

Final Synthesis Report on Women and Young People

ESF Expert Evaluation Network

Author:

Alan McGregor
Victoria Sutherland
Training and Employment Research Unit (TERU)
University of Glasgow, Adam Smith Building
UK-Glasgow G12 8RT

and

Metis GmbH
Donau-City-Straße 6
A-1220 Vienna

In the framework of the ESF Expert Evaluation Network Managed by

1 July 2013

The views expressed in this report are those of the authors and do not necessarily reflect the official opinion of the European Commission. All errors or omissions remain the responsibility of the authors.



Final Synthesis Report on Women and Young People

ESF Expert Evaluation Network

Content

1	Executive Summary.....	9
1.1	Background to Report.....	9
1.2	Findings for ESF and Women.....	9
1.3	Issues for ESF and Women.....	10
1.4	Findings for ESF and Young People.....	10
1.5	Issues for ESF and Young People.....	11
2	Background and Study Objectives	13
2.1	Background to Report.....	13
3	Key Issues, Policy Development and ESF for Women	14
3.1	Key Issues.....	14
3.2	EU Policy Development and Women.....	23
3.3	ESF and Women.....	25
4	Overall Progress in Delivery of ESF for Women.....	29
4.1	Women in Operational Programmes (OPs) and Priority Axes (PAs).....	29
4.2	Overview of Financial and Physical Progress.....	31
5	Analysis of Target Groups and Interventions.....	34
5.1	Target Groups.....	34
5.2	Interventions.....	36
5.3	Interventions to Support Gender Mainstreaming.....	40
5.4	Significant Results Achieved to Date.....	43
6	Factors Influencing and Good Practice in Implementation.....	46
6.1	Factors Inhibiting Implementation.....	46
6.2	Factors Contributing to Effective Implementation.....	46
6.3	Good Practice in Effective Implementation.....	46
7	Community Added Value	50
7.1	Defining Community Added Value.....	50
7.2	Assessment of Community Added Value.....	50
8	Evaluation Data, Approaches and Methodologies	52
8.1	Evidence Base Available.....	52
8.2	Aspects of the OPs or PAs Covered by Evidence Base.....	53
8.3	Limitations of Evidence Base.....	53
8.4	Good Practice in Evidence Base.....	54

8.5	Recommendations for Improving Evidence Base.....	54
8.6	Research Approaches and Methodologies Used	55
8.7	Recommendations in Relation to Research Approaches and Methodologies	56
9	Findings and Issues on ESF and Women	58
9.1	Findings.....	58
9.2	Issues for ESF.....	59
10	Key Issues and Policy Development for Young People	61
10.1	Key Issues.....	61
10.2	EU Policy Development for Young People	71
10.3	Role of ESF.....	74
11	Overall Progress in Delivery of ESF	76
11.1	Representation in Operational Programmes (OPs)and Priority Axes (PAs).....	76
11.2	Overview of Financial and Physical Progress in Relation to ESF	78
12	Analysis of Interventions	80
12.1	Target Groups	80
12.2	Targeting of Interventions	82
12.3	Significant Results Achieved to Date.....	86
13	Factors Influencing and Good Practice in Implementation.....	90
13.1	Factors Inhibiting Effective Implementation	90
13.2	Factors Contributing to Effective Implementation	90
13.3	Good Practice in Implementation.....	90
14	Community Added Value	93
14.1	Defining Community Added Value	93
14.2	Assessment of Community Added Value	93
15	Evaluation Data, Approaches and Methodologies	94
15.1	Evidence Base Available	94
15.2	Aspects of the OPs or PAs Covered by Evidence Base.....	94
15.3	Limitations of Evidence Base.....	96
15.4	Good Practice in Evidence Base	96
15.5	Recommendations for Improving Evidence Base.....	97
15.6	Research Approaches and Methodologies Used	97
15.7	Recommendations in Relation to Research Approaches and Methodologies	98

16 Findings and Issues on ESF and Young People	100
16.1 Findings.....	100
16.2 Issues for ESF.....	101
References	103
Glossary	105
Appendix	107

Tables and Figures

Table 1. Total Numbers of Participants to 31 December 2011 – Total and Women	27
Table 2. Financial and Physical Progress for ESF on Women to December 2011	33
Table 3. Target Groups – Women.....	34
Table 4. Number of Final Recipients by Target Group	35
Table 5. Types of Intervention.....	38
Table 6. Number of Monitoring, Evaluation and Research Reports Used	52
Table 7. Research Approaches and Methodologies	55
Table 8. Total Numbers of Participants to 31 December 2011 – Total and Young People	74
Table 9. Financial and Physical Progress for ESF on Young People to December 2011	79
Table 10. Target Groups – Young People	80
Table 11. Number of Final Recipients by Target Group – Young People.....	81
Table 12. Types of Intervention - Young People.....	84
Table 13. Number of Monitoring, Evaluation and Research Reports Used	94
Table 14. Research Approaches and Methodologies	98
 Figure 1. % Change in Total Employment Levels (Aged 15-64), 2006-12	14
Figure 2. Employment Rates (%) by Gender, 2012	15
Figure 3. Employment Rates by Gender, European Union, 2002-2012	16
Figure 4. % Change in Employment Rate by Gender, 2006-11	17
Figure 5. Gender Pay Gap, 2011 (% difference between male and female average gross hourly pay).....	19
Figure 6. % of Population at Risk of Poverty or Social Exclusion by Gender, 2011	21
Figure 7. % of Population at Risk of Poverty or Social Exclusion, European Union, 2005-2011	22
Figure 8. % Change in 15-24 Population 2006-2012.....	62
Figure 9. Employment Rates (%) by Age Group, 2012.....	63
Figure 10. Employment Rates (%) by Age Group, European Union, 2002-2012	64
Figure 11. % Change in Employment Rate by Age Group, 2006-11	65
Figure 12. Relative Risk of Unemployment for 15-24 Year Olds, 2000, 2007 and 2011	66
Figure 13. Job Loss/Gain by Age Group and Wage Quintile, EU27, Q2 2008 to Q2 2010 (thousands)	68
Figure 14. % of Population at Risk of Poverty or Social Exclusion by Age Group, 2011	69

Figure 15. % of Population at Risk of Poverty or Social Exclusion, European Union,
2005-2011 70

1 Executive Summary

1.1 Background to Report

1. This is the fourth synthesis report from the ESF Expert Evaluation Network (ESF EEN) established in September 2010. The network brings together experts in all 27 member states to collect, analyse, aggregate and synthesise evaluations and other relevant studies on the nature and contribution of ESF in each member state. This synthesis report focuses on the support provided by ESF to **women** and **young people**. The main resource used in creating the synthesis report is a set of 10 detailed country reports, 5 focussed on women (DE, ES, GR, PL and UK) and 5 on young people (AT, CZ, FR, IT and PT).

2. The review of EU policy and the research evidence on labour market trends for women and young people highlighted the following.

- EU policy development has focused strongly on gender equality and gender mainstreaming issues.
- The economic recession has challenged in particular the young age group who are most exposed in a period when employer recruitment levels fall significantly. It is also widely recognised that the long term consequences of high youth unemployment are extremely damaging for economies and societies.

1.2 Findings for ESF and Women

3. In the period to end December 2011, nearly 25.5 million women have been final recipients of ESF support, although this will include some multiple counting. Women account for 52.1% of all final recipients.

4. Information on final recipients suggests that the proportion of women receiving ESF support ranges from 38.9% in UK to 56.5% in PL, but no figures are available for GR.

5. Only ES has aggregate information on results, and this shows that nearly 888,000 women secured a job entry after leaving their ESF provision. As 56.4% of ESF expenditure and 55.5% of final recipients were women this level of employment results (61.7% of all employment results) is a strong finding.

6. A relatively small proportion of women are impacted by interventions focussing specifically on tackling horizontal and vertical segregation with most of the effort around enhancing A2E, and providing education and training.

7. The information on hard results is limited with some country reports able to provide much more evidence than others. Based on the evidence that is available:

- There is a tendency for women to have lower job entry rates than men, but women are more likely to sustain their employment.
- For interventions supporting business start-up, the percentage of women starting a business is lower than for men and the businesses are less likely to be sustained – but GR is an exception to this.

8. In terms of CAV:

- Volume effects were reported for DE, ES, GR and PL.
- Scope and role effects came through the GR and PL reports in relation to a greater focus on gender mainstreaming.

-
- Process effects were reported for DE, GR and PL around improved data collection around gender issues and implementation, as well as around stronger processes (DE and PL) to improve gender mainstreaming and equal opportunity interventions.

1.3 Issues for ESF and Women

9. There is little evidence coming through the country reports of significant and effective interventions dealing with the attitudes and behaviours that underpin horizontal and vertical gender segregation in the labour market. Arguably the legacy of ESF in relation to women depends upon a more significant contribution to changing the attitudes and behaviours of employers, labour market agencies – and women themselves.

10. The emphasis of ESF in relation to women has emerged as strongly directly towards employment and employability and to a much lesser extent focused on social inclusion. It is the case that for more disadvantaged women it is likely that more ESF activity focusing on the causes of their social exclusion needs at least to complement and possibly precede A2E measures.

11. The evidence on women and new enterprise that has emerged is contradictory with some country reports suggesting lower proportions of women starting in business and lower business sustainability rates as compared to men. On the other hand the GR report notes a thriving women into enterprise ESF-supported intervention. It would be good to find greater clarity on the true potential of new enterprise starts as an effective measure for women perhaps through sharing some good quality, detailed case study material.

12. There are some interesting variations across the 5 member states in terms of processes to support gender mainstreaming. Given that the approaches differ there is scope through some more detailed comparative evaluation work, or indeed through comparisons between OPs in the same member state, to see the extent to which these approaches are effective. Gender budgeting is a good example as it is an approach deployed to only a modest degree to date.

13. The *Programming Period 2014-2020 Monitoring and Evaluation of European Cohesion Policy European Social Fund Guidance Document* will increase the likelihood of the data on relative effectiveness of different types of intervention and variations in effectiveness by the nature of the target group being gathered in a systematic way but setting this out in a strong and clearly worded **requirement** would help ensure this critical data is collected. It is important to know 'what works for whom'.

1.4 Findings for ESF and Young People

14. In the period to December 2011, over 14.5 million young people have been final recipients of ESF supported activity, nearly 30% of all final recipients. However, this varies from 11.1% in PT to 49.4% in DE. There is a tendency for the proportion of young people who are ESF final recipients to be lower in the Southern European economies.

15. The focus on young people within OPs across the 5 member states has strengthened post recession, but unlike with gender no targets appear to have been set for participation of young people.

16. The growing focus on proactive interventions is reflected in the fact that all 5 member states prioritise those at risk of leaving school early, and 4 member states prioritised those in or at risk of finding themselves in the NEET group. For FR 89% of young people targeted by ESF interventions are in the NEET group, for example.

17. Work placement/experience as well as interventions to retain and upskill those in employment are reported across all 5 member states, but there is little emphasis on campaigns to change employer attitudes to young people.

18. CAV was noted in the country reports in relation to:

- Significant volume effects noted in all 5 country reports.
- Scope effects impacting on the most disadvantaged young people in AT and FR.
- Role effects with respect to ESF funded models demonstrating their wider value in AT, FR and IT.
- Process effects principally around the development of new partnerships (AT) and improved implementation processes of beneficiary organisations (CZ).

1.5 Issues for ESF and Young People

19. Unlike for women, no targets were set in the 5 member states for the participation of young people in ESF-supported activity. If young people are of sufficiently high priority consideration needs to be given to recommending that participation targets are set as these can be regularly monitored and actions changed if there is a sufficient shortfall against the target.

20. There is a very high variance across the 27 member states in the proportion of ESF final recipients who are young. The variance is much greater than that for the proportion of women as final recipients, and indeed this may reflect the influence of target-setting to some extent. If a number of member states can achieve more than 40% of recipients drawn from the young population it should certainly be possible for those with much lower percentages to aspire to the 30%+ band.

21. Although pro-active and preventative interventions are frequently recommended for young people and indeed appear as priorities for action across the 5 member states, in terms of actual interventions, pro-active activity seems to be much less common. It will be interesting to follow the experience of FR where nearly 90% of the ESF investment targeted at young people is focused on those who are in, or at risk of being in, the group who are not in education, employment or training (NEET). This is a bold strategy by FR and could give a lead to many other member states if its effectiveness can be demonstrated.

22. Similarly to a point made earlier in relation to women, there is little evidence of ESF being used to support activities which change the awareness and attitudes of key labour market players towards young people. There is potentially a good return on investment in attitudinal change as it can bring through a significant legacy from ESF support over the long term.

23. The specification proposed in the Programming Period 2014-2020 Monitoring and Evaluation of European Cohesion Policy European Social Fund Guidance Document will generate much more effective results data. Guidance is given that “for all common indicators the data must always be broken down by gender” but arguably this should be extended to other demographic groups (including young people).

24. As noted earlier, we need to know 'what works for whom' for young people as well as women.

2 Background and Study Objectives

2.1 Background to Report

This is the fourth synthesis report from the ESF Expert Evaluation Network (ESF EEN) established in September 2010. The network brings together experts from all 27 member states to collect, analyse, aggregate and synthesise evaluations and other relevant studies on the nature and contribution of ESF in each member state. The experts compile an inventory of evaluation plans, activities, studies and key findings as well as reports on specific themes.

Methodological Approach

This fourth synthesis report focuses on the support provided by ESF to **women** and **young people**. For each group, 5 detailed country reports were prepared for those member states with the richest evaluation bases – where the countries concerned for women were DE, ES, GR, PL and UK and for young people AT, CZ, FR, IT and PT. A further 17 short country reports were prepared based on the main available statistics, principally the numbers entering and leaving ESF supported activity.

In addition to the country reports, some analysis of key statistical indicators comparing males and females, and young people and older people, has been carried out focussing on:

- Employment rates.
- Unemployment rates.
- Earnings.
- Social exclusion indicators.

Structure of Report

The report is structured in two sections which gives full treatment to each of the priority groups – women and young people. Within each section, the following issues are analysed.

- **Overall Progress in Delivery of ESF.** This section of the report looks at ESF in an aggregate fashion across the 27 member states and considers progress to date.
- **Analysis of Target Groups and Interventions.** The types of ESF interventions and the target groups across the 27 member states are discussed, and this section also pulls together information on the effectiveness of interventions.
- **Factors Influencing and Good Practice in Implementation.** Factors inhibiting and promoting the performance of ESF interventions are considered, and examples of good practice are collated.
- **Community Added Value.** The Community Added Value (CAV) flowing from ESF activity in the member states is assessed.
- **Evaluation Data, Approaches and Methodologies.** This section provides a concise assessment of the data and evaluation approaches used in coming to judgements about how much ESF activity is being delivered across the member states, and the extent to which this activity is effective.
- **Findings and Issues.** The broad findings and issues emerging from the study are brought together in the final sections of the report.

3 Key Issues, Policy Development and ESF for Women

3.1 Key Issues

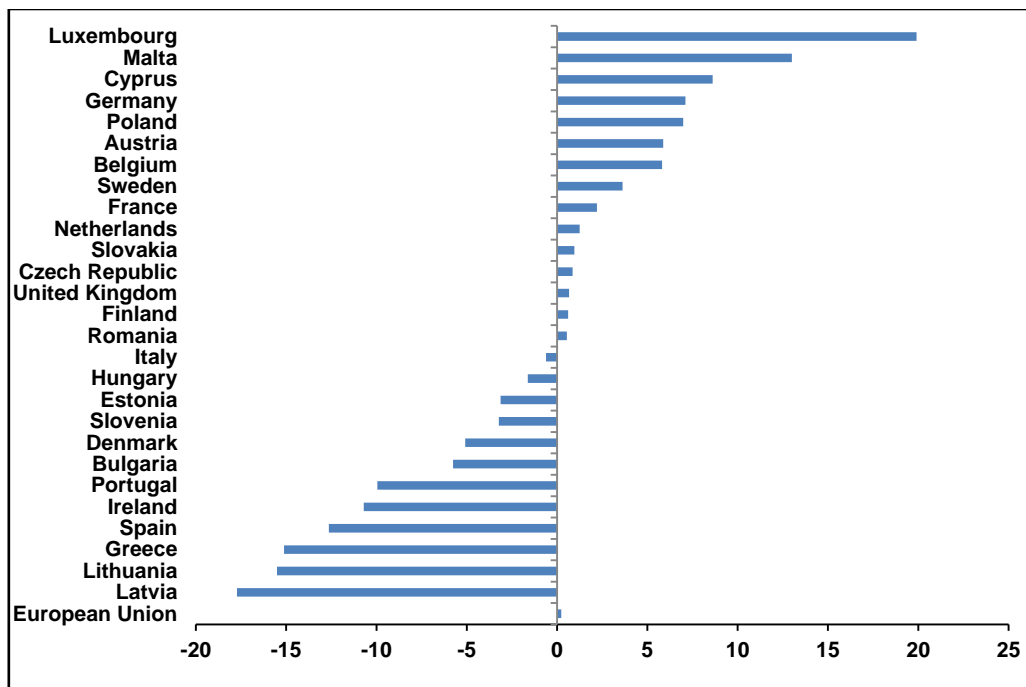
Labour Market Context

The changes in the European labour markets over time are summarised in Figure 1, using the year prior to the 2007-2013 ESF programming period as the benchmark. Within this it is important to remember the global recession began around the summer of 2008. The figure provides a labour market context for considering the changing position of women (and young people) in terms of employment and social exclusion over the period since 2007.

- In terms of the numbers in employment at 2012 in the EU there is barely no difference compared to 2006, although within this employment levels have fallen significantly since 2008, and the share of part time employment has risen.
- There are major variations, however, across member states with Greece, Ireland Portugal and Spain showing big drops in employment due to their serious budgetary problems, and with a number of Eastern European member states also faring badly. On the positive side, in terms of the larger economies, Germany, Poland, Austria and Belgium have performed well with employment growing between 5% and 10%.

The pattern then is very mixed.

Figure 1. % Change in Total Employment Levels (Aged 15-64), 2006-12



Source: Eurostat

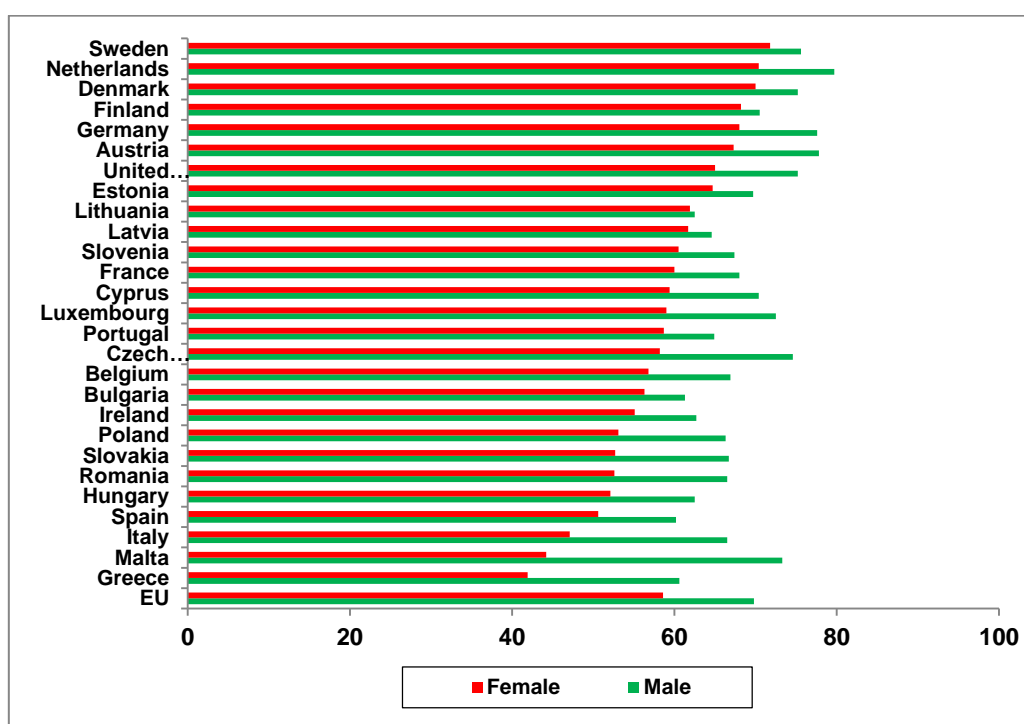
Employment Rate

In 2012, as Figure 2 shows, across all member states the employment rate is lower for females relative to males. An average of 59% of women aged 15-64 across the EU are

in employment compared to 70% of men. However, the extent of the gap in employment rates varies considerably between different EU countries:

- The gap is greatest in Malta, where the male employment rate is more than 30% higher than the female rate, followed by Greece and Italy (20%). These countries also have the lowest female employment rates.
- The smallest differences between the male and female employment rates are in Lithuania, Finland and Latvia.
- The highest rates of female employment are found in the Scandinavian countries, traditionally explained in terms of strong public sector support for childcare.

Figure 2. Employment Rates (%) by Gender, 2012



Source: Eurostat

A number of factors can explain the lower female levels of participation in the labour market (European Foundation for the Improvement of Living and Working Conditions, 2008):

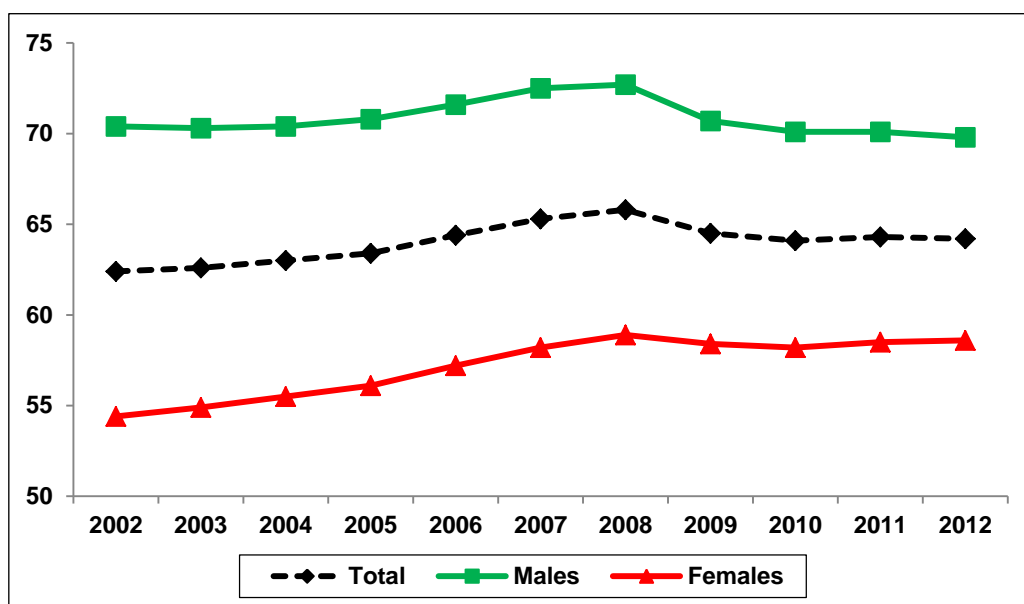
- The proportion of women aged 15–24 years participating in education, especially in tertiary education, is higher than the equivalent rate amongst men.
- The age at which women retire (both the official retirement age at which they can draw a full pension and the average age at which they effectively retire) is below that of men (Romans, 2007).
- The most important reason for the gender gap in rates of employment and labour market participation is that caring responsibilities fall disproportionately on women. A woman becomes significantly more likely to be economically inactive:

- The more children she has, and
- The younger the children.

One factor contributing to this is the ongoing lack of access to flexible working time arrangements which might make it easier for parents to combine family responsibilities with work. Only around a quarter of employees aged 25–49 (the age group most likely to have childcare responsibilities) have jobs which allow some flexibility in their working time arrangements. Furthermore, employees with children are actually less likely to have access to flexible working arrangements than those without (Hardarson, 2007).

Looking at the trends prior to the global economic downturn, as Figure 3 below illustrates, there was a gradual closing of the gender employment rate gap. This was a long-term trend. Between 1987 and 2007 the ratio of male to female employees narrowed from 62:38 to 55:45. While the upward trend in both male and female employment rates was reversed with the onset of the recession in 2008, the recession has nevertheless accelerated the convergence in employment rates, as the fall in male employment was significantly greater than that of females. Throughout the EU, men accounted for over 80% of the net decline in employment between 2008 and 2010. This is largely due to the greater impact of the recession on sectors that tend to be male dominated – in particular construction, and to a lesser extent, manufacturing (European Foundation for the Improvement of Living and Working Conditions, 2011).

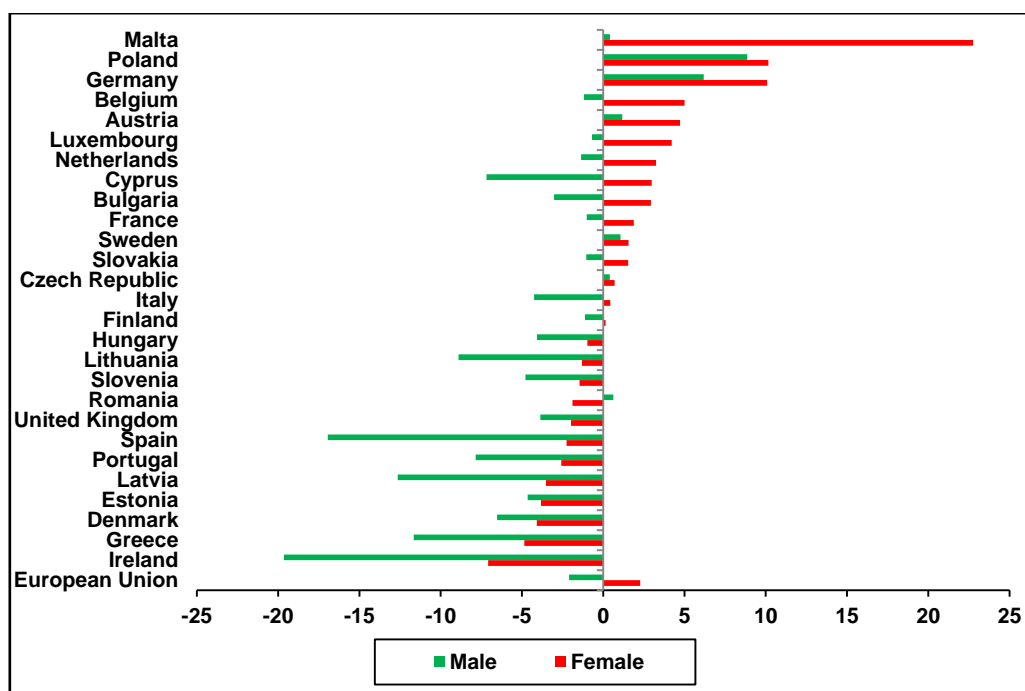
Figure 3. Employment Rates by Gender, European Union, 2002-2012



Source: Eurostat Database

The overall trend towards the narrowing of gender employment rate differences is to be found in all member states, with the exception of Romania, as is demonstrated in Figure 4.

Figure 4. % Change in Employment Rate by Gender, 2006-11



Source: Eurostat

However, despite these trends, women remain significantly over-represented amongst the non-employed, and there are factors which could lead to greater disadvantage for women in the labour market as the full impacts of the recession continue to be felt (European Commission, 2010a). For example:

- As women's employment tends to be concentrated in the public sector (for example, in health and education) they could be disproportionately affected by job losses due to the significant reductions in public sector spending that many EU countries have had to implement.
- Women are more likely to have a disadvantaged position in the labour market due to higher incidence of insecure work – which means that they are at greater risk of being made redundant.
- For persons who become unemployed, the risk of not returning to employment is greater for women.
- Evidence from past recessions suggests that male employment generally recovers more quickly than female.

Labour Market Segregation

In addition to the gender gap in employment rates, there is also an issue with the different types of jobs held by men and women who are in employment. Gender segregation in the labour market can be categorised into two types.

Horizontal gender segregation refers to the tendency of men and women to be employed in different sectors or occupational areas. For example:

-
- Some sectors can be described as male dominated – for example construction (where 91% of employees across the EU are male). By contrast, women are much more likely to be employed in sectors such as health (77% female) and education (67%).
 - A similar pattern emerges when looking at the gender breakdown of employment by occupational group. Men are dominant in some occupations including craft workers (88%), plant and machine operators (85%) and managers (69%). On the other hand, the majority of clerical support staff and service and sales workers (67%) are women. (European Foundation of Living and Working Conditions, 2012)

There is evidence both from Europe and the USA that since the 1990s there has been little change in the extent of horizontal segregation in most countries. (OECD, 2012)

Vertical segregation, on the other hand, refers to the tendency for women to be employed at lower levels within the hierarchy of organisations.

- As noted above, a significant majority of those employed in managerial occupations are men.
- Only 13% of women (compared to 22% of men) are employed in roles that involve supervising other workers.
- Women in supervisory roles also have on average fewer subordinates than males (only 8 compared with 24). (European Foundation of Living and Working Conditions, 2012)

The impacts of vertical segregation can be seen in the low proportion of women in senior positions across the EU. For example, women account for only:

- 11% of board members of the largest companies listed on Europe's stock exchanges.
- 18% of the most senior science and technology researchers.
- 32% of the highest ranking civil servants in EU countries. (European Commission, 2010b)

Barriers to women's progression to higher level positions include (European Commission, 2011; European Foundation for the Improvement of Living and Working Conditions, 2009):

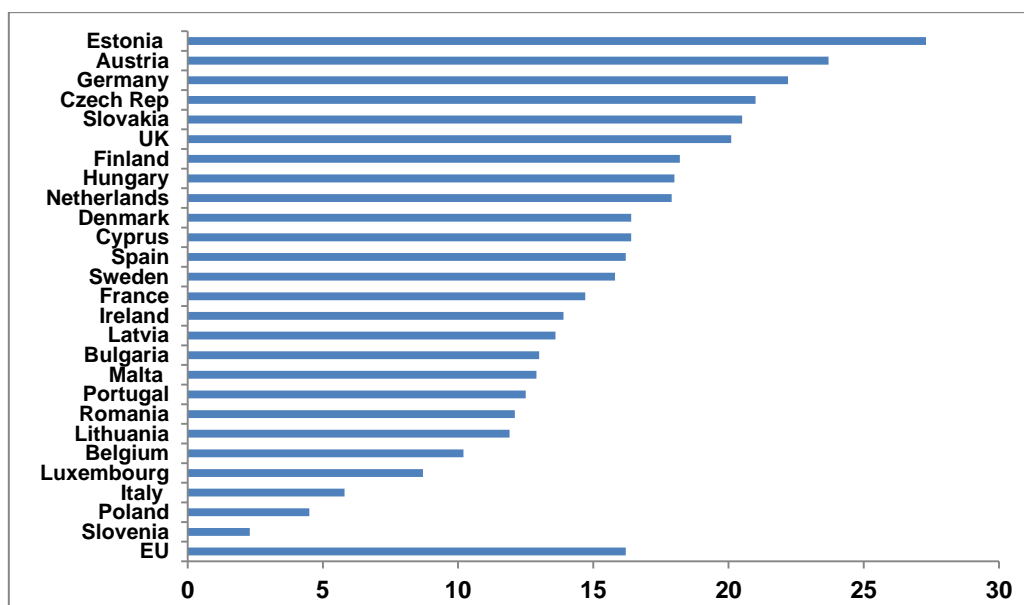
- A lack of access to childcare services.
- The absence of adequate leave or flexible working arrangements.
- Business cultures based on traditional gender stereotypes – where leadership behaviour is seen as being more characteristic of men – and negative perceptions of women's ability to combine a professional career with family responsibilities.
- A lack of representation in middle-ranking management roles, which would provide training and experience for the top positions.
- Insufficient female role models.

Pay

Looking at the extent of the gender pay gap, across the EU, women's hourly pay is around 16% below that of men. This however varies widely between member states with:

- The smallest gaps, at under 5%, in Poland and Slovenia.
- The largest gaps in Estonia (at around 27%), Austria and Germany.

