

Evaluation of the ESF support to employment and labour mobility (excluding youth employment)

Fields marked with * are mandatory.

Introduction

The European Social Fund (ESF) is the European Union's main instrument available in EU countries for promoting employment including through labour mobility (within or across countries and sectors).

One of the key objectives of the ESF is to promote sustainable and quality employment and to support labour mobility, also referred to as Thematic Objective 8 (TO8). TO8 is organised in the following seven so-called investment priorities:

- (i) Access to employment for job-seekers and inactive people, including the long-term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility;
- (ii) Sustainable integration into the labour market of young people, in particular those not in employment, education or training, including young people at risk of social exclusion and young people from marginalised communities, including through the implementation of the Youth Guarantee;
- (iii) Self-employment, entrepreneurship and business creation including innovative micro, small and medium sized enterprises;
- (iv) Equality between men and women in all areas, including in access to employment, career progression, reconciliation of work and private life and promotion of equal pay for equal work;
- (v) Adaptation of workers, enterprises and entrepreneurs to change;
- (vi) Active and healthy ageing;
- (vii) Modernisation of labour market institutions, such as public and private employment services, and improving the matching of labour market needs, including through actions that enhance transnational labour mobility as well as through mobility schemes and better cooperation between institutions and relevant stakeholders.

This public consultation is an integral part of the evaluation of ESF support to employment and mobility (Thematic Objective 8, excluding support to youth employment). For more information: <https://ec.europa.eu/esf/main.jsp?catId=45>

It seeks feedback from all stakeholders of the ESF in all EU countries, as well as from the wider public. Therefore, the evaluation and the present consultation deal with the ESF support provided under all above listed investment priorities excluding the one concerning young people (ii) which is covered by a dedicated evaluation. For more information on the latter, follow the link below:

https://ec.europa.eu/info/law/better-regulation/initiatives/ares-2018-3876443_en

Why this consultation?

The purpose of the evaluation is twofold.

- On the one hand, it aims at taking stock of the results of employment and mobility ESF-supported actions of the period 2014-2018.
- On the other hand, the results of the evaluation will feed into the preparation for the next ESF+ programmes (starting in 2021), by providing lessons on how and when the support was more effective in promoting sustainable employment and mobility.

The results of this public consultation will be analysed and summarised in a synopsis report which will be published on the website of DG Employment, Social Affairs and Inclusion. The results will also be presented in the Staff Working Document of the evaluation of ESF support to promoting employment and labour mobility.

Who is invited to contribute to this consultation?

All citizens and organisations are invited to contribute to this consultation.

Contributions are particularly sought from:

- EU citizens, whether or not they are receiving or have received support from the European Social Fund;
- Organisations involved in the management of the European Social Fund, such as managing authorities/ intermediate bodies, social and other partners;
- Organisations involved in the delivery of European Social Fund actions as beneficiaries or project partners: public bodies, NGOs, municipalities, and also from other organisations representing, or working with, job seekers and employees, active at EU, national or local level in the area employment support and labour mobility.

About you

* Language of my contribution

- Bulgarian
- Croatian
- Czech
- Danish
- Dutch
- English
- Estonian
- Finnish
- French
- Gaelic
- German
- Greek
- Hungarian
- Italian
- Latvian
- Lithuanian

- Maltese
- Polish
- Portuguese
- Romanian
- Slovak
- Slovenian
- Spanish
- Swedish

* I am giving my contribution as

- Academic/research institution
- Business association
- Company/business organisation
- Consumer organisation
- EU citizen
- Environmental organisation
- Non-EU citizen
- Non-governmental organisation (NGO)
- Public authority
- Trade union
- Other

If other, please specify

150 character(s) maximum

My age

- up to 24 years old
- 25-29 years old
- 30-54 years old
- 55-64 years old
- 65 years old and above

My gender

- Male
- Female
- Other
- I don't wish to answer

* First name

* Surname

* Email (this won't be published)

* Scope

- International
- Local
- National
- Regional

* Organisation name

255 character(s) maximum

* Organisation size

- Micro (1 to 9 employees)
- Small (10 to 49 employees)
- Medium (50 to 249 employees)
- Large (250 or more)

Transparency register number

255 character(s) maximum

Check if your organisation is on the [transparency register](#). It's a voluntary database for organisations seeking to influence EU decision-making.

