guidelines of the Lisbon strategy.

Annex 6: Transnational cooperation in the ESF OP of Spain

Spain

Key elements envisaged for transnational cooperation in the framework of ESF 2007 – 2013

In the programming period 2007 – 2013 Spain will have 22 ESF operational programmes of which 19 will be regional programmes.

For the moment the Managing Authority is still assessing all the draft programmes from the Spanish regions. The ones already assessed, include under Priority 4 transnational and interregional cooperation.

The 3 national operational programmes are:

I. Employment and adaptability

II. Fighting against discrimination

III. Technical Assistance

I. The Employment and Adaptability operational programme aims at strengthening employment stability, improve the adaptability of all workers and enhance the job creation spirit integrating the gender perspective. This programme intends to create better living conditions for workers by means of facilitating the access, the development and the stability in the labour market by considering the needs of both men and women and by the elimination of the still existing inequalities. It will also be orientated to improve the training programmes and to foster R+D+i. This programme will include the following 5 priorities:

Priority 1: To foster entrepreneurship and improve the adaptability of workers, employers and enterprises.

Priority 2: To enhance employability, social inclusion and equal opportunities for men and women.

Priority 3: Increase and improve human capital (resources)

Priority 4: Promote transnational and interregional cooperation.

Priority 5: Technical assistance.

II. The Fighting against Discrimination programme pretends to eliminate discrimination in both senses: discrimination related to gender factors and discrimination related to specific groups of people that are excluded or in risk of exclusion due to their specific characteristics (ethnic origin, disability, sexual orientation, age, ...etc). As regards to the gender discrimination not only positive actions for women are foreseen but also for men and women, private and public institutions and NGO's. As for the other exclusion factors, specific actions will be addressed to those groups who are excluded or in risk of exclusion (disabled people, migrants, ex-offenders, roma people,..etc) These actions will be implemented following a thematic and holistic approach, all over the 19 regions, favouring a wider impact and multiplying effect in terms of innovative methodologies, assessments and results.

Furthermore this programme will reinforce the implementation of gender mainstreaming in the public and private sector.

This programme will include the following 3 priorities:

Priority 2: Fostering employability, social inclusion and equal opportunities between men and women.

Priority 4: Promote transnational and interregional cooperation.

Priority 5: Technical Assistance

III. The Technical Assistance operational programme will design adequate measures to support the right management of all the operations programmes to be implemented. This programme is focussed in the elaboration of studies, public campaigns, and seminar in relation to the labour market, training programmes, equal opportunities between men and women and environment protection amongst other in order to strengthen the contribution of the ESF programmes to the objectives of the European Union in relation to employment and social inclusion.

Main objectives pursued in transnationality for the 2007-2013 programming period:

- Mutual learning of new approaches and schemes
- Taking advantages of experiences and good results validated in other contexts
- Establishing new ways for communication and common understanding
- Consolidate cooperation and exchange networks
- European platforms for common developments of services, products and methodologies.
- Fostering new managing and collaboration models through exchange of experts and key agents.

Some of the activities envisaged for transnational work according to the topics to be discussed in the seminar

a) Identification of Themes:

- The employment growth, equal opportunities, migrant people, school leavers, the relocation of companies, and the development of local context are some topics included in the spanish NSFR as themes to be dealt at transnational level by means of joint activities, exchange of final beneficiaries and public authorities and the creation of thematic networks.
- Guidance on implementing the principle of gender equality in transnational activities. Follow-up and evaluation of its implementation.
- Thematic studies on transnational results related to: adaptability, employment training, fight against discrimination, gender equality, business creation, and so on. Publication and dissemination of results.
- Collaboration network gathering European institutions with recognized experience in working with roma people.