Figure 5. Gender Pay Gap, 2011 (% difference between male and female average gross hourly pay)



Note: Ireland figure for 2010. Figures exclude Greece

Source: Eurostat

There are a variety of inter-related factors that can explain this disparity (European Commission, 2013):

- As outlined above, women and men tend to do different jobs and work in different sectors. Sectors where women are in the majority have lower wages than those dominated by men. Within sectors, women are less represented in the higher level and better paid occupations.
- Due to the fact that women spend more time than men carrying out unpaid domestic and care work, they also tend to work shorter hours than men, and need jobs that are compatible with their family responsibilities. As a result, women are more likely to work part-time and be employed in lower-paid jobs, and face greater barriers to progressing onto higher paid roles.
- Although prohibited under EU law, in some cases women still face discrimination in the workplace and are not paid the same as men for the same work or work of equal value. This may be a result of direct discrimination, or because of policies or practices which, although not designed to discriminate, result in unequal pay. The EC report does not identify sectors where this is more prevalent.

In most countries the pay gap between men and women is higher amongst employees with higher (tertiary education) than with lower (up to lower secondary) levels of educational attainment. For examples, across OECD countries, females in the top decile of the earnings distribution earn on average 21% less than their male counterparts (OECD, 2012) This in part reflects the vertical segregation described earlier, with women less likely to be found in managerial jobs. It also suggests the presence of the so-called “glass ceiling” which prevents women’s career progression to top-level salaries relative to men. One explanation is that women’s decisions to prioritise childcare or family life hamper their career development more in professional and managerial roles. (Eurostat, 2010)

In addition, in some countries (particularly Germany and Austria), the gender wage gap is also wider than the median amongst those in the bottom decile of earnings – this is known as the “sticky floor” effect. A common explanation for this is poor provision of affordable childcare – this means that low-earning mothers are likely to be limited to jobs that offer shorter hours and lower pay (OECD, 2012).

The extent of the gender pay gap also varies between different age groups:

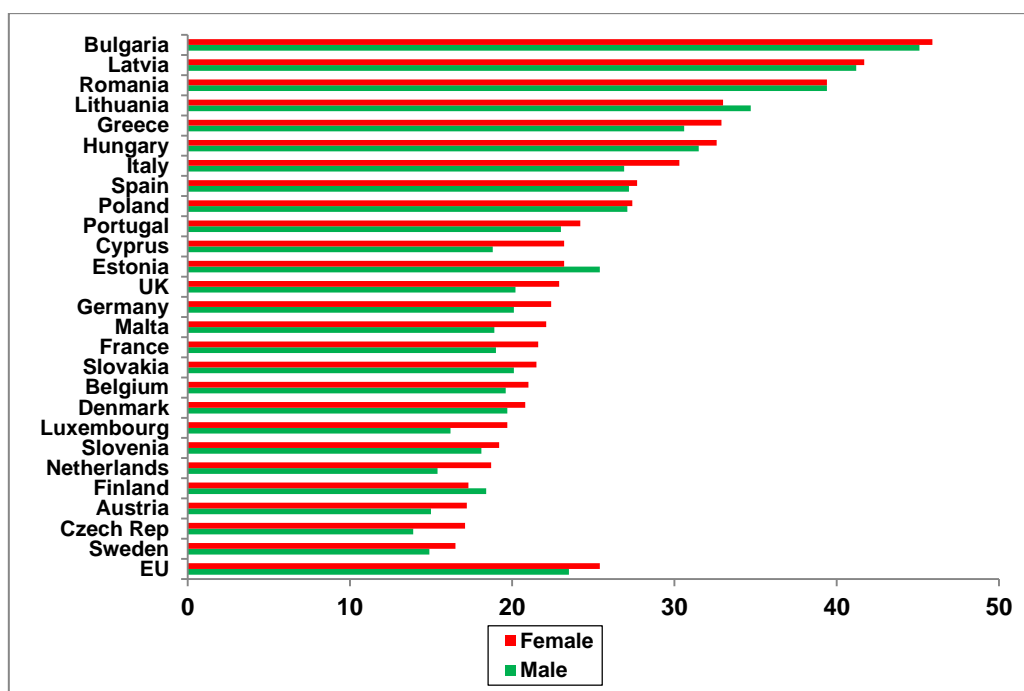
- The difference between male and female pay is smallest amongst younger workers. This is because educational attainment for workers now entering the labour market is now broadly similar between men and women, and because younger women are less likely to have experienced the factors related to parenthood that can hamper their career development.
- By contrast, the pay gap is larger amongst older age groups. Older female workers are more likely have to suffered the effects of breaks in their working life and less likely to have benefitted from policies to promote gender equality at the start of their working life or when they gave birth to their children. (Eurostat, 2010)

Looking at trends in pay by gender and the impact of the global economic downturn, comparable statistics on the extent of the gender pay gap across the EU are not available prior to 2007.

Social Exclusion

As Figure 6 below indicates, across the EU as a whole, and in all member states except Lithuania and Estonia, a higher proportion of women than men are estimated to be at risk of poverty or social exclusion. In addition, this indicator may underestimate the true extent of women’s risk of poverty or social exclusion as it assumes household resources are pooled and shared equally – whereas research has demonstrated that in reality there are inequalities within households. In many low income households it is common for women to have to manage the domestic budget and to reduce their own consumption to protect the living standards of the rest of the family (European Commission, 2010a).

Figure 6. % of Population at Risk of Poverty or Social Exclusion by Gender, 2011



Source: Eurostat

Note: Figures for Ireland not available

Women are more likely to suffer social exclusion largely because of their disadvantage in the labour market relative to men with:

- A lower rate of employment.
- A higher incidence of precarious contracts, and insecure employment.
- A greater likelihood of being involuntarily in part-time employment.
- The persistence of an unfavourable gender pay gap, increasing throughout working life.

All of these factors have repercussions for women's lifetime earnings relative to men, as well as their entitlement to social security protection and pensions, resulting in higher at-risk-of-poverty rates, especially for women of retirement age (European Commission, 2010a).

Another major factor that may make women more likely to experience risk of social exclusion is their greater likelihood of being lone parents. Across member states, women account for between 80% and 95% of lone parents. In each member state, the risk of poverty is much higher for lone parents than for other women and men.

Lone parent households are particularly vulnerable to poverty and social exclusion for several reasons (European Commission, 2006):

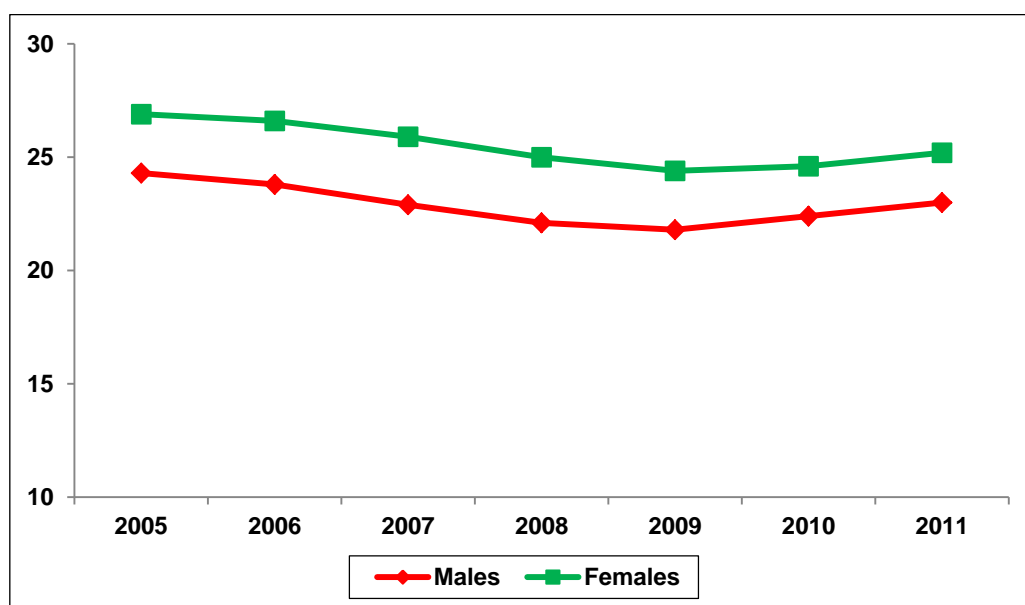
- Access to appropriate and affordable childcare is a greater barrier to employment for lone parent as compared to dual parent households. Where job openings are low paid or require flexible working it is more difficult for lone

parents to secure a viable income (when taking the costs of child care into account).

- There are additional financial disadvantages and pressures balancing work and family commitments compared with the greater resources available in dual-parent households.
- The pressures of being the sole breadwinner are compounded for women because the wages they can obtain in the labour market are lower on average than those of men.

Pre-recession, the proportion of people identified as being at risk of poverty or social exclusion was gradually falling for both men and women, but with the gap remaining fairly constant (Figure 7). That trend has been reversed since the onset of the recession, with at-risk rates increasing slightly for both men and women. However, there has also been a slight narrowing of the gender gap, as the proportion of men at risk of poverty or social exclusion has increased to a greater extent than that of women. This is likely to be related to the greater impact of the economic downturn on male employment.

Figure 7. % of Population at Risk of Poverty or Social Exclusion, European Union, 2005-2011



Source: Eurostat

Despite the narrowing gap based on this measure, there is an argument (Oxfam International/European Women's Lobby, 2010) that women are likely to become more vulnerable to exclusion as a result of the cuts in public sector expenditure that are being made by governments across the EU, on the basis that:

- Women are more likely to be employed in the public sector, and will therefore be directly affected by job losses in these areas.
- Cuts in the public provision of certain services – such as childcare or reproductive health – will have a greater impact on women. Cuts in spending are

also likely to result in a greater proportion of the burden (for example, of providing care) being transferred back onto women, preventing them from fully participating in the labour market and society more generally.

3.2 EU Policy Development and Women

Overall Policy Approach

As outlined on the DG Justice website (<http://ec.europa.eu/justice/gender-equality>), gender equality was a **founding value** of the European Union (EU), with the Treaty of Rome (1957) setting out the principle of equal pay for equal work. Gender equality is enshrined in Article 2 of the Treaty of the EU (*"The Union is founded on the values of respect for human dignity, freedom, democracy, equality, the rule of law and respect for human rights, including the rights of persons belonging to minorities. These values are common to the Member States in a society in which pluralism, non-discrimination, tolerance, justice, solidarity and equality between women and men prevail"*) and in the Charter of Fundamental Rights of the European Union.

In general terms, the EU has adopted a number of approaches to improving gender equality.

- Adopting **legislation** that enshrines the equal treatment of men and women. Legislation is in place to ensure equal treatment in relation to: pay; access to jobs and training; self-employment; social security; access to goods and services; pregnant workers, workers who have recently given birth and women who are breastfeeding; and parental leave.
- Using **gender mainstreaming** to ensure that all policies take a gender perspective. The EC DG for Employment, Social Affairs and Equal Opportunities published a *Manual for Gender Mainstreaming* in 2008 to assist policymakers.
- Undertaking **specific actions** that advance the position of women within the member states. More details on current actions are given below.

Policies and Strategies

Reflecting the importance of gender equality for the EU, a large number of policies and strategies have been developed since 1957. This section summarises those in place during the ESF 2007-2013 programming period.

The *Roadmap for Equality Between Women and Men 2006-2010* (COM (2006) 92) set out six priority areas for the EU in terms of supporting the gender equality agenda.

- Equal economic independence for women and men.
- The reconciliation of private and professional life.
- Equal representation in decision-making.
- The eradication of all forms of gender-based violence.
- The elimination of gender stereotypes.
- The promotion of gender equality in third countries (countries outside the EU – including accession, candidate or potential candidate countries; neighbouring countries to the EU; and through international treaties).

The *Roadmap* also set out the actions to deliver these objectives. These included modernising EU legislation on gender equality to ensure that it is incorporated into all

EU policies; improving data collection so that it is easier to measure progress on gender equality; increasing the volume of research being undertaken into gender; raising awareness of the importance of gender equality amongst EU citizens; and introducing the *European Institute for Gender Equality* to monitor progress against these actions and the PROGRESS programme to support the development and coordination of EU policy. The *Roadmap* also flags up the importance of Structural Funds (including ESF) in delivering these actions.

On International Women's Day 2010, the EC published *A Strengthened Commitment to Equality Between Women and Men, A Women's Charter*. This highlighted that whilst significant progress had been made in terms of equality between men and women, there are still significant obstacles to be overcome. It set out five principles of equality that will underpin the EC's approach, namely:

- **Equal economic independence** – ensuring women are able to reach their potential and make full use of their skills through tackling discrimination in the labour market, tackling segregation and stereotypes in education and the labour market and improving the distribution of caring responsibilities between genders.
- **Equal pay for equal work and work of equal value** – tackling the gender pay gap and addressing issues women face in terms of lack of access to finance and poverty.
- **Equality in decision-making** – delivering full access to decision-making and power structures (both within public life and the economy) for women.
- **Dignity, integrity and an end to gender-based violence** – ensuring that all women and girls are able to enjoy their fundamental human rights, especially in relation to healthcare and health outcomes.
- **Gender equality beyond the Union** – working with partners to ensure gender equality is promoted in all contexts and in all countries globally.

The *Women's Charter* flags up that gender equality will be promoted in the Europe 2020 strategy.

The current strategy is the *Strategy for Equality Between Women and Men 2010-2015*. This flags up the importance of achieving gender equality if the EU is to achieve its broader objectives of economic growth and sustainable development. It builds on the *Roadmap for Equality* and the *Women's Charter* and it sets out a series of actions under the Women's Charter principles. These include:

- **Equal economic independence**
 - Support promotion of gender equality in the implementation of Europe 2020 (including through the Structural Funds).
 - Promote entrepreneurship and self-employment amongst women.
 - Assess and address any gender gaps that continue to be in place in relation to family-related leave (e.g. paternity leave, carers' leave).
 - Report on how each member state performs on the provision of childcare facilities.
 - Promote gender equality in interventions working with immigrants.
- **Equal pay for equal work and work of equal value**
 - Explore how the transparency of pay can be improved and research the impact of part-time work and fixed-term contracts on equal pay.

- Support equal pay initiatives such as charters and award schemes.
- Establish a *European Equal Pay Day* to raise awareness.
- Encourage women to enter non-traditional occupations.

- ***Equality in decision-making***
- ***Dignity, integrity and an end of gender-based violence***
- ***Gender equality in external actions***

In addition, it sets out a number of ***horizontal actions*** including.

- Ensuring men are playing a key role in promoting gender equality.
- Promoting good practice on gender roles.
- Monitoring the implementation of EU equal treatment laws.
- Promoting the implementation of the UN Agenda for Women's Empowerment (known as the Beijing Platform for Action).
- Producing an Annual Report on progress on gender equality.

The EC produces a *Report on Equality Between Women and Men* annually. This measures progress across a number of different indicators and enables comparison between member states to be drawn. The last report was the 2010 Report.

EU Definitions

The *Strategy for Equality Between Women and Men 2010-2015* provides the following key definitions in relation to gender:

- ***Gender equality*** – “Gender equality is the result of the absence of discrimination on the basis of a person's sex in opportunities and the allocation of resources or benefits or in access to services.”
- ***Gender equity*** – “Gender equity entails the provision of fairness and justice in the distribution of benefits and responsibilities between women and men. The concept recognises that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes.”
- ***Gender mainstreaming*** – “Gender mainstreaming is the integration of the gender perspective into every stage of policy process – design, implementation, monitoring and evaluation – and into all policies of the Union, with a view to promoting equality between women and men. It means assessing how policies impact on the life and position of both women and men – and taking responsibility to re-address them if necessary.”

3.3 ESF and Women

Women in the ESF Regulations

Council Regulation (EC) No. 1083/2006 sets out the general provisions for the ESF (as well as the European Regional Development Fund and the Cohesion Fund). In relation to gender:

- Article 16 of the Regulation relates to ***equality between men and women and non-discrimination***. There are two elements to this:

- A requirement for member states and the EC to ensure equality between men and women and a gender perspective is promoted during the implementation of the Funds.
- A requirement for member states and the EC to take steps to prevent discrimination during the implementation of the Funds and in access to them.
- Article 11 sets out the organisations expected to be included in the partnership established at the national level. These are expected to include any appropriate bodies responsible for promoting gender equality.
- Two of the categories of ESF expenditure outlined in Annex IV relates specifically to gender
 - **Code 69:** *“Measures to improve access to employment and increase sustainable participation and progress of women in employment to reduce gender-based segregation in the labour market and to reconcile work and private life, such as facilitating access to childcare and care for dependent persons”.*
 - **Code 73:** *“Measures to increase participation in education and training throughout the life-cycle, including through action to achieve a reduction in early school leaving, gender-based segregation of subjects and increased access to and quality of initial vocational and tertiary education and training”.*

Furthermore, Regulation (EC) No. 1081/2006 on the European Social Fund sets out that:

- ESF 2007-13 should combine a gender mainstreaming approach with specific actions to increase the participation and progress of women in employment.
- ESF should support actions in member states under a number of priorities including:
 - *“Mainstreaming and specific action to improve access to employment, increase the sustainable participation and progress of women in employment and reduce gender-based segregation in the labour market, including by addressing the root causes, direct and indirect, of gender pay gaps”.*
 - *“Increased participation in education and training throughout the life-cycle, including through actions aiming to achieve a reduction in early school leaving and in gender-based segregation of subjects and increased access to and quality of initial, vocational and tertiary education and training”.*
- Under Article 5 on **good governance and partnership**, the responsibility of the Managing Authority (MA) to ensure the participation and access by NGO to non-funded activities is set out. The specific domains that are mentioned are social inclusion, gender equality and equal opportunities.
- Article 6 relates to **gender equality and equal opportunities**. This Article outlines the need for member states to ensure each Operational Programme (OP) has a description of how *“gender equality and equal opportunities are promoted in the preparation, implementation, monitoring and evaluation”* of the OP. It also stresses the need to *“promote a balanced participation of women and men in the management and implementation of operational programmes at local, regional and national level, as appropriate”*.
- Article 10 flags up that the Annual and Final Implementation Reports should include a discussion of the implementation of gender mainstreaming and any

gender-specific actions. Similarly, Article 4 highlights that any evaluations undertaken should consider the impact of ESF-funded action on promoting equality between women and men.

Linked to this final point, Commission Regulation (EC) 1828/2006, which sets out the rules for the implementation of Council Regulation No. 1083/2006, indicates that data should be gathered and analysed by gender with:

- Annex XVIII stating that, where possible, achievement indicators in the Annual Implementation Reports (AIRs) should be broken down by gender.
- It also suggests that, where appropriate, qualitative analysis is undertaken on the effects that the OP has had on the promotion of equal opportunities between men and women.
- Annex XXIII stating that there should be a breakdown of participants by gender.

Women's Participation in ESF

Table 1 summarises the participation of women in ESF in the period to end December 2011.

- Over 25 million women have been final recipients of ESF supported activity.
- A small number of member states account for a large percentage of this significant effort on behalf of women. The 8 member states with at least 1 million female final recipients account for 75% of the total for the EU as a whole.
- Women account for just over half (52.1%) of all final recipients, but this varies widely across member states, with a range from 33.2% in NL up to 64.7% in CY. There is no clear explanation for the pattern of variation.

Table 1. **Total Numbers of Participants to 31 December 2011 – Total and Women**

	Entering			Leaving		
	Total	Women	Women as % of Total	Total	Women	Women as % of Total
AT	574,835	317,560	55.2	514,595	284,049	55.2
BE	1,110,106	512,926	46.2	773,447	358,652	46.4
BG	746,797	433,543	58.1	559,414	326,209	58.3
CY	13,946	9,023	64.7	10,218	6,543	64.0
CZ	3,157,456	1,611,335	51.0	0	0	-
DE	3,104,374	1,343,917	43.3	2,062,432	858,348	41.6
DK	36,092	17,259	47.8	28,087	13,948	49.7
EE	542,803	335,482	61.8	477,849	311,138	65.1
ES	8,711,166	4,777,746	54.8	8,711,166	4,777,746	54.8
FI	527,527	273,542	51.9	70,418	34,439	48.9
FR	4,005,263	2,059,331	51.4	3,185,948	1,651,659	51.8
GR	1,709,695	986,583	57.7	1,244,552	710,027	57.1
HU	1,766,885	987,369	55.9	220,875	116,321	52.7
IE	693,044	392,429	56.6	0	0	-
IT	5,224,294	2,781,465	53.2	3,943,243	2,190,552	55.6

	Entering			Leaving		
	Total	Women	Women as % of Total	Total	Women	Women as % of Total
LT	480,372	295,347	61.5	377,066	228,910	60.7
LV	448,981	268,496	59.8	382,103	237,529	62.2
MT	64,835	26,442	40.8	44,834	17,264	38.5
NL	725,812	240,864	33.2	404,884	143,535	35.5
PL	4,609,558	2,599,427	56.4	0	0	-
PT	5,157,471	2,871,973	55.7	3,980,261	2,248,605	56.5
RO	613,462	348,234	56.8	254,344	150,924	59.3
SE	245,461	125,120	51.0	251,207	109,103	43.4
SI	293,343	168,261	57.4	0	0	-
SK	1,336,346	548,880	41.1	380,042	195,653	51.5
UK	2,928,026	1,122,712	38.3	2,470,977	922,636	37.3
Total (EU27 excl. LU)	48,827,950	25,455,266	52.1	30,347,962	15,893,790	52.4

Source: Aggregate Annual Implementation Reports by member states – Annex XXIII. Based on information stored in SFC2007 on 13/03/2013.

Notes: 1. No data provided for LU.

2. There is a substantial discrepancy for the UK between the information stored in Annex XXIII and the UK AIR 2011. Although the figures for women as a percentage of total entrants are very similar, AIR 2011 shows 1,812,003 women entering ESF – 61% higher than the Annex XXIII figure.

4 Overall Progress in Delivery of ESF for Women

4.1 Women in Operational Programmes (OPs) and Priority Axes (PAs)

Relative Importance of Women's Issues Within OPs

Given the importance of gender issues at the EU level and within ESF, the country experts were asked to identify the importance placed on women's issues within the OPs and PAs.

Description of Women's Issues in OPs

Looking across the 5 member states. Gender equality issues are an important focus for all 5 member states. Within this, there are variations both **across** member states and **within** member states, with some OPs within member states placing greater importance on gender issues than others.

- For DE, the National OP has a strong focus on women in terms of both direct and indirect measures. However, whereas the Baden-Württemberg and Saarland OPs take strong positions on women, the approach in the North Rhine-Westphalia and Thuringia OPs is weaker.
- Across OPs in ES and GR there is a consistently strong focus on women. In ES, 5 of the 6 OPs feature Code 69 (measures to improve access to employment and increase sustainable participation and progress of women in employment, to reduce gender-based segregation in the labour market, and to reconcile work and family life, such as facilitating access to childcare and care for dependent persons). In all OPs in GR, support for women is detailed through a wide range of operations.
- Increasing women's employment is the principal objective of PA1 in PL and is reflected also in specific measures and sub-measures. Additionally, projects to support women and tackle inequality can be linked back to all the other PAs.
- For UK, women's issues are detailed in both the Access to Employment (A2E) and Workforce Development PAs covering, for example, working to support women into sectors or occupations where they are poorly represented, addressing core barriers and helping women in low paid and part time work access training.

Encouraging Delivery for Women

The OPs and PAs set out the frameworks within which ESF will be delivered. The DE, report, however, notes that despite the strong focus on women in many OPs, financial commitment associated with Code 69 (with its strong emphasis on support for women) is relatively low. This means it is important to consider mechanisms to ensure this policy focus is reflected in delivery. Similar approaches to this are shared by some member states, but there are also variations.

- Setting **guidelines** for support for women through ESF is evident in DE, GR and PL.
 - In DE, the Baden-Württemberg OP sets out special funding guidelines in all PAs to support women exclusively. The Saarland OP has a strong compliance approach to gender mainstreaming, complemented by having specific measures in place whereby projects have to have either high proportion of female participants or be directly targeted at addressing gender issues.

-
- In PL, within all PAs, it is possible to implement projects directed to women and/or to tackle inequality between women and men, and all of this is linked to the introduction of the Gender Equality Minimum Standard.
 - GR treats gender equality as a horizontal priority which has to be applied to the planning of all operations.
 - Setting **targets** or **benchmarks** for female participation in ESF-funded activity.
 - DE, ES, PL and UK OPs have set targets for female participation which are intended to be a strong driver of subsequent action, although within some member states (such as DE) not all OPs have set targets.
 - The targets tend to be set at around 50%, but there are variations such as in the UK where the targets vary from 45% to 57% across those OPs setting targets.
 - Putting in place **structures** and **processes** to underpin the focus on gender equality.
 - DE, ES and GR in particular appear to have taken a structured approach to reinforcing gender equality within OPs. This extends to involving organisations specialist in gender issues in OP selection, management and monitoring committees.
 - There is only limited evidence of gender budgeting, although this is applied by the DE National OP.
 - Establishing effective **monitoring systems** is a central process for driving the effectiveness of ESF in relation to gender equality. The England OP within UK has developed an evidence-based Gender and Equal Opportunities Monitoring Plan building on annual reporting processes around progress on gender issues.
 - Building **staff capacity** to deal more effectively with gender issues.
 - There is little evidence of this in OPs and PAs although, Measure 1.1 in PL involves the provision of training to public employment service staff on gender equality issues.

Changes in OPs and Shifts in Funding Concerning Women

Given the major shift in global economic fortunes during the 2007-13 ESF programming period, changes in OPs and/or shifts in funding could be expected. However:

- **Changes to OPs** in relation to women have been very limited, with modest amendments cited for PL and the Lowland Scotland OP in UK.
- **Changes to funding or provision** in relation to women were more common, but with no clear pattern across the member states.
 - In PL, additional funds (€50 million) were allocated for the modernisation of over 2,000 kindergartens.
 - In UK, with the onset of the recession, some of the OPs flexed ESF provision (i.e. adjusted implementation within the agreed scope) to produce more provision for shorter duration unemployed people engaged with the public employment services. This change was gender neutral in its design, but had gender implications in its implementation.

- Even where changes have occurred these appear to have had modest **consequences** for women's participation in ESF. One exception is in the UK where the greater focus on shorter unemployment duration clients of the public employment service was associated with demand for employability services from male clients which was much stronger than from females. The proportion of women in ESF final recipients was reduced significantly as a consequence.

4.2 Overview of Financial and Physical Progress

Public Sector Costs

Table 2 summarises the information from the 2011 AIR on public sector cost committed, final recipients and employment results. Looking first at the public sector cost committed:

- For 3 of the 5 country reports it proved impossible to break out public sector costs committed by gender, which makes it impossible to generate any estimates of the ESF budgetary support by gender and consequently also limits the capacity to consider the comparative benefit of ESF for women versus men.
- Only two of the country reports were able to provide a clear statement in terms of the public sector commitments allocated to women.
 - In ES, €1,719.8 million is allocated to women representing 56.4% of expenditure.
 - In GR, €1,569.9 million is allocated to women representing 62.9% of expenditure.

In terms of the other member states:

- The DE country report notes that, in general, the split of public cost committed between men and women is not reported. Estimates for specific OPs and PAs range from 37% (Saarland) to 51% (Saxony PA C). However, the country report notes that these should only be considered rough figures – with the ability to undertake detailed calculations varying across OPs.
- The PL country report notes that the only expenditure it is possible to calculate for women is that concerning PAs that directly support women. For example, €13 million is committed to Sub-measure 1.3.2 (work-life balance) and €50 million to sub-measure 1.5 (work-life balance – continuation of Measure 1.3). Data are also available for the systemic projects implemented by the Centre of Human Resources under Measure 1.1 socio-economic activation of women on the regional and local level (€5.6 million) and work-life balance (€2.0 million).
- The UK country report flags up that there is no explicit gender budgeting in the UK OPs. Whilst not representative of expenditure on female participants, the country expert was able to identify (ex-post) expenditure on Code 69 for each OP except Northern Ireland. Code 69 accounts for €241 million of expenditure, 5.7% of Total Community Contribution. The percentage of Total Community Contribution that Code 69 represented varied from 0.6% in East Wales to 6.2% in England and 6.3% in West Wales.

Final Recipients

- More information is available on the total number of final recipients, and the gender mix varies from nearly 39% female in the UK to 56.5% in PL, with GR unable to provide any information on final recipients.
- In relation to gender targets for final recipients, ES was very close to achieving its target for gender participation but this was within the context of being well short of the target for the programming period as a whole. The UK, on the other hand, has the lowest proportion of female final recipients and well below its 51.2% target.

Results

Only for Spain is it possible to read through from public sector cost committed to employment results. Spain was close to achieving its target proportion of females relative to all final recipients and indeed females constituted a higher proportion (61.7%) of all results compared to final recipients (55.5%) and expenditure (56.4%). Looking at the absolute numbers, there were nearly 888,000 employment results for women.

Table 2. Financial and Physical Progress for ESF on Women to December 2011

Member State	Total				
	Public Sector Cost Committed (Meuro) ¹	Final Recipients			Employment Result
		Achieved	Target ²	% Target	Achieved
DE	4,430.6	3,342,848			
• Female		1,489,518			
• Male		1,816,242			
% Female		45.7			
ES	3,050.0	6,722,447	14,439,585	46.6	1,438,995
• Female	1,719.8	3,728,833	8,115,037	46.6	887,559
• Male	1,330.2	2,993,614	6,234,548	47.3	551,436
% Female	56.3	55.5	56.8		61.7
GR	2,497.7				
• Female	1,569.9				
• Male	927.8				
% Female	37.1				
PL	10,054.5	4,600,000			
• Female		2,600,000			
• Male		2,000,000			
% Female		56.5			
UK		4,661,084			
• Female		1,812,063			
• Male		2,849,021			
% Female		38.9	51.2		

Notes:

1. Committed public sector cost = ESF + national match funding.
2. Cumulative target for the whole programming period, not annual targets

5 Analysis of Target Groups and Interventions

5.1 Target Groups

Table 3 summarises the specific target groups within the female population prioritised for ESF by the 5 countries.

- For ES, GR and UK all women are specified as a target group for ESF.
- There is a high degree of commonality with all 5 countries prioritising the same specific groups of women: namely **unemployed, long term unemployed, employed, self employed**, and the **inactive**.
- 4 countries targeted young women, women with disabilities and low skilled women.
- At the other end of the spectrum a number of potential female target groups are not specified in the documentation around ESF in the case study countries including discouraged workers, refugees/asylum seekers, women with mental health problems, women with drug and alcohol misuse problems, women with multiple disadvantages and complex needs and victims of gender-based violence or trafficking.

The analysis of target groups suggest that the **ESF effort in relation to women was strongly focussed on employment and employability with much less emphasis on social inclusion.**

Table 3. Target Groups – Women

	DE	ES	GR	PL	UK	Total
All women		X	X		X	3
Specific sub-groups of women						
• Unemployed	X	X	X	X	X	5
• Long-term unemployed	X	X	X	X	X	5
• Employed	X	X	X	X	X	5
• Self-employed	X	X	X	X	X	5
• Inactive	X	X	X	X	X	5
• Discouraged workers						0
• Involuntary part-time workers					X	1
• Early school leavers	X	X				2
• Young people NEET or at risk of NEET	X					1
• University graduates	X	X	X			3
• Young women (aged 25-)	X	X	X	X		4
• Older women (aged 55+)		X	X	X		3
• From minority groups (except Roma)		X	X		X	3
• Roma		X	X			2
• Migrants	X	X	X			3
• Refugees/asylum seekers						0
• Women with disabilities	X	X	X		X	4

	DE	ES	GR	PL	UK	Total
• Women with mental health problems						0
• Women with drug and alcohol misuse problems						0
• Low skilled	X	X		X	X	4
• Offenders and ex-offenders				X		1
• Victims of gender-based violence/ trafficking						0
• Lone parents	X				X	2
• Women returning to the labour market after taking time off for caring duties (e.g. for children)	X			X	X	3
• Residence in marginalised areas				X		1
• Women with multiple disadvantages and complex needs						0
• Other		X			X	2

Notes:

1. ES – 'Other' is dependents.
2. UK – 'Other' is women within or wanting to enter sectors/occupations that are non-traditional and where they are underrepresented; and women in part-time and low-paid jobs.