* Country of origin

Please add your country of origin, or that of your organisation.

- | | | | |
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| <input type="radio"/> Afghanistan | <input type="radio"/> Djibouti | <input type="radio"/> Libya | <input type="radio"/> Saint Martin |
| <input type="radio"/> Åland Islands | <input type="radio"/> Dominica | <input type="radio"/> Liechtenstein | <input type="radio"/> Saint Pierre and Miquelon |
| <input type="radio"/> Albania | <input type="radio"/> Dominican Republic | <input type="radio"/> Lithuania | <input type="radio"/> Saint Vincent and the Grenadines |
| <input type="radio"/> Algeria | <input type="radio"/> Ecuador | <input type="radio"/> Luxembourg | <input type="radio"/> Samoa |
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| <input type="radio"/> Argentina | <input type="radio"/> Ethiopia | <input type="radio"/> Malta | <input type="radio"/> Sierra Leone |

- Armenia
- Aruba
- Australia
- Austria
- Azerbaijan
- Bahamas
- Bahrain
- Bangladesh
- Barbados
- Belarus
- Belgium
- Belize
- Benin
- Bermuda
- Bhutan
- Bolivia
- Bonaire Saint Eustatius and Saba
- Bosnia and Herzegovina
- Botswana
- Bouvet Island
- Brazil
- British Indian Ocean Territory
- British Virgin Islands
- Brunei
- Bulgaria
- Burkina Faso
- Burundi
- Cambodia
- Cameroon
- Canada
- Cape Verde
- Falkland Islands
- Faroe Islands
- Fiji
- Finland
- France
- French Guiana
- French Polynesia
- French Southern and Antarctic Lands
- Gabon
- Georgia
- Germany
- Ghana
- Gibraltar
- Greece
- Greenland
- Grenada
- Guadeloupe
- Guam
- Guatemala
- Guernsey
- Guinea
- Guinea-Bissau
- Guyana
- Haiti
- Heard Island and McDonald Islands
- Honduras
- Hong Kong
- Hungary
- Iceland
- India
- Indonesia
- Marshall Islands
- Martinique
- Mauritania
- Mauritius
- Mayotte
- Mexico
- Micronesia
- Moldova
- Monaco
- Mongolia
- Montenegro
- Montserrat
- Morocco
- Mozambique
- Myanmar /Burma
- Namibia
- Nauru
- Nepal
- Netherlands
- New Caledonia
- New Zealand
- Nicaragua
- Niger
- Nigeria
- Niue
- Norfolk Island
- Northern Mariana Islands
- North Korea
- North Macedonia
- Norway
- Oman
- Singapore
- Sint Maarten
- Slovakia
- Slovenia
- Solomon Islands
- Somalia
- South Africa
- South Georgia and the South Sandwich Islands
- South Korea
- South Sudan
- Spain
- Sri Lanka
- Sudan
- Suriname
- Svalbard and Jan Mayen
- Sweden
- Switzerland
- Syria
- Taiwan
- Tajikistan
- Tanzania
- Thailand
- The Gambia
- Timor-Leste
- Togo
- Tokelau
- Tonga
- Trinidad and Tobago
- Tunisia
- Turkey
- Turkmenistan