b) Eligible activities and forms of cooperation

- Dissemination seminars of good practices developed in a transnational context.
- On the ground visits to transnational activities.
- Thematic studies on transnational collaboration..
- Development of a Transnationality Guide for Operational Programmes and other tools for facilitating the correct development of transnational work
- Transnational website as practical tool to compile and disseminate products, events, potential partners and networks implementing transnational work.
- Active participation in the European Community of Practice on Transnationality, lead by Sweden
- Cooperation and exchanges with other European Platforms and Communities of Practice
- Twinning Programmes for providing support and assistance to new Member States
- Common development of thematic activities related to relevant issues according to the labour market's context

c) Support in partner search

- Establishing a Transnationality Coordination Team with experts
- Providing technical assistance to all Operation Programmes that have programmed transnational activities. Follow-up and evaluation of transnational activities.
- Technical assistance and creation of an electronic tool for partner search

d) Indicators for monitoring and evaluating

- Periodical assessments of transnational activities' quality and impact.
- Number of networks or collaborations created to work transnationally.

e) Validation or results

- Mainstreaming: fostering the transfer of transnational results and experiences into mainstream policies and practices.

TRANSNATIONAL NETWORK ON PROJECTS FOCUSED ON THE INSERTION OF ROMA PEOPLE

The ESF addresses its actions to facilitate the insertion into the labour market of those people who -due to social exclusion factors-, encounter more difficulties in acceding and maintaining a job.

Particularly in Spain, within the frame of the National Operational Programme "Fighting against discrimination", some institutions have implemented a set of actions aiming at improving and increasing labour opportunities for people who are excluded or in risk of social exclusion (migrants, people with disabilities, Roma people, ex- offenders...).

This Operational Programme introduced in the 2000-2006 period an innovative aspect: in addition to the relevant public authorities, some NGO's with relevant experience in working with people suffering from exclusion and with management capacity are now included as final beneficiaries of the Programme. The actions launched and implemented under this programme have been considered as good practices at European level; for this reason the Spanish Managing Authority has decided to maintain this programme during the next programming period 2007-2013.

La Fundación Secretariado Gitano has been the operator/final beneficiary in charge of managing the ACCEDER programme, which promotes specific actions focussed on the labour insertion of Roma people all over the Spanish territory. Both, the managing system and the intervention methodology in this particular experience, have been considered by the EU Commission and the Spanish Managing Authority as very positive, and have been disseminated and recommended as good practice to be transferred to other European contexts. This recommendation is specially relevant in an enlarged European Union where the number of Roma ethnic minority increases up to 12 million people.

In this context, the Spanish Managing Authority takes advantage of the next programming period 2007-2013, and under Priority 4 (Transnational and Interrregional cooperation) wants to promote the creation of a transnational platform involving both private and public institutions with relevant competence and experience in working with Roma people from those countries with significant Roma population, e.g.: Bulgaria, Rumania, Slovak Republic, Hungary, Check Republic, Poland, Greece, Portugal, Italy and France (this platform is open to other member States willing to participate). It will be too highly desirable to count on the Commission's support.

The main objective of this Transnational Platform would be to share good practices developed under the ACCEDER Programme and promote the exchange of experiences and expertise in this field, and to progress jointly in finding solutions for the Roma community. It is of special importance the participation of Rumania and Bulgaria, countries with an important number of Roma population.

This Managing Authority proposes the elaboration of a project to drive this platform and celebrate in Spain the launching event of this transnational platform in Spring 2007, as a first contact meeting of those European institutions willing to participate.

Annex 7: Transnational cooperation in the ESF OP of Wales

ESF CONVERGENCE PROGRAMME 2007-2013: WEST WALES AND THE VALLEYS

Overview of Proposals for Trans-national and Inter-regional Co-operation

1. The new regulatory framework provides for the mainstreaming of trans-national and inter-regional co-operation. This allows an exciting opportunity to add value to the implementation of the ESF Convergence programme by facilitating collaboration in areas of mutual interest with other European regions.

2. While projects involving partners from across the European Union will be considered, particular emphasis will be given to activities with Member States and regions with which the Welsh Assembly Government has formal co-operation agreements. These include Latvia, Brittany, Catalonia, Upper Silesia and Baden-Württemberg. It will also be possible to build upon successful transnational co-operation arrangements established under the EQUAL initiative and with regions that are members of EARLALL, which has already has significant experience of facilitating transnational working among its members.