Table 4 provides some more detail on targeting by summarising the numbers of final recipients of ESF support in specific target groups. This reinforces the feeling that there is a heavy focus around employment and A2E.

- The most complete figures are for ES and show that of the 3.79 million women targeted overall 2.38 million are **unemployed**, 0.78 million **employed** and 1.58 million **low skilled**. Although the absolute numbers are smaller in DE and GR, the balance is similar to that of ES.
- The other prominent group in terms of scale for final recipients is **young women** (aged under 25) who feature strongly in all 4 countries where data were available.

Table 4. Number of Final Recipients by Target Group

	DE	ES	GR	PL
All women		3,792,013	409,881	
Specific sub-groups of women				
• Unemployed	22,913	2,383,850	55,210	
• Long-term unemployed	5,504	212,189	17,725	142,390
• Employed	30,785	781,084	125,399	
• Self-employed	507	108,784	24,803	
• Inactive	24	627,079	229,272	
• Early school leavers		504,930		
• Young people NEET or at risk of NEET	3,053			

	DE	ES	GR	PL
• University graduates	7,791	721,405	94,103	
• Young women (aged 25-)	22,821	1,277,062	98,338	185,790
• Older women (aged 55+)		221,364	16,797	
• From minority groups (except Roma)		111,163	1,262	
• Migrants	1,254	422,990	1,730	
• Women with disabilities	416	89,693	947	
• Low skilled	5,896	1,577,034		
• Offenders and ex-offenders				954
• Lone parents	1,300			
• Women returning to labour market after time out for caring	5,503			
• Residence in marginalised areas				96,410
• Other		7,854		

Notes:

1. ES – Number of final recipients in this table relate to the 6 OPs reviewed in the country report (out of total 22 OPs within ES). 'Other' is dependants.
2. GR – 'From minority groups (excluding Roma)' category has been changed in GR country report to 'From minority groups (including Roma)'.
3. PL – Number of long term unemployed relate to Priority VI only; Number of young women (25-) relate to Priority VI only; Number of offenders/ex-offenders relate to 1.3.4 only; Number of residents in marginalised areas relate to Priority VI only.
4. UK – No data reported in country report. Final recipients by prioritised subgroup not available from AIR 2011 on consistent basis across all OPs. Additionally, there is a major discrepancy between aggregate estimates for final recipients in AIR 2011 and SFC data. Any disaggregation by target group would be unreliable.

5.2 Interventions

Broad Thematic Areas

It was hoped to provide an overview of the kind of ESF support provided to women by broad thematic area, but this proved very difficult due to data constraints. Table A1 in the Appendix provides the detail on this. At this point in the report the focus is on broad findings.

- Enhancing A2E emerges as the dominant theme for ESF in relation to women in 4 of the 5 countries based on the number of final recipients. This applies to between 41.5 and 68.1% of all final recipients in DE, ES, PL and UK – dipping to 20% in GR.
- Education and training is the second most important theme peaking at 41.1% in DE and falling to 27.2% for PL.
- Promoting enterprise creation and growth is relatively important in DE (12.9%) and GR (10%).

- A relatively small proportion of the ES effort appears to be explicitly focussed on fighting vertical and horizontal segregation, which lie at the heart of many of the relatively disadvantaged labour market results for women versus men.

It is unfortunate that a more robust analysis cannot be carried out as the thematic distribution of expenditure and activity (proxied by the number of final recipients) is important for understanding the broad thrust of ESF in relation to gender.

Types of Interventions

Table 5 sets out the types of intervention associated with ESF efforts to improve the circumstances of women. In broad terms the table shows that there are relatively few interventions that are designed and deployed specifically for women as a target group. More typically ESF works through interventions which are not designed in gender terms but where women are expected to be final recipients. This is particularly marked for PL where no interventions are targeted specifically at women.

Considering firstly the section of Table 5 focussing on ***interventions specifically for the female target group***, the following can be observed.

- Not surprisingly 4 out of 5 of the member states were supporting interventions to help facilitate work and family commitments, such as improving the availability and affordability of childcare.
- Support specifically for women to start up their own business was available with ESF backing in 3 of the member states (DE, GR and UK), recognising that the women may face additional barriers perhaps in relation to raising credit.
- Only 2 member states (DE and GR) were using ESF to change employer attitudes towards the recruitment and skilling of women.

Considering ***interventions engaging women as final recipients but not specifically targeted at women***, a number of findings emerged.

- A number of typical A2E interventions were relevant: information, advice and guidance; vocational training; work placement/experience; support to start up in business; interventions to support those already in employment and integrated pathways all looked to women as well as men as final recipients.
- Some other services which might have been anticipated as being important for men as well as women were not apparently organised in this way. For example, only 3 member states were providing information, advice and guidance around non-employability issues (such as debt); development of core skills such as literacy and numeracy; access to intermediate labour markets and aftercare support for those who have moved into employment.

Table 5. **Types of Intervention**

	Intervention specifically for female target group						Intervention not specifically for women but women engaged as final recipients					
	DE	ES	GR	PL	UK	Total	DE	ES	GR	PL	UK	Total
Assessing client needs						0						0
Information, advice, guidance and counselling on employability issues	X					1	X	X	X	X	X	5
Information, advice, guidance and counselling on non-employability issues (e.g. debt, homelessness)						0	X		X		X	3
Development of employability skills needed for work (e.g. timekeeping, self-confidence, ability to work in a team, etc.)						0	X	X	X		X	4
Development of core skills (e.g. literacy, numeracy, basic IT)						0	X		X		X	3
Vocational training (i.e. training to develop skills needed for specific occupations or industries)	X				X	2	X	X	X	X	X	5
Work placement/experience (including salary subsidies and supported employment)						0	X	X	X	X	X	5
Intermediate labour markets (ILMs)						0	X		X		X	3
Apprenticeships	X					1	X		X	X	X	4
Support for women to start own business	X		X		X	3	X	X	X	X	X	5

	Intervention specifically for female target group						Intervention not specifically for women but women engaged as final recipients					
	DE	ES	GR	PL	UK	Total	DE	ES	GR	PL	UK	Total
Aftercare/follow of final recipients after moved into employment						0	X	X			X	3
Interventions to support individuals currently in employment (e.g. to assist with retention, upskilling or progression)					X	1	X	X	X	X	X	5
Interventions that help reconcile work and family life (e.g. improving availability and affordability of childcare)	X	X	X		X	4	X		X	X	X	4
Integrated pathways incorporating range of interventions	X					1	X	X	X	X	X	5
Interventions (e.g. campaigns) to change employer attitudes to women	X		X			2	X		X	X	X	4
Other	X	X				2	X	X				2

Notes:

1. DE – 'Other' are transition school to work support (ticked for both intervention specifically for female target group and intervention not specially for women categories); counselling on career planning for female job-returners (intervention not specifically for women but women engaged as final recipients); and support to volunteers in skills upgrading (intervention not specifically for women but women engaged as final recipients).
2. ES – 'Other' includes establishment of equality plans in companies (intervention specifically for female target group); training of trainers and teachers to include a gender approach in the classroom (intervention not specifically for women but women engaged as final recipients); and fostering of female R&D careers (intervention not specifically for women but women engaged as final recipients).

Progress in Actions for Women

As we have already seen, there are a number of specific actions for women across the 5 member states. Country experts were asked to consider the progress in implementing these actions relative to other actions.

- There was no evidence in GR or PL that the implementation of actions specifically for women was progressing at a different pace relative to the implementation of ESF as a whole and other actions for women.
- There is some evidence that progress in implementing actions for women has been slower than for other actions in ES. However, there is limited evidence on what underpins this trend.
- Given the large number of OPs in DE, the situation seems to be variable – with slower progress in implementing actions for women in some specific OPs/PAs and good progress in others. For the Baden-Württemberg OP, an issue has been the low number of women referred to training programmes because they are less likely to be entitled to unemployment benefits, and so are also not as well engaged with the public employment service.
- Women's participation rates have been an important issue for discussion within the England OP in several fora. The problem was raised at the beginning of the programming period and action was undertaken by the MA together with the CFOs, but monitoring information shows female participation rates lowering in spite of the adopted Action Plan. The evidence suggests that there is a problem of targeting female participants, in England.

5.3 Interventions to Support Gender Mainstreaming

Descriptions of Interventions and Structures

All 5 member states examined in this report have interventions and structures in place to support gender mainstreaming. Common approaches are discussed below.

Organisational Structures

Some member states have put specific bodies in place to advise on gender equality and mainstreaming issues. In some cases, these are existing organisations and in others organisations have been established specifically to support the implementation of ESF 2007-2013. This is the case in DE, ES, and UK – with some examples captured below.

DE

- National OP has established Agency for Gender Equality to support the managing and implementing bodies. It provides counselling, training and information on gender equality issues, and is involved in EU-wide Community of Practice on Gender Mainstreaming.
- Hamburg OP has work groups and selection committees which are 50% female, and horizontal priority aspects are more highly weighted than other topics in the assessment matrix.

ES

- The Institute of Women (in charge of the policies of equal opportunities between men and women and of gender policies in general) is a member of the Monitoring Committees of the OPs.
- Strategic Group of Gender Equality (GEI) has been established within the Administrative

Unit of the ESF in Spain.

- Technical Group on Gender Equality (GTI) supports GEI in planning, technical management and coordination of gender equality issues.
- GEI is also supported by Institute of Women to raise awareness of gender equality within public administration, Intermediate Bodies, etc. and to undertake training.

GR

- Focus on improving quality and efficiency of gender equality policies and gender mainstreaming includes:
 - Actions to assess the impact of public policies on gender equality.
 - Promotion of gender mainstreaming in public policies.
 - Strengthening the administrative capacity of public institutions responsible for the promotion of gender equality policies and supporting the creation of appropriate monitoring and evaluation mechanisms.
 - Actions to enhance women's participation in decision-making.
 - Support of actions promoted by the local self-government administration, for the benefit of women generally and specifically for combating violence against women.
 - Strengthening the participation of civil society organisations in actions targeting women.

Tools and Guidance

Some member states have created tools, guidance documents and training courses available to support for MAs, selection committees and projects to understand gender equality and mainstreaming issues and embed them in their work. Examples of these include the following.

DE

- For North Rhine-Westphalia OP, one partner (GIB) supports the implementation of gender mainstreaming through development of guidelines and brochures on how gender equality can be recognised in application, implementation and assessing impact, as well as the development of guidelines on assessing gender mainstreaming elements of applications and providing workshops/training.
- Lower Saxony OP has created:
 - 5 step process for recognition of gender mainstreaming which involves analysis; setting goals; planning and operationalisation; implementation; evaluation and monitoring.
 - Scoring model used to assess gender mainstreaming.
 - Guide on equal opportunities prepared for individuals on selection committees.

ES

- Most ESF supported training includes an equal opportunity module to help raise awareness on inequalities between men and women.

GR

- Awareness raising and training of public administration and local self-government staff is provided in gender equality.

Supportive Processes

A number of country reports describe a range of broad processes introduced to support gender mainstreaming.

DE

- National OP has adopted Gender Budgeting approach which involves allocating 50% of all funds, focussed on individuals, to women as an instrument to foster gender mainstreaming.

PL

- The MA uses a Minimum Standard in gender equality to support gender equality in the Human Capital OP. The Minimum Standard involves 6 questions that form part of the project assessment grid. Projects must answer 'yes' to at least 2 questions or the project is rejected. The questions are:
 - Does the project rationale (needs analysis) include an analysis of women's and men's situations and show gender inequalities?
 - Does the analysis of women's and men's situation include quantitative data which show lack of gender inequalities in the project intervention area?
 - Do the data used in the project rationale and segregated by gender concern the area of the project intervention?
 - Do the activities planned in the project address gender inequalities existing in the project intervention area or do they diversify activities (forms of support) for men and women so that gender inequalities are overcome?
 - Are project results segregated by gender and coherent with the project rationale? Will results show how the project will impact the situation of men and women?
 - Does the project include a gender sensitive management plan?

UK

- Applicants are expected to consider how equal opportunities will be integrated into their projects and their response is considered as part of the project approval process.
- Explicit targets for female participation are set for all OPs except LUPS and HIPPS (both Scotland).

Effective Monitoring

Effective monitoring processes can quickly capture any issues around effectiveness of gender mainstreaming with a view to putting in place plans to secure increased female participation and results. The UK approach is detailed below but the other member states have their own approaches.

UK

- In England, a sub-committee of the PMC monitors progress under the Gender Equality and Equal Opportunities Mainstreaming Plan. The sub-committee, in dialogue with the EC, has updated the Mainstreaming Plan and the Equality Impact Assessment to address the shortfalls in female participation identified in the first half of ESF 2007-13 programming period.
- Linked to this, an Action Plan has been established to:
 - Increase female participation and meet OP targets for the second half of the programme (i.e. contracts starting in 2011-2013). This includes an overall OP target of 51% female participation. Co-financing Organisations (CFOs) are required to analyse and review current and future contracts to ensure that providers actively promote gender equality through contract management and promote positive action (for example, by applying the good practice highlighted in the National Institute of Adult Continuing Education (NIACE) study on engaging with unemployed women).
 - Provide training and guidance for CFOs on assessing proposals on integrating gender equality and equal opportunities within provision.
 - Ensure legislative and regulatory requirements concerning gender equality and equal opportunities are met.
 - Identify lessons from the gender equality and equal opportunities mainstreaming approach in 2007-13.
- In November 2012, two workshops were held to consider practical issues in achieving a 51% female participation rate. Delegates from the EC, Department for Work and Pensions

(DWP) ESF Division, DWP's ESF evaluation team and CFOs all attended.

5.4 Significant Results Achieved to Date

Most Significant Hard Results

The results based on individual evaluations for each of the 5 member states are summarised in Table A2 in the appendix. There is no systematic way of aggregating these results by member state, or type of intervention. Below there is a discussion of these results by each of the 5 member states to illustrate the type and level of results being achieved.

The main hard results achieved for women in **DE** are as follows.

- The evaluation of Xenos sub-programme to support asylum seekers (funded by the National OP) reports that 34% of female participants gained a qualification and 52% entered employment. Overall, women on this intervention appear to achieve better results than men both in terms of employment and other hard results.
- Similarly, females appear to be more successful than males on the Xenos sub-programme on integration and diversity (again funded by National OP). 43% of female final participants entered employment (compared to 30% of male final participants) and 40% gained a school or professional education certificate (compared to 24%). However, caution needs to be taken here as the majority of jobs taken by women were defined as 'precarious'.
- For the Baden-Wurtemberg OP, there is no significant difference in the percentage gaining employment but men are more likely to gain full-time employment than women (34% vs. 30%).
- Similarly, under Priority Axis C of the Lower Saxony OP, women are more likely to be taking up part-time jobs or jobs that are not covered by social security.
- Women were more likely than males to set up their own business under the Lower Saxony OP (Priority Axis C).
- Under the Saarland OP, an intervention to help women returners through job counselling and career planning got 51% of its participants into employment.

In relation to **ES**, data on hard results are limited and the country report raises concerns about the currency of what is available – with most available results relating to the early years of the programming period (2007-2009).

- In terms of gaining employment, there is a mixed picture with women being more likely to gain employment than men in 3 OPs and less likely in 3 OPs. Overall, 23.8% of female final recipients have gained employment compared to 18.4% of male final recipients.

The hard results presented for **GR** are extremely limited:

- The key result is in relation to supporting women to start their own business, with 3,297 women having been supported to start-up by the end of 2011 (compared to a target of 4,000 for the whole programming period).

The main hard results achieved for women in **PL** are as follows.

-
- In relation to Priority VI (A2E), the proportion in employment 6 months after completion was significantly higher for men than women – 67% versus 49%. This is explained by a higher proportion of men going into self-employment/starting their own business, with a similar proportion of final participants of both genders going into employment.
 - Within this overall picture, there are some substantial variations by sub-group. For example, amongst 50-64 year olds, 40% of female final recipients were in employment 6 months after completion compared to 63% of male final recipients. This is argued to be because females in this age group have caring responsibilities (e.g. for grandchildren). Similarly, in rural areas, the rates are 42% for females and 64% for males.
 - A similar picture emerges for Priority VII (Social Inclusion) where 21% of female final recipients gained employment compared to 31% of male final recipients.
 - Whilst there are gaps in the proportion of women and men entering employment on completion, there is some evidence that these are eroded over time. For example, in relation to more socially excluded individuals, 6 months after completion 16.6% of female final recipients and 19.9% of male final recipients were in employment. By 30 months, the figures were 34.6% and 35.3% respectively.
 - Salary increases were more common amongst male final recipients than female – with 20% of women and 30% of males engaged in activities connected to raising competencies receiving an increase in their salary.

Finally, the main hard results achieved for women in **UK** are as follows.

- Across all OPs and PAs where data are available, a higher percentage of women than men gained qualifications. This is particularly notable in relation to Scotland where 27% of women gained qualifications compared to just 17% of men.
- A range of different measures of employment sustained are used across the different evaluations.
 - In England, a follow-up survey found that 30 months after participation, roughly a third of A2E final recipients are in employment. The percentage in employment at this stage is higher for females than males.
 - In contrast, in Wales a lower proportion of females are in employment after 12 months than males (46% versus 55%).
- Other hard results noted include:
 - A slightly higher proportion of female than male A2E final recipients in Scotland are in a 'positive destination' (employment, self-employment, volunteering, training or education).
 - Research looking at the English OP found that there is a slight variation in the occupational destinations of final recipients by gender. Females were more likely than males to gain employment in 'higher/lower managerial and professional' occupations (16% compared to 12% for males) and 'lower supervisory and technical/semi-routine' occupations (53% versus 47%) but less likely to end up in 'intermediate occupations/small employers' (20% versus 22%) and 'routine occupations' (11% versus 19%).

Variations in Hard Results

Country reports comment on the variations in the most significant results by intervention and sub-group, but very little information emerged.

Type of Intervention

Information on variations by type of intervention is only available for GR and PL.

- In GR, support for start-up was singled out as being particularly effective for women.
- In PL, the most successful interventions for women are job advisory services, training and workshops. In relation to help to start up in business, only 9% of women started their own business compared to 16% of men. Additionally, business survival rates were lower for women.

Target Groups

The only member state for which information was available on variations by sub-group was PL. Older females (aged 50-64) and females living in rural areas are less likely to be in employment 6 months after completion than males, and the differences are very marked with male job entry rates approximately 50% higher than for females.

6 Factors Influencing and Good Practice in Implementation

6.1 Factors Inhibiting Implementation

A small number of factors were isolated in the country reports as inhibitors of effective implementation.

- In both DE and UK there were examples of OPs where women formed a lower proportion of final recipients of ESF supported services delivered by the public employment service, or where the public employment service has a key role in referring final recipients to training, either because they were not eligible for state employment benefits or otherwise did not use public employment services as actively as males.
- In ES, the main factor generally influencing the effective implementation of ESF has been the deep recession in Spain but there is no evaluation evidence on the differential impacts if any in relation to men and women.
- Women in PL were in some instances included in a diverse group of 'disadvantaged' people which made it less likely that services would be designed around their specific support needs.
- In PL there was also an issue in terms of the lack of data to conduct a proper gender analysis at the stage of planning programmes and projects.
- In PL attention was drawn to the failure of the OP to address some of the fundamental issues confronting women in the labour market such as vertical and horizontal segregation.

6.2 Factors Contributing to Effective Implementation

Few convincing factors contributing to the effective implementation of ESF support for women were identified in the country reports.

6.3 Good Practice in Effective Implementation

A large number of examples of good practice were identified in the country reports. In most cases, country reports provide only short descriptions of good practice drawn from evaluation and other documentation. However, those interested in particular examples of good practice can follow up with the member states or MAs to gather more detailed information.

Increasing Female Participation

DE

- In North Rhine-Westphalia, an ESF supported training voucher system ('Bildungsscheck') was introduced to increase the participation of women. Under this system final recipients are given a voucher to acquire training from certificated providers who in turn can have their training costs refunded. This approach gives the choice of training and training provider to the final recipient in contrast to the conventional referral of unemployed people to training programmes by public employment services.
- In Lower Saxony part-time apprenticeships have been introduced for lone parents who are predominantly women. This is a logical extension of the importance of part-time working and more family friendly hours of work to the issue of training in the workplace.

GR

- The expansion of local employment initiatives and social cooperatives have benefited women by providing alternative forms of job creation and diversity of employment opportunities which pose fewer barriers to women than some more conventional employment opportunities.
- An ESF supported programme led by the National Employment Organisation for the creation of new businesses by women has achieved significant success with nearly 3,300 final recipients benefiting to date.

UK

- The NIACE study (2011) into engaging unemployed women in ESF-funded training identified that the content of ESF programmes is key to making them attractive to women. In particular:
 - Providers must undertake research into women's needs (as these are different and are more likely to be multiple) and not make assumptions in regards to women's needs.
 - A proactive approach is needed to recruit female participants (for example, by targeting women where they work or socialise). Word of mouth, community learning champions, advertising and social media are all considered to have a potential role to play.

Changing Awareness and Attitudes

DE

- In Lower Saxony cross-mentoring approaches proved successful in helping women enter higher level jobs within organisations. The mentors as well as the female mentees benefit from the process which helps change the attitudes of the mentors towards moving women into more senior positions and towards models of leadership (for example, part-time models of leadership and alternatives to office-based working).

ES

- The 'It's up to you, it's up to us' project aimed to raising awareness amongst both individuals and companies of reconciliation and to develop new values within management of companies. Activities included exhibition and development of tools to promote co-responsibility such as postcards, webpages and handbooks for companies.
- The 'They Too Project' involved a multi-institutional approach to engage men in the design and development of equality policies. This includes a range of activity such as awareness-raising, training, training for trainers and promoting the 'Men for Equality' movement. This project involved both Galicia and Portugal and aims to shift the approach to gender equality to one where women and men work together to achieve gender equality.
- The 'Virtual School of Equality' is an online training system also providing tutor support. The objective is to raise awareness of gender equality issues particularly in the working environment and to provide business organisations with training and tools to foster integration and a better work-life balance.

- The dissemination of information around the Day Against Gender Based Violence is considered an example of good practice in communications. This included using a range of advertising mediums (e.g. posters, online advert, etc.) and a film season. The focus was on raising awareness of gender-based violence and encouraging individuals to report cases.

PL

All organisations involved in ESF implementation are required to work to the principle of equal opportunities of men and women and gender equality. This is underpinned by (1) a Gender Index Audit that all Implementation Bodies must undertake and (2) making available training for all project providers on achieving a minimum standard in relation to gender equality.

Underpinning Gender Equality

ES

- A key activity of the Equality Policies Network is gathering and disseminating good practice. Their website includes guidelines on identifying good practice and templates for drafting good practice. They have identified and described examples of good practice in ESF.

GR

- In terms of the Administrative Reform OP, good practice examples include actions aimed at improving the quality of gender equality policies, the development of tools to monitor the extent to which public policies are incorporating gender mainstreaming and support for women's NGOs.

PL

- In 2009 the MA introduced a simple Minimum Standard grid to assess projects on their gender sensitivity. This was accompanied by training for key organisations (Intermediate Bodies, project promoters and project assessment committees). The key questions incorporated into the Minimum Standard are:
 - Does the project rationale (needs analysis) include an analysis of women's and men's situation and show gender inequalities?
 - Does the analysis of women's and men's situations include quantitative data which show a lack of gender inequalities in the project intervention area?
 - Do the data used in the project rationale and segregated by gender concern the area of the project intervention?
 - Do the activities planned in the project address gender inequalities existing in the project intervention area or do they diversify activities (forms of support) for men and women so that gender inequalities are overcome?
 - Are project results segregated by gender and coherent with the project rationale? Will results show how the project will impact the situation of men and women.
 - Does the project include a gender sensitive management plan?

Designing Checklist of Good Practice Processes

UK

Evaluation evidence suggests that effective interventions for women need to be designed and delivered around a set of key principles.

- Making available flexible working options for employers and women, at the same time raising awareness of how to source support for employment entry, including financial support for childcare costs.
- Ensuring that delivery of services for women takes account of the timing, location and

availability of key support services such as childcare.

- Designing effective marketing material to challenge conventional occupational and sectoral gender segregation, but also organising work experience to challenge these conventions in addition.
- Working hard to provide services which meet the needs of individual women around the development of confidence, the creation of soft skills and one to one support more generally.
- Developing an active approach (such as awareness raising and direct marketing of ESF supported services) to recruiting women into ESF support project delivery rather than depending simply on referral from public employment services.

7 Community Added Value

7.1 Defining Community Added Value

Community Added Value (CAV) measures the difference made by ESF funding and programming interventions compared to ongoing member state funding and delivery.

The methodological note prepared by the Evaluation and Impact Assessment Unit in October 2008¹ identifies 4 key dimensions of CAV.

- **Volume Effects.** *“ESF action adds to existing action, either by supporting national action in general (“mirroring”) or specific areas of national policy (“boosting”).”*
- **Scope Effects.** *“ESF action broadens existing action by supporting groups or policy areas that would not otherwise receive support.”*
- **Role Effects.** *“ESF action supports local/regional innovations that are taken up at national level or national innovative actions that are then ‘mainstreamed’.”*
- **Process Effects.** *“ESF action influences Member States administrations and organisations involved in the programmes.”*

7.2 Assessment of Community Added Value

Table 15 summarises the key evaluation findings on CAV reported in the country reports. Some of the broad findings are discussed below.

Volume Effects

These were reported for:

- One DE OP, in relation to an initiative to increase female participation.
- ES, in relation to increased female participation as a result of increasing focus on gender equality, with more ESF supported activity for women flowing as a consequence of this.
- GR, principally in relation to volumes of activity around promoting gender mainstreaming and equal opportunities.
- PL, in relation to significant additional resources invested in childcare facilities.

Scope Effects

Scope effects were identified for only GR and PL, in both cases in relation to work around gender mainstreaming processes which ensured that more support was focussed on women than would otherwise have been the case.

- ESF has raised the profile of Gender Mainstreaming in GR and led to the development of a vision and a sustainable institutional framework for achieving this
- The systematic work around gender mainstreaming in PL including the introduction of the Minimum Standard has contributed significantly to the implementation of gender equality.

¹ A Framework to Describe the Community Added Value of the ESF (2008) Methodological Note: EC Development, Social Affairs and Equal Opportunities DG, Evaluation and Impact Assessment Unit.

Role Effects

Role effects were identified in all of the countries except PL. In most instances these effects related to ESF activity creating a platform for taking forward more effective approaches to gender mainstreaming and equal opportunities. For example:

- In DE, at the level of the national OP the setting of a benchmark around gender is a significant advance on previous practices.
- In ES, as a result of ESF, gender equality is involved in the programming and management cycle, various institutional arrangements ensure the gender equality approach is applied more consistently and some key processes such as Equality Plans in companies have been introduced.

Process Effects

Process effects were reported for DE, GR and PL.

- In GR this included improvements to data collection around gender, and the collection of management information. There is generally a greater awareness of the need to improve how different agencies address gender issues and of the need for more cost effective and sustainable systems for gathering key information on gender.
- In DE and PL the process effects were largely around stronger processes for improving gender mainstreaming and equal opportunity interventions, and the wider acceptance of these across key institutions.

8 Evaluation Data, Approaches and Methodologies

8.1 Evidence Base Available

The numbers of monitoring, evaluation and research reports used in each country report are given in Table 6 below. The largest number – by far – is for DE, reflecting in part the large number of OPs in that member state.

Table 6. Number of Monitoring, Evaluation and Research Reports Used

	Number of Reports Used
DE	70
ES	10
GR	14
PL	10
UK	12

There were mixed views across the 5 country experts about the evidence bases available to them to assess the contribution of ESF OPs to support women in the labour market and in terms of social inclusion.

- AIRs and Annex XXIII have been important sources of quantitative data especially in relation to the number of female final recipients.
- In relation to indicators, it was flagged up that:
 - Results data are not always available broken down by gender.
 - Data on specific interventions or target groups are rarely available. For example, in DE, data often focus on specific goals which tend to cover more than one intervention or target group.
- In terms of evaluation reports:
 - The coverage varied – for example, from evaluations focusing on the OP as a whole (but with some analysis by gender) to research looking at very specific gender issues (e.g. awareness-raising amongst the public and employers, and improving childcare – both in PL).
 - The UK country report highlights that as the general approach taken by the OPs was to ensure female participation through mainstreaming, this has led to a limited focus on gender within evaluations. However, there are two evaluations undertaken for the English OP that focus explicitly and systematically on women's issues, alongside the Progress Reports developed under the Gender and Equal Opportunities Mainstreaming Plan.
 - Many evaluations included an element of primary research (e.g. focus groups or interviews with final beneficiaries). Country experts cautioned that whilst this complements the data held within the AIRs and Annex XXIII, depending on the focus of the research, there may still be some gaps in data.
 - Some evaluations had a strong focus on understanding process and management issues. This is a valid contribution (especially in terms of understanding good practice and Community Added Value), but these evaluations will not necessarily have also focused on quantifying the results that have been achieved.
 - The approaches taken and the time periods covered by the evaluations vary, meaning they cannot be directly compared to one another.

- Where an evaluation had focused on the early years of the ESF 2007-2013 programming period, the country experts cautioned this material could now be out of date.
- Not all evaluations considered issues of good practice or Community Added Value.

8.2 Aspects of the OPs or PAs Covered by Evidence Base

Overview

The country reports outline which aspects of the OPs or PAs are covered by the evidence base. The evaluations vary significantly – for example, with some covering whole OPs or PAs whilst others focus on specific interventions.

Intervention Type

- Often where an evaluation covers an OP or PA as a whole, it is not possible to disaggregate the data by intervention type.
- Three of the member states (DE, GR and PL) were able to identify specific intervention types covered by the evidence base.
- Interventions covered by the evidence base in these member states include:
 - Interventions to support migrants; to prevent school dropout; and to promote transition from school to work (all DE).
 - Interventions promoting life-work balance (GR).
 - Training; internships; grants for business start-up; job advice services; individual action plans; grants for commuting; care for dependent persons (PL).

Treatment of Subgroups

- Whilst evaluations must provide data by gender to be of value to this exercise, many do not have data below this level – i.e. for female sub-groups. However, for PL there is coverage for a range of sub-groups. In addition, the UK AIRs appear to provide data for a number of sub-groups.
 - In both cases, the sub-groups included women who are long term unemployed, inactive women and women with disabilities.
 - The other groups varied – both between these two member states and within them (with different OPs within the UK having different sub-groups).
- Within PL, the most significant gap in the evidence base in relation to sub-groups is for Roma women.

8.3 Limitations of Evidence Base

The main limitations of the evidence base in terms of assessing the contribution of ESF to women were discussed in the country reports. Whilst there are specific issues in each member state, the common themes appear to be:

- A lack of focus on measuring results within evaluations – with the focus often on processes and management (mentioned by DE).

-
- Data were sometimes collected on an irregular basis (GR) or, in some cases, were considered to be quite old (for example, many of the evaluations in ES related to first two years of the ESF 2007-2013 programme).
 - The presentation of data can prevent an assessment of the contribution of ESF to women being made – for example, if only percentage data are available for each year it is not possible to calculate the cumulative performance of an intervention (DE).
 - A lack of data in relation to women or sub-groups of women. This was explicitly mentioned by 3 of the 5 member states – DE, ES and GR. This can reflect either:
 - Data on women not having been collected (or women having been included in a broader group, as in GR, where they are part of the 'most vulnerable in labour market' group).
 - Limited focus in evaluation reports on analysing the contribution of ESF to women.
 - Within evaluations, data or findings are sometimes contradictory in terms of the contribution of ESF to women (DE).
 - Limited amount of evaluation evidence to help with the identification of good practice (ES).