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| <input type="radio"/> Chile | <input type="radio"/> Isle of Man | <input type="radio"/> Panama | <input type="radio"/> Ukraine |
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| <input type="radio"/> Clipperton | <input type="radio"/> Jamaica | <input type="radio"/> Peru | <input type="radio"/> United States |
| <input type="radio"/> Cocos (Keeling) Islands | <input type="radio"/> Japan | <input type="radio"/> Philippines | <input type="radio"/> United States Minor Outlying Islands |
| <input type="radio"/> Colombia | <input type="radio"/> Jersey | <input type="radio"/> Pitcairn Islands | <input type="radio"/> Uruguay |
| <input type="radio"/> Comoros | <input type="radio"/> Jordan | <input type="radio"/> Poland | <input type="radio"/> US Virgin Islands |
| <input type="radio"/> Congo | <input type="radio"/> Kazakhstan | <input type="radio"/> Portugal | <input type="radio"/> Uzbekistan |
| <input type="radio"/> Cook Islands | <input type="radio"/> Kenya | <input type="radio"/> Puerto Rico | <input type="radio"/> Vanuatu |
| <input type="radio"/> Costa Rica | <input type="radio"/> Kiribati | <input type="radio"/> Qatar | <input type="radio"/> Vatican City |
| <input type="radio"/> Côte d'Ivoire | <input type="radio"/> Kosovo | <input type="radio"/> Réunion | <input type="radio"/> Venezuela |
| <input type="radio"/> Croatia | <input type="radio"/> Kuwait | <input type="radio"/> Romania | <input type="radio"/> Vietnam |
| <input type="radio"/> Cuba | <input type="radio"/> Kyrgyzstan | <input type="radio"/> Russia | <input type="radio"/> Wallis and Futuna |
| <input type="radio"/> Curaçao | <input type="radio"/> Laos | <input type="radio"/> Rwanda | <input type="radio"/> Western Sahara |
| <input type="radio"/> Cyprus | <input type="radio"/> Latvia | <input type="radio"/> Saint Barthélemy | <input type="radio"/> Yemen |
| <input type="radio"/> Czechia | <input type="radio"/> Lebanon | <input type="radio"/> Saint Helena Ascension and Tristan da Cunha | <input type="radio"/> Zambia |
| <input type="radio"/> Democratic Republic of the Congo | <input type="radio"/> Lesotho | <input type="radio"/> Saint Kitts and Nevis | <input type="radio"/> Zimbabwe |
| <input type="radio"/> Denmark | <input type="radio"/> Liberia | <input type="radio"/> Saint Lucia | |

* Which country or countries do your answers refer to? (Please check all relevant options)

- All EU countries
- Austria
- Belgium
- Bulgaria
- Croatia
- Cyprus
- Czech Republic
- Denmark
- Estonia

- Finland
- France
- Germany
- Greece
- Hungary
- Ireland
- Italy
- Latvia
- Lithuania
- Luxembourg
- Malta
- Netherlands
- Poland
- Portugal
- Romania
- Slovakia
- Slovenia
- Spain
- Sweden
- United Kingdom

* Publication privacy settings

The Commission will publish the responses to this public consultation. You can choose whether you would like your details to be made public or to remain anonymous.

Anonymous

Only your type of respondent, country of origin and contribution will be published. All other personal details (name, organisation name and size, transparency register number) will not be published.

Public

Your personal details (name, organisation name and size, transparency register number, country of origin) will be published with your contribution.

I agree with the [personal data protection provisions](#)

Have you been involved in or have you benefited from actions promoting employment and labour mobility supported by the European Social Fund? (For individuals)

- Yes
- No
- I don't know
- I don't wish to answer

Have you been involved in or have you benefited from actions promoting employment and labour mobility supported by the European Social Fund? (For organisations)

- Yes
- No

- I don't know
- I don't wish to answer

* How familiar are you with the European Social Fund?

- I had never heard of it before this survey
- I have only a general idea of its goal and scope, and I do not know any specific activity funded.
- I have an idea of the goal and scope and I know at least one activity funded by the European Social Fund
- I am very familiar with the European Social Fund
- I don't wish to answer

* What is your current situation?

(Please choose the option that more closely describes your situation)

- Unemployed not in education/training and not looking for a job
- Unemployed for more than 12 months
- Unemployed for less than 12 months
- In a traineeship, internship or apprenticeship
- In voluntary service
- In vocational training
- In formal education
- Employed part time
- Employed full time
- Self-employed
- I do not wish to answer

Have you recently moved to another country or region within your country for job-related reasons?