3. In line with the provision in Article 3(6) and Article 8 of the European Social Fund Regulation [1081/2006], the ESF in West Wales and the Valleys will support innovative and high quality transnational and inter-regional activities across all relevant programme priorities. These will be delivered in line with the following themes:

- increasing and improving adaptability, including for example action to support lifelong learning, entrepreneurship and restructuring;
- supporting the integration of job-seekers and inactive persons, for example including action to promote age management, youth unemployment (in the context of the European Youth Pact) work-life balance and migrants;
- supporting integration of disadvantaged groups and combating discrimination, including for example action to support persons with disabilities, ex-offenders, ethnic minorities and people with caring responsibilities; and
- enhancing human capital including for example action strengthening systems for the validation of skills.

4. Arrangements will be put in place to ensure that transnational activities supported through the ESF convergence programme do not overlap with those supported through other Community programmes, notably the vocational education and training (VET) and adult education strands within the EU Lifelong Learning Programme, namely the Leonardo and Grundtvig sub-programmes, together with the VET projects within the Erasmus sub-programme, and the policy development and information and dissemination strands of the transversal sub-programme. To take this forward, we will co-operate closely with the UK national agencies responsible for the Lifelong Learning programme (British Council and ECOTEC) to ensure that there is no double funding, and that projects are complementary.

Priorities within the ESF Convergence Programme

5. The structure of the West Wales and the Valleys ESF Convergence programme is based around 4 key priorities. There is a separate priority for technical assistance.

- *ESF Priority 1: Equipping Young People with the Skills Needed for Employment* focuses on helping young people acquire the range of skills needed for employment by ensuring they remain engaged with education and training and obtain the range of skills needed to enter sustainable employment.
- *ESF Priority 2: Increasing employment and tackling economic inactivity* - focuses on increasing employment and promoting social inclusion by developing co-ordinated action to overcome barriers e.g. childcare, and disincentives to work, reducing the risk of people moving from work into unemployment and long term economic inactivity, promoting healthier lifestyles and equal opportunities.
- *ESF Priority 3: Improving skill levels and improving the adaptability of the workforce* - focuses on modernising and developing the economy through development of the skills and adaptability of enterprises and workers, improving basic skills, address skills gaps and shortages, higher level skills and support progression in employment.
- *ESF Priority 4: Making the Connections: modernising and improving the quality of our public services* - will support targeted investments in public services in both the public and voluntary sectors making services more accessible, coherent, effective and efficient, and responsive to the needs of individuals, businesses and communities. It will include support for developing the skills of public service managers, develop and expand electronic access, and improve dialogue and co-operation.

Implementation Arrangements for the Programme

6. It is proposed to seek more strategic approaches in directing project activity across the various priorities in the next round. One important device for achieving the necessary improvements will be the development of *Strategic Frameworks*. These will be fully developed plans designed to achieve a particular strategic purpose by means of a number of project interventions that are strategically linked. They will help ensure that project activity focused on a particular strategic aim is well co-ordinated, does not involve duplication of effort and delivers efficiently against Programme and Priority objectives. They will also help to ensure balanced implementation of each of the Programme Priorities. Frameworks for relevant programme priorities will be expected to identify future potential transnational action.

Lessons from 2000-2006 Programmes

7. In addition, trans-national and inter-regional projects supported through ESF will take account of integrating the lessons learnt from the EQUAL Community Initiative. Wales has been very successful in securing funding under the Great Britain EQUAL programme 2000–2006. Four Development Partnerships operated during the first round, receiving ESF funding of £1.6 million. This increased to 15 Development Partnerships

during the second round, with ESF funding of £15 million. Projects such as 'Healthy Minds at Work', have helped to increase understanding of the links between economic inactivity and mental health in the workplace. In addition to learning valuable policy lessons, the EQUAL approach to implementation through development partnerships has proved very successful in building understanding and partnership into all aspects of the projects, and facilitating mainstreaming of policy and operational lessons.