8.4 Good Practice in Evidence Base

A number of elements of the evidence base that were considered good practice in assessing the contribution of ESF to addressing the main issues women face in the labour market and in terms of social exclusion were identified including:

- Having data available by gender (DE).
- Ensuring that the monitoring of gender issues is transparent (DE – Hamburg OP).
- Where there are multiple OPs, agreeing a common set of questions and principles for undertaking research on gender issues (DE – National OP, report on Gender Budgeting).
- Undertaking specific research into the extent to which gender equality policy principles have been build into the implementation of ESF OPs (GR).
- Undertaking an *ex-post* evaluation of gender mainstreaming, as this can help inform future interventions (GR – with the evaluation of gender mainstreaming for ESF 2000-2006 period informing ESF 2007-2013).

8.5 Recommendations for Improving Evidence Base

In reviewing the evaluation and related reports for their countries, the experts collated from these reports recommendations about how the evidence base could be improved to enable a more effective assessment to be made of the contribution of ESF to women. Those recommendations that relate to research approaches and methodologies are included in the next section. In terms of other recommendations, these included:

- Ensuring a gender approach is taken in the initial context analysis of the OPs (ES).

- Ensuring that OPs have specific objectives to improve monitoring and evaluation of gender equality policies, measures and interventions (ES).
- Setting minimum thresholds for female participation (including in relation to budgets) against which performance can be measured (DE – National OP).
- Getting all projects to identify whether or not gender equality is one of their objectives – as this will help enable analysis to be undertaken. This is particularly important at the funding stage (DE – Thuringia OP).
- Ensuring that Intermediate Bodies and other bodies involved in the management and delivery of ESF understand how to make best use of gender data and working to develop skills within these organisations (ES).
- Improving the integration between gender budgeting and gender mainstreaming (DE – National OP).

8.6 Research Approaches and Methodologies Used

Table 7 summarises the research approaches and methodologies used by reports that the country reports are based on.

- As would be expected, there are many more reports that review ESF interventions that were not specifically designed for women (but that women have participated in) than reports that review interventions specifically designed to help women.
- Evaluations that analyse management and implementation processes, analyse monitoring and/or administrative data or that have undertaken primary research with final beneficiaries are all common.
- Counter-factual impact evaluations appear to be rare with just 3 reports using this technique (all of which were evaluations focusing on general ESF interventions).
- Similarly theory-based impact assessments were rare with just 1 report focusing on interventions specifically designed to help women using this technique and 8 reports focusing on general ESF interventions (that women had participated in) using it.

Table 7. Research Approaches and Methodologies

	DE	ES	GR	PL	UK
Research reviewing ESF cofinanced interventions specifically designed to help women					
• Evaluation / analysis of Management and Implementation Processes		2		1	2
• Evaluation / analysis of Results Using Monitoring or other existing administrative data		2	4	1	1
• Evaluation of Results based on research with final recipients (e.g. Case Study/ Focus Groups/ Survey)	1	1		2	1
• Evaluation based on other research methods	1	2			1
• Theory Based Impact Evaluation	1				
• Counter-factual Impact Evaluation					

• Other Impact Evaluation					
Research reviewing ESF cofinanced interventions (not specifically designed for women) to assess their impact on women					
• Evaluation / analysis of Management and Implementation Processes	20		11		1
• Evaluation / analysis of Results Using Monitoring or other existing administrative data	21		8	1	1
• Evaluation of Results based on research with final recipients (e.g. Case Study/ Focus Groups/ Survey)	17		5	4	4
• Evaluation based on other research methods	10				
• Theory Based Impact Evaluation	4			1	3
• Counter-factual Impact Evaluation	2				1
• Other Impact Evaluation	1				

8.7 Recommendations in Relation to Research Approaches and Methodologies

Some country reports, based on a review of the evaluation and related evidence, collated recommendations on the research approaches and methodologies adopted. Most of the recommendations that were made related to improving the quality and relevance of monitoring and administration data. These will feed into future **evaluation/analysis of results using monitoring or other existing administrative data**. The recommendations included:

- Improving the categorisation of projects within the monitoring data – as this influences the analysis that can be undertaken (DE – Saarland OP).
- Ensuring that the data collected and the design of the system allows the effectiveness of different interventions, measures or Codes to be assessed. There were various recommendations made including:
 - Collecting micro-data on individual participation (DE – National OP). It should be noted here that plans to address this recommendation are incorporated in the Programming Period 2014-2020 Monitoring and Evaluation of European Cohesion Policy European Social Fund Guidance Document which describes micro data as “*sine qua non for undertaking impact evaluations*”.
 - Ensuring data is captured on each sub-measure and intervention (PL). This is particularly important in relation to assessing more complex ESF-funded approaches (for example, to tackle social exclusion) where individuals use a range of interventions. If adopted this recommendation would allow different types of intervention and frequency of intervention to be assessed more effectively.
 - Ensuring Annual Financial Programming data can be broken down by Code – as this will help ensure effectiveness of these Codes can be analysed (ES).
- Ensuring the monitoring system allows links to be made between financial and physical implementation (ES).
- Making greater use of benchmarks (for example, having benchmarks for sub-groups) (DE – National and Hamburg OPs).

- A number of specific recommendations were made in relation to improving the extent to which gender issues are captured in the monitoring and administrative data. These include:
 - Ensuring all programmes with final recipients monitor gender equality issues (DE – National OP).
 - Including additional indicators to capture aspects of gender equality in the monitoring data. These include the breakdown of women in employment with and without social insurance; working hours of men and women; and salaries of men and women (DE – Thuringia OP).
 - Ensuring light-touch 'bagatelle' programmes that assist women are captured in the data (DE – National OP).
 - Ensuring data collected enables financial intensity to be assessed. This is important because of concerns that a focus on breakdown of participants by gender may conceal different levels of expenditure by gender (DE – National OP).

In relation to other research approaches and methodologies:

- In GR, it was recommended that evaluation contracts specify that surveys and counter-factual evaluations should be undertaken for specific target groups, including women. If adopted, this recommendation would feed into both ***evaluation of results based on research with final recipients*** (e.g. case studies, focus groups, surveys) and ***counter-factual impact evaluations***.
- No recommendations were made in relation to evaluation/analysis of management and implementation processes, evaluation based on other research methods, theory based impact evaluations or other impact evaluations.

9 Findings and Issues on ESF and Women

9.1 Findings

1. Over the 2007 ESF programming period although employment rates of women remain below those of men, the gap has reduced significantly. In fact the gap has narrowed in every member state except Romania. The gap between men and women in relation to risk of poverty and social exclusion has also narrowed, although women remain more at risk of poverty and social exclusion.
2. In the period to end December 2011, nearly 25.5 million women have been final recipients of ESF support, although this will include some multiple counting. Women account for 52.1% of all final recipients.
3. In the 5 country reports focussed on women, gender issues have high salience within the OPs, and 4 of the 5 have OPs which have set benchmarks for female participation.
4. Information on final recipients suggests that the proportion of women receiving ESF support ranges from 38.9% in UK to 56.5% in PL, but no figures are available for GR.
5. Only ES has aggregate information on results, and this shows that nearly 888,000 women secured a job entry after leaving their ESF provision. As 56.4% of ESF expenditure and 55.5% of final recipients were women this level of employment results (61.7% of all employment results) is a strong finding.
6. Considering the groups of women prioritised the focus seems to be principally on employment and employability with less emphasis on socially excluded groups. Young women feature strongly as a priority where information is available.
7. A relatively small proportion of women are impacted by interventions focussing specifically on tackling horizontal and vertical segregation with most of the effort around enhancing A2E, and providing education and training.
8. The information on hard results is limited with some country reports able to provide much more evidence than others. Based on the evidence that is available:
 - There is a tendency for women to have lower job entry rates than men, but women are more likely to sustain their employment.
 - For interventions supporting business start-up, the percentage of women starting a business is lower than for men and the businesses are less likely to be sustained – but GR is an exception to this.
9. In relation to effective implementation:
 - Inhibiting factors included situations where ESF co-financed services focussed on employability services delivered through the public employment service, leading to lower levels of female participation (DE and UK).
10. In terms of CAV:
 - Volume effects were reported for DE, ES, GR and PL.
 - Scope and role effects came through the GR and PL reports in relation to a greater focus on gender mainstreaming.
 - Process effects were reported for DE, GR and PL around improved data collection around gender issues and implementation, as well as around stronger

processes (DE and PL) to improve gender mainstreaming and equal opportunity interventions.

11. The analysis of evaluation data, approaches and methodologies suggested that, in broad terms:

- Key results data are not always available by gender and data on specific interventions or target groups is rarely available.
- Counterfactual impact evaluations are rare with only 3 identified across the 5 member states. There are also a number of theory-based impact assessments (one focussing on interventions specifically designed to help women and 8 focusing on interventions not specifically designed for women but where women are final recipients).

9.2 Issues for ESF

1. There is little evidence coming through the country reports of significant and effective interventions dealing with the attitudes and behaviours that underpin horizontal and vertical gender segregation in the labour market. This needs to be seen in the context of the analysis of trends in the labour market which suggests there has been little change in horizontal segregation by gender across the European labour markets since the 1990s. Arguably the legacy of ESF in relation to women depends upon a more significant contribution to changing the attitudes and behaviours of employers, labour market agencies – and women themselves.

2. The emphasis of ESF in relation to women has emerged as strongly directly towards employment and employability and to a much lesser extent focused on social inclusion. It is not clear whether this is a conscious emphasis, perhaps reflecting the view that the principal measure to tackle social exclusion would be to support more women in more sustainable and higher value employment. It is the case however that for more disadvantaged women it is likely that more ESF activity focusing on the causes of their social exclusion needs at least to complement and possibly precede A2E measures.

3. During the global recession in a number of economies self-employment and new enterprise starts have become more common in part as a reflection of the reduction in employment opportunities. The evidence on women and new enterprise that has emerged is somewhat contradictory with some country reports suggesting lower proportions of women starting in business and lower business sustainability rates as compared to men. On the other hand the GR report a thriving women into enterprise ESF-supported intervention. It would be good to find greater clarity on the true potential of new enterprise starts as an effective measure for women perhaps through sharing some good quality, detailed case study material.

4. There are some interesting variations across the 5 member states in terms of processes to support gender mainstreaming. Given that the approaches differ there is scope through some more detailed comparative evaluation work, or indeed through comparisons between OPs in the same member state, to see the extent to which these approaches are effective. Gender budgeting is a good example as it is an approach deployed only to a modest degree to date.

5. The country reports have provided quite rich information in some instances on the relative effectiveness of different types of intervention and variations in effectiveness by the nature of the target group. There will be value in trying to capture this type of information in a more systematic and ongoing fashion to guide more effectively the

design of ESF funded interventions. Again, the *Programming Period 2014-2020 Monitoring and Evaluation of European Cohesion Policy European Social Fund Guidance Document* sets out guidelines that will help in achieving this. These will increase the likelihood of this data being gathered in a systematic way but that setting out a strong and clearly worded **requirement** for member states to collect and analyse data on results for both different types of interventions and sub-groups of the overall priority groups (such as women) would help ensure this critical data is collected. It is important to know 'what works for whom'.

10 Key Issues and Policy Development for Young People

10.1 Key Issues

This section looks at the evidence for and explanations of differences between younger and older people across the EU in terms of employment and social exclusion. The definitions (commonly used by the EU, OECD and ILO) of 'youth' are those aged over the minimum school leaving age (which varies by country, but is normally between 16 and 18) and less than 25, and 'adults' as those aged 25 or over. Age 25 is commonly used as by that stage, most people have completed full time education and have entered the labour force, while the 'youth' age range captures initial and formative participation in the labour market for most (Bell and Blanchflower, 2011).

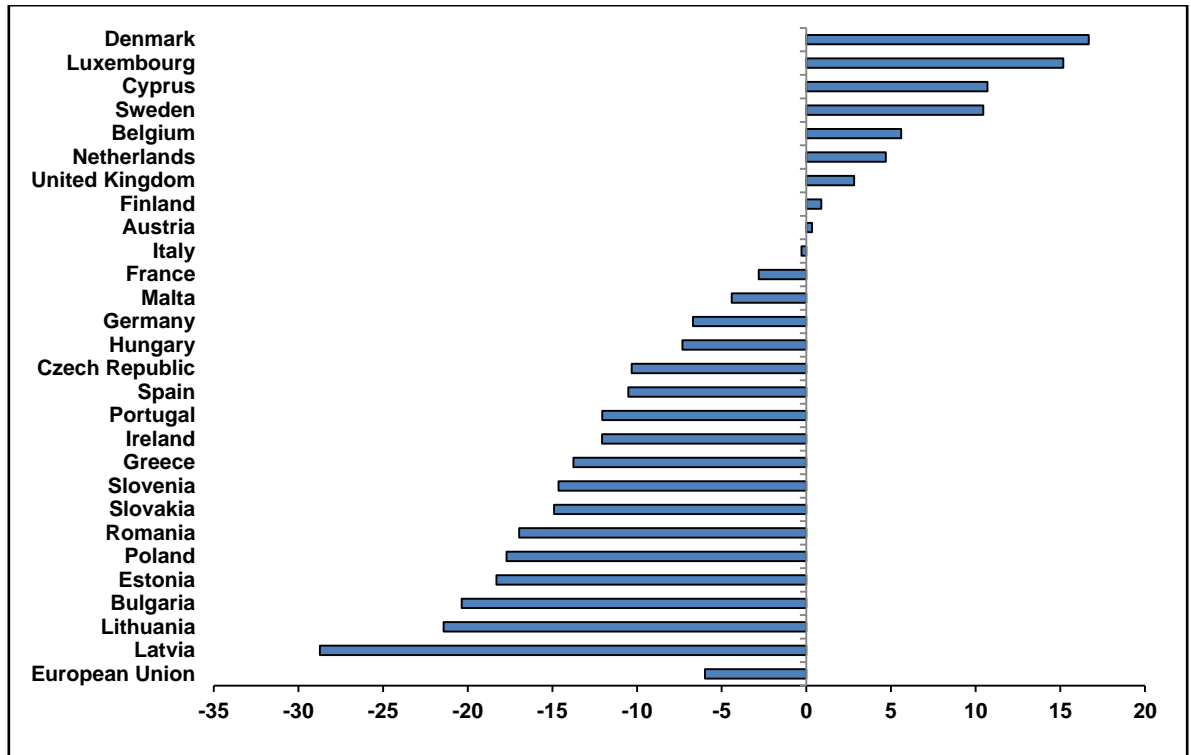
Demographic Change

In the section of the report on women, the changing labour market context for the 2007-2013 ESF programming period was reviewed, focusing on employment levels. Figure 8 captures demographic change over the relevant period as this can have a significant impact on the labour market experiences for different age groups, as a key supply side influence.

- In overall terms the number of young people declined by around 6%, but there were massive variations across member states.
- Whereas the population of young people was growing in a number of economies, mostly but not exclusively Northern European, it was falling dramatically in most member states with declines of 15% or more for most of the Eastern European countries, but also high levels of decline for economies more severely impacted by the recession such as Spain, Portugal, Ireland and Greece.

The differential experience in the percentage change in the younger age group is probably driven in large measure by migration patterns, although will also reflect the age structure of the population and the birth rate over the long term.

Figure 8. % Change in 15-24 Population 2006-2012

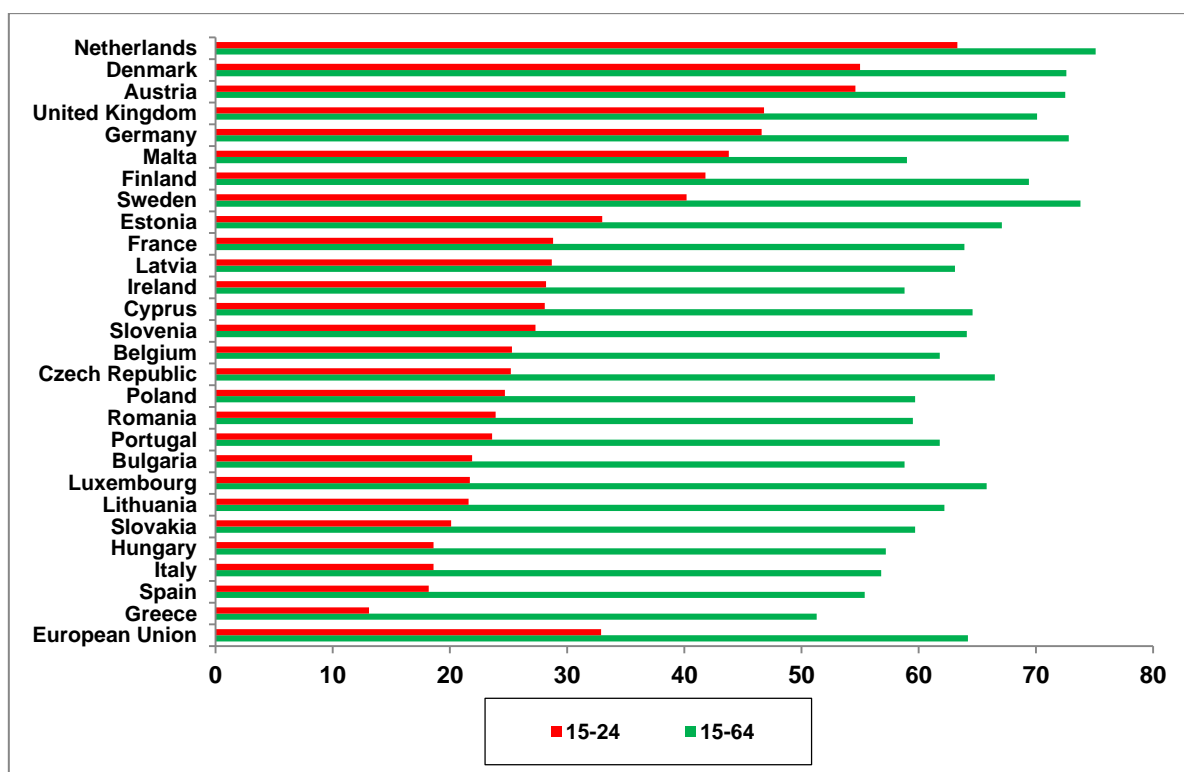


Source: Eurostat

Employment Rate

As shown in Figure 9 below, the employment rate amongst young people (aged 15-24) is well below that of the working age population as a whole across all EU countries.

Figure 9. Employment Rates (%) by Age Group, 2012



Source: Eurostat

There are two broad sets of factors that can explain the lower rate of employment amongst young people.

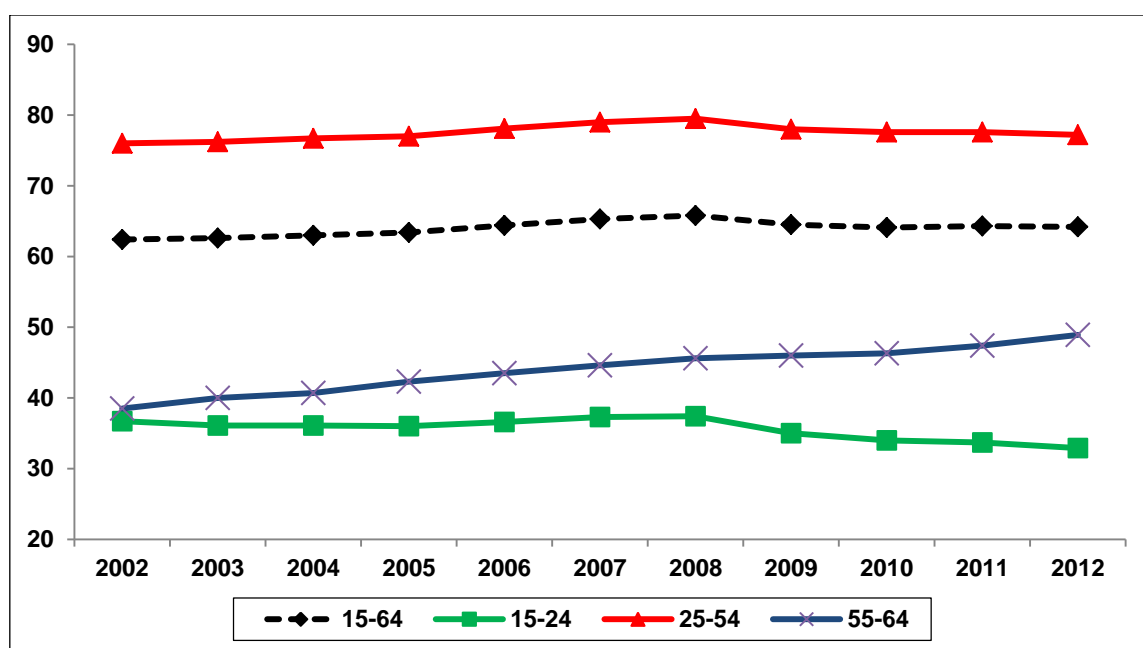
- Firstly, on the **supply side**, people in this age group are considerably more likely to be economically inactive due to their participation in education or training. As the figures in the above chart are for those aged 15-24, a proportion of this group will still be below the minimum school-leaving age in many EU countries, and significant proportions will be in full-time post-school education at colleges and universities.
- Secondly, on the **demand side**, young people are more likely to face a range of barriers to gaining employment and sustaining employment which mean that they are more likely to be unemployed (European Foundation for the Improvement of Living and Working Conditions, 2011a; Bell and Blanchflower, 2011). For example:
 - Young people will often be competing for job opportunities with better trained and more experienced applicants. In particular, they can suffer from the 'experience trap', where employers tend to hire workers who already have experience, and as a result labour market entrants find it very difficult to gain the work experience that would make them more attractive to employers.
 - Where young workers will require job-related training to become fully proficient in the role, firms may take the view that the long-term benefit of making this investment is outweighed by the immediate costs of training.

- Young people who are in employment are more likely to be made unemployed than their older counterparts. This is because they are more likely to be on less secure contracts – for example, as temporary agency workers – and if statutory redundancy payments are weighted by seniority (as is the case in most countries), firms will make redundancies amongst younger workers first, in order to reduce costs.

However, there are significant variations within the age group that is taken to represent ‘young people’ – for example in their educational attainment and the amount of work experience that they have managed to acquire – and therefore significant differences in the barriers to employment that they face (Bell and Blanchflower, 2011).

Looking at the impacts of the recession, young people appear to have been hit especially hard. Even before the onset of the economic downturn, many member states experienced high and persistent levels of youth unemployment. While the employment rate of those aged 15-24, as illustrated in Figure 10, remained fairly constant at around 37% between 2002 and 2008, in contrast the employment rate of 25-54 year olds had increased from 76% to 80% over the same period. From 2008, the employment of both these age groups has declined – but that of young people has fallen more. The employment rate for the 55-64 age group has continued to increase throughout this period.

Figure 10. Employment Rates (%) by Age Group, European Union, 2002-2012



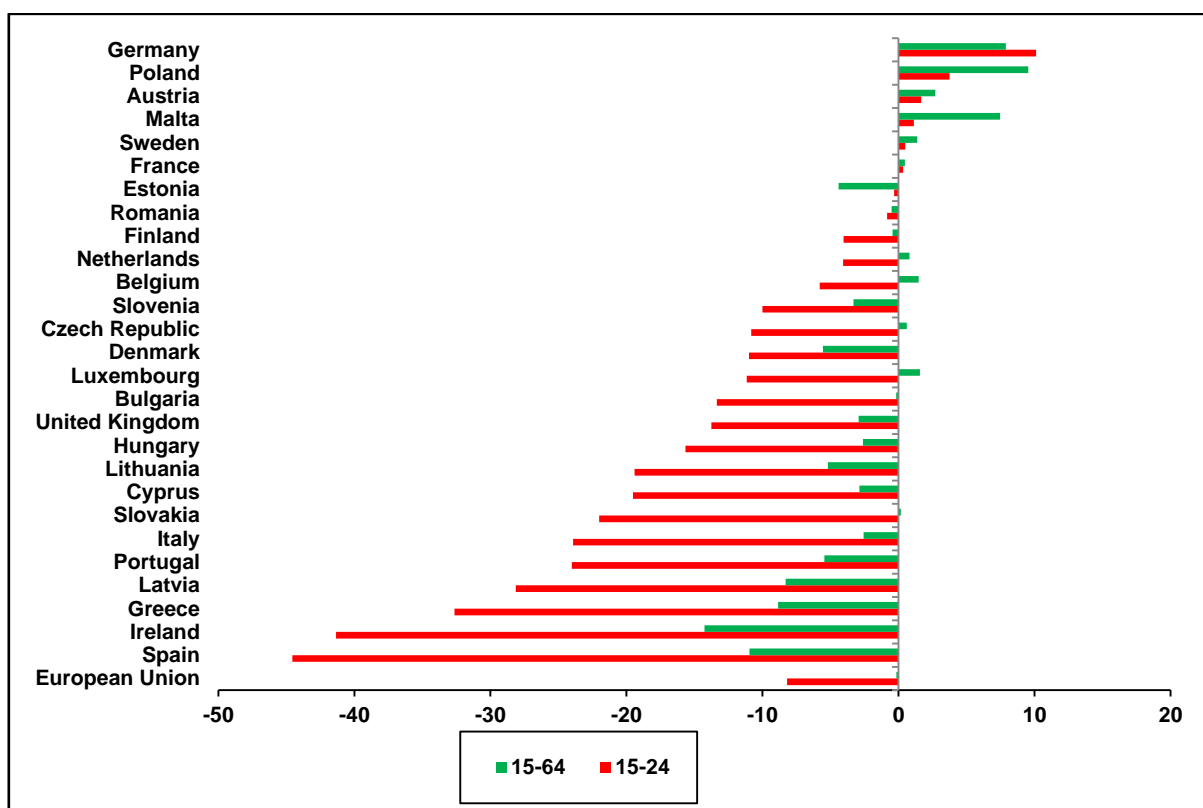
Source: Eurostat

Figure 11 shows the change in employment rates for young people and the working age population as a whole over the ESF 2007-2013 programming period.

- This confirms the deteriorating position for the 15-24 age group with a decline of around 9% in their employment rate compared to virtually no change for the working age population as a whole.

- The decline in employment rates for young people has been substantial in those economies impacted most severely by the recession with a decline of over 40% in the youth employment rate in Ireland and Spain. The declines in these economies would probably have been much more severe had it not been for the significant out-migration of young people from the worst hit economies which is implied by the analysis in Figure 8.
- In Germany, the employment rate for under 25s grew to a greater extent than for the workforce as a whole reflecting the greater buoyancy of the labour market.

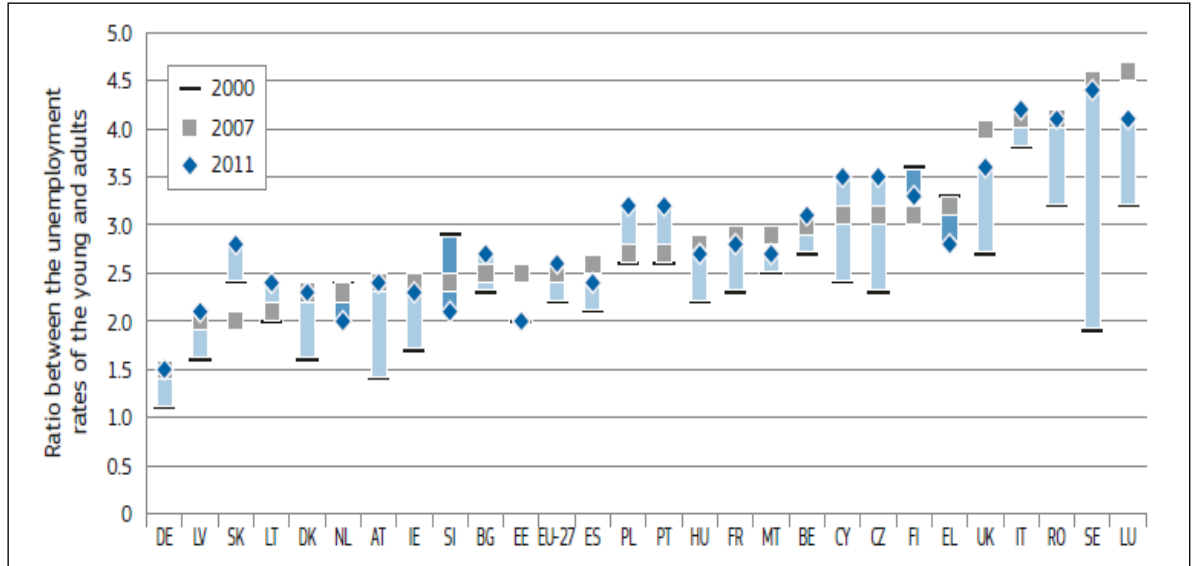
Figure 11. % Change in Employment Rate by Age Group, 2006-11



Source: Eurostat

Not only has the employment rate for young people fallen, but the unemployment rate for young people has also increased relative to that for others. As Figure 12 illustrates, the relative risk of unemployment for young people (i.e. the ratio between the youth and adult unemployment rates), for most EU countries and for the EU as a whole, was already increasing before the onset of the recession (in the period 2000-2007) and increased further (from 2007-2011).

Figure 12. Relative Risk of Unemployment for 15-24 Year Olds, 2000, 2007 and 2011



Source: European Commission (2012a)

There are a number of factors which have made young people's employment more vulnerable to the economic downturn than those of older age groups (European Foundation for the Improvement of Living and Working Conditions, 2011a).

- There has been a large increase in the proportion of young people in non-standard employment (i.e. temporary contracts or temporary agency work) since the 1990s, which has put them at increased risk of redundancy. The first step for employers in a downturn is usually not to renew short-term contracts or to discontinue the use of workers from employment agencies.
- Even those young people in permanent employment can be vulnerable to redundancy if the 'last in, first out' principle applies, as firms are keen to keep experienced staff and to retain essential skills.
- The ageing population in many EU countries has created more pressures on social security systems and resulted in efforts to keep older workers in employment for longer, and the financial incentives for early retirement are reduced. This has led to later retirements, and has reduced the number of opportunities for young people seeking to enter the labour market, particularly in a time of recession with low levels of job creation.

A time of recession therefore leads to greater competition amongst young people for fewer vacancies – leading to particular disadvantage amongst those with lower levels of qualifications, as they now have to compete with their higher qualified counterparts who have failed to find appropriate work. However, there is evidence that in this downturn, all young people have been affected by unemployment, regardless of their level of educational attainment. In contrast with previous recessions, where young people with higher levels of education have continued to enjoy a competitive advantage in the labour market, the 'shielding' effect of education on unemployment appears to have been cancelled out, at least in some countries. Youth unemployment has

increased substantially even among young graduates entering the labour market, who have to compete with more experienced job-seekers (European Foundation for the Improvement of Living and Working Conditions, 2012a).

