STANDARD SUMMARY PROJECT FICHE

1.3. Basic Information
1.1. CRIS Number: 2003-004-995-03-11
1.2. Title: Grant Scheme on Equal Opportunities and Social Inclusion Support
1.4. Sector: Economic and Social Cohesion
1.4. Location: Slovak Republic

2. Objectives

2.1. Overall Objective:
The overall objective of the project is to contribute to the reduction and prevention of the unemployment, to increase the employability of social excluded as well as strengthening the integrated approach and elimination of barriers hindering participation in the labour market.

2.2. Project purpose:
To support the implementation of the Sectoral Operational Programme Human Resources (SOP-HR) through the ESF-type projects aimed on support of and development of inclusive labour market.

2.3. Accession Partnership (AP) and NPAA priority:
The submitted project reflects and will contribute towards the achievement of the priorities of the AP and NPAA in the following areas

AP priorities in Social Policy and Employment:
- Further develop and implement a national employment strategy in line with the European Employment Strategy.
- Support the capacity building efforts of social partners in particular with a view to their future role in the elaboration and implementation of EU employment and social policy, including the European Social Fund, notably through bipartite social dialogue;
- Complete transposition and ensure implementation of the social acquis, in particular in the field of health and safety at work, as well as equal treatment of women and men.
- Continue to support social partners' capacity building efforts, in particular with a view to their future role in the elaboration and implementation of EU employment and social policy, including the European Social Fund, notably through autonomous bipartite social dialogue;
- Prepare a national strategy, including data collection, with a view to future participation in the European strategy for social inclusion.

NPAA priorities in Employment, European Social Fund:
- Implement re-training programmes to ensure a link between the requirements of the labour market and the qualification structure of the registered unemployed and employees, including disabled unemployed persons;
- Prepare a Regional pilot re-training programme;
Support the preparation and implementation of programmes for the development of regional and local employment;
- Prepare a Report - overview of the employment policy with view to the European employment strategy;
- Prepare an employment strategy and implement the National Employment Plan.

2.4. Contribution to National Development Plan (and/or Structural Funds Development Plans/SPD):
The project will contribute to the fulfilment of the National Development Plan priorities, in particular: “Employment growth based on qualified and flexible labour force”, which is the global objective of the Sectoral Operational Programme for Human Resources (SOP HR).

SOP-HR identifies the following priorities:
- **Priority 1:** Active labour market policy
- **Priority 2:** Equal opportunities on the labour market and social inclusion
- **Priority 3:** Lifelong learning and adaptability of the labour force

2.5. Cross Border Impact: N/A

3. Description

3.1. Background and Justification:

The National Development Plan (NDP) is the basic mid-term programming document in Slovakia until 2006. It is also the basis for receiving funding from EU pre-accession funds and post-accession as it will be the basic programming document for Structural Funds. The NDP approved by the Government of the Slovak Republic in January 2003 and has been submitted to European Commission for negotiation.

The Slovak Government has designated the Ministry of Construction and Regional Development (MCRD) as Managing Authority for the CSF.

The designated Managing Authority for the SOP HR is the Ministry of Labour, Social Affairs and Family.

To ensure concentration and impact, the project will focus on limited number of the priorities and measures identified in the SOP HR. Under the SOP HR the project activities will be focused on:

- **Specific objective 2:** Development of inclusive labour market and equal opportunities
- **Priority 2:** Strengthening equal opportunities on the labour market and social inclusion
- **Measure 2.1.**: Employability support of groups threatened by social exclusion
- **Measure 2.2.**: Equal opportunities for women and men and alignment of family and working life.
The above mentioned priority and measures will serve as a basis for defining the activities that will be supported and will also provide a basis for determining the indicators that will be used to determine the success and effectiveness of the programme.

Through a grant scheme it is possible to fund a large number of small projects that are distributed across a number of regions and which are within the financial means of local beneficiaries. The rules by which grant schemes operate ensure transparency, accountability and spread the responsibility for project selection over a wider range of people and institutions.

The Equal Opportunities and Social Inclusion Grants Scheme (EPSIGS) will be used to test the programmes, strengthening the planning structures, procedures as well as an absorption capacity that will be required for the management and implementation of projects funded by ESF at national, regional and local level.