8. The experience of EQUAL will be taken forward under the new ESF Convergence programme in developing arrangements for supporting both innovative actions, and trans-national co-operation.

WELSH EUROPEAN FUNDING OFFICE
JANUARY 2007

Annex 8: Transnational cooperation in the ESF OP of Flanders

Priority: 5 Transnational and interregional cooperation

The emphasis on cross-border cooperation and sharing of knowledge is an important and unique element of the European Lisbon strategy and the ESF. Within the Flemish ESF-programme 2007-2013 this transnational approach gets a key role: as horizontal priority axis transnationality will provide input into each of three vertical thematic priorities, with a budget guaranteed at programme level.

With transnational cooperation we want to contribute to the learning process that is continuously taking place within the framework of the employment and labour market policy. We want, in an organised manner, learn from the experiences in other Member States and regions, exchange ideas, knowledge and staff members, develop, implement, finance, monitor and evaluate common projects with an added value.

Briefly, by means of transnational and interregional cooperation we want to contribute to the achievement of the revised Lisbon strategy and the Cohesion guidelines in the field of employment.

We want to achieve the following added values through transnational and interregional cooperation:

- ◆ To stimulate and support innovations through exchange of research, technical and practical techniques and experience. This way we want to reinforce formal and informal exchange of ideas and experiences between Member States. It will enable to achieve a broader view on the field and to be better informed concerning alternatives and comparable activities.
- ◆ To validate and disseminate knowledge and experience, as a result of which we can avoid duplication of investments. This way a broader basis for benchmarking is created. Common validation enhances communication between participating authorities and organisations, and increases mutual understanding. This enables the development and promotion of common standards and product development can be brought to a higher level.
- ◆ We want to increase the capacity of the participating administrations and organizations. This makes it possible to reduce the risks related to social and policy innovations through an exchange in real-time of information concerning success and failure.

Within the framework of this priority we want to facilitate several types of transnational and interregional cooperation:

- ◆ Partnerships between ESF authorities (Managing Authority, Certifying Authority, Audit Authority and members of the Monitoring Committee). This may relate to exchange of experience, practice and ideas concerning the preparation, implementation, monitoring and evaluation of all elements of the Lisbon process in general and those of the ESF in particular.
- ◆ Cooperation between organizations or geographical partnerships. This cooperation may relate to cross border matters concerning the development of the labour market, but can also relate to broader matters of cooperation.
- ◆ Cooperation of thematic networking concerning specific topics or problems. Several stakeholders or groups with a specific interest can cooperate on several topical themes.
- ◆ Cooperation between several projects. This cooperation aims at cooperation such as the one organized under EQUAL in the period 2000-2006.

Each type of cooperation can adopt several forms. We do not want to exclude any form. It can relate to simple exchange of knowledge or experience, to national, regional or local rules and procedures and experiences. But likewise common development of new instruments, methodologies, training, procedures, etc. are made possible.

Contentwise projects must fit within the Lisbon process and the scope of assistance of the ESF. As regards Flanders, they should in the first instance contribute to the Flemish policy as presented in the vertical priorities of this Operational Programme. These are the basis for the selection of the different themes within which transnational co-operation is promoted with a system of permanent possibility of access for projects at local, intermediate and policy level.

The specific interpretation has to be given by the responsible "Committee on Political Issues" and its working parties.

The ESF-Agentschap will establish and provide support to carry out transnational co-operation, to help with the translation of ideas for projects, to help with the search for partners, and to maintain and raise the

quality of the implementation of projects. Moreover assistance will be provided for validation, mainstreaming and dissemination of products, practices and experiences, both at Flemish and European level.

The European Commission is asked to develop one or more platforms and to make them available to the Member States. These platforms should facilitate an exchange of knowledge, products and experiences that are present in the Member States at national, regional or local level, or of experiments and pilot projects that are set up and/or carried out. Such a platform should accelerate the search for thematic or organisational links.