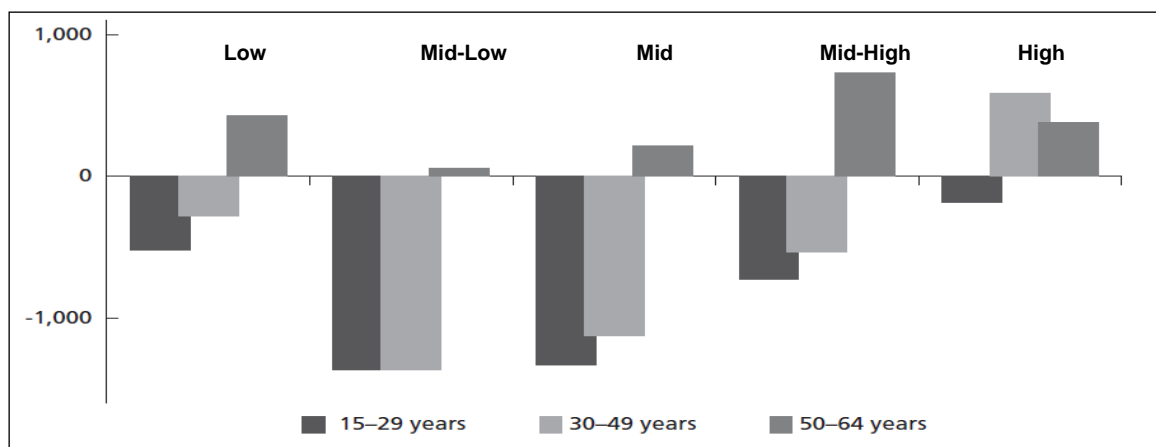
Labour Market Segregation

Young people are not only less likely to be in employment, but those who are in work also tend to be employed in different types of job to their older counterparts (European Foundation for the Improvement of Living and Working Conditions, 2012a and 2012b):

- Most young people in the EU member state are employed in retail and manufacturing, with substantial numbers also in hotel, restaurant and catering sector, health and social work, and construction. The concentration of young workers in sectors that were badly affected by the crisis has contributed to the growth of youth unemployment.
- Part-time work is especially common amongst this age group, as many young people combine part-time work with education, or work part-time as their first step into the labour market. The proportion of young people working part time has been growing (both before and during the downturn) from 22% of employment in 2002 to 30% in 2011. Part-time employment is especially prevalent in some countries (such as the Netherlands, Denmark, Sweden and Ireland), but less important in others (e.g. Bulgaria, Slovakia, the Czech Republic and Hungary).
- Younger workers are more likely to have non-standard employment contracts (such as temporary agency contracts and fixed-term contracts) than other age groups. After a small decrease at the onset of the recession in 2008, the proportion of young people in temporary employment in the EU has been increasing, reaching a high of 42% in 2011. Temporary contracts allow employers an attractive means of increasing their workforce in a climate of economic uncertainty.

Looking at how different age groups have been affected by job losses and gains as a result of the recession, Figure 13 shows how more jobs were lost between 2008 and 2010 amongst those aged 15-29 than in older age groups across the whole of the wage distribution. In absolute terms, the greatest number of job losses in this age group were in jobs with 'mid-low' and 'mid' wages. However, it is notable that this age group also experienced significant job losses in the top two wage quintiles – and although these losses are smaller in terms of numbers, there will have been relatively few young people in higher compared lower-paying jobs at the start of this period. Furthermore, both older age groups saw growth in the number of high-paying jobs – further weakening the average pay of young people in relative terms.

Figure 13. Job Loss/Gain by Age Group and Wage Quintile, EU27, Q2 2008 to Q2 2010 (thousands)



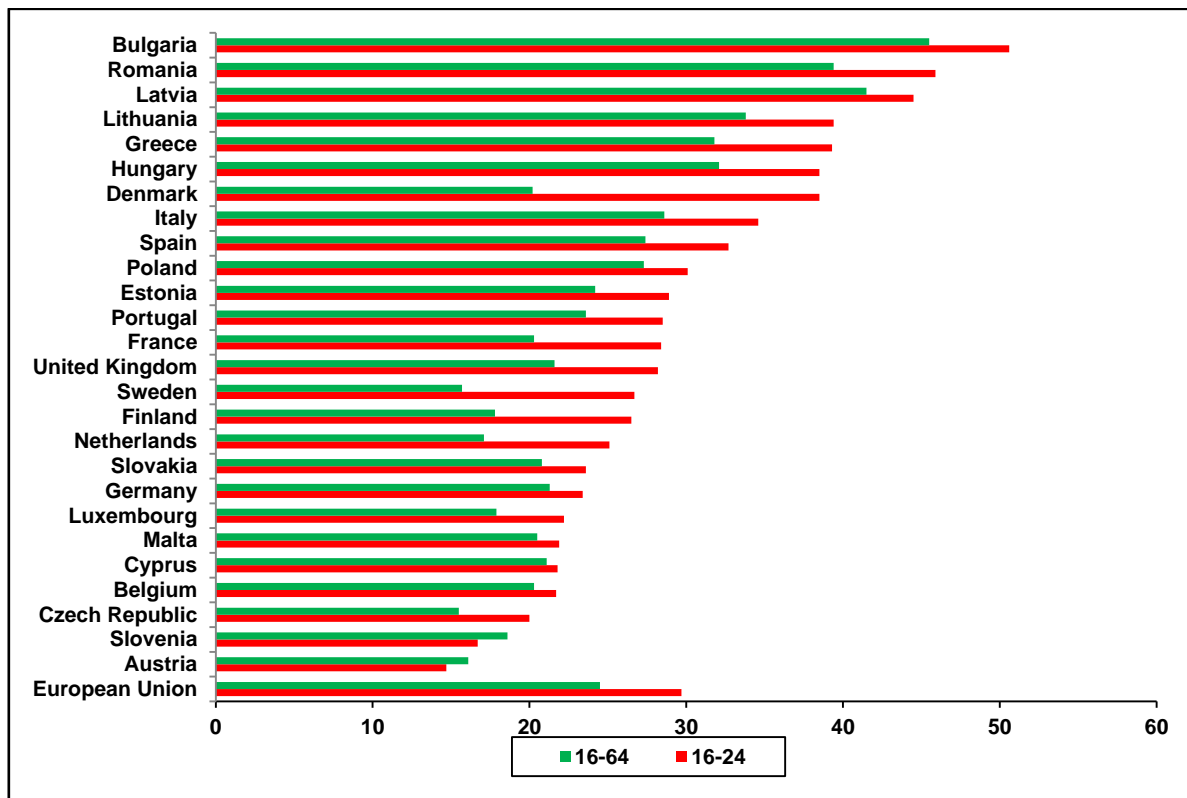
Source: European Foundation for the Improvement of Living and Working Conditions (2011b)

Furthermore, there is evidence that young people who enter the labour market (i.e. leave school, college or university) during a recession, when unemployment rates are high, suffer a negative effect on their earnings. While this is especially high in their first year in employment, this effect is persistent – with their earnings lower than otherwise would have been the case for 10-15 years after labour market entry. Young people's pay is therefore especially sensitive to the economic conditions in which they enter the labour market – and those who have entered the labour market since the onset of the economic downturn in 2008 will experience substantially lower lifetime earnings than if they had done so during a period of economic growth (Bell and Blanchflower, 2011, OECD, 2010).

Social Exclusion

As Figure 14 below indicates, across the EU as a whole, and in all EU countries (except Austria and Slovenia), a higher proportion of those aged 16-24 than in the working age population as a whole are classified as being at risk of poverty and social exclusion.

Figure 14. % of Population at Risk of Poverty or Social Exclusion by Age Group, 2011



Source: Eurostat

Note: Figures for Ireland not available

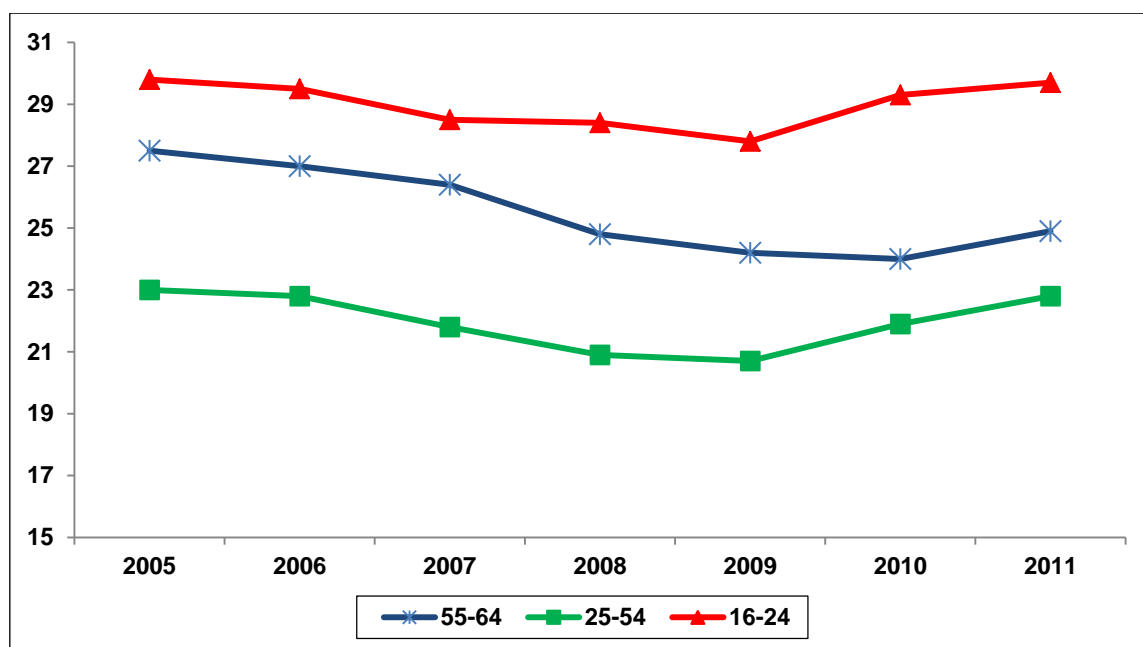
The factors that make young people more likely to experience poverty or social exclusion are closely related to the types of labour market disadvantage discussed above.

- As the main drivers of poverty are worklessness and low incomes (European Commission, 2012b), the fact that young people are less likely to be in employment than older people, and likely to be paid less if they are in employment increases the risk that they face.
- There is also a relationship in many EU countries between being in temporary employment and being at risk of poverty. While only around 5% of people in the EU with a permanent work contract are at risk of poverty, it is 13% for those on a temporary work contract. The risk of poverty for temporary workers up to 5 times higher in some countries (for example Belgium, Bulgaria, Sweden, Finland and Hungary) than for permanent workers. One reason for this is the lower rate of pay for temporary workers discussed above. This is especially relevant to young people as they are considerably more likely than those in older age groups to have temporary contracts if they are in employment. On the other hand, this elevated risk of poverty for temporary workers does not exist in all countries, and those in any sort of employment are still less at risk than those not in work (Social Protection Committee, 2011).

- As young people are more likely to be in low-paid and insecure jobs, they are at a greater risk of becoming trapped in a cycle of periods of employment followed by unemployment. There is evidence that this type of experience early in working life can have long-term effects on further career prospects, health, income and social mobility (European Foundation for the Improvement of Living and Working Conditions, 2011a).
- The higher rates of unemployment amongst young people also expose them to greater risks of a range of negative consequences, including poor physical health, stress and depression (Bell and Blanchflower, 2011).
- In some countries, young people are also excluded from state welfare benefits systems – for example, because they have not contributed enough to be eligible for support. The combination of a loss of financial independence and having to rely on lower welfare benefit payments can lead to further social exclusion (European Foundation for the Improvement of Living and Working Conditions, 2011a).

The pre-recession trend in the proportion of people identified as being at risk of poverty or social exclusion was gradually falling for all age groups, with the gap between those aged 16-24 and 25-54 remaining fairly constant. Between 2009 and 2011, however, the at-risk rate increased for young people, reflecting their worsening labour market position as described above – although the gap between the 16-24 and 25-54 age groups remained fairly stable. The risk for older people (aged 55-64) however increased only slightly. The relative improvement in poverty and social exclusion amongst this group probably reflects their increasing participation in the labour market.

Figure 15. % of Population at Risk of Poverty or Social Exclusion, European Union, 2005-2011



Source: Eurostat Database

10.2 EU Policy Development for Young People

Overall Policy Approach

Limited reference is made to ‘young people’ or ‘youth’ within the *Treaty on European Union*. The main reference relates to education. Under Article 165 on *Education, Vocational Training, Youth and Sport*, the Treaty outlines that EU action should be aimed at various activities including “*encouraging the development of youth exchanges and of exchanges of socio-educational instructors, and encouraging the participation of young people in democratic life in Europe*”. More generally, the Treaty sets out that “*in defining and implementing its policies and activities, the Union shall aim to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation*” (Article 10). Clearly this has implications in terms of the labour market and other outcomes of young people. Building on this, Article 19 gives the European Council the ability to take action to tackle discrimination including age discrimination.

The *Charter of Fundamental Rights of the European Union* (2012/C326/02) also outlines the right of non-discrimination including non-discrimination on the basis of age (Article 21). It also outlines the prohibition of child labour and need to protect young people in work (Article 32).

Whilst there appears to be a limited focus on young people in the legislation, tackling youth unemployment has been a key element of the European Employment Strategies (EES). Eurofound (2011) indicates that the 1998 EES was the first to make reference tackling unemployment amongst this group. In addition, the European Youth Pact was established in 2005 to “*improve the education, training, mobility, vocational integration and social inclusion of young Europeans, while facilitating the reconciliation of family and working life*”. This included measures:

- To improve the **employment, integration and social advancement of young people** such as improving job matching systems, increasing investment in human capital and ensuring education and training systems are able to develop skills employers need (including new skills).
- To improve **education, training and mobility** including efforts to reduce the number of young people leaving school early, widening access to education and training and increasing the accreditation of non-formal learning.
- To help **reconcile work and family life**, for example, by improving access to childcare.
- To ensure the **active citizenship** of young people through information and voluntary activities.

It also sought to ensure that young people were considered in other EU and national policies. The main mechanisms for delivering the Pact were existing structures such as ESF, ERDF, Rural Development Fund, Citizens for Europe and the Marie Curie Programme.

Changing economic circumstances, and in particular, rising youth unemployment, has led to development of a number of specific policies relating to youth employment being developed in more recent years. These are outlined in the section below.

Policies and Strategies

Europe 2020 is the European growth strategy with the focus on delivering growth that is smart, sustainable and inclusive. There are 5 headline targets and 2 of these relate (in part) to young people:

- **Employment** – 75% of the 20-64 year-olds to be employed. Whilst this does not specifically relate to young people, as discussed below, the EU is working to increase the youth employment rate to be in line with the target for working age population.
- **Education** – Reducing the rates of early school leaving to below 10%.

A number of specific policies and strategies for improving youth employment have been developed in response to *Europe 2020*. The first of these was *Youth on the Move*. This was launched in 2010 and aimed to:

- Improve young people's education and employability.
- Increase youth employment to be in line with the rate for the working age population (75% in employment).

Delivering these aims will require improving the relevance of education and training; encouraging the uptake of grants to study/train in another EU country; and getting member states to improve transitions from education to work. *Youth on the Move* is delivered both through the delivery of specific EU-level actions and by encouraging action by member state governments.

A key element of *Youth on the Move* is the *Youth Opportunities Initiative*. This set out a series of measures to support unemployed young people and, in particular, graduates who have not yet gained a first work experience and young people who left school without achieving upper-secondary education. The key actions include:

- Making greater use of ESF to tackle youth unemployment, for example, through:
 - Tapping into the €30 billion of ESF funding not yet allocated.
 - €1.3 million to set up apprenticeship schemes.
 - €3 million to support young people looking to start their own business or social enterprise.
- Developing innovative approaches, such as the *Youth Guarantee* (discussed in more detail below).
- Helping young people to find and take up job opportunities in other EU countries, for example through the *Your First European Employment Services (EURES)* Job programme, *Erasmus and Leonardo da Vinci* company placements, *Erasmus for Entrepreneurs* placements in SMEs and the *European Voluntary Service*.
- Building stronger partnerships within and across EU countries.
- Improved policy guidance from the European Commission on tackling youth unemployment.

The document *Moving Youth into Employment* outlines the actions that have been taken in response to the *Youth Opportunities Initiative* at a national and EU level. These include:

- Reallocating ESF and other Structural Funds towards actions to tackle youth unemployment (with 21 member states having reallocated €10 billion).
- Using European Semesters and the Annual Growth Survey (AGS) to monitor the situation of youth in the labour market.
- Funding traineeships for young people (and establishing a framework to ensure traineeships are good quality).
- Supporting trans-national traineeships.
- Establishing a European Alliance for Apprenticeships to improve the availability, relevance and quality of apprenticeship opportunities.

The *Employment Package* was launched in 2012 to help boost jobs and improve policy coordination in relation to the Europe 2020 targets. One of the key elements of the Employment Package is restoring the dynamics of labour markets and within this there is a specific objective in relation to young people - “*delivering youth opportunities and the youth employment package*”. The *Youth Employment Package* (also 2012) restates many of the objectives and actions outlined in the Youth Opportunities Initiative in 2011. One element where there has been significant progress is in relation to the proposal to establish a *Youth Guarantee*. The guarantee will “*ensure that all young people receive a quality offer of employment, further education or training within four months of becoming unemployed or leaving formal education*”. This will require strong partnerships to be in place, early intervention to avoid young people becoming NEET, supportive measures for labour market intervention, making use of available EU funding, continuous assessment and improvement and rapid implementation. The Guarantee was agreed by the Employment and Social Policy Council (ESPCO) in February 2013.

The *Youth Employment Initiative* was launched in 2013. As well as reinforcing the measures outlined in the earlier *Youth Employment Package*, it also outlines support for regions with a youth unemployment rate of over 25%. A budget of €6 billion has been allocated for supporting these regions between 2014 and 2020, with €3 billion of this resource coming from the ESF 2014-2020 programme. This is intended to help ensure that these regions are able to deliver the *Youth Guarantee*.

ESF and Young People

There are very few references made to ‘young people’, ‘youth’ or even ‘age’ in the Regulations governing ESF 2007-2013.

- Council Regulation (EC) No. 1083/2006 sets out the general provisions for the ESF (as well as the European Regional Development Fund and the Cohesion Fund). Given the focus on cohesion, the Regulation stresses the importance of combating discrimination, including discrimination based on age. This is mentioned at a number of points throughout the Regulation including under Article 16 on ***equality between men and women and non-discrimination***.
- Regulation (EC) No. 1081/2006 sets out that ESF shall support actions in member states under a number of priorities including “*Enhancing access to employment and the sustainable inclusion in the labour market of job seekers and inactive people, preventing unemployment, in particular long-term and youth unemployment, encouraging active ageing and longer working lives, and increasing participation in the labour market*”.

- Commission Regulation (EC) 1828/2006 sets out the rules for the implementation of Council Regulation No. 1083/2006. Within this Annex XXIII indicates that data on participants should be broken down by age with two categories – young people (15-24 years) and older workers (55-64 years).

10.3 Role of ESF

Table 8 summarises the position on final recipients of ESF activity up until end-December 2011.

- 14.6 million young people have been final recipients over this period, although there will be some multiple counting in this. This accounts for nearly 30% of all final recipients and so clearly ESF is committing significant resource to the employment and related issues confronting young people across the EU at this time of recession.
- There are big variations across member states in the proportion of final recipients who are young. The range goes from 11.1% in PT up to 49.4% in DE. It is hard to see any clear patterns explaining the variations across member states, although some of those with smaller percentages of ESF reaching young people are also characterised by significant percentage declines in the numbers in the 15-24 age group such as IE, GR and LT.

Table 8. **Total Numbers of Participants to 31 December 2011 – Total and Young People**

	Entering			Leaving		
	Total	Young People	Young People as % of Total	Total	Young People	Young People as % of Total
AT	574,835	179,647	31.3	514,595	143,164	27.8
BE	1,110,106	362,354	32.6	773,447	216,659	28.0
BG	746,797	206,555	27.7	559,414	171,815	30.7
CY	13,946	1,780	12.8	10,218	1,330	13.0
CZ	3,157,456	784,688	24.9	0	0	-
DE	3,104,374	1,534,453	49.4	2,062,432	980,406	47.5
DK	36,092	12,370	34.3	28,087	11,105	39.5
EE	542,803	155,652	28.7	477,849	144,149	30.2
ES	8,711,166	3,126,090	35.9	8,711,166	3,126,090	35.9
FI	527,527	86,142	16.3	70,418	0	0.0
FR	4,005,263	1,595,865	39.8	3,185,948	1,294,126	40.6
GR	1,709,695	298,077	17.4	1,244,552	254,618	20.5
HU	1,766,885	752,172	42.6	220,875	47,560	21.5
IE	693,044	164,894	23.8	0	0	-
IT	5,224,294	1,086,228	20.8	3,943,243	622,989	15.8
LT	480,372	83,722	17.4	377,066	60,392	16.0
LV	448,981	118,233	26.3	382,103	101,275	26.5
MT	64,835	21,296	32.8	44,834	11,289	25.2
NL	725,812	212,178	29.2	404,884	102,702	25.4

	Entering			Leaving		
	Total	Young People	Young People as % of Total	Total	Young People	Young People as % of Total
PL	4,609,558	1,607,563	34.9	0	0	-
PT	5,157,471	573,044	11.1	3,980,261	429,465	10.8
RO	613,462	165,351	27.0	254,344	75,891	29.8
SE	245,461	37,451	15.3	251,207	14,578	5.8
SI	293,343	70,298	24.0	0	0	-
SK	1,336,346	331,105	24.8	380,042	76,909	20.2
UK	2,928,026	1,041,237	35.6	2,470,977	917,944	37.1
Total (EU27 excl. LU)	48,827,950	14,608,445	29.9	30,347,962	8,804,456	29.0

Source: Aggregate AIRs by member state – Annex XXIII. Based on information stored in SFC2007 on 13/03/2013.

Notes: No data provided for LU.

11 Overall Progress in Delivery of ESF

11.1 Representation in Operational Programmes (OPs) and Priority Axes (PAs)

Definition of Young People in the OPs

To provide context for the subsequent sections of this report, it is important to understand how the OPs under examination define 'young people'.

- 15-24 year olds is the most commonly used definition across the 5 member states.
- However, other definitions are also in use. These include both variations in the band used (e.g. 16-25 year olds rather than 15-24 year olds) and the inclusion of older (e.g. 25-34 year olds) or younger (under 15) age groups.
- Even within member states, the same definition is not always used across all OPs, with FR, IT and PT examples of this.
- Whilst the focus here is on the definition used in the OPs, it is worth noting that some country reports note that specific activities/interventions targeted at young people can use definitions that vary from the OP-level definition. For example, in FR, 15-24 is used as a definition but Local Youth Centres (a key measure to support young people) work with young people up to age of 25.

Relative Importance of Young People's Issues Within OPs and PAs

Given the importance of young people's issues at the EU level and within ESF, the country experts were asked to identify the importance placed on young people's issues within the OPs and PAs.

Description of Young People in OPs and PAs

Whilst there is a focus on young people in the OPs in all member states, this does not appear to have been particularly strong initially – i.e. young people's issues were considered important – but they were just one of many issues that the OPs sought to tackle.

- In AT, the National OP had a focus on disadvantaged young people.
- CZ and FR placed emphasis on education at various levels, including basic literacy for young people. No PA in CZ focuses exclusively on young people.
- For IT, some social inclusion PAs interventions targeted early school leavers and job placements for disadvantaged young people.
- For PT, only for one OP and one sub priority had a specific focus on young people.

Encouraging Delivery for Young People

In contrast to gender, there do not appear to be any specific targets in relation to the number of young people participating (or the proportion of final participants that are young people). However:

- For AT, young people are now a target group under PA2 (Combating Unemployment) of National OP.
- For FR, for the Mainland France OP, there are a large number of results indicators relating to young people in the Evaluation Plan.

Changes in OPs and Shifts in Funding Concerning Young People

The focus on young people appears to have strengthened in some member states following the onset of the economic crisis and the rise in youth unemployment that followed.

- In all 5 member states there have been changes in the OPs and/or shifts in funding that were likely to have had an impact on young people.
- The vast majority of these changes reflect an increased focus on addressing young people's issues (especially youth unemployment) and/or an increase in funding available for measures that support young people.

Changes in OPs

- In AT, there has been a shift in emphasis from supporting qualifications for jobseekers and people in employment to combating unemployment, and an associated shift from older workers to young people - with a Government commitment to provide all young people with a job, apprenticeship or training placement.
- Whilst there has been few changes in FR OPs, the country report is clear that a higher priority is being placed on young people (e.g. recommendations of the Social Investment Staff Working Document include *"improving youth employability especially for those most at risk of unemployment, by providing for example more and better apprenticeship schemes which effectively address their needs"*) and this is likely to feed through into OPs in future.
- The Cohesion Action Plan (2012-13) in IT attempts to re-orientate Convergence Objectives regional policies with a focus on educational initiatives (e.g. fostering work-school connections, training placements abroad, measures to tackle early leaving), development of existing apprenticeship interventions and strengthening initiative targeted at NEETs.
- There have been two significant changes in PT:
 - Reprogramming for POPH focused on adapting NSRF to maximise the structural funds absorption rate; improving consistency with the Economic Adjustment Programme; reallocating structural funds in light of the Youth Impulse Programme (developed in response to EC Youth Opportunities Initiative); reinforcement of measures for social inclusion and tertiary education (including measures under Impulso Jovem a programme aimed at improving the integration of young people in the labour market).
 - Council of Ministers Regulation 68/2012 implemented the 'fifth generation' Escolhas' (which specifically target children and young people of vulnerable territories, aiming at promoting social inclusion, equal opportunities and social cohesion) including increase in upper age limit to 24 (from 18).

Changes in Funding

- In AT, €33 million have been transferred from PA1 (adaptability) to PA2 (combating unemployment).
- In CZ there has been a shift in funding (nearly €45 million) from an OP that focuses heavily on supporting young people (Education for Competitiveness) to an OP with a lesser focus on young people (Human Resources and Employment). However, it is important not to read too much into this shift as it

reflects problems that had been experienced in relation to project implementation and use of ESF resources.

- PT has seen significant additional funding (over €300 million) around courses of technical specialisation and integrated programmes to promote educational success which are targeted at young people.
- There have also been shifts in funding in IT towards more support for young people.

Consequence of Changes

- In AT, as a consequence of increased funding, the proportion of final recipients of ESF support who are young people has risen from 15% in 2007 to 38% in 2011.
- The other country experts were unable to estimate the consequences of the change in funding for young people.

11.2 Overview of Financial and Physical Progress in Relation to ESF

Public Sector Costs

Table 9 shows that only one member state is able to provide data on Public Sector Costs Committed to young people – IT. Whilst there is no official estimate of the public sector cost committed to young people in IT, the country expert undertook detailed analysis in an attempt to estimate these commitments. Looking at the 15-24 year old cohort only, it was estimated that €1,001 million public sector costs were committed to young people. This is 32.3% of the total public sector costs committed (€3,100 million).

Looking at the other member states:

- It is not possible to break the OP budget down by age for AT and CZ.
- Whilst AIR cost data are not available for FR, estimates are provided in the EC Staff Working Document on Youth Employment (published in December 2012). This estimated that €473 million of ESF expenditure since beginning of programming period has been dedicated to youth measures. Given total expenditure of €1.5 billion, expenditure on youth measures equates to approximately 31.5%. Looking forward over the full programming period, it is estimated that €1.1 billion will be spent on youth measures, 31.4% of the total €3.5 billion.
- Again, the PT AIRs do not provide public sector cost commitments allocated to young people. However, public sector cost committed is available for Codes 72 (design, introduction and implementation of reforms in education and training systems in order to develop employability, improving the labour market relevance of initial and vocational education and training, updating skills of training personnel with a view to innovation and a knowledge based economy) and 73 (measures to increase participation in education and training throughout the life-cycle, including through action to achieve a reduction in early school leaving, gender-based segregation of subjects and increased access to and quality of initial vocational and tertiary education and training) – which the country report argues are those that relate most closely to young people. Costs for Code 72 are €18 million and Code 73 are €2,705 million. The €2,723 million allocated to these two Codes accounts for 32.4% of the total committed. Young people account for 10.9% of the Portuguese population. The amount committed

by March 2013 to interventions targeting the working age population - €2,495 million – is slightly below that committed to Code 72 and 73 (young people) despite the proportion of the population in this age group being much higher.

Final Recipients

- Across the 5 member states a substantial number of young people have been supported by ESF to the end of December 2011 – 4,173,672. This is a major contribution to tackling the issue of youth unemployment.
- There are significant variations across member states in terms of the ratio of young people to adults supported by ESF. Considering young people as a percentage of all final recipients of ESF support, this ranges from 11.1% in PT to 39.8% in FR. FR has the highest absolute number of young people supported under ESF, but also the highest percentage of final recipients in that group.

Results

It did not prove possible to estimate the results associated with ESF activity for young people in any of the 5 member states.

Table 9. **Financial and Physical Progress for ESF on Young People to December 2011**

MS	Public Sector Cost Committed (Meuro) ¹	Final Recipients	Employment Results
AT	516.6 ³	570,493	
• Young people		175,407	
% Young People		30.7%	
CZ	3,842.7	2,651,294	
• Young people		774,222	
% Young People		29.2%	
FR	3,892.0	4,005,263	
• Young people		1,595,865	
% Young People		39.8%	
IT	3,100.2	2,754,472	
• Young people	1,001.0	1,055,134	
% Young People		38.3%	
PT		5,157,471	
• Young people		573,044	
% Young People		11.1%	

Notes:

1. Committed public sector cost = ESF + national match funding.
2. Cumulative target for the whole programming period, not annual targets
3. FR cost data is 'ESF Cost Committed'.

12 Analysis of Interventions

12.1 Target Groups

Table 10 summarises the position on the targeting of young people by ESF in the 5 member states.

- 3 member states (CZ, FR and PT) specify all young people as an ESF target group.
- The growing focus on preventive or proactive interventions is evidenced by the fact that all 5 member states prioritise those at risk of leaving school early, or who have already left school early. An additional 4 member states (AT, CZ, FR and IT) prioritise young people in the next category in sequential terms i.e. those who are at risk of finding themselves not in education, employment or training (NEET) or young people already in that category.
- Low skilled and unemployed young people are also a strong priority, reported by 4 member states in each case.
- Other groups of young people mentioned in 3 of the country reports are university graduates, members of minority groups other than Roma, migrants, young people with disabilities and young people with multiple disadvantages and complex needs.

Some of the groups of young people with lower priority and reported in only single member states include:

- Self employed young people.
- Young people engaged with the criminal justice system and care leavers.
- Young people who are victims of gender-based violence or trafficking.
- Long term unemployed young people, although the low prioritisation here may reflect the strong focus on proactive measures to stop young people becoming long term unemployed.

Table 10. Target Groups – Young People

	AT	CZ	FR	IT	PT	Total
Young People		X	X		X	3
Specific sub-groups of young people						
• Early school leavers	X	X	X	X	X	5
• Young people NEET or at risk of NEET	X	X	X	X		4
• Low skilled	X	X	X		X	4
• University graduates		X	X		X	3
• Unemployed	X	X	X		X	4
• Long-term unemployed		X				1
• Employed		X				1
• Self-employed		X				1
• Inactive	X	X				2
• From minority groups (except Roma)	X	X			X	3

	AT	CZ	FR	IT	PT	Total
• Roma		X			X	2
• Migrants	X	X			X	3
• Refugees/asylum seekers	X	X				2
• Young people with disabilities	X	X	X			3
• Young people with mental health problems	X	X				2
• Young people with drug and alcohol misuse problems	X	X				2
• Young people in the juvenile or adult justice system, at risk of offending and/or troubled youth coming out of institutional care		X				1
• Victims of gender-based violence/ trafficking		X				1
• Lone parents	X	X				2
• Young people with multiple disadvantages and complex needs	X	X			X	3
• Other	X	X	X	X		4

Notes:

1. AT – 'Other' is students who have difficulty finishing their studies for financial or family reasons (PA 4 LLL).
2. CZ – All cases where young people at the level of individual ESF interventions can be supported based on the conditions set in the individual calls for proposals have been ticked. 'Other' are low or no qualifications; and growing up without own family.
3. FR – 'Other' is youth illiteracy.
4. IT – 'Other' are disabled students and young people (apprenticeship) AMVA project. Table in country report does not contain rows for 'lone parents' and 'young people with multiple disadvantages and complex needs'

There is very limited evidence on the numbers in the specific target groups as is evidenced in Table 11.

- The figures for FR are very useful insofar as they show the strong emphasis placed on proactive measures through prioritising young people in the NEET group or who are at risk of joining this group. This represents 89% of the young people targeted by ESF and shows a very strong positive commitment to the proactive approach.