The project will build on the expected outputs and experience on the implementation of Human Resources Development Grants Scheme Project approved in 2002.

**Description of situation and trends covered by priority:**

The labour market is defined as one of the areas where inequality is most evident. Other areas include public and political life and harmonisation of family and working life. The concentration of women into certain occupations, particularly those with lower rates of pay, is the main continuing source of gender inequality in the labour market.

In the field of equal opportunities of minorities, one of the crucial issues in Slovakia relates to the low social and economic status of the Roma population, the second largest minority in Slovakia.

The disadvantaged situation of the Roma in the labour market influences a range of factors:

- Education levels among the Roma continue to be relatively very low. Roma children are over-represented in so-called ‘specialised schools’ for mentally retarded children. Failure to complete elementary education, and to progress to secondary level schooling is far more frequent among Roma children than among other groups of children. As a result, the proportion of Roma students in the secondary school system is low and most of them are trained to be manual workers. The rate of Roma students in the university system is minimal.
- Roma access to the labour market and to education is also hampered by their poor living conditions.
- In spite of the legislative ban on discrimination in access to employment, the signals do exist that there is a discriminatory approach adopted towards the Roma population in this area.

One of the crucial issues in Slovakia related to high unemployment is to promote equal opportunities for men and women on the labour market as well as removing long lasting inequalities in access to the labour market of the
disadvantaged groups (disabled people, Roma minority, women-mothers, elderly persons, alone parents, refugees, migrants, etc.).

Among the factors influencing the long-term unemployment are the cumulation of various handicaps the significant features of the social exclusion. The main groups of the social exclusion in the Slovak Republic are as follows:

**Roma minority** – low level of education, qualification as well as employability of Roma;

**Children and youth** living in disadvantaged social and family environment;

**Unemployed with basic education or without qualification**;

**Handicapped people** (temporary or permanently reduced working capacity) with restricted possibilities to be integrated to the labour market;

**Elderly people and unemployed over 50 years**;

**Prisoners** – no incentives from the employers side;

**Homelessness** is a significant factor of poverty and social exclusion.

**Women, single parents, migrants, refugees** do not have equal opportunities to access to training or obtaining a job.

Diversity of reasons as well as symbiosis of various types of disadvantages, handicaps or inequalities require an individualised approach to each target groups, based on strategy of social inclusion an equal opportunities. For these reasons, the project will target the above mentioned groups within the projects that are financed under the grant scheme.

This Grant Scheme should be seen as a complementary exercise to projects and initiatives that will qualify for ESF funding at national, regional and local level. In addition, the project will also test the procedures and management controls necessary from within the Managing Authority itself for such a scheme and from within the Intermediary bodies under the Managing Authority involved.

### 3.2. Linked Activities:

A number of HRD projects are being implemented in Slovakia. In particular, three Human Resource Development Projects were included under the Phare 2000, 2001 as well as in 2002 NPs.

**Human Resources Development through counseling and training at regional level** from Phare 2000 is delivering its activities in the priority regions for the period 2002 - 2006 - Southwest, Northwest, East- with focusing on diagnosis of the demand and the supply side of the labour market in the priority region of Slovakia East through counseling and training at regional and local level, predominantly focused on target groups the young and the disadvantaged.

**Human Resources Development through preventive and individual active measures for the unemployed** from Phare 2001 focused their activities at fostering the employability of vulnerable groups affected by unemployment by providing them with individual active measures tailored to their specific needs in order to facilitate their access to the local and regional labour market in two priority regions of Slovakia -Southwest and Northwest. Individual approach is
used for unemployment target group before they become long term unemployed.

The special fund – **Palmif** (Pro-Active Labour Market Intervention Fund) - focused on active labour market measures. It operated from 1991 to 1999 and was aimed at supporting the creation of new, complex and experimental approaches to active labour market interventions on regional and local level.

As part of Slovak – Dutch co-operation the **Matra Project** is currently being implemented. The purpose of the project is to assist with the development and institutionalisation of an evaluation model and system of binding rules for all organisational levels of the parties involved in the development and implementation of employment policy. An additional target of the project is the establishment of an independent agency to control the compliance of all actors.