- Yes, I have moved to another country for job-related reasons
- Yes, I have moved to another region for job-related reasons
- No
- I do not wish to answer

* Have you benefited or are you benefiting from ESF support in one or more of these areas between 2014-2018?

- (i) finding a job, through guidance and orientation
- (ii) obtaining a traineeship
- (iii) getting a work experience
- (iv) going back to education
- (v) entering a training course
- (vi) starting a business / becoming professionally independent
- (vii) reconciling private and professional life
- (viii) staying in employment longer (active and healthy ageing)
- (ix) preventing becoming unemployed through reskilling and outplacement

- Yes, I have received support in the past
- Yes, I am currently receiving support
- No
- I don't know

* Are you aware that the European Union in collaboration with your country supports people in finding a job or creating a business, promotes labour mobility, equality between men and women, active and healthy ageing and adaptation of workers to change and the modernisation of labour market institutions?

- Yes
- No
- I don't wish to answer

* In which of these areas did you receive support? (For individuals)

Check all relevant options

- Information on job opportunities and where to look for them, preparation of CV and support for the interview, job search (information, guidance, tutoring)
- Support to find a work experience (such as internship, traineeship)
- Training to gain qualifications and learn a trade (secondary and post secondary level)
- Training aimed at learning general skills, such as a language or computer skills, which can help in finding a job
- Support to find a job or a work experience abroad or within your country
- Support to set up a business (financial support or training and mentoring)
- Support to reconcile family/professional life
- Support to active and healthy ageing
- Support to reskilling
- Other
- I don't wish to answer
- I don't know

If other, could you please explain what kind of support you have received?

300 character(s) maximum

* In which of these areas do or did you provide support with ESF? (For organisations)

Check all relevant options

- Access to employment for job-seekers and inactive people, including the long-term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility
- Self-employment, entrepreneurship and business creation including innovative micro, small and medium sized enterprises
- Equality between men and women in all areas, including in access to employment, career progression, reconciliation of work and private life and promotion of equal pay for equal work
- Adaptation of workers, enterprises and entrepreneurs to change
- Active and healthy ageing
- Modernisation of labour market institutions, such as public and private employment services, and improving the matching of labour market needs, including through actions that enhance transnational labour mobility as well as through mobility schemes and better cooperation between institutions and relevant stakeholders

- Other
- I don't know
- I don't wish to answer

If other, could you explain what kind of support your organisation provides?

300 character(s) maximum

* What is or was your role in the European Social Fund?
(Please check all relevant options)

at least 1 choice(s)

- Managing Authority or Intermediate Body
- EU Funds Coordinating Body
- Certifying or Audit Authority
- Member of a Monitoring Committee
- Beneficiary - organisation or entity receiving ESF funding for the implementation of a project
- Public employment service
- Civil society organisation or advocacy organisation
- Other
- No role

If other, please specify your role

300 character(s) maximum

* What is your, or your organisation's, field of work or expertise in relation to employment and labour mobility? (Please check all relevant options)

- Support to unemployed people
- Vocational education and training
- Support to disadvantaged individuals (e.g disabled, long-term unemployed, belonging to ethnic minorities, migrants, low skilled individuals, at risk of marginalisation)
- Support to labour mobility
- Promotion of gender equality and work-life balance
- Support to active and healthy ageing
- Supporting workers and enterprises adapt to changes
- Other active employment measures
- Other

If your organisation works in a field not specified above, could you please explain which one?

300 character(s) maximum

Relevance and appropriateness of the ESF support provided in order to promote employment and labour mobility

In your opinion, how useful are the following actions?

	Very useful	Mostly useful	Little useful	Not useful at all	I don't know / I don't have an opinion
* Information and awareness raising campaigns	<input type="radio"/>				
* Actions aiming at placing a person in a job (including self-employment)	<input type="radio"/>				
* Actions aiming at helping a person perform better in an existing job	<input type="radio"/>				
* Actions aiming at promoting labour mobility	<input type="radio"/>				
* Actions aiming at improving service delivery	<input type="radio"/>				
* Actions aiming at enhancing greater equality between men and women in the work environment, including through micro-credit	<input type="radio"/>				
* Actions aiming at promoting organisational change and change management in companies and organisations	<input type="radio"/>				
* Actions aiming at improving the quality and welfare of human resources in companies and organisations (such as training, flexible workplace arrangements)	<input type="radio"/>				
* Other	<input type="radio"/>				

Do you have any suggestion concerning other types of support that could be useful? If so, let us know.