Table 11. Number of Final Recipients by Target Group – Young People

	FR	IT
Young People	1,090,218	
Specific sub-groups of young people		
• Early school leavers	18,748	
• Young people NEET or at risk of NEET	965,729	
• Low skilled	21,269	
• University graduates	12,303	

	FR	IT
• Unemployed	7,671	
• Long-term unemployed		
• Employed		
• Self-employed		
• Inactive		
• From minority groups (except Roma)		
• Roma		
• Migrants		
• Refugees/asylum seekers		
• Young people with disabilities	2,838	
• Young people with mental health problems		
• Young people with drug and alcohol misuse problems		
• Young people in the juvenile or adult justice system, at risk of offending and/or troubled youth coming out of institutional care		
• Victims of gender-based violence/ trafficking		
• Lone parents		
• Young people with multiple disadvantages and complex needs		
• Other	5,307	14,000

Notes:

1. AT – No data provided in country report.
2. CZ – No data provided in country report.
3. FR
 - 'Second chance boarding schools and adapted military service EDIPe/RSMA' used as proxy for early school leavers.
 - 'Data from local youth centres (missions locales)' used as proxy for young people NEET or at risk of NEET.
 - 'Training towards apprenticeship (no age category)' used as a proxy for low skilled.
 - 'Other' is youth illiteracy.
4. IT – 'Other' are disabled students (14,000 NOP Competence for Development). Country report also mentions 20,000 expected recipients in relations to young people (apprenticeship) AMVA project. Table in country report does not contain rows for 'lone parents' and 'young people with multiple disadvantages and complex needs'.
5. PT – No data provided in country report.

12.2 Targeting of Interventions

Table 12 summarises the types of intervention supported by ESF to improve the circumstances of young people. As with women the table indicates that in broad terms interventions are designed less with a view to helping young people specifically and

more from a perspective of young people being an important share of the final recipients.

Beginning with the first section of Table 12 which focuses on ***interventions specifically for young people*** the following observations can be made.

- AT and FR offer a wide range of interventions specifically designed for young people but this is less common in PT and uncommon in CZ and IT.
- Among the interventions specifically designed for young people ***apprenticeships*** and ***integrated pathways*** are the most common.

Focussing now on those ***interventions not designed specifically for young people*** but where they are intended final recipients, the following conclusions can be drawn.

- Work placement/experience (including wage subsidies) and interventions to retain and upskill those already in employment are reported across all 5 member states. The focus on work experience and the workplace more generally is important for young people in particular as one of the factors which limits their competitive position in the labour market is the lack of experience in the workplace.
- Other prevalent interventions in place in 4 member states include assessing the needs of the young person; information, advice and guidance around non-employability issues; the development of core skills such as literacy; vocational training; intermediate labour markets and integrated pathways.

Considering interventions that are not frequently mentioned:

- Measures such as campaigns to change employer attitudes to young people take place in only two member states (CZ and FR) and this is within the context of interventions not designed specifically for young people.
- Aftercare or follow-up services for young people having moved into employment are also relatively uncommon. This is perhaps surprising as this type of investment is consistent with the more proactive approach to dealing with the problems of priority groups.

Table 12. Types of Intervention - Young People

	Intervention specifically for young people						Intervention not specifically for young people but young people engaged as final recipients					
	AT	CZ	FR	IT	PT	Total	AT	CZ	FR	IT	PT	Total
Assessing client needs			X			1	X	X	X	X		4
Information, advice, guidance and counselling on employability issues	X		X			2		X	X	X		3
Information, advice, guidance and counselling on non-employability issues (e.g. debt, homelessness)			X			1	X	X	X	X		4
Development of employability skills needed for work (e.g. timekeeping, self-confidence, ability to work in a team, etc.)	X		X			2		X		X	X	3
Development of core skills (e.g. literacy, numeracy, basic IT)	X				X	2		X	X	X	X	4
Vocational training (i.e. training to develop skills needed for specific occupations or industries)	X				X	2		X	X	X	X	4
Work placement/experience (including salary subsidies and supported employment)			X		X	2	X	X	X	X	X	5
Intermediate labour markets (ILMs)			X			1	X	X	X	X		4
Apprenticeships	X			X	X	3		X	X			2

	Intervention specifically for young people						Intervention not specifically for young people but young people engaged as final recipients					
	AT	CZ	FR	IT	PT	Total	AT	CZ	FR	IT	PT	Total
Support for young people to start own business						0		X		X	X	3
Aftercare/follow of final recipients after moved into employment	X		X			2		X				1
Interventions to support individuals currently in employment (e.g. to assist with retention, upskilling or progression)						0	X	X	X	X	X	5
Interventions that help reconcile work and family life (e.g. improving availability and affordability of childcare)	X					1		X	X	X		3
Integrated pathways incorporating range of interventions	X		X		X	3		X	X	X	X	4
Interventions (e.g. campaigns) to change employer attitudes to young people						0		X	X			2
Other – please list	X					1						0

Notes:

1. AT – 'Other' are clearing for young people with disabilities (i.e. support in making the transition from school to work); youth work assistance for young people with disabilities (i.e. support in the workplace); and integrate vocational training (IBA) for young people with disabilities (dual system of work experience and training). All are interventions specifically for young people.

Progress in Implementing Specific Actions for Young People

In each of the 5 member states, there are a number of specific actions for young people. One area of concern is whether progress in implementing these actions is on a par with implementation of other actions.

- In two member states – CZ and PT – no data were available on whether there were any differences in progress.
- In FR it is assessed that progress in implementing actions for young people is on a par with implementation of other actions – with this thought to be because Regional Councils have discretion in managing funds.
- In AT and IT, it is argued that implementation of actions for young people may be on a par or even ahead of that for other actions – reflecting the increasing concern and focus on this target group as a result of the economic crisis. For AT, the number of young people participating in ESF activity has risen dramatically since 2009, as noted earlier.

12.3 Significant Results Achieved to Date

Most Significant Hard Results

The results based on individual evaluations for each of the 5 member states are summarised in Table A3. The text below discusses some of the more interesting results for each member state.

The main hard results achieved for young people in **AT** are as follows.

- The evaluation evidence shows that job entry figures for young people supported by AT ESF interventions are relatively low (around 12%). However, some interventions (such as production schools) had higher job entry rates (30%).
- An evaluation shows that 58% of the girls supported by two production schools reported a rise in self-confidence, with the rate being 75% amongst girls from a migrant background.
- Drawing on evidence from a wide range of evaluations, it is clear that younger age cohorts tend to achieve better results than older age groups. This is explained in part as reflecting that whilst it may be more difficult for them to find employment than an older person, they find it easier to return to school or gain an apprenticeship.
- Whilst there are differences in results across different measures, these initial differences appear to dissipate over time. For example, an evaluation of a range of measures for young people in Upper Austria found that there were no significant differences in employment/unemployment status after 4 years.

In **CZ**, the main hard results noted for young people include the following.

- The proportion of Prague Adaptability OP young final participants that are 'successfully supported' (had achieved the objective of the ESF intervention they were participating in – with the objectives varying across interventions) was 59.1%, lower than the proportion for all final participants (66.6%). Looking at this indicator in more detail:

- There is significant variation in the proportion of young people 'successfully supported' across the 3 Priority Axis – with 78% of young people participating in PA 1 (Support for development of knowledge-based economy) 'successfully supported', 50% under PA 2 (Support to entry on labour market) and 57% under PA 3 (Modernisation of initial education).
- The largest gap between the proportion of young people and all participants 'successfully supported' is PA2 where 50% of young people have a successful result compared to 60% of all participants.
- In the case of PA 1, the success rate is marginally higher for young people than other age groups (78% compared to 76%), whilst for PA 2 and 3, the success rate for young people is lower than for other age groups. This is thought to be because PA 1 is primarily in-work training and young people are highly motivated to participate in such training.

In **FR**, the following hard results have been observed.

- 306,652 young people have gained qualifications.
- Local youth centres (Missions Locales – which integrate local support in order to provide young people with a comprehensive pathway including employment, training, housing, health, mobility, sports and culture by establishing local partnership links) appear to have good overall results figures – with 59% gaining employment despite low levels of qualifications amongst participants.
- 51% of those participating in EPIDe (second chance boarding schools for young people with difficulties, run jointly by Ministries of Defence, Employment and Cities) gained employment in permanent jobs.

Hard results in **IT** include the following.

- Employment results appear to be higher for young people than older age groups. For example, an evaluation relating to the Veneto region suggesting that after 12 months 50% of young people (aged 15-24) were in employment, compared to 41% of 40-49 year olds and 37% of those aged 50 and over.
- The evaluation of Marche OP found that those young people receiving a work grant were 15-16% more likely to be in employment after 12 months than those that did not receive a grant.
- Young people supported by the Trento OP appear to have a high likelihood of gaining employment (71.9% of 15-24 year olds and 66.2% of 25-34 year olds). This is attributed to the good opportunities in the local labour market.
- Overall, there is no clear picture emerging from the IT OPs about the comparative performance of young people compared to other age groups – with local labour market conditions playing the major role in determining performance.

Few hard results (in terms of entering employment, etc.) are available for **PT**, although nearly 80% of those young people participating in an internship entered employment within 3 months. Similarly, approximately two-thirds of young people participating in a professional course had entered employment.

Additionally for PT, a large number of other findings relate to the TEIP 2 programme, which focuses on schools from areas with significant rates of school failure and is intended to reduce levels of early school leaving and drop-outs. Care is needed in

interpreting these findings as the evaluation does not appear to have used control groups. The key findings include the following.

- The early drop-out rate decreased.
- There was also a decline in school failure (underachievement leading to pupils repeating a school year).
- There was improved performance in Mathematics tests taken by pupils in 4th grade (with the percentage successful increasing from 64.8% to 74.5%).
- The Mobile Schools worked with the children of Roma/Gypsy and itinerant workers and has been successful in improving the qualification levels of these pupils, in contributing to changing attitudes and behaviours of educational professionals towards this group and to improving the vocational orientation of students.

Variations in Results

Finally, country reports comment on the variations in the most significant results by intervention and sub-group. The ability to comment on variations in results varies across the member states – with AT having detailed information available, whereas in other member states it is not possible to comment either because the measures of success vary across interventions (PT) or geographic variations make comparisons impossible (IT). In CZ, some data are available – but at the PA level – and as this will encompass a wide range of different types of intervention, this provides limited insights.

Interventions

AT is the country where the most information is available.

- Production schools appear to be the most successful intervention with 49% of individuals in employment 12 months after completion and 9% studying for a further qualification.
- 'Measures for disadvantaged youths' have been less successful, with only 10% entering a job and a further 7% going into supported employment. Additionally, 19% move on to education and training provision. However, this reflects the severe barriers faced by these participants.

For FR:

- 59% of those taking part in Local Youth Centres (Missions Locales) – which integrate local support to provide a pathway of services consisting of employment, training, housing, health, etc. – entered employment.
- 50% of those involved in second chance boarding schools (EPIDe) entered permanent employment.

Target Groups

There is only limited information on variations by sub-group.

- The evidence from AT is that migrant young people are more likely to move into employment or gain qualifications (42%) than Austrian nationals (34%). Additionally, a counterfactual evaluation shows that ESF support for people with addictions has a positive impact on hours worked and earnings per hour.

- In PT, there is some evidence that interventions tend to be more effective for 15-18 year olds compared to other people, supporting the value of early intervention.

13 Factors Influencing and Good Practice in Implementation

13.1 Factors Inhibiting Effective Implementation

A number of factors inhibiting effective implementation were identified across the 5 country reports.

- Problems with 'red tape' associated with ESF are mentioned a number of times.
 - The complexity involved in the administration of ESF restricts the involvement of the smaller beneficiary organisations (AT and FR).
 - A difficulty of particular importance for smaller delivery organisations in the supported employment and training fields is the time lags associated with receipt of funding (AT and FR).
- The impact of the economic crisis features as a barrier to effective implementation mentioned in the reports for FR, IT and PT. As noted in the earlier review of the factors influencing the relative rise in youth unemployment, a major constraint faced by young unemployed people is the reduction in the volume of employment vacancies.
- The report for IT places strong emphasis on the nature of the employment opportunities confronting young people in terms of temporary contracts and low wages as well as the lack of articulation between training opportunities and the skills requirements of jobs available in the labour market.
- Insufficient integration of the various measures that can help young people in a difficult labour market are highlighted in the reports for IT and PT. The country report for IT also notes the large number of very varied interventions for young people across regions, attributing this to the failure to use evidence to design interventions and lack of clarity around objectives.
- For CZ, there is an issue around lack of support for social firms which are important in working with and/or providing services for young people.

13.2 Factors Contributing to Effective Implementation

A number of factors supporting the effective implementation of ESF resourced activity are highlighted.

- Joining up services provided by member state governments and their agencies with ESF support makes a significant difference for young people as is evidenced for AT, CZ, IT and PT. This relates to education and social services as well as national apprenticeship programmes.
- A number of other specific enabling factors are reported including the introduction of a training guarantee (AT), more effective ways of communicating services and supports to young people (CZ) and putting in place good support systems for young people once they have left interventions (PT).

13.3 Good Practice in Implementation

Working With Early School Leavers

CZ

- A project working with early school leavers involved employment of specialist teachers working intensively on a one to one basis with students deemed to be at risk of early school leaving. This activity led to positive behavioural changes and improved school results, so

reducing the risk of early leaving.

FR

- Second Chance schools in Languedoc–Roussillon focus on innovative learning approaches for young unemployed drop-outs with low skills and no job. Early school leavers are a priority target group under Sub-measure 311 and within this, second chance school target young people outside vocational training schemes, young job seekers and young people with social difficulties in particular. Nine schools have opened since 2006. The learning approach is based on modular, inter-disciplinary and individualised educational and vocational pathways. Although 95% of participants are low skilled the percentage achieving positive results on exit range from 58% to 64% where results include apprenticeships, subsidised work or participation in vocational training schemes. 63% of participants are female.

Working with Employers

AT

- In Austria the dual approach combining work experience and education is well embedded. This approach has also proved very effective in ESF projects in particular for young people with negative school experiences who are more responsive to learning through practical work in a work related environment. This allows them to demonstrate success in a range of tasks in a more immediate fashion and so helps build their self confidence.

FR

- In Nord-Pas-de-Calais, 14 territorial platforms are being launched as part of a regional Youth Employment Pact. These are responsible for creating a more effective process for matching labour demand and supply and are focussed on the most disadvantaged young people.

Other Good Practice

AT

- The production schools model developed in Denmark have recently been implemented in Austria and have proved successful particularly where ESF supported. These schools involve a mix of practical work, alongside social and pedagogical advice and coaching. The Austrian ESF Innovation Award 2011 was awarded to a production school.

FR

- Young people in rural areas are being supported to gain driving licences through access to free courses to help them learn how to drive. This helps them access employment across a wider area and also promotes access to training opportunities.
- Local Youth Centres (Missions Locales) are deemed to have been extremely successful in supporting young people through outreach and helping them find sustainable solutions to the problems they confront, including employment. A key feature of this approach is the development of an integrated pathway of services (involving employment, training, housing, health, mobility, sports and culture) to support young people into employment and to help them to sustain employment.

IT

- Promotion of new programmes specifically for young people under the Regional Youth Plans reflect an increasing awareness of the need to provided dedicated support for young people, especially given the worsening labour market conditions for this group. This awareness has increased at both the national and regional levels (and across all regions) and led to changes to the OPs. For example, in Puglia increases in participation in the education system are attributed to the coherence of interventions focused on education and training at a regional and national level.

PT

- The evaluation of the Escolhas programme highlights the development and consolidation of an interventions matrix, including 32 tools, based on an assessment of effective practices. This model allows projects to be designed and framed in a more effective manner, and it also helps the MA to provide support for projects in relation to training and evaluation processes.

14 Community Added Value

14.1 Defining Community Added Value

This section follows the definitions of CAV described in the earlier part of the report dealing with women.

14.2 Assessment of Community Added Value

Volume Effects

Evidence of volume effects was noted in all 5 country reports, in part:

- Due to innovative approaches, which have drawn in larger volumes of harder to reach young people (AT and PT).
- Through the expansion of resource available in a period of declining public expenditure (CZ, FR, IT and PT). For example, in FR, ESF has significantly increased the services available at a sub-regional level, particularly where these are resource intensive (for example, intermediate labour markets delivered through Local Youth Centres).

Scope Effects

The reports for AT and FR suggest that as a result of ESF support more disadvantaged young people have gained. In part ESF has supported outreach activity (FR) and more generally greater employment and training service provision is available (such as Mobile Schools in PT).

Role Effects

ESF support for particular innovative approaches such as Production Schools (AT) and Local Inclusion and Employment Plans Through Employment Halls (FR) has allowed these approaches to demonstrate their effectiveness to raise their profile with member state governments as ways of working to be integrated into their own systems of delivery.

Process Effects

The evidence of process effects is weaker and the examples given are of a fairly general nature as opposed to changes impacting significantly on young people.

15 Evaluation Data, Approaches and Methodologies

15.1 Evidence Base Available

Table 13 shows the number of monitoring, evaluation and research reports used to assess the impact of ESF OPs on young people in each member state. There does not appear to be any relationship between the size of the evidence base available and the number of OPs – with Austria (which has a single OP) having more reports at its disposal than some countries with multiple OPs (e.g. CZ, IT).

Table 13. Number of Monitoring, Evaluation and Research Reports Used

	Number of Reports Used
AT	11
CZ	6
FR	18
IT	10
PT	8

Each country report provides some commentary on the evidence base available in their member states to assess the contribution of ESF OPs to addressing the issues young people face.

- AT notes that a variety of evaluations are available and that these provide a good overview of the interventions being funded using ESF and their effectiveness.
- Similarly CZ notes that the effects of ESF funded activities on young people can be identified in a number of evaluations, most notably the Annual Operational Evaluations for its Human Resources and Employment OP. However, it notes that there are gaps in the evidence base (discussed in more detail in the next section) and suggests these gaps are a consequence, in part, of the support for young people being spread across a number of different PAs.
- FR draws on a number of research reports in addition to AIR and evaluations.
- IT notes that the key evidence base for the contribution of ESF to young people is the AIR. The IT country report draws on a range of evaluation reports but the Country Expert notes that these focus on only a limited number of pathways – primarily in the area of transition from education to work. A further limitation noted is the limited range of results indicators used.
- In PT, evaluations relating to young people are heavily focused on educational/training activities (with 5 out of the 8 reports focusing on this). The country report notes that whilst many evaluation reports focus on labour market issues either directly or indirectly, there is much less of a focus within the evaluation literature on social exclusion results for young people.

15.2 Aspects of the OPs or PAs Covered by Evidence Base

The country reports outline which aspects of the OPs/PAs are covered by the evidence base. There is a mixed picture – both in terms of the interventions and sub-groups covered.

Interventions

- In a number of member states, evaluation reports focus on specific PAs (AT, CZ and PT). This can mean either that data for all interventions under these PAs is available – or that only aggregate data at the PA level is available.
- In CZ, the majority of the evidence available relates to just one of the 3 OPs. This OP (Human Resources and Employment) is the OP within CZ with the least focus on young people and appears to have no breakdown by intervention type.
- Where data on specific interventions is available, the interventions covered include:
 - Production schools (AT).
 - Employability and access to employment interventions such as integrated pathways, individual coaching, training and apprenticeships (FR).
 - Training interventions (IT).
 - Education and training interventions (PT).
- Both FR and IT note that there are no evaluations of interventions to support young people to start their own business. Other gaps include evaluations of tailored pathways (IT); social inclusion (IT and PT); and local contracts for social development (PT).

Sub-groups

- In most countries, the majority of the data available is for young people as a whole.
- Data for specific sub-groups does appear to be available in AT, FR and PT – although in most cases this appears not a comprehensive range of sub-groups but rather data on specific sub-groups that the ESF interventions are designed to support. Sub-groups for which data appears to be available include:
 - In AT, the sub-groups captured focus on young people furthest from labour market – namely NEET, early school leavers, young people with addiction problems, young people from migrant backgrounds and young people with other disadvantages.
 - In FR, sub-groups covered include low skilled, unemployed graduates and young people living in deprived urban areas.
 - In PT, there is a strong focus on sub-group ‘young people at educational disadvantage’ (linked to focus on education/training interventions discussed above).
- Only two member states note the sub-groups that are not covered by the evaluation evidence.
 - FR notes that very little data is available on young people from minority groups, young people engaged in entrepreneurship, NEET, young ex-offenders and early school leavers
 - PT notes that ‘young people first job seekers’ are not directly examined by evaluations although some data is available.

15.3 Limitations of Evidence Base

Whilst there are specific issues in each member state, common themes in terms of the main limitations of the evidence base in terms of assessing the contribution of ESF to tackling the issues young people face appear to be:

- Some evaluations focus on process or management issues and therefore provide limited evidence on outputs or results. For example, the Mid-term Evaluations of the OPs in La Reunion and French Guiana (FR) contain no output data.
- Most evaluations do not focus on young people explicitly.
 - This can mean data is not available for this group – or availability is limited.
 - Problems are most likely to occur where young people account for only a small proportion of OP/PA participants, meaning results for this sub-group may not statistically robust (for example, CZ).
- Differences in definition of young people across evaluations and member states.
- The focus of most evaluations is an individual OP or PA (with evaluations of this type in all 5 member states). This has two main implications:
 - The focus on OP or PA level can mean there is no overview for the member state as a whole. This can be particularly an issue in countries with a large number of OPs (for example, IT has 3 National and 20 Regional OPs).
 - The focus on OP or PA level can mean there is no evidence on the impact or effectiveness of specific interventions.
- In one member state (CZ), no evaluations were available for the OPs that have high levels of participation by young people, limiting the ability to comment on the impact of ESF on this group.
- In some cases (AT), evaluations are not specific to ESF and, as a result, it is not always possible to distinguish between the ESF and national contribution.
- Variations in data collection across OPs/PAs or evaluations. For example, in FR, 'exits' are measured differently in the Mainland France OP and Convergence OPs.
- Some queries were also raised in relation to the approaches and methodologies chosen – for example, with limited counter-factual evaluations undertaken in IT.

15.4 Good Practice in Evidence Base

A number of elements of the evidence base that were considered 'good practice' in assessing the contribution of ESF to supporting young people were identified including:

- Using multiple methods can allow a 'richer' set of results to be developed. For example, the 'Study for the evaluation and monitoring of basic and secondary education' undertaken in PT used a combination of quantitative analysis of administrative data, a survey and qualitative interviews to assess a range of educational projects.
- Comparing data to an established control group to identify impact. In PT, the 'Study for the evaluation and monitoring of basic and secondary education' compared grades obtained by students in schools receiving ESF intervention to those in other schools.

- Using existing administrative data (PES) in AT has allowed counter-factual evaluations to be undertaken (with the anonymised PES data allowing comparison of participants and non-participants to be made). Similarly, in evaluations of several IT OPs (Piedmont, Marche and Lazio), it has been possible to undertake counterfactual evaluation by bringing together administrative and other data.
- Taking a systematic approach to analysing the data at the OP level can help inform OP decision making (IT, especially in relation to Veneto and Piedmont OPs).

15.5 Recommendations for Improving Evidence Base

A number of recommendations were made in the monitoring, evaluation and other reports reviewed by country experts about how the evidence base could be improved. Those recommendations that relate to research approaches and methodologies are included in the next section. In terms of other recommendations:

- It was noted (by IT and PT) that the evidence base does not generally provide recommendations on how the assessment of ESF support to young people could be improved – with the recommendations available focusing on improvements to the ESF evidence base as a whole.
- Establishing **clearer definitions** is highlighted as being critical in a number of evaluations (AT and PT). It is important to have clear definitions both in terms of the indicators against which progress is being measured and the target groups interventions are being delivered to.
 - For example, in AT, the Institute für Höhere Studien (Institute for Higher Studies) has recommended the development of six categories of ‘early school leavers’ in order to more effectively monitor and support this group. This recommendation has been made in light of the lack of **common** and **joint definitions** despite increasing focus on this group in recent years.
 - Another aspect of this is ensuring that indicators are used **consistently** – across projects, interventions and time (PT – in relation to AGIL system).
- The importance of improving the **quality** and **accuracy** of the data being collected is also highlighted (in IT – Piedmont OP and PT). There are several aspects to this including:
 - Ensuring that data on all relevant aspects of approach are being captured (for example, in relation to training programmes, having systems in place to capture data on numbers gaining a qualification).
 - Ensuring completeness of data collected (for example, no years missing).
- In addition, there is a need for **baseline/reference data** to be in place to enable evaluation of impact to be undertaken (PT).

15.6 Research Approaches and Methodologies Used

Table 14 summarises the research approaches and methodologies used by reports that the country reports are based on.

- In general, there are more reports that focus on general ESF interventions that young people have participated in than reports that focus on interventions

specifically designed to support young people. In particular, there are no reports in FR or PT that focus on young-people specific interventions.

- Evaluations that analyse monitoring and/or administrative data or that have undertaken primary research with final beneficiaries appear to be most common.
- Only a small number of evaluations appear to have used theory-based, counter-factual or other types of impact evaluation.

Table 14. **Research Approaches and Methodologies**

	AT	CZ	FR	IT	PT
Research reviewing ESF cofinanced interventions specifically designed to help young people					
• Evaluation / analysis of Management and Implementation Processes		1			
• Evaluation / analysis of Results Using Monitoring or other existing administrative data	4	1			
• Evaluation of Results based on research with final recipients (e.g. Case Study/ Focus Groups/ Survey)	3	1		4	
• Evaluation based on other research methods	2				
• Theory Based Impact Evaluation					
• Counter-factual Impact Evaluation	2			1	
• Other Impact Evaluation		1			
Research reviewing ESF cofinanced interventions (not specifically designed for young people) to assess their impact on young people					
• Evaluation / analysis of Management and Implementation Processes		1	4		4
• Evaluation / analysis of Results Using Monitoring or other existing administrative data	6	1	7	3	8
• Evaluation of Results based on research with final recipients (e.g. Case Study/ Focus Groups/ Survey)	7	1	3		3
• Evaluation based on other research methods	1		1		5
• Theory Based Impact Evaluation					4
• Counter-factual Impact Evaluation	1			2	2
• Other Impact Evaluation					

15.7 Recommendations in Relation to Research Approaches and Methodologies

As discussed earlier, the country reports outlined the key recommendations made in the monitoring, evaluation and research reports about how the evidence base could be improved. A number of these relate to the research approaches and methodologies adopted.

- Most of the recommendations that were made related to improving the quality and relevance of monitoring and administration data. These will feed into future

evaluation/analysis of results using monitoring or other existing administrative data. These include:

- Where the available monitoring and/or administrative data was considered to be poor ***quality*** (as in the case of FR – French Guiana and La Reunion OPs), it is suggested this must be addressed as a priority (although no further details are provided on what improvements are necessary).
 - Similarly, it is noted that increasing the ***availability*** of administrative data (including access to public employment system data) would allow further analysis to be undertaken (IT – Latium and Veneto OPs).
 - Linked to these two points, one evaluation (IT – Latium OP) noted that improving the quality and appropriateness of administrative data available would also help overcome some of the difficulties in constructing control groups for ***counter-factual impact evaluations***.
 - Capturing data on a wider range of indicators (for example, on student assessment scores for interventions working with early school leavers) and ensuring all indicators are being analysed (PT).
 - Information Technology is increasingly important in gathering and analysing monitoring and administrative data and therefore it has been recommended that improving these systems is critical (PT).
- In relation to ***evaluation of results based on research with final recipients*** (e.g. case studies, focus groups, surveys), one recommendation (from PT) is that more should be invested in gathering qualitative data to complement existing quantitative data was made. As well as providing important evaluation evidence, it is hoped that this will help identify good practice that can be transferred to other contexts.
 - No recommendations were made in relation to evaluation/analysis of management and implementation processes, evaluation based on other research methods, theory based impact evaluations or other impact evaluations.

16 Findings and Issues on ESF and Young People

16.1 Findings

1. A key background issue is the substantial variation in the numbers in the 15-24 population over time across member states with a decline of nearly 30% in LV compared to an increase of over 15% in DK in the period up to 2012.
2. Employment rates for the younger age group are substantially below those for the workforce as a whole due to a range of reasons such as lower activity rates associated with participation in education. However, the decline in employment rates for young people over the ESF programme period has been high for the EU as a whole and over 40% for IE and ES.
3. In the period to December 2011 over 14.5 million young people have been final recipients of ESF supported activity, nearly 30% of all final recipients. However, this varies from 11.1% in PT to 49.4% in DE. There is a tendency for the proportion of young people who are ESF final recipients to be lower in the Southern European economies.
4. The focus on young people within OPs across the 5 member states has strengthened post recession, but unlike with gender no targets appear to have been set for participation of young people.
5. The growing focus on proactive interventions is reflected in the fact that all 5 member states prioritise those at risk of leaving school early, and 4 member states prioritised those in or at risk of finding themselves in the NEET group. For FR 89% of young people targeted by ESF interventions are in the NEET group, for example.
6. Work placement/experience as well as interventions to retain and upskill those in employment are reported across all 5 member states, but there is little emphasis on campaigns to change employer attitudes to young people.
7. There is great variability in the hard results associated with different types of interventions and different target groups. However, there is some evidence to suggest that specific interventions which have the capacity to be replicated and scaled up perform relatively well compared to other interventions. This includes Production Schools in AT, Missions Locales and Second Chance schools in FR.
8. In terms of other significant results, positive findings relate to increased levels of participation of more disadvantaged young people, reduction in drop-out rates, and improved school performance.
9. In relation to factors influencing implementation of ESF funded activities:
 - Red tape, economic crisis and insufficient integration across interventions were cited as inhibiting factors.
 - Where services including education and social services were joined up with ESF support the effectiveness of ESF interventions was enhanced.
10. CAV was noted in the country reports in relation to:
 - Significant volume effects noted in all 5 country reports.
 - Scope effects impacting on the most disadvantaged young people in AT and FR.
 - Role effects with respect to ESF funded models demonstrating their wider value in AT, FR and IT.

- Process effects principally around the development of new partnerships (AT) and improved implementation processes of beneficiary organisations (CZ).

16.2 Issues for ESF

1. Unlike for women, no targets were set in the 5 member states for the participation of young people in ESF-supported activity. If young people are of sufficiently high priority consideration needs to be given to recommending that participation targets are set as these can be regularly monitored and actions changed if there is a sufficient shortfall against the target. It is clear from the report on women that the England OP was driven to respond quickly and effectively when the proportion of women as final recipients dipped sharply.

2. There is a very high variance across the 27 member states in the proportion of ESF final recipients who are young. The variance is much greater than that for the proportion of women as final recipients, and indeed this may reflect the influence of target-setting to some extent. However the point here is that high levels of variance uncover the potential to do much more for young people with ESF support in terms of the ability of member states to absorb and deploy resource to support young people. If a number of member states can achieve more than 40% of recipients drawn from the young population it should certainly be possible for those with much lower percentages to aspire to the 30%+ band.

3. Although pro-active and preventative interventions are frequently recommended for young people and indeed appear as priorities for action across the 5 member states, in terms of actual interventions, pro-active activity seems to be much less common. It will be interesting to follow the experience of FR where nearly 90% of the ESF investment targeted at young people is focused on those who are in, or at risk of being in, the group who are not in education, employment or training (NEET). This is a bold strategy by FR and could give a lead to many other member states if its effectiveness can be demonstrated.

4. Similarly to a point made earlier in relation to women, there is little evidence of ESF being used to support activities which change the awareness and attitudes of key labour market players towards young people. There is potentially a good return on investment in attitudinal change as it can bring through a significant legacy from ESF support over the long term.

5. Despite focussing on a small number of member states with good evaluation and other materials, the information generated is patchy with gaps around public sector costs committed, results data, etc. It is important that the 2014-2020 programming period monitoring and evaluation systems are able to generate required data for priority groups such as young people. The specification proposed in the *Programming Period 2014-2020 Monitoring and Evaluation of European Cohesion Policy European Social Fund Guidance Document* will generate much more effective results data. Guidance is given that “for all common indicators the data must always be broken down by gender” but arguably this should be extended to other demographic groups (including young people).