A second platform should facilitate the implementation (by means of mutual agreements), monitoring and evaluation of the transnational and interregional projects.

For the financing of projects in the field of transnational and interregional cooperation we want to use the possibility for increased Community assistance. More specifically, 60% would come from the ESF resources, in accordance with art 8.1 of the regulation (EG) no. 1081/2006.

Indicators for priority 5 transnational cooperation

Indicator. 5.1	Range number of projects and type of actors
Starting point	Number of projects initiated under this priority
Aim	Follow-up of the number of projects and actors involved in transnational cooperation
Source	ESF-Agentschap
Measuring method	project approvals and –reports, on an annual basis

Indicator. 5.2	Number of validated products and project experiences
Starting point	Number of validated products and project experiences; experimentally developed in 2006,
Aim	To reflect the degree of external validation of a transnational product or project experience
Source	ESF-Agentschap
Measuring method	validation reports, on an annual basis, ongoing activity of the Monitoring Committee

Annex 9: Transnational cooperation in the ESF OP of Germany

Planned central aspects for transnational measures for the ESF programme period 2007 – 2013 in Germany

Integration by exchange

(Summary of the draft)

Objective

The aim of the transnational aligned programme "integration by exchange" in the EU 2007-2013 funding period is to fight discriminating and excluding tendencies on the labour market and - by diversity and innovations in Germany and in the European Union – to open for future possibilities on the labour market for, particularly, disadvantaged people and people threatened by exclusion and to integrate them in society and on the labour market.

Program structure

In the framework of the programme "integration by exchange" innovative model projects for the fight against discrimination and exclusion and for integration, diversity and flexibility in connection with the labour market are to be developed, tested and implemented in cooperation with transnational partners from other EU Member States. Further, innovative topics and results developed by cooperating EU Member States within their own ESF activities are to be taken up and transferred to Germany. This is to an extent a further development of the Community initiative EQUAL from the 2000-2006 programming period. This further development is based on the common development, testing and implementation of themes, results and products on transnational level.

Starting points

On the basis of common analyses of problems, needs and potentials, studies, manuals, teaching materials, Internet sites and interactive learning-CDs, films and posters will be developed. By bringing together experiences and ideas from different countries, key lessons can be taken up and transferred to other Member States.

Many valuable experiences often remain within their location of origin. Even if approaches and products from a local and regional point of view do not work as an innovation, they can represent quite a novelty for other actors and regions. Sometimes success or not can depend on just tiny developments of existing instruments. It requires appropriate forums and channels to exchange and make experiences usable. This option should be strongly emphasized within the framework of the transnational cooperation.

In accordance with the notion of a European Community action area the transnational cooperation will by product development aim at common development of quality standards and Europe-wide recognition of certificates. In this way the access to the job market within the EU should be facilitated for target groups (e.g. people with migrant background) who often - because of ignorance and lack of instruments on the part of authorities and their partners - quickly faces (regional and national) barriers.

The level of the projects and the level of the responsible administrative authorities are to be used for the transnational cooperation in order to develop and strengthen network structures and cooperative relationships. The political and administrative level, companies and vocational training providers, specialists, multipliers, participants, must be involved in transnational cooperation in order to obtain an intensive Mainstreaming.

In order to promote the transnational connection between actors relevant for mainstreaming, also across themes, network structures at EU level must be supported. Especially the experiences in EQUAL showed that networks established on EU-level were very successful - for example in the area of entrepreneurship, in the work with ex-offenders or as regards the abolition of discrimination in the context of the integration of migrants into the labour market - and supported the mainstreaming intensively both on the national and at the transnational level.

Target groups

The following target groups are to be included in particular:

- Young people, particularly without school graduation and with migration background,
- young people in the transition school/ occupation with difficult access to the training or the job market,
- Older people, in particular with ethnical background,
- People with disabilities,
- (Ex-)offenders and
- Asylum seekers.