1200 character(s) maximum

* In your experience, was the ESF support able to adapt to the evolving socioeconomic context and the needs of people?

- Yes
- No
- I don't know

Could you please explain why?

500 character(s) maximum

Effectiveness of the ESF supported actions promoting employment and labour mobility

* How did you learn about the support that you benefited from?
(Please select up to two options)

between 1 and 2 choices

- Through employment services, employment info centres
- Through advertisement in the press, flyers, brochures, postcards
- Through cinema, radio and TV spots
- Through social media (Facebook, Twitter, Youtube)
- Through the European Job Mobility Portal (EURES) <https://ec.europa.eu/eures/public/en/homepage>
- From your family and friends
- Through social workers
- At school or work
- Other
- I don't remember

If other, could you please specify how?

300 character(s) maximum

* In your opinion, what are the best ways to inform the public about, and encourage participation to, initiatives helping them in finding a job, or getting better education and training to improve their employment conditions?
(Please select up to three options)

between 1 and 3 choices

- Networks/clubs/online groups/online gaming networks/sports clubs
- Distribution of flyers, brochures, postcards
- Advertisements in newspapers
- Cinema, radio and TV spots
- Social media campaigns (Instagram, twitter, etc.) and sponsored videos on online web platforms (e.g. YouTube)
- Information and awareness raising events
- Word of mouth (from friends, family or at school, work...)
- European Job Mobility Portal (EURES) <https://ec.europa.eu/eures/public/en/homepage>
- Other

If other, could you please specify how?

300 character(s) maximum

* What was your situation at the time you received the ESF support?
(Please choose the option that more closely describes your situation at the time)

- Unemployed not in education/training and not looking for a job
- Unemployed for 12 months or more
- Unemployed for less than 12 months
- In a traineeship, internship or apprenticeship
- In voluntary service
- In vocational training
- In formal education
- Employed part-time
- Employed full-time
- Self-employed
- I don't remember / I don't wish to answer

* Was the support that you received useful? If so, please indicate in what ways it did so. (Please select all relevant options)

- Looking for a job
- Finding a permanent job
- Finding a part-time job
- Finding a temporary job
- Entering or going back to education and training with a view to finding a job
- Improving your general skills and knowledge, such as learning a language or how to use a computer
- Gaining self-confidence
- Improve the quality of your position on the labour market (such as getting into a permanent job, increasing your wage, changing for the better the tasks to be performed)
- Helping you move (abroad) to study or work
- Returning to employment
- Creating a business or becoming entrepreneur
- Learning to work in a team
- Achieving better work-life balance
- Adapting better and faster to changing working and business environment
- Having more equal opportunities with regard to access to employment and career progress
- Other
- The support I received did not help me at all

If other, could you specify how the support helped you?

300 character(s) maximum

* In case that the support you received was not helpful at all, please choose the option that describes more closely your experience.

- It was not adapted to my specific professional needs
- It was not adapted to my personal situation
-

- It arrived too late
- The job offer I received was not of satisfactory quality in terms of working conditions, including working hours
- The job offer I received was not of satisfactory quality in terms of remuneration
- The job offer I received was not of satisfactory quality in terms of illness and accident insurance
- The job or training offer I received was not of satisfactory quality in terms of duration (too short or too long)
- The training offer I received was not adapted to my own skills and competences
- There were obstacles which hindered my labour mobility like physical accessibility or lack of necessary infrastructure
- The support did not contribute to the reconciliation of my professional and family life
- It did not help me becoming entrepreneur or setting up a business due to lack of funds or administrative burden
- Other, please explain
- I do not wish to answer

Could you please explain why the support received was not satisfactory and what kind of support would have helped you?