6. As noted in the corresponding section of the report dealing with women, the *Programming Period 2014-2020 Monitoring and Evaluation of European Cohesion Policy European Social Fund Guidance Document* sets out guidelines on how to ensure detailed output and results data is available. This will increase the likelihood of data being gathered in a more systematic way but a strong and clearly worded

requirement for MS to collect and analyse data on results for both priority groups and different types of interventions would help ensure this critical aspect is incorporated.

References

- Bell, D. and Blanchflower, D. (2011). *Young People and the Great Recession*, IZA.
- European Commission (2006). Gender Inequalities in the Risks of Poverty and Social Exclusion for Disadvantaged Groups in Thirty European Countries, Expert Group on Gender, Social Exclusion and Employment.
- European Commission (2010) *Employment in Europe 2010*.
- European Commission (2010a). Equality Between Men and Women – 2010.
- European Commission (2010b). More Women in Senior Positions: Key to Economic Stability and Growth.
- European Commission (2011) Report on Progress on Equality between Women and Men in 2010.
- European Foundation for the Improvement of Living and Working Conditions (2011a). *Foundation Findings: Youth and Work*.
- European Foundation for the Improvement of Living and Working Conditions (2011b). *Shifts in the Job Structure in Europe During the Great Recession*.
- European Foundation for the Improvement of Living and Working Conditions (2011c). *Pay Developments 2011*.
- European Commission (2012a). Employment and Social Developments in Europe 2012.
- European Commission (2012b). EU Employment and Social Situation – Quarterly Review, December 2012.
- European Commission (2013). Tackling the Gender Pay Gap in the European Union.
- European Foundation for the Improvement of Living and Working Conditions (2008). *Working in Europe: Gender Differences*.
- European Foundation for the Improvement of Living and Working Conditions (2009). *Women Managers and Hierarchical Structures in Working Life*.
- European Foundation for the Improvement of Living and Working Conditions (2011). *Shifts in the Job Structure in Europe During the Great Recession*.
- European Foundation for the Improvement of Living and Working Conditions (2012). *Fifth European Working Conditions Survey – Overview Report*.
- European Foundation for the Improvement of Living and Working Conditions (2012a). *NEETs – Young People Not in Employment, Education or Training: Characteristics, Costs and Policy Responses in Europe*.
- European Foundation for the Improvement of Living and Working Conditions (2012b). *Fifth European Working Conditions Survey*.
- Eurostat (2010). *The Unadjusted Gender Pay Gap in the European Union*, UNECE Work Session on Gender Statistics, Working Paper 1.
- Hardarson, O. (2007). 'The Flexibility of Working Time Arrangements for Women and Men', *Eurostat Statistics in Focus – Population and Social Conditions*, 96/2007.

OECD (2010). 'How are young people faring in the jobs crisis?', *Off to a Good Start? Jobs for Youth*.

OECD (2012). *Gender Equality in Education, Employment and Entrepreneurship: Final Report to the MCM 2012*.

Oxfam International/European Women's Lobby (2010). *Women's Poverty and Social Exclusion in the European Union at a Time of Recession: An Invisible Crisis?*

Romans, F. (2007). 'The Transition of Women and Men from Work to Retirement', *Eurostat Statistics in Focus – Population and Social Conditions*, 97/2007.

Social Protection Committee (2011). *Third Report on the Social Impact of the Economic Crisis and Ongoing Fiscal Consolidation*.

Glossary

Access to Employment (A2E): One of the key policy fields for the 2007-2013 ESF Operational Programmes (OPs) and is described as *'enhancing access to employment and the sustainable inclusion in the labour market of job seekers and inactive people, preventing unemployment, in particular long term and youth unemployment, encouraging active ageing and longer working lives and increasing participation in the labour market'* (Art. 3 of the ESF Regulation No 1081/2006).

Beneficiary: An operator, body or firm, whether public or private, responsible for initiating or initiating and implementing operations. In the context of aid schemes under Article 87 of the Treaty, beneficiaries are public or private firms carrying out an individual project and receiving public aid (Art. 2 of the ESF Regulation No 1081/2006).

Community Added Value: The definition used is based on the methodological note prepared by the Evaluation and Impact Assessment Unit in October 2008 which identifies 4 key dimensions of Community Added Value (CAV). CAV measures the difference made by ESF A2E funding and programmes compared to the efforts of member states alone. There are four key dimensions: volume effects, scope effects, role effects and process effects.

- **Volume effects:** ESF action adds to existing action, either by supporting national action in general ("mirroring") or specific areas of national policy ("boosting").
- **Scope effects:** ESF action broadens existing action by supporting groups or policy areas that would not otherwise receive support.
- **Role effects:** ESF action supports local/regional innovations that are taken up at national level or national innovative actions that are then 'mainstreamed'.
- **Process effects:** ESF action influences member states administrations and organisations involved in the programmes.

Final Recipient: Final recipients refer to participants (i.e. people) in supported operations. These are to be clearly distinguished from 'beneficiaries'. Beneficiary is defined in Art. 2(4) of Council Reg. (EC) No 1083/2006 as: *"an operator, body or firm, whether public or private, responsible for initiating or initiating and implementing operations. In the context of aid schemes under Article 87 of the Treaty, beneficiaries are public or private firms carrying out an individual project and receiving public aid"*. Beneficiary can e.g. be a NGO implementing an ESF-funded project providing services for final recipients (participants).

Intermediate body: Any public or private body or service which acts under the responsibility of a managing or certifying authority, or which carries out duties on behalf of such an authority vis-à-vis beneficiaries implementing operations (Art. 2 of the ESF Regulation No 1081/2006).

Operation: A project or group of projects selected by the managing authority of the operational programme concerned or under its responsibility according to criteria laid down by the monitoring committee and implemented by one or more beneficiaries allowing achievement of the goals of the priority axis to which it relates (Art. 2 of the ESF Regulation No 1081/2006).

Operational Programme: Document submitted by a member state and adopted by the Commission setting out a development strategy with a coherent set of priorities to be carried out with the aid of a Fund, or, in the case of the Convergence objective, with

the aid of the Cohesion Fund and the ERDF (Art. 2 of the ESF Regulation No 1081/2006).

Priority Axis: One of the priorities of the strategy in an operational programme comprising a group of operations which are related and have specific measurable goals (Art. 2 of the ESF Regulation No 1081/2006).

Public expenditure: Any public contribution to the financing of operations whose origin is the budget of the State, of regional and local authorities, of the European Communities related to the Structural Funds and the Cohesion Fund and any similar expenditure. Any contribution to the financing of operations whose origin is the budget of public law bodies or associations of one or more regional or local authorities or public law bodies acting in accordance with Directive 2004/18/EC of the European Parliament and of the Council of 31 March 2004 on the coordination of procedures for the award of public works contracts, public supply contracts and public service contracts shall be regarded as similar expenditure (Art. 2 of the ESF Regulation No 1081/2006).

Sub-priority axis: Level of implementation below Priority Axis in the Operational Programmes.

Appendix

Table A1: Breakdown of Female Final Recipients Across Thematic Areas (% of Total Female Recipients)

Action	DE	ES	GR	PL	UK
Enhancing access to employment	41.50	59.4	20.0	68.1	66.0
Fighting vertical segregation	1.6	-	5.0	-	-
Fighting horizontal segregation	2.1	0.03	5.0	-	-
Promoting work-life balance	0.9	0.003	30.0	-	-
Promoting the participation of women in enterprise creation and growth	12.9	2.34	10.0	4.5	-
Education and training	41.1	38.23	30.0	27.2	34.0

Notes:

1. Percentages may not add to 100% due to rounding.
2. DE – Based on output indicators for 9 OPs scrutinised (1.3 million women). DE country expert urges caution in interpreting as “lots of activities e.g. in the field of ‘reconciliation or balancing work & life’ and mainly implemented under the nation OP do not contribute to the indicators nor do they tally with the Annex XXIII figures as they fall either under the “bagatelle (light measures) thresholds” or are considered system-related and thus do not systematically report on individual participants at all. In that respect the idea of a 100% of female participants is somewhat unreal.”
3. ES – Country expert notes that figures should only be considered a general picture of the main proportions by thematic area and that the proportions in all groups except enhancing access to employment are likely to be higher than indicated in the table.
4. GR – Country expert notes that these are her own estimations – “The available data of the reports does not allow for this breakdown. The percentages provided are rough own estimations. Monitoring data available at the level of the OPs would however allow for identifying such information, if requested.” No information is provided on how estimates were made.
5. PL – Country expert calculated % based on AIR data. There are no indicators for fighting vertical or horizontal segregation. Whilst indicators are available in relation to work-life balance, the achievement to date (June 2011) was zero (reflecting recent introduction).
6. UK – Commentary notes that the categories from the 2010 Gender Equality Evaluation only partly align with structure of UK OPs and reporting by target group and that most activity breaks down into A2E or employed workforce development. The figure for enhancing A2E is estimated at around 66% and for education and training at least 34%.

Table A2: Effectiveness of Interventions for Women by Type and Target Group – Selected Member States²

evaluation as a whole	specific interventions within evaluation	specific groups within evaluation
-----------------------	--	-----------------------------------

	Is intervention specifically targeted at young people?	Preventative or reactive measure?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
DE										
DE-BW										
Evaluation 1 PA C [DE-BW1]			47.94	24,894 ³						
- Female				12,956			34% ⁴			
- Male				11,938			30% ⁵			
C.7.1 Qualification, Guidance		Reactive	10.5	4,015		3.9 % ⁶ ; 29.5%				
- Female					58% (2008) ⁷ 51.6%					

² The footnotes to Table A2 have been copied from the 5 country reports.

³ Without bagatelle cases.

⁴ Entering first labour market 6 months after end of activity.

⁵ Entering first labour market 6 months after end of activity.

⁶ 3.9% qualified certificate; 29.5% simple certificate (participation)

	Is intervention specifically targeted at young people?	Preventative or reactive measure?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
					(2009)					
- Male					58% (2008) ⁸ 56.6% (2009)					
C.7.2 Bundle of interventions to promote gender equality	x	Reactive		3,454	67.6% (2008) 69.7% (2009)	11.2% 41.5%				
- Female				3,454	67.6% (2008) 69.7% (2009)	11.2% 41.5%				
- Male										
C.8.1 Qualification/Training for more employability		Reactive	37.44	3,722		2.7% 49.2%				
- Female					73.8% (2008) 72.4%					

⁷ 100% positive and negative drop outs.⁸ 100% positive and negative drop outs.

	Is intervention specifically targeted at young people?	Preventative or reactive measure?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
					(2009)					
- Male					62.8% (2008) 60.2% (2009)					
C.8.2 Social Support		Reactive		13,843		4.7% 28.4%				
- Female					71.2% (2008) 62.8% (2009)					
- Male					70.3% (2008) 63.0% (2009)					
Evaluation 2 Transition school-to-work [DE-BW2]				15,695⁹						
- Female										

⁹ Final recipients in 2009 according to [BW2:33]

	Is intervention specifically targeted at young people?	Preventative or reactive measure?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
- Male										
B4.1 Guidance and qualification for school drop-outs		Preventative		5,341			36%			
- Female				5,639 ¹⁰	181 drop outs					
- Male				7,606	239 drop outs					
B4.4 Training for better vocational choice		Preventative		10,354						
- Female				4,607 ¹¹	20 drop outs					
- Male				4,856	24 drop outs					
DE-MS										
OP-Eval [DE-MS2]			2 156.37 12	1,482,220						

¹⁰ According to [BW2:47] no idea about the differences between total and breakdown by gender

¹¹ According to [BW2:47] no idea about the differences between total and breakdown by gender

	Is intervention specifically targeted at young people?	Preventative or reactive measure?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
- Female			776.44	716,625						
- Male			912.00	762,495						
- N/A			472.33 ¹³							
XENOS – Asylum [DE-MS9]¹⁴		Reactive	37.00	23,985		35.4%	49.8%		47.2%	64% employability increased - 70% more active at job search (assessed by beneficiaries)
- Female			14.80	10,114		34.2%	52.0%		56.7%	
- Male			22.20	13,871		36.0%	48.6%		26.6%	

¹² **Expenditure approved (ESF)**- financial shares by gender have been calculated based on the share of entries (Total number of final recipients) by gender - this supposes no systematic variation (bias) in intensity of intervention to have taken place inside a programme what might be considered a 'wild guess' - in particular when taking into consideration that a) women in certificate oriented activities in general show better performance and results and b) that projects/activities inside a programme not necessarily are homogeneous.

¹³ Expenditure not attributable to people broken down by gender.

¹⁴ All results have been taken from (or calculated based on) specific evaluation of the 1st round of implementation (cf. [DE-MS9]) and are based on a total (reported) of 10 260 participants in survey (10 287 according to own calculation /out of it 3 717 Women - own calculation).
Beware, these figures on XENOS are also included into the above figures referring to the national overall evaluation DE_OP_Eval_Annual-report_2013-02-04_de.pdf

	Is intervention specifically targeted at young people?	Preventative or reactive measure?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
DE-NI CONV										
Evaluation 1			61.63	38,428						
- Female			27.92	18,464						
- Male			33.71	19,964						
C1.1 – Qualification, counselling, guidance			18.23	6,984	55% ¹⁵	88% ¹⁶	62% ¹⁷			
- Female			6.56	2,515	55% ¹⁸					
- Male			11.66	4,469	46%					
C2.2 –Youth Workshops			7.22	2,154	40% ¹⁹		53% ²⁰	65% ²¹		
- Female			2.23	664			50%	62% ²²		

¹⁵ 45% drop outs, but 30% because of positive reasons (entering employment).

¹⁶ 80% of 88% only simple certificate of participation, 20% passed tests or exams.

¹⁷ Entering employment, apprenticeship or qualification. Cumulated for Convergence and RCE areas.

¹⁸ Cumulated for RCE and Convergence areas.

¹⁹ 60% drop outs, 24% of it because of positive reasons. Cumulated for RCE and Convergence areas.

²⁰ Entering employment, apprenticeship or qualification four weeks after end of the activity.

²¹ In employment, apprenticeship or qualification six months after end of activity.

²² Cumulated for RCE and Convergence areas.

	Is intervention specifically targeted at young people?	Preventative or reactive measure?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
- Male			5.00	1,490						
DE-NI RCE										
Evaluation 1			82.38	108,741						
- Female			37.13	51,373						
- Male			45.25	57,368						
C2.2 –Youth Workshops			22.59	14,453	40% ²³		52% ²⁴	67% ²⁵		
- Female			7.95	5,086			50%	62% ²⁶		
- Male			14.64	9,367						
DE-SL DE-SL_Eval_OP_Interim_2011-07-19.pdf										
			55.76 ²⁷	35,774	8,721	5 905	2 870	4,416	1,897	

²³ 60% drop outs, 24% of it because of positive reasons. Cumulated for RCE and Convergence areas.

²⁴ Entering employment, apprenticeship or qualification four weeks after end of the activity.

²⁵ In employment, apprenticeship or qualification six months after end of activity.

²⁶ Cumulated for RCE and Convergence areas.

	Is intervention specifically targeted at young people?	Preventative or reactive measure?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
- Female ²⁸			20.72	14,375	1,315	364	65	1,276		
- Male			34.43	20,883	2,344	636	0	2,360		
A-1.1_On the job training of employees		Preventative	21.74	3,636				3,636		
- Female			7.63	1,276				1,276		
- Male			14.11	2,360				2,360		
B_2.2_Complementary measures accompanying IVT in enterprises (i.e. in dual system)²⁹		Preventative	5.12	820³⁰	50.5% achieved; 36.7% skipped; 11.7% not successful; 1.1% unclear	1,000³¹				

²⁷ ESF Committed. Total public commitment and ESF paid also available.

²⁸ Male plus female does not always equal total as gender-differentiation not always provided.

²⁹ Targeted at youth with special needs: early placement of school-leavers into IVT (dual system) and supporting them to a successful achievement of examination. Includes a one time subsidy (1.600€ 'bonus') for the enterprise offering the apprenticeship plus continuous social-pedagogic support. There has been a competing national instrument since 2010 (up to 6.000€ bonus but no socio-pedagogic support).

³⁰ 820 is based on analysis of provider reports - exact number of youths benefitting 'only approximately' assessable (p. 87).

³¹ 1 000 is based on monitoring data (out of which 36,4% female) but corrected by Evaluation to eliminate systematic double counting (3 years' annual figures cumulated) (cf. P. 85).

	Is intervention specifically targeted at young people?	Preventative or reactive measure?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
- Female			1.86	298		364				
- Male			3.26	522		636				
B_2.3_Promoting cooperative IVT networks amongst SMEs and other partners³²		Preventative	1.92	16	12					
- Female				4	2					
- Male				12	10					
C_2.1_Support at start-up for unemployed (SGB II and SGB III)³³		Reactive	1.65	3,647	3,647		76,634	651³⁵		
- Female			0.59	1,313	1,313					
- Male			1.06	2,334	2,334					

³² Targeted at youth with specific difficulties at learning, offering them integrated support - basic model = dual IVT system plus individual support (doubled support capacity = 1:8 compared to 1:16 as the general rule). Just one single project so far (April 2011) approved for funding and started but not yet finalised (3 years).

³³ Set-up of a start-up support agency for the unemployed on Land-level offering counselling & coaching in cooperation with national employment agency and related institutions. Focus on difficult to be placed unemployed, and since mid 2010 only social code book II (SGB II) clients.

³⁴ Based on agency statistics rate – 21%.

³⁵ Based on survey sustained self-employment rate - 86%.

	Is intervention specifically targeted at young people?	Preventative or reactive measure?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
C_4.1_Job counselling and career planning for women job-returner³⁶	X	Reactive (but could also be Preventative)	0.48	128			65			
- Female			0.48	128			65			
- Male			0.00	0			0			
ES										
Evaluation 1	Mixed	Mixed	121.24 ³⁷	5,149,763	5,149,763	33,078	N/A	N/A	N/A	N/A
- Female	---	---	---	2,842,350	2,842,350	16,537	N/A	N/A	N/A	N/A
- Male	---	---	---	2,307,413	2,307,413	16,541	N/A	N/A	N/A	N/A
Intervention 2. PT69	Mixed	Mixed	48.13	161,308	161,308	N/A	N/A	N/A	N/A	N/A
- Female	---	---	---	116,044	116,044	N/A	N/A	N/A	N/A	N/A
- Male	---	---	---	45,264	45,264	N/A	N/A	N/A	N/A	N/A
Intervention 3. Horizontal activities	NO	Mixed	N/A	4,988,455	4,988,455	33,078	N/A	N/A	N/A	N/A
- Female	---	---		2,726,306	2,726,306	16,537	N/A			

³⁶ Three (alternative) pillars: (a) low-entry level coaching for career planning and training (3 months, out of which 2 months training & 1 month internship); (b) mentoring 6 months and for max 6 women at a time; and (c) Profiling and application training (1 week) about 80 women per year. Many women with multiple disadvantages (less in mentoring).

³⁷ In the case of Evaluation 1, it do not include the certified cost of horizontal interventions, because it is not provided by the evaluation report.

	Is intervention specifically targeted at young people?	Preventative or reactive measure?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
- Male	---	---		2,262,149	2,262,149	16,541	N/A			
STG 1. Employed (f)	NO		N/A	479,039	479,039					
STG2. Self-employed (f)	NO		N/A	45,207	45,207	N/A	N/A	N/A	N/A	N/A
STG3. Permanent workers	NO		N/A	9,730	9,730	N/A	N/A	N/A	N/A	N/A
STG4. Temporal workers (f)	NO		N/A	16,315	16,315	N/A	N/A	N/A	N/A	N/A
STG5. Unemployed (f)	NO		N/A	1,496,688	1,496,688	N/A	N/A	N/A	N/A	N/A
STG6. LTU (f)	NO		N/A	195,389	195,389	N/A	N/A	N/A	N/A	N/A
STG7. Inactive (f)	NO		N/A	483,938	483,938	N/A	N/A	N/A	N/A	N/A
Evaluation 2	Mixed	Mixed	N/A	58,690	58,690	8,254	912	N/A	N/A	N/A
- Female	---	---	---	58,690	58,690	8,254	912	N/A	N/A	N/A
- Male	---	---	---	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Intervention 1. PT69	Mixed	Mixed	0.35	20,268	20,268	N/A	N/A	N/A	N/A	N/A
- Female	---	---	N/A	20,268	20,268	N/A	N/A	N/A	N/A	N/A
- Male	---	---	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
STG 1. Employed (f)	NO	Mixed	N/A	19,672	19,672	N/A	N/A	N/A	N/A	N/A

	Is intervention specifically targeted at young people?	Preventative or reactive measure?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
STG2. Self-employed (f)	NO	Mixed	N/A	538	538	N/A	N/A	N/A	N/A	N/A
STG5. Unemployed (f)	NO	Mixed	N/A	26,474	26,474	N/A	N/A	N/A	N/A	N/A
STG6. LTU (f)	NO	Mixed	N/A	6,114	6,114	N/A	N/A	N/A	N/A	N/A
STG7. Inactive (f)	NO	Mixed	N/A	12,544	12,544	N/A	N/A	N/A	N/A	N/A
STG8. Inactive receiving training (f)	NO	Mixed	N/A	2,434	2,434	N/A	N/A	N/A	N/A	N/A
STG9. Under 25 (f)	NO	Mixed	N/A	14,694	14,694	N/A	N/A	N/A	N/A	N/A
STG10. 25-54 (f)	NO	Mixed	N/A	35,718	35,718	N/A	N/A	N/A	N/A	N/A
STG11. Over 54 (f)	NO	Mixed	N/A	8,278	8,278	N/A	N/A	N/A	N/A	N/A
GR										
Evaluation 1.12 Training of officers of the Public Sector	NO	N/A	38,887,398.55	75,416	72,493	43,372	N/A	N/A		
- Female				47,616	45,758	27,242				
- Male				27,800	26,735	16,130				
Intervention 1 Beneficiary: National Center			22,139,839.55	57,992	56,314	35,550				

	Is intervention specifically targeted at young people?	Preventative or reactive measure?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
for Public Administration and Local Government (EKDDA)										
- Female				36,208	35,204	21,935				
- Male				21,784	21,110	13,615				
Intervention 2 Beneficiary: Interbalkan Institute for Public Administration (DIDD/ADEDY)			1,680,321.67	2,140	2,140	82				
- Female				1,276	1,276	48				
- Male				864	864	34				
Intervention 3 Beneficiary: Institute of Local Government (ITA)			13,638,550.62	13,981	12,737	6,438				
- Female				9,207	8,354	4,335				
- Male				4,774	4,383	2,103				
Intervention 4 Beneficiary: National School of Judges (ESDI)			1,428,686.71	1,303	1,302	1,302				
- Female				925	924	924				
- Male				378	378	378				

	Is intervention specifically targeted at young people?	Preventative or reactive measure?	Total Public Cost	Total number of final recipients	Number of final recipients achieving "hard" result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
PL										
Evaluation 7 Evaluation of indicator: " Percentage of the projects' participants (men and women) who were employed within 6 month after project implementation (including self-employment)" (63)						ONLY FOR THE LARGEST TWO GROUPS (Young people aged between 15 and 25 facing particular integration problems and Unemployed present and former prisoners = 32,000 persons) Sample N=500 Getting skills that allow to do the job better- 67% Getting broader knowledge - 60% Getting new knowledge -	20,8%			ONLY FOR THE LARGEST TWO GROUPS (Young people aged between 15 and 25 facing particular integration problems and Unemployed present and former prisoners = 32,000 persons) Sample N=500 Getting more self-confidence - 74% Getting ability

	Is intervention specifically targeted at young people?	Preventative or reactive measure?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
						16% Team working skills - 44% Getting job searching skills - 72%				to cope with problems - 35% Discovering new skills - 29% Openness for further education - 56%
- Female						ONLY FOR THE LARGEST TWO GROUPS (Young people aged between 15 and 25 facing particular integration problems and Unemployed present and former prisoners = 32,000 persons) Sample N=500,	7,6% (such low level mostly due to the fact that 90% of participating women are younger than 24. They are students)			ONLY FOR THE LARGEST TWO GROUPS (Young people aged between 15 and 25 facing particular integration problems and Unemployed present and former

	Is intervention specifically targeted at young people?	Preventative or reactive measure?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
						<p>women's share: N=145, 29%)</p> <p>Getting skills that allow to do the job better- 67%</p> <p>Getting broader knowledge - 63%</p> <p>Getting new knowledge - 16%</p> <p>Team working skills - 43%</p> <p>Getting job searching skills - 74%</p>				<p>prisoners = 32,000 persons)</p> <p>Sample N=500, women's share: N=145, 29%)</p> <p>Getting more self-confidence - 74%</p> <p>Getting ability to cope with problems - 28%</p> <p>Discovering new skills - 28%</p> <p>Openness for further education - 58%</p>

	Is intervention specifically targeted at young people?	Preventative or reactive measure?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
- Male						<p>ONLY FOR THE LARGEST TWO GROUPS (Young people aged between 15 and 25 facing particular integration problems and Unemployed present and former prisoners = 32,000 persons)</p> <p>Sample N=500, women's share: N=355, 71%</p> <p>Getting skills that allow to do the job better- 66%</p> <p>Getting broader knowledge - 58%</p> <p>Getting new</p>	26,5% (also men's population is young, 50% are younger than 25 years old, but 37% is between 25-44 years old)			<p>ONLY FOR THE LARGEST TWO GROUPS (Young people aged between 15 and 25 facing particular integration problems and Unemployed present and former prisoners = 32,000 persons)</p> <p>Sample N=500, women's share: N=355, 71%</p> <p>Getting more self-confidence -</p>

	Is intervention specifically targeted at young people?	Preventative or reactive measure?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
						knowledge - 18% Team working skills - 44% Getting job searching skills - 72%				74% Getting ability to cope with problems - 37% Discovering new skills - 30% Openness for further education - 55%
Roma				1,009						
Men and women in need to reconcile work and family life				48 people (46 women and 2 men)						
Persons remaining in approved schools ³⁸ or youth shelters				1,300						
Young people aged between 15 and 25 facing particular				12,000		Getting skills that allow to do	14% (but this target group			Getting more self-

³⁸ This term is connected with the juvenile delinquency. Young people who committed crime are re-socialized in the approved schools. It can be open, half-open and closed. This is a place where young people are directed from the youth shelters.

	Is intervention specifically targeted at young people?	Preventative or reactive measure?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
integration problems						the job better-70% Getting broader knowledge - 59% Getting new knowledge - 16% Team working skills - 43% Getting job searching skills - 78%	is still at school)			confidence - 79% Getting ability to cope with problems - 33% Discovering new skills - 26% Openness for further education - 55%
Unemployed persons and former prisoners				20,000		Getting skills that allow to do the job better-65% Getting broaden knowledge - 61% Getting new knowledge - 17% Team working	32%			Getting more self-confidence - 72% Getting ability to cope with problems - 38% Discovering new skills - 33%

	Is intervention specifically targeted at young people?	Preventative or reactive measure?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
						skills - 45% Getting job searching skills - 69%				Openness for further education - 60%
Persons with disabilities				1,300						
Evaluation 2 - Evaluation of value of result indicators achieved within HC OP's regional component (new)										
- Female										
- Male										
Unemployed							57,4 % (51,2% women, 66,6% men)			
Unemployed between 15 and 24 years old							12,8% (7,5% women, 20,6% men)			
Self-employed between 15-24 years old							6,9% (3,3% women, 12,7% men)			
Unemployed with disabilities							47,4% (41,7%			

	Is intervention specifically targeted at young people?	Preventative or reactive measure?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
							women, 56% men)			
Long term unemployed							40% (36,3% women, 55,5% men)			
Unemployed from rural areas							54,3% (48,8% women, 63,3% men)			
Unemployed between 50 and 64 years old							36,4% (28,8% women, 47% men)			
Self-employed between 50 and 64 years old							11% (4,3% women, 20,3% men)			
Employed persons whose salaries increased after intervention							52,8% (51,8% women, 54% men)			
UK										
European Social Fund Cohort Study: Wave 3 - England Ev18					74%	36%	N/A	N/A	N/A	N/A
- Female	N/A	N/A	N/A	N/A	72%					
- Male					74%					

	Is intervention specifically targeted at young people?	Preventative or reactive measure?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
A2E - P1 and P4		Mainly Reactive	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
- Female								P1: 34% (+26%) ³⁹ P4: 38% (+33%) at Wave 3 survey		70% of unemployed at Wave 3 survey more confident about finding work.
- Male								P1: 31% (+25%) P4: 33% (+30%) at Wave 3 survey		74% of unemployed at Wave 3 survey more confident about finding work.
Employed Workforce Development P2 and P5		Mainly preventative	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
- Female						86% overall 8% NVQ4+ 32% NVQ3 37% NVQ2 9% NVQ1			Achieving Part qualification 8% NVQ4+ 6% NVQ3	

³⁹ i.e. an increase of 26 percentage points from 8% to 34%

	Is intervention specifically targeted at young people?	Preventative or reactive measure?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
									6% NVQ2 3% NVQ1	
- Male						74% overall 4% NVQ4+ 28% NVQ3 29% NVQ2 13% NVQ1			Achieving Part qualification 5% NVQ4+ 5% NVQ3 7% NVQ2 8% NVQ1	
The 2010 European Social Fund Leavers Survey - Wales - Ev58					87.8%	79.0%			4.3% into education and training	90% of respondents report greater confidence in their own abilities.
- Female										
- Male										
A2E: Convergence P2 / RCE P1		Mainly Reactive			85.1%		30% previously unemployed on leaving	48% previously unemployed at 12 months		
- Female					83.6%			46% previously		

	Is intervention specifically targeted at young people?	Preventative or reactive measure?	Total Public Cost	Total number of final recipients	Number of final recipients achieving "hard" result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
								unemployed at 12 months		
- Male					86.3%			55% previously unemployed at 12 months		
Employed Workforce Development Convergence P3 / RCE P2		Mainly preventative			89.8%					
- Female					90.7%					
- Male					88.6%					
European Social Fund (Priority 1) Participants Survey - Scotland - Ev34 A2E Convergence P1 and RCE P1		Mainly Reactive			85% but 4% left to job or training.		Not stated	Increase of 21% in paid employment after 6 months	51% in a "positive destination"	
- Female					83%	c.27%			49%% in a "positive destination"	
- Male					87%	c.18%			45%% in a "positive destination"	

	Is intervention specifically targeted at young people?	Preventative or reactive measure?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
Mid Term Evaluation of the Northern Ireland ESF Programme 2007-13 - Northern Ireland - Ev27				64,284	83%					
- Female				31,449; 49%						
- Male				32,835; 51%						
A2E P1		Mainly Reactive		37,031	83%		5,400	30% at time of survey		
- Female					94%					
- Male					75%					
Employed Workforce Development P2		Both preventative and reactive		27,253	83%	14,922 gained L2 2,795 gained L3			9,924 gained basic skills	
- Female					88%	8,165 gained L2 c.1,400 gained L3		90% at time of survey	5,119 gained basic skills	
- Male					76%	6,757 gained L2 c.1400 gained L3		79% at time of survey	4,805 gained basic skills	

Table A3: Effectiveness of Interventions for Young People by Type and Target Group – Selected Member States⁴⁰

	evaluation as a whole		specific interventions within evaluation		specific groups within evaluation
--	-----------------------	--	--	--	-----------------------------------

	Is intervention specifically targeted at young people?	Preventative or reactive intervention?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
AT										
Evaluation 1 (YP in the Tyrol)	Yes (but not only ESF)									
Total Young People in measures co-funded by the ESF				569 ⁴¹						
Intervention 3: Youth work assistance (JUAS) – support finding an apprenticeship or job	Yes	Preventive	315,171 ⁴²	70+ ⁴³	70					
Evaluation 2 (Employment measures for YP in OÖ)										
Total Young People				2,390						

⁴⁰ The footnotes to Table A3 have been copied from the 5 country reports

⁴¹ Total number of young people covered by the ESF measures within the evaluation. The evaluation covers a much larger number of interventions which are not ESF co-funded.

⁴² ibid

⁴³ In the case of the JUAS, the number of successful transitions are counted and not participants as such.