Main areas of support of the planned transnational program

The transnational aligned program

- develops, tests and implements together with transnational partners new innovative model projects in the fight against discrimination and exclusion and for integration, diversity and flexibility in connection with the job market from other EU Member States and disseminate relevant project results on the EU level.
- carries out cross-border activities for the reintegration into the job market of particularly disadvantaged people (e.g. long-term unemployed people, people with ethnical background, ex-offenders, elderly people, and people with disabilities). Also the re-establishment and/or extension of the employability of for example asylum seekers and victims of the international trafficking are part of the program.
- develops, tests and implements the networking of transnational project partners in the fight against discrimination and for diversity and flexibility in connection with the job market on EU level.
- prepares realisations of the programs and model projects in the fight against discrimination and for variety and flexibility in connection with the job market for the EU level.
- examines the transferability of model projects, which were tested and developed in other EU Member States.
- takes up questions and themes, which were developed and articulated in other EU Member States within their own ESF activities and transfers in this connection German experiences and realisations.
- documents, communicates and transfers project and program progress between the actors on EU level.

planned total volume: Euro 150 million

Annex 10: Transnational cooperation in the ESF OP of Poland

Poland - Innovation and transnational cooperation

Pursuant to Article 7 and Article 8 of the Regulation 1081/2006 the MS will support promotion and inclusion of innovative projects to national policy and transnational and interregional cooperation implemented through information, experience, results and good practices exchange, and through development of complementary approach and coordinated or common projects. Under the OP HC it has been accepted that innovative projects and transnational cooperation will be implemented under each of Programme Priorities including Priority X. Such approach will enable more flexible implementation of principles under discussion and at the same time it will facilitate developed, innovative tools and gained experience resulting from transnational cooperation under other measures.

Selection of areas in which measures may be implemented is of key importance for the success of innovation and transnational measures. In particular innovation measures must meet actual needs. They should also correspond to the sectoral strategies accepted for individual areas. Otherwise the effects of innovation measures do not meet appropriate interests and consequently they will not be used in practice.

Thanks to the use of innovative approach, the implementation of OP HC will contribute to finding new, better, more effective ways for solving problems on labour market. **The innovative approach** in this context means:

- support of new, not typical groups on labour market and solving of a problem which so far has been subject to state policy;
- use of new instruments in solving of previous problems on labour market including adaptation of solutions checked in other countries, regions or in other contexts (e.g. respect of other target group); this category also includes development, modification of previously applied instruments in order to increase their adequacy, efficiency and effectiveness.

In order to use effects of innovative approach this type of innovation measures must be accompanied by measures directed to dissemination and inclusion of developed results to the mainstream of policy.

Transnational cooperation should contribute to achievement of objectives of the given priority using experience of partners from other regions and countries of EU. Under the transnational cooperation it is possible to test the solutions which are ready and have been applied in other place, as well as development of new ones with assistance of partners from other regions and countries of the EU. Transnational cooperation contributes to occurrence of significant added value for partners involved in project implementation.

There are several forms of transnational cooperation possible.

- cooperation between projects implemented in various countries; cooperation might take place also with the project not financed by ESF, however, in such case the effects of cooperation must contribute to implementation of project objectives;
- cooperation between networks of institutions operating in the close areas;

- cooperation between institutions, operating in the same area and supporting each other; for such cooperation the public sector institutions are entitled to; this cooperation is possible also for institutions involved in implementation of ESF; in such option the effects of transnational cooperation must contribute to improvement of operating of the given institution.

From the point of view of quality of innovation projects, partnership is of key importance. The partnership principle means that the projects are implemented by not individual project providers but through partnership between several organizations or institutions. The objective of partnership is finding solution of problem through innovative approach using various experience of all partners.

The partnership is related to the empowerment principle - involvement in process of development of innovative solutions representatives of target groups. Consideration of opinion of interested people provides chances for large effectiveness of the developed product. Therefore each project provider must foresee appropriate form of involvement of representatives of target groups.