300 character(s) maximum

To what extent do you agree or disagree that the following factors help in promoting participation of people in employment support actions?

	I strongly agree	I agree	I disagree	I strongly disagree	I do not know / I don't have an opinion
* Flexibility in the way the actions were implemented (e.g. online training courses, possibility to tailor the schedule of measure)	<input type="radio"/>				
* Personalised services and opportunities (e.g. those taking into account the competences and wishes of people)	<input type="radio"/>				
* Financial benefits for participants (such as a reimbursement/allowance to attend a course)	<input type="radio"/>				
*					

Non-financial benefits for participants (such as transport voucher, childcare services for parents, books and training material)	<input type="radio"/>				
* Services that are in line with labour market needs (i.e. that respond to concrete demand from/needs of employers)	<input type="radio"/>				
* Flexibility of the duration of the support accommodating people's needs	<input type="radio"/>				

* What prevented you from taking part in the actions proposed by the European Social Fund?

(Please select up to two reasons that better describe your experience)

between 1 and 2 choices

- I have been employed or enrolled in formal education or training until recently
- I was not aware of them
- I did not know where to ask for information
- The proposed actions were difficult to reach from where I live
- I could not participate because I had to take care of my children
- I could not participate because I had to take care of other family members
- I could not afford participating in the proposed actions
- I thought that the proposed actions would not help me
- I was not interested in the actions proposed
- I was self-employed and the time schedule of the action did not suit me
- Other

If other, could you please explain the reasons why you did not participate in the actions proposed?

300 character(s) maximum

To what extent do you agree that actions supported by the European Social Fund successfully help achieving the following objectives?

	I strongly agree	I agree	I disagree	I strongly disagree	I don't know / I don't have an opinion
* Promoting access to employment for jobseekers and inactive people, including the long-term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility	<input type="radio"/>				
*					

Promoting self-employment, entrepreneurship and business creation including innovative micro, small and medium sized enterprises	<input type="radio"/>				
* Promoting equality between men and women in all areas, including in access to employment, career progression, reconciliation of work and private life and promotion of equal pay for equal work	<input type="radio"/>				
* Promoting adaptation of workers, enterprises and entrepreneurs to change	<input type="radio"/>				
* Promoting active and healthy ageing	<input type="radio"/>				
* Promoting modernisation of labour market institutions, such as public and private employment services, and improving the matching of labour market needs, including through actions that enhance transnational labour mobility as well as through mobility schemes and better cooperation between institutions and relevant stakeholders	<input type="radio"/>				
* Promoting work-life balance	<input type="radio"/>				

Can you think of any other positive result that was achieved in the area of employment and labour mobility thanks to the support of the European Social Fund or any particular example or good practice that you would like to share?

500 character(s) maximum

If you consider that the actions supported by the European Social Funds have been successful, to what extent do you agree or disagree to the following statements?

	I strongly agree	I agree	I disagree	I strongly disagree	I don't know / I don't have an opinion
* It is difficult to reach out to potential participants	<input type="radio"/>				
* Beneficiaries (project promoters) have problems with co-financing in several instances	<input type="radio"/>				
* The ESF budget is not commensurate to its objectives	<input type="radio"/>				
*					

There are structural problems such as lack of employment opportunities, especially for the most disadvantaged individuals, and low education and skill level of participants	<input type="radio"/>				
* There is lack of adequate human resources providing employment services	<input type="radio"/>				
* There is administrative burden and bureaucratic overload for Managing Authorities	<input type="radio"/>				
* There is administrative burden and bureaucratic overload for beneficiaries	<input type="radio"/>				
* There is lack of involvement of stakeholders (e.g. enterprises) in the design and implementation of actions	<input type="radio"/>				
* There is limited interest or capacity of beneficiaries or organisations involved in delivery of services	<input type="radio"/>				

If you consider that the actions supported by the European Social Fund were successful, can you think of any other factor in this regard?