	Is intervention specifically targeted at young people?	Preventative or reactive intervention?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
Intervention 2: Qualification, Orientation, career preparation ⁴⁴	Yes	Preventive	1,780,067 ⁴⁵	163	Over 85%					
Intervention 3: Clearing (careers advice and support in the transition from school to work)	Yes	Preventive	1,029,362 ⁴⁶	957	Nearly 100% ⁴⁷					
Intervention 4: Youth work assistance – support finding an apprenticeship or job	Yes	Preventive	675,603 ⁴⁸	541	Over 90% with positive result ⁴⁹		Approximately 12%			
Evaluation 3 (Production schools) ⁵⁰	Yes	Reactive		2017 ⁵¹	2017 ⁵²		30% ⁵³	49% ⁵⁴	Approx. 33% ⁵⁵	

⁴⁴ The specific measures co-financed by the ESF tend to be those for more disadvantaged young people.

⁴⁵ 2009

⁴⁶ 2009

⁴⁷ As the Clearing measures are mainly geared towards school children of obligatory school age, most are still at school afterwards.

⁴⁸ 2009

⁴⁹ Completed activity or job (about 12% start a job)

⁵⁰ Not all production schools are ESF funded. This evaluation covers all production schools with no distinction.

⁵¹ December 2010

⁵² Participants with a short stay (of less than 1 week) were not included in the evaluation.

⁵³ Straight after participation in the measure. 13% are in supported employment, 17% in the regular labour market, 7% in a further qualification. 30% are unemployed.

⁵⁴ One year after participating in a measure, 33% are in regular employment, 16% in supported employment and 9% in a further qualification. 15% are unemployed and 27% are OLF.

⁵⁵ One third of participants are Out of Labour Force on completion of the measure. This could mean in further training, school etc or NEET - which cannot be determined from the labour market statistics. The former would be a positive result of the production schools and the latter a negative one.

	Is intervention specifically targeted at young people?	Preventative or reactive intervention?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
Total Young People	Yes	Reactive		2017 ⁵⁶	2017 ⁵⁷		30% ⁵⁸	49% ⁵⁹	Approx. 33% ⁶⁰	
Evaluation 4 (Production schools in Tyrol: VIA and LEA)	Yes, young girls between 15 and 19 years of age	Reactive	3,068,302	263					38.8% ⁶¹	58% ⁶²
Total Young People	Yes, young girls between 15 and 19 years of age	Reactive	3,068,302	263					38.8% ⁶³	58% ⁶⁴
Intervention 1: VIA (for young women)	Yes, young girls between 15 and 19 years of age	Reactive	2,294,216 ⁶⁵	213 ⁶⁶			11% ⁶⁷	53% ⁶⁸	39.5% ⁶⁹	

⁵⁶ December 2010

⁵⁷ Participants with a short stay (of less than 1 week) were not included in the evaluation.

⁵⁸ Straight after participation in the measure. 13% are in supported employment, 17% in the regular labour market, 7% in a further qualification. 30% are unemployed.

⁵⁹ One year after participating in a measure, 33% are in regular employment, 16% in supported employment and 9% in a further qualification. 15% are unemployed and 27% are OLF.

⁶⁰ One third of participants are Out of Labour Force on completion of the measure. This could mean in further training, school etc or NEET - which cannot be determined from the labour market statistics. The former would be a positive result of the production schools and the latter a negative one.

⁶¹ Entered employment or a training course, Ev_4 p. 108

⁶² 58% of participants in VIA /LEA report they have more self-confidence. Ev_4 p. 105

⁶³ Entered employment or a training course, Ev_4 p. 108

⁶⁴ 58% of participants in VIA /LEA report they have more self-confidence. .Ev_4 p. 105

⁶⁵ From 2008 to 2011. 2011 on the basis of planned costs

⁶⁶ 2008 to December 2010. Nearly half all participants drop out of the production school without a given reason.

⁶⁷ In employment (supported and not supported) on leaving measure. Ev_4 p. 96

	Is intervention specifically targeted at young people?	Preventative or reactive intervention?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
Intervention 2: LEA (for young women)	Yes, young girls between 15 and 19 years of age	Reactive	774,086 ⁷⁰	50 ⁷¹					34.4% ⁷²	
Specific Target Group 1: Migrants			102 million						41.9% ⁷³	75% ⁷⁴
Evaluation 7 (3b Styria)	No			390 (planned); 476 (started)						
Total Young People				52%						
Experience through work (ERfA)	No	Reactive		240 vs. 120 planned 24% under 25 ⁷⁵	240 ⁷⁶					
GrazJobs (mainly employment on the supported labour market)	No	Reactive		121 vs. 100 planned 13% under 25 ⁷⁷	75 ⁷⁸					

⁶⁸ In employment (supported and not supported) after one year. Ev_4 p. 96

⁶⁹ Entered employment or a training course, Ev_4 p.71

⁷⁰ 2010 to 2011. 2011 on the basis of planned costs

⁷¹ 2010 to December 2011. Nearly half all participants drop out of the production school without a given reason.

⁷² Entered employment or a training course, Ev_4 p.71

⁷³ Entered employment or a training course, Ev_4 p. 107

⁷⁴ 75% of participants with a migrant background in VIA /LEA report they have more self-confidence. .Ev_4 p. 105

⁷⁵ Ev_7, p. 45 (country expert's own calculation)

⁷⁶ The 'activity' in this case was hourly work. The measure was meant to help people back into the LM through work experience.

⁷⁷ Ev_7, p. 45 (country expert's own calculation)

⁷⁸ 75 people gained work experience on the 2nd labour market (i.e. in supported employment)

	Is intervention specifically targeted at young people?	Preventative or reactive intervention?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
Evaluation 8 (STEPS 2_3b Styria)	No	Mostly reactive		1,436+19FTE ⁷⁹						
Total Young People	3 projects out of 8 targeted specifically at young people	Mostly reactive but also preventive by reacting early (15-25)		At least 1,153						
BFB Migration – Career Orientation in Styria	Yes (13-19 year olds)	Preventive		746 ⁸⁰ (target 690)			1.6%		57.2% ⁸¹ 28.6% ⁸²	
Mia_san – innovative support measure for girls furthest from the LM (15-25)	Yes	Reactive		49 (target 40)			10% ⁸³		28.8% ⁸⁴ 12.2% ⁸⁵	
Production school – Integration of vocational training and production (15-25 years old)	Yes	Reactive		358 (target 444)			12.8% ⁸⁶ 11.5% ⁸⁷		9.8% ⁸⁸	

⁷⁹ Ev_8, p. 110 Most figures are for the period beginning 2010 to end 2011

⁸⁰ Between 1.1. 2010 and 31.12. 2011, Ev_8, p. 110

⁸¹ 57.2% of the participants started an apprenticeship straight after the measure, Ev_8, p. 123

⁸² 28.6% are in a school measure, Ev_8, p. 123

⁸³ Including apprenticeships, jobs on the first and second labour market and atypical jobs, Ev_8, p.

⁸⁴ 28.8% of participants are in a further measure directly after participation in the project, Ev_8, p. 123

⁸⁵ 12.2% are in a school measure, Ev_8, p. 123

⁸⁶ 12.8% of participants are in full-time employment directly after participation in the project, Ev_8, p. 123

⁸⁷ 11.5% of participants are in employment on the second labour market directly after participation in the project, Ev_8, p. 123

	Is intervention specifically targeted at young people?	Preventative or reactive intervention?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
Evaluation 10 + 11 (EPs in the framework of the TEP Vienna + CBA)	No	Reactive	5,429,765	1.586 ⁸⁹						
Total Young People				274 ⁹⁰						
Intervention Type 1: HKE (Young people with multiple problems) ⁹¹	No	Reactive	561,066 (ESF: 258,090)	77 (35=45% under 25) ⁹²			2 ⁹³			
Intervention Type 2: TRAIN (People who are able to work but need social and teaching support)	No	Reactive	1,801,739 (ESF 828,800)	125 (81=65% under 25) ⁹⁴	70% ⁹⁵		18% ⁹⁶ 24% ⁹⁷		5% ⁹⁸	

⁸⁸ 9.8% of participants are in further measures directly after participation in the project, Ev_8, p. 123

⁸⁹ During the entire period. During the monitoring period (Oct 2007-Nov 2008), it was 927. This means a cost of €600 per person. The benefit is estimated at 3,800 per person (Ev_11, p. 4).

⁹⁰ Country expert's own calculation. Please note that the figure also includes those young people from 21-30 included in the calculation of the WBB Project (no figures for under 25s only).

⁹¹ As the target groups correspond to the intervention types they have not been listed additionally below

⁹² Between October 2007-November 2008, Ev_10 p. 37

⁹³ 2 people found employment on the regular labour market (the rest remain in the 'employ' of HKE which is a socio-economic enterprise offering employment on a part-time or hourly basis.

⁹⁴ Between 1 November 2007-31 December 2008, Ev_10 p. 56

⁹⁵ 70% complete the two month training activity

⁹⁶ 18% of all 125 participants in the monitoring period (Oct 2007-Nov 2008) found employment on the regular labour market.

⁹⁷ 24% of those participants who completed the trial month in the measure.

⁹⁸ 5% entered a further measure whereby it is not explicit which this was.

	Is intervention specifically targeted at young people?	Preventative or reactive intervention?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
Intervention Type 3: JE_TZT (People lacking qualifications and work experience)	No	Reactive	2,008,960 (ESF 924,122)	125 (55 = 44% under 25) ⁹⁹	25% ¹⁰⁰		49% ¹⁰¹			
Intervention Type 4: Standfest (People with severe addictions (with negative attestation of employability))	No	Reactive	842,000 (ESF 380,000)	292 (14=5% under 25)	32% ¹⁰²		2%			18% ¹⁰³
Intervention Type 5: Casemanagement WBB (People with a history of addiction (with a positive attestation of employability))	No	Reactive	216,000 (ESF 12,000)	308 (89=29% between 21 and 30, 5=2% under 21)	63%		25% ¹⁰⁴		39% ¹⁰⁵	14% ¹⁰⁶
CZ										

⁹⁹ Ev_10 p. 83¹⁰⁰ Only 25% of clients stay longer than 6 months in the measure; 25% between 3 and 6 months and 35% between 2 and 3 months. 17% leave within or immediately after the first month.¹⁰¹ 49% of those who stay in the project for longer than one month found employment on the regular labour market. Ev_10 p. 96¹⁰² 32% of the participants finished the measure¹⁰³ 18% of the clients achieved an improvement in their condition (severe addiction): improvement of social situation 10%, improvement of housing conditions 2%, improvement of health 2%, improvement of psychosocial situation 2%, integration into employment 2%)¹⁰⁴ 25% of the clients found employment on the regular labour market, 12% on the regular LM, 13% on the secondary LM.¹⁰⁵ 34% moved into a continuing qualification activity.¹⁰⁶ 14% achieved other targets of mentoring. It is not specified which these are.

	Is intervention specifically targeted at young people?	Preventative or reactive intervention?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
FR										
EVAL-10: Mainland France AER 2011 linked to AIR 2011			3,500,250,380	3,037,412 ¹⁰⁷	2,430,016 ¹⁰⁸	306,652 ¹⁰⁹	503,032 ¹¹⁰		998,636 ¹¹¹	
Total Young People			296,385,950 (partial data)	1,162,264 ¹¹²	540,156 (partial data)	197,868 (partial data)	189,239 (partial data)		126,915 (partial data)	
Measure 113: mobility and workers' reclassification (CIVIS contracts)	No		Not available	77,668	54,510	54,510				
Measure 121: Apprenticeship and on-the-job-training	Yes		98,337,554	175,199 ¹¹³	143,654	79,992	13,743		49,919	

¹⁰⁷ Annex XXIII aggregated data 2011

¹⁰⁸ ibid

¹⁰⁹ Source: AIR 2011 mainland France – p.44. 'Gained qualification' is the addition of 4 types of 'exits': 'access to skilled training', 'access to certified training', 'skills validation' and 'return to education'.

¹¹⁰ Source: AIR 2011 mainland France – p.44. 'Entered employment' is the addition of 4 types of 'exits': 'job creation', 'access to temporary employment', 'subsidized contract' and 'access to employment'.

¹¹¹ Other positive exits.

¹¹² Source : Managing Authority

¹¹³ ibid

	Is intervention specifically targeted at young people?	Preventative or reactive intervention?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
Measure 212: Access to employment for young people (Local Youth Centres – Missions locales)	Yes		76,348,396	469,048 ¹¹⁴	242,065	27,371	138,346		76,348	
Measure 221: access to training for young and adult unemployed people	No		Not available	128,751	90,126	34,762	33,475			
Measure 311: Accompanying State policies to reinforce social cohesion (EPIDe)	Yes		121,700,000 ¹¹⁵	15,357 ¹¹⁶	9,801	1,233	3,675		648 ¹¹⁷	
AIR 2011 La Réunion			365,469,000	81,216 ¹¹⁸						
Total Young People			221,200,000	24,384 ¹¹⁹						
Measure 1C > Scholarship grants for students	Yes	Preventive	56,200,000 ¹²⁰	39,761 ¹²¹	2,378	2,378				

¹¹⁴ Ibid

¹¹⁵ The ESF commitment can be split in two distinct schemes: EPIDe > 62,5 M€ (to which the number of final recipients correspond), and Second chance Boarding schools managed at sub-regional level (59,2 M€) for which number of final recipients are not available. Source: Managing Authority.

¹¹⁶ Source : Managing Authority – These figures consider the EPIDe scheme only, they do not include Second Chance Boarding Schools (see above footnote)

¹¹⁷ Other positive exits

¹¹⁸ Under 25 – country expert's own calculation - source: AIR 2009-2010-2011 La Reunion

¹¹⁹ Source: AIR 2011 La Réunion – total based on the cumulative number of final recipients having completed the scheme and for which a payment claim has been introduced. Total of entries for the selected measures show a total of 85,538.

¹²⁰ Ibid p.72

¹²¹ Ibid – based on the cumulative number of beneficiaries registered under the scheme (entries).

	Is intervention specifically targeted at young people?	Preventative or reactive intervention?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
Measure 2B > Apprenticeship	Yes	Preventive	50,200,000	21,269 ¹²²	6,349	2,335				
Measure 2C > support to labour market integration of young disabled people ¹²³	Yes	Reactive	114,800,000	24,508 ¹²⁴	8,847					
AIR 2011 French Guiana			63,087,000 ¹²⁵	11,820 ¹²⁶	9,875					
Total Young People			6,895,232 (partial data)	7,364 (partial data)	4,667 ¹²⁷					
Measure 1.1: Upskilling of young people (16-25)	Yes	Preventive	607,202 ¹²⁸	67,700 (target)	83 (partial data) ¹²⁹					
Measure 1.2: Develop access to upper education and research		Reactive	518,080						59 ¹³⁰	

¹²² Ibid - based on the cumulative number of beneficiaries registered under the scheme (entries).

¹²³ including adapted military service (RSMA)

¹²⁴ Ibid– based on the cumulative number of beneficiaries registered under the scheme (entries).

¹²⁵ Source: AIR 2011 French Guiana p.9

¹²⁶ Source: AIR 2011 French Guiana p.13 - partial data

¹²⁷ Source: Country expert's own calculation, based on the addition of final recipients under selected measures. Under the age-group 15-24, the AIR 2011 reports for less (3,955) (p.13).

¹²⁸ Source: AIR French Guiana 2011 p.46

¹²⁹ Ibid p.47

¹³⁰ Ibid p.40: 57 higher education scholarships and 2 university positions in order to promote research in the field of biotechnologies, renewable energies, tropical health, etc.

	Is intervention specifically targeted at young people?	Preventative or reactive intervention?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
Measure 1.3: Social inclusion of young people	Yes	Reactive	1,739,570	5,204	1,586 (partial data) ¹³¹		56 (partial data) ¹³²			
Measure 1.5: labour market integration of graduates (either young or unemployed)	Partially		1,247,000	NA	61 (partial data) ¹³³					
Measure 1.6: facilitate mobility outward Guiana	Yes	Preventive	Not available	1,124 ¹³⁴	1,124		325			
Measure 3.1: Basic skills development		Preventive	1,201,151 ¹³⁵	NA	788 ¹³⁶					
Measure 3.2: Youth inclusion (Adapted Military service)	Yes	Reactive	1,600,000	1,036	1,025					
IT										
Evaluation 1 Isfol ¹³⁷ – Ministry of Labour and Social	Yes	Preventive		3.600		100% ¹³⁸	50% immediately after the conclusion of		85% of young people would enrol	The 47% of final recipients states to

¹³¹ Ibid p.41¹³² Ibid¹³³ Ibid p.43 & 52¹³⁴ Ibid p.44¹³⁵ Ibid p.79¹³⁶ Ibid p.80

	Is intervention specifically targeted at young people?	Preventative or reactive intervention?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
Policies (February 2011)							the course 59% three years after the conclusion of the course		again in the courses	have received a training consistent with the current job
Evaluation 2 MA Veneto Placement project Veneto Region March 2012	No	Preventative								
Total Young People				11.627		11627139	68% of persons that gained a qualification		13,9% return into education	

¹³⁷ The survey implemented by ISFOL (Institute for the vocational training of workers – Technical Assistance to the Ministry of Labour) started in July 2010 and was concluded in February 2011. The survey involved a sample representing 3660 young people on a total number of more than 24.000 young people that attended a three-year training course (VET) that may be attended in order to gain a professional qualification during the year 2006-2007. The courses are aimed at the development of i) key competences and at the completion of compulsory education (16 years) or at the achievement of a qualification for persons that have to complete the compulsory education ii) training standards of professionals that completed a three-year or four-year pathway; iii) for the acquisition of an intermediate qualification for the transfer between education and training systems; links between education and training systems. The 27% of recipients directly enrolled in this type of courses without previously enroll in secondary higher education courses. The interviews were realised after 3 years from the acquisition of the qualification.

¹³⁸ The survey involved recipients that gained a qualification and it doesn't provide the percentage of recipients that enrolled but didn't gain a qualification.

¹³⁹ The survey involved recipients of training courses that took place between 2007 and 2011 and that gained a qualification. It doesn't provide the percentage of recipients that enrolled but didn't gain a qualification.

	Is intervention specifically targeted at young people?	Preventative or reactive intervention?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
							entered employment at least once in 12 months 49,8% aged 15-24 is employed after 12 months compared to 41% of those ones aged 40-49, and 37% of those one aged over 37%		rate	
15-19				10.210		10210	66% of persons that gained a qualification entered employment at least once in 12 months 49% is employed		16% return into education rate	

	Is intervention specifically targeted at young people?	Preventative or reactive intervention?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
							after 12 months			
20-24				993		993	76% of persons that gained a qualification entered employment at least once in 12 months 54% is employed after 12 months		5% return into education rate	
25-29				424		424	77% of persons that gained a qualification entered employment at least once in		2% re-entered education rate	

	Is intervention specifically targeted at young people?	Preventative or reactive intervention?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
							12 months 53% is employed after 12 months			
Training Intervention for many kind of recipients Re-entered employment, unemployed or continuous vocational training	No	Preventative		201			80% of persons that gained a qualification entered employment at least once in 12 months 59% is employed after 12 months		6% return into education rate	
Intervention 2 Training targeted at unemployed persons		Preventative		1123			72% of persons that gained a qualification entered		4% re-entered education rate	

	Is intervention specifically targeted at young people?	Preventative or reactive intervention?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
							employment at least once in 12 months 52% is employed after 12 months			
Intervention 3 Initial training		Preventative		10303			67% of persons that gained a qualification entered employment at least once in 12 months 49% is employed after 12 months		15,8% return into education rate	
Evaluation 3	No	Preventive								

	Is intervention specifically targeted at young people?	Preventative or reactive intervention?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
MA Piemonte Region¹⁴⁰ Employment outcomes of Piemonte Region training policies Year 2011										
Total Young People 15-24	No		€ 549.040.416	12157 ¹⁴¹	10834	9905	34,94% Employment Rate		9% return into training as student or apprentice (incidence of permanent job contracts among employed persons)	3,7 out of a scale of 5 Average mark given by young people in a range concerning consistency between the job experience and the specific training

¹⁴⁰ The report realized in 2011 takes into consideration participants and qualified participants to vocational training courses implemented in year 2010. The reference population considered by the survey is of 9905 (qualified) on a number of 12157 recipients and 10834 that completed the courses without taking part to the final exams. On the basis of this reference population the sample for the survey was built. The 17% of recipients that didn't conclude the experience finds a job before the conclusion of the course. The sample for the interviews is built on 1523 cases: two control samples of respectively 319 and 70 units.

¹⁴¹ It represents the total of all recipients, not only young people but all age groups. Young people represent the 57,67% of participants to the sample survey.

	Is intervention specifically targeted at young people?	Preventative or reactive intervention?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
										course attended (where 5 is total consistency)
IVH a ¹⁴² Yearly and biennial qualification pathways providing credits on entrance ¹⁴³ 100% 15-24	No	Preventative					31,89%			
IVH b Three-year qualification pathways aimed at the completion of compulsory education and training	No	Reactive					26,95% ¹⁴⁴			

¹⁴² The overall interventions evaluated are 6 but only in IVH to these, in addition to the overall number of beneficiaries it is possible to identify the labour market integration rate because the young recipients of interventions are the 100% of total recipients.

¹⁴³ For these interventions the employment rate may be calculated because the young recipients are the 100% of total recipients.

¹⁴⁴ Page 179 of the Report.

	Is intervention specifically targeted at young people?	Preventative or reactive intervention?	Total Public Cost	Total number of final recipients	Number of final recipients achieving "hard" result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
100% 15-24										
Evaluation 4 Marche Region Period of the survey: May 2012										
				1473 (evaluated in the evaluation programme)	1473	1473	52,3%			
Intervention 1 IIE	No	Preventative and Reactive		3 (15-19) 286 (20-24) 515 (25-29) 392 (30-34)	3 286 515 392	3 286 515 392	0% 53,5% 59,6% 63,3% compared to: 50% of persons aged 35-50 and 39,55 of persons aged over 50		63% of employed persons (up to 24 years old) works outside the enterprise where the placement took place 17,4% of employed persons (up to 24 years)	

	Is intervention specifically targeted at young people?	Preventative or reactive intervention?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
									works on a permanent job contract	
Intervention 2 IIIG	No	Preventive and Reactive	n.a. ¹⁴⁵	98 (15-19) 45 (20-24) 65 (25-29) 69 (30-34)	98 45 65 69	98 45 65 69	28,6% 35,6% 49,2% 58,0% Compared to 44,13% of persons aged 35-50 and 23,5 % of persons aged over 50		71,6% of employed persons (up to 24 years old) works outside the enterprise where the placement took place 7,1% of employed persons (up to 24 years) works on a permanent job contract	
Evaluation 5 MA Marche Region	Yes	Preventative								

¹⁴⁵ The data cannot be extracted from the more general financial information

	Is intervention specifically targeted at young people?	Preventative or reactive intervention?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
The evaluation of Job Grants cofinanced by the Marche Region ¹⁴⁶ POR ESF 2007-2013 November 2012										
15-34	Yes		€ 30.000.000	1402 total number of participants to the Survey 3935 – total number of the recipients of the intervention Criterion A ¹⁴⁷			Employment rate Criterion A ¹⁴⁸ 42,4% (after 12 months) of involved in interventions 25,3% of not involved AT 17,1%		Employed on a permanent job contract 34,4% (after 12 months) 15% more chances to be employed	

¹⁴⁶ The survey involved recipients of Job grants targeted at secondary school and university graduates in year 2009 chosen among a reference population of 2334 applicants among which 1730 were approved. The selection of the only 2009 year reduced the sample to 1679 applicants of which 1403 approved. The control group was constituted by the persons not approved emerging from a ranking list. The recipients approved had success percentages more than 15% higher than the persons not approved in relation to both the criteria applied for the outcomes evaluation.

¹⁴⁷ In the column the recipients are divided by types constituting the sample applied for the evaluation of the net effect.

¹⁴⁸ Criterion A and Criterion B are two different statistical criteria used to identify the control group

	Is intervention specifically targeted at young people?	Preventative or reactive intervention?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
				Total 971 Criterion B Total 681			Criterion B 41,4% of involved in intervention 22,9% of not involved AT 18,5%			
Evaluation 6 Ma Lombardy The effectiveness of the training Voucher “Dote” February 2011	No	Preventative	n.a.	Stratified sample of 866 records on 3572 drawn from a total of 9325 individual finalised projects Youth incidence on the “Doti”			15-24 (the 31.4% had at least a job experience after the “dote” 25-34 (the 37,2% had at least a job experience)		Logit effect - 0,19 the “Dote” seems to have a negative effect on the chances to	87% would repeat the experience The recipients that had a job experience during the last 12 months are more active

	Is intervention specifically targeted at young people?	Preventative or reactive intervention?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
15-34 15-14 32% 25-34 33,4 % Total number of young people 65,4% on the total sample 1114 (15-24) 32% Sample 277 (15-24) 31%				65,4% 198 control group (on 277 selected) Work “Dote” 70% of sample of recipients Training “Dote” 30% of sample of recipients			The 43% is employed Net employment rate More than the 60% of the sample of interviewed recipients had at least 1 job experience in 12 months (fixed-term job contracts) 58% of the control group (not divided by		be employed for youngsters The PES are crucial in guiding the beneficiaries (67%)	in the search for another job 88% in comparison to recipients that did not have a job experience (75%)

	Is intervention specifically targeted at young people?	Preventative or reactive intervention?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
							age group)			
Evaluation 7 Ms Lombardy Learning week Thematic Evaluation Report November 2010	Yes	Preventative	19.000.000	17210 students representing the 8,45% of the reference student population (recipients) 268 (recipients interviewed)						Average mark concerning the experience assessment in a range from 1 to 4 (2,73) medium-high level of satisfaction expressed by recipients in a questionnaire Teachers highlight an overall improvement of education performances of recipients

	Is intervention specifically targeted at young people?	Preventative or reactive intervention?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
Evaluation 8 Ma Latium The evaluation of placement outcomes of ESF interventions through the analysis of administrative data ¹⁴⁹	No	Preventative	n.a.	5324 (all ages recipients) p.24 2886 (young people recipients 15-24) engaged in the Survey			Total employment gross rate (all ages) From 1.1 2010 to 30.6.2011 After 6 months 15-19 (9,1%) 20-24 (19,6%) 17,2% (35,5% in case of		Activation rate ¹⁵⁰ (given by the persons that entered a placement or had a job occasion but didn't keep the job) 59%	

¹⁴⁹ The reference population of the survey is represented by trained recipients, in the period January 2010-June 2011, of courses, lasting more than 100 hours, cofinanced by Axes II – Employability, III – Social inclusion and IV – Human capital in relation to the following aims: competence, attendance, qualification, requalification and specialization. The matching between the reference population (the 5.747 recipients trained in the period January 2010-June 2011) , the overall number of mandatory communications recorded by the databases of Employment Centres and the results of the matching with the database provided by InfoCamere (that presents the information concerning 322 recipients trained), sums up to a comprehensive number of 2078 recipients, recording a total number of 6.448 mandatory communications and/or enterprises' start-ups.

¹⁵⁰ The activation rate is a percentage of recipients who declared to find a job (not longer inactive) after the experience

	Is intervention specifically targeted at young people?	Preventative or reactive intervention?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
							internship) (after 1 year) 15-19 (13,6%) 20-24(17, 5%) get a any kind of contract			
15-24							51, 2% General rate after 6 months all ages ¹⁵¹			
Evaluation 9 Ma Trento ¹⁵²	No	Preventative	n.a.		323	323	Gross placement rate by age			Higher placement rate in

¹⁵¹ It is the gross rate of recipients (all ages) that entered employment after six months

¹⁵² The report analyses the placement outcomes of training activities of the 2000-2006 and 2007-2013 Programming periods. In relation to the 2007-2013 Programming period the training activities implemented through the 2E and 2F measures of the Province of Trento are also considered. In the survey 6300 recipients were interviewed overall (2000-2006 + 2007-2013)

	Is intervention specifically targeted at young people?	Preventative or reactive intervention?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
Historical analysis and effects and impact assessment of training interventions December 2010				323 all ages recipients 268 Total recipients (13-34)			(2E+2F153) after 6 months 13-24 (135) 71,9% 25-34 (133) 66,2%			relation to women 30% of recipients become self-employed workers
2E - Post-qualification and Post-graduate second level interventions targeted at unemployed people	No	Preventative	n.a.	241			165 on 241 68,5 % total gross placement rate of all trained recipients			
2 F Information, guidance and training integrated pathways oriented to	No	Preventative and reactive	n.a.	82			46 on 82 56,1 % total gross			

¹⁵³ The gross rate is the percentage of those who have found work after the intervention

	Is intervention specifically targeted at young people?	Preventative or reactive intervention?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
women employment integration and re-integration							placement rate of all trained recipients			
Evaluation 10 Campania Region¹⁵⁴ IRES and Ministry of Labour and Social Policies The effectiveness of vocational training Courses to tackle school drop-out in Campania Region In The effectiveness of vocational training	Yes	Preventative	n.a.	422 (recipients attending the courses)	324 (gained the qualification in June 2009)	324	28% ¹⁵⁵		33% ¹⁵⁶ entered again a training course in order to acquire a higher qualification	

¹⁵⁴ Impact evaluation of two-year Experimental Alternative Pathways targeted at young people that completed the second education cycle Ised II and subsequently did not enrol in a training pathway. The survey involved a sample of 142 recipients interviewed representing the 44% of recipients that gained a qualification and the 33 % of the total number of recipients enrolled in courses in 2009.

¹⁵⁵ The 28% refers to the percentage of recipients interviewed that gained a qualification deducting a percentage of recipients that couldn't be reached and the number of young people that are not in education, employment or training (Neets).

¹⁵⁶ The 33% refers to the percentage of recipients interviewed that gained a qualification deducting a percentage of recipients that couldn't be reached and the number of young people that are not in education, employment or training (NEETs).

	Is intervention specifically targeted at young people?	Preventative or reactive intervention?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
targeted at young people										
A. Teselli - 2012										
PT										
Ev1 – National Strategic Reference Framework										
Total Young People										
Internships	Yes	Preventative		16,723			79.5% after 3 months 76% in entity hosting internship		31.5% with a permanent contract	
Ev2 – Expansion of professional courses										
Total Young People										
Professional courses ^{157 158}	Yes	Preventative		93,438	613	613	143		79	
Ev4 – Impacts of TEIP										
Total Young People										

¹⁵⁷ Secondary education path with strong connection to the labour market.

¹⁵⁸ Figures regarding hard results are based on a survey applied to schools, to which 188 answered. It regards those who graduated from a professional course in 2007/2008 in these schools. It must be mentioned that no information was obtained regarding 391 (63.8%) of the graduates. As the report highlights “the absence of monitoring systems regarding the paths of the graduates from professional courses, advises for extra care in the interpretation of data”¹⁵⁸.

	Is intervention specifically targeted at young people?	Preventative or reactive intervention?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
TEIP Programme (2 nd phase)	No	Preventative								3,097 more students in vocational education pathways from 2006/07 to 2008/09
Ev5 – ESF intervention			7,018.8	3,4 million						11,000 more graduates in the education-training system from 2004/05 to 2008/09
Total Young People										
Professional courses	Yes	Preventative	598.1	216,434						6,980 more graduates from 2004/05 to 2008/09
Ev6 – Post-training paths of graduates from professional courses										
Total Young People										
Apprenticeship courses	No	Preventative		17,808	1,461	1,461				

	Is intervention specifically targeted at young people?	Preventative or reactive intervention?	Total Public Cost	Total number of final recipients	Number of final recipients achieving “hard” result broken down according to:					Number of final recipients achieving soft result (define)
					Completed activity	Gained qualification	Entered employment	Employment sustained	Other hard results (define)	
Professional courses	Yes	Preventative		93,438	14,471	14,471	67.4%		38.1% pursued studies	90% of graduates satisfied or very satisfied with experience acquired through on-job training
Education-training courses	No	Both		4,388	2,179	2,179				
Technological specialization courses	No	Both		20,212	6,398	6,398				