The 1998 **Special Preparatory Programme for Structural Funds (Priority B)** in the Slovak Republic was implemented during 2001. One of three pilot projects focused on the development of action plans for the development of employment at a regional and district level in the region of Banská Bystrica.

Pilot schemes are being developed. One of the most successful of these is the **Pilot Tourism Grant Scheme**, which is being implemented by the Ministry of Economy.

**Projects implemented by the National Labour Office:**

- A project is under way involving some 700 long-term unemployed Roma in collection of data to provide an “inventory” of human resources in the Roma population and of the problems they face in the labour market. Participants are being provided with training in advance and will be employed on the project for approximately three months. A smaller team of 30 Roma with relevant qualifications will be employed to analyse and report on the findings, and this report will be used as the basis for developing additional measures and policies.

- Public works programme is to be piloted in three districts. Under the pilot, Roma civic organisations are being involved in the identification of projects of specific relevance to the Roma population, and in the identification and selection of long-term unemployed Roma who would be interested in working on such projects. Those selected will be provided with relevant training in advance of being recruited to work on the projects. It is envisaged that approximately 200 Roma will be employed in each of the pilot areas.

- Special measures have been taken to promote the employment of qualified young Roma under the general national programme of support for youth employment. This involves advance identification of employers willing to recruit individual young Roma on the basis of aptitude-test results. The young people are then provided with specific training prior to recruitment to these “guaranteed” subsidised jobs. This
approach is seen as having been particularly successful both in breaking down employer prejudices and in motivating the young people involved.

3.3. Results:
The project will complement measures and activities implemented within the National Employment Action Plan.

There are two key results to be achieved by the Grants Scheme:

1. **Balancing the opportunities to access to education, training, employment and further social and professional assertion of groups threatened by social exclusion.**

2. **Enhancing social inclusion and equal opportunities on the labour market.**

These results will be verified by the emergence of project proposals and grant applications under the individual Calls for Proposals.

3.4. Activities:
In order to achieve the results outlined above, the activities to be carried out in the projects funded under the Grants Scheme will include the following:

1. **Projects aimed at increasing the employability of groups threatened by social exclusion**

Projects under this heading will be focused on solving the long-term unemployment, which is determined by the cumulating of various handicaps and is one of the conditional factors of the social exclusion.

The eligible measures and activities should be aimed at:

- development and preparation specific integrated programmes for groups threatened by social exclusion;
- development of comprehensive approach to deal with problems of disabled people and people with special needs on the labour market;
- delivery of projects oriented to social integration of segregate people or people threatened by social exclusion;
- setting up the programmes of subsequent access to training and vocational education;
- women access to employment would be enhanced by more general measures to promote family-friendly patterns of employment for both women and men who take care of children.
- supporting employer incentives providing wider availability of work opportunities

2. **Projects aimed at balancing of equal opportunities on the labour market**

Projects under this heading will be focused on elimination inequalities or discrimination in access to the labour market from the reason of gender, age,
health status, ethnic origin as well as other ones, which cause the weaken principle of equal opportunities in obtaining employment.

The eligible measures and activities should be aimed at:

- systematic dissemination of information on women legal rights, and support them in vindicating their rights;
- provision of training activities focused on increasing the legal awareness and tolerance of employers in state and public administration as well as in private sectors;
- preparation of monitoring system oriented at women position on the labour market;
- development of supported methods and methodology for approach of women to education, training, vocational education, retraining and life-long learning;
- delivery of training seminars oriented on equal counselling and information services development;
- activities aimed at monitoring of all discrimination phenomena on the labour market;
- development and delivery of programmes for illiterate Roma, refugees, migrants in order to remove barriers in access to the labour market;
- delivery of workshops, meetings, training seminars and exchanges of information focused on overcoming the traditional stereotypes;
- support the activities working in partnership (community level, municipalities, local provider, NGO, social services provider, etc.)