300 character(s) maximum

What factors help or hamper the achievement of the objectives of the European Social Fund in the field of employment and labour mobility?

300 character(s) maximum

In your opinion, how successful were the actions by the European Social Fund in providing support to the following target groups?

	Very successful	Mostly successful	Mostly unsuccessful	Not successful at all	I don't know / I don't have an opinion
* Job seekers and inactive people entering the labour market	<input type="radio"/>				
* Long term unemployed people	<input type="radio"/>				
* People with foreign background and minorities	<input type="radio"/>				
*					

People at risk of social exclusion or marginalisation	<input type="radio"/>				
* Homeless people	<input type="radio"/>				
* People affected by poverty	<input type="radio"/>				
* People in disadvantaged or hard-to-reach areas	<input type="radio"/>				
* People leaving education without qualification	<input type="radio"/>				
* Other hard to reach groups (please specify)	<input type="radio"/>				

Can you please specify what other hard-to-reach groups you refer to?

300 character(s) maximum

Which actions were the most successful in achieving the following objectives?

(Please select up to three options for each target group)

*** Helping job seekers and inactive people entering the labour market**

between 1 and 3 choices

- Support in finding a job (career guidance, job orientation, information on how to find a job, development of key skills for the workplace, job search and interview skills)
- Training (vocational skills, language skills, traineeships, validation of competences)
- Employment incentives (Work experiences, outplacement, hiring subsidies /recruitment incentives)
- Direct job creation (Job subsidies)
- Support for the most disadvantaged groups
- I don't know

*** Supporting self-employment and entrepreneurship**

between 1 and 3 choices

- Financial support / micro-credit
- Guidance and counselling
- Training
- I don't know

*** Supporting gender equality in the labour market**

between 1 and 3 choices

- Flexible work arrangements
- Access to quality childcare and care for dependent persons
- Awareness raising campaigns
- Training
- Gender mainstreaming in policies

I don't know

* Promoting active and healthy ageing

between 1 and 3 choices

- Flexible arrangements for older workers / active ageing
- Health and safety at the workplace
- Awareness raising
- Hiring incentives
- Intergenerational learning
- Supporting employers for the retention of personnel and helping workers to keep their jobs
- I don't know

* Promoting adaptability of workers and companies to change

between 1 and 3 choices

- Organisational change management
- Awareness raising
- Guidance and training of managers
- Support to occupational mobility
- Career guidance for individuals, traineeships, vocational training of individuals
- I don't know

* Promoting public employment services and the employment support systems

between 1 and 3 choices

- Improvement of PES services (development of programmes / products)
- Performance management
- Training of staff
- Labour market intelligence (studies / data)
- (Transnational) partnerships
- Strengthening cooperation between labour market institutions / stakeholders
- I don't know

* Geographic and occupational mobility of workers

- Language training
- Validation of competences and acquired skills
- Recognition of qualifications
- I don't know

Is there anything you wish to add regarding the effectiveness of the actions implemented by the European Social Fund supporting employment and labour mobility?

1000 character(s) maximum

Is there any good practice, example or experience regarding the effectiveness of employment and labour mobility actions that you would like to share?

Efficiency of the implemented ESF supported actions in promoting employment and labour mobility

If we define cost-effectiveness as the fact that the resources invested were proportionate to the results achieved, to what extent do you agree or disagree that the following actions implemented through the European Social Fund were cost-effective?

	I strongly agree	I agree	I disagree	I strongly disagree	I don't know / I don't have an opinion	Not applicable
* Information, guidance, tutoring in the search for a job	<input type="radio"/>	<input type="radio"/>				
* Incentives for employers	<input type="radio"/>	<input type="radio"/>				
* On the job guidance and tutoring	<input type="radio"/>	<input type="radio"/>				
* Skills assessment and recognition	<input type="radio"/>	<input type="radio"/>				
* Internships, traineeships to learn a trade	<input type="radio"/>	<input type="radio"/>				
* Second chance education	<input type="radio"/>	<input type="radio"/>				
* Training and education (including vocational training)	<input type="radio"/>	<input type="radio"/>				
* Basic skills training (e.g. social skills, IT, language)	<input type="radio"/>	<input type="radio"/>				
* Support to overcome barriers to job search actions (e.g. transport, childcare)	<input type="radio"/>	<input type="radio"/>				
* Counselling (e.g. health)	<input type="radio"/>	<input type="radio"/>				
* Help with care obligations (e.g. child care, long-term care)	<input type="radio"/>	<input type="radio"/>				
* Support to people with disabilities (e.g. promotion of community based care)	<input type="radio"/>	<input type="radio"/>				