3.5. Lessons Learned:
The M&A report on the PALMIF project highlights a number of lessons that have been learned and that could be of benefit to this project –

- The use of common templates in the submission of plans in order to provide a basis for comparison between different projects
- Ensure that the contract for the disbursement of the grant is so designed to ensure that appropriate relevant information is collated – such as number of jobs created, number of job placements, duration of the project etc.
- Provide training to those involved in generating projects in the areas of project planning, management and monitoring.
- Ensure assiduous monitoring of projects as they are being implemented in order to ensure that funds are being used correctly and that the targets for job placements are being met.
- Identify model solutions to employment creation in the regions and to make information on them available widely.
- Emphasise model solutions to the creation of employment for handicapped and disadvantaged groups.
4. **Institutional Framework**

**Management**

In line with the role as Managing Authority for the ESF, the Ministry for Labour, Social Affairs and the Family (MoLSAF) in partnership with the National Labour Office and the Ministry of Education will be the Implementing Institutions. The Implementing Agency will be the Implementing Agency for Regional Development established at the Ministry of Construction and Regional Development. A Memorandum of Understanding defining the competencies of each institution will be signed.

The role of the Implementing Institutions can be summarised as follows:

- To design and programme the Grant Scheme with clearly defined objectives
- To chair and provide a secretariat for the Monitoring Committee (see below).
- To assemble statistical and financial information required for monitoring and evaluation of the Grant Scheme.
- To prepare documents and ongoing reports on the progress of the Grant Scheme for the Monitoring Committee.
- To organise evaluation of the progress of the Grant Scheme and, on completion, evaluation of the outcomes and value for money delivered by the Grant Scheme.
- To prepare reports for the Monitoring Committee as required.

**Monitoring**

The role of the Monitoring Committee can be summarised as follows:

- monitor the technical and financial implementation of the projects granted within Scheme;
- monitor the possible problems related to implementation structure and mechanism and formulate recommendations for corrective measure;
- periodically review the progress made towards achieving specific objectives of the Scheme based on the monitoring reports and interim reports of the projects under implementation;
- decide on corrective actions whenever needed in assisting the grantees in project adjustments
- approve the Regular Progress Reports, Final Assessment Report, as well as the reports generated by Technical Assistance.

**Implementation**

The activities to be carried out by the Implementing Agency (Implementing Agency for Regional Development) will include the following:

- Publication of the call for proposals
- Project selection (with the support of the regional implementing bodies)
- Contracting
- Managing cash flows to projects
- Payments
- To ensure that proper financial management and accounting systems are in place and that all expenditure (national and EU) is accounted for.

5. **Detailed Budget (in MEUR)**

<table>
<thead>
<tr>
<th>Activities</th>
<th>Phare support</th>
<th>National Co-financing</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Investment support</td>
<td>Institution building</td>
<td>Total Phare (I+IB)</td>
</tr>
<tr>
<td>Grant scheme</td>
<td></td>
<td></td>
<td>0.85</td>
</tr>
<tr>
<td>1. Social exclusion</td>
<td>1.5</td>
<td></td>
<td>1.5</td>
</tr>
<tr>
<td>2. Equal opportunities</td>
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<td></td>
<td>1.0</td>
</tr>
<tr>
<td>Total</td>
<td>2.5</td>
<td></td>
<td>2.5</td>
</tr>
</tbody>
</table>

(*) The Phare allocation will be increased by a contribution of 0.85 MEUR from the Slovak government. This amount does not include the financial contribution to be provided by the final beneficiary.

6. **Implementation Arrangements**

6.1 **Implementation Agency**

Implementing Agency for Regional Development  
Ministry of Construction and Regional Development of SR  
Špitálska 8  
816 44 Bratislava  
PAO: Mr. Július Slovák  
Tel: 00 421 2 5975 3819  
Fax: 00 421 2 5975 3833

6.2 **Twinning: N/A**

6.3 **Non-standard Aspects**

The Grant Scheme will need to have the flexibility to award Grants for a lower amount than the recommended minimum of Euro 50,000. The background and justification for this can be explained as follows.

The cost of training and counselling for unemployed in Slovakia varies from Euro 400 to Euro 500 per person\(^1\). Courses lasting from 2 to six weeks, providing training and counselling services, organised by private consultants, attract a rate per person for the duration of the course of Euro 400 per person. Courses aimed at encouraging individuals to start their own businesses, lasting up to 12 weeks and organised by private consultants attract a rate of Euro 500 per participant for the duration of the course. Both of these types of projects usually cater for 15 participants per course.