* Support to active and healthy ageing	<input type="radio"/>					
Help in setting up a business	<input type="radio"/>					
* Awareness raising and information campaigns	<input type="radio"/>					
* Studies and evaluations of existing institutions	<input type="radio"/>					
* Structural support for strengthening institutional capacity	<input type="radio"/>					
* Labour mobility actions (within and between sectors/ regions and countries)	<input type="radio"/>					

Could you please explain why you consider that these actions were not cost-effective?

1000 character(s) maximum

Is there anything you wish to add regarding the efficiency of the actions implemented by the European Social Fund in supporting employment and labour mobility?

1000 character(s) maximum

How would you qualify the following administrative arrangements for the implementation of ESF supported actions?

	Insufficient	Appropriate	Burdensome	I don't know / I don't wish to answer
* The management and control system	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* The application of simplified cost options	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Projects selection procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Project follow-up and implementation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Reporting and monitoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Communication	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Audit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Gold plating is an expression which refers to Member States going beyond what is strictly required by EU legislation when they implement an EU programme or initiative at national level. This may enhance benefits but can also add unnecessary costs for business and public authorities, which are mistakenly associated with EU legislation.

Do you know of examples of gold plating in the management and implementation of ESF supported actions? If so, could you please describe them?

1000 character(s) maximum

Is there any good practice, example or experience regarding the efficiency of actions supporting employment and labour mobility that you would like to share with the Commission? (If so, please specify if the case you mention is related to the European Social Fund or other types of employment initiatives).

1000 character(s) maximum

Coherence of ESF supported actions with other employment and labour mobility schemes

In your country or region to what extent are the European Social Fund actions coherent with other EU and national/regional schemes?

	They are complementary	They overlap	They are not aligned	I don't know
European Regional and Development Fund	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Erasmus+	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* EURES	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Employment and Social Innovation (EaSI) programme	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Youth Guarantee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Youth Employment Initiative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* European Solidarity Corps	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* European Globalisation Fund	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Existing national programmes, regional programmes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Do you know of any other EU or national/regional scheme which is or should be coherent with support to employment and labour mobility? If so, could you explain which one and how?

500 character(s) maximum

EU contribution in promoting employment

* In your opinion, has the EU provided support that goes beyond what is addressed by national or regional programmes or support schemes aimed at employment?

- Without EU support there would be less or no attention for unemployed people
- There would not be enough money to pay for such actions
- I do not think it really makes a difference
- Other
- I don't know/ I don't wish to answer

If other, could you please tell us how the EU has made a difference in supporting employment?

500 character(s) maximum

EU contribution in promoting labour mobility

* In your opinion, has the EU provided support that goes beyond what is addressed by national or regional programmes or support schemes aimed at labour mobility?

- Without EU support there would be less or no attention for unemployed people
- There would not be enough money to pay for such actions
- I do not think it really makes a difference
- Other
- I don't know/ I don't wish to answer

If other, could you please tell us how the EU has made a difference in supporting labour mobility?

500 character(s) maximum

Closing questions

Would you like to add any comments concerning ESF supported actions promoting employment and labour mobility, or upload any document that may be relevant for the consultation?

1000 character(s) maximum

Please upload your file here:

(Please make sure that no unintended personal information about yourself or others is included in the document, notably if you have opted for anonymity in your replies)

The maximum file size is 1 MB

Only files of the type pdf,txt,doc,docx,odt,rtf are allowed

Thanks for your contribution. The results of the consultation will be available at this site in the next few months.