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\(^1\) Figures from the National Labour Office
It is foreseen the following types of projects:

**Small Projects**
Projects in this category will be funded for values of a minimum of Euro **10,000** and a maximum of Euro **50,000**

**Large Projects**
Projects will be funded for values of a minimum of Euro **50,000** and a maximum of Euro **300,000**

**Beneficiaries**
To be eligible for a grant applicants must be non-profit making. The target group for grants includes the following:

- Regional and Local Authorities
- Municipalities
- HTU - Higher Territorial Units
- Local and Regional Public Organisations
- Chambers of Commerce
- Associations, Foundations, Unions …
- Associations of Towns & Villages
- Non Government Organisations
- Small Businesses

**Regional Distribution of Funding**

Because of the disparities between the 8 regions involved, it may be advisable to devise a formula to determine a system of weighting for each of the regions. The standard formula used by the Commission for such weighting is based on population, average GDP per capita over the previous three years, and purchasing power parity GDP per capita over the past three years. Based on these considerations, Bratislava would emerge as a Region that would not qualify for Objective 1 Status, it would in fact be treated as an Objective 3 Region, with a subvention rate of 50% for projects. The remaining regions would be treated as Objective 1 Regions, with weighting attached to the disbursement of funds based on the formula applied. The formula is to be used - Grant budget per region = total budget for grant scheme x % population in region x (100/ GDP per capita as % of national GDP).

The advantage of a system of distribution such as is that the poorer regions are positively discriminated in terms of the allocation of resources. The disadvantage is that opportunities for active labour market measures in areas where they can have most impact may not be funded if the formula is adhered to too rigidly. The formula and the approach is submitted for discussion purposes only, to be considered in more detail in the light of the actual implementation conditions for the GS.
7. **Implementation Schedule**

It is anticipated that the project will be implemented over the period 2003 to 2005. A more detailed implementation schedule is provided in Annex 2 to this Project Fiche.

7.1. Start of tendering activity 1st quarter 2004  
7.2. Start of project activity 2nd quarter 2004  
7.3. Project completion 4th quarter 2005

8. **Equal Opportunity**

Women represent a large percentage of the workforce in the Slovak Republic 1.250.900 in absolute figures. However one of the problems that has been identified is return to work after interruption (e.g. for maternity leave). This project will target women unemployed and in particular the return to work of those women who have left the workforce and are registered as unemployed - 235.922 – in absolute figures of the registered unemployed women which represents 18.8%. Equal opportunity principles and practises ensuring equal participation will be guaranteed.

9. **Environment**

The criteria for the selection of projects will take account of any potential environmental impact. This may be particularly relevant, for example, in Community based employment schemes, involving the development of socially purposeful and useful employment schemes.

10. **Rates of Return**

While it is not possible to calculate an internal rate of return for a project of this nature it is possible to control and monitor the value for money (VFM) delivered by the project. The project will be monitored for VFM by a close monitoring of the following indicators –

- **Economy** – This will involve a close monitoring and measurement of the relationship between the following –
  - Planned Inputs – i.e. costs to be incurred, resources to be utilised, planned level of grants
  - Actual Inputs – i.e. a comparison of planned vs. actual levels of resource utilisation
- **Efficiency** – This will involve a close monitoring and measurement of the relationship between the following –
  - Planned Efficiency – i.e. the relationship between planned inputs (resources and costs) and planned outputs (i.e. levels of activity, numbers of grants approved, numbers of individuals trained, numbers of programmes implemented)
  - Actual efficiency – i.e. the relationship between actual inputs and actual outputs.
Effectiveness – This will involve a close monitoring and measurement of the relationship between the following –
⇒ Planned Outcomes – i.e. numbers of people removed from the unemployment register, numbers of new cooperative ventures created, numbers of individuals now involved in self employment
⇒ Actual Outcomes – i.e. the actual numbers achieved under this category.

Calculation of performance under these headings will make it possible to provide a VFM index for the project.

11. Investment Criteria

11.1. Catalytic Effect:

The project will act as a catalyst to leverage investment in projects aimed at creating employment opportunities for the targeted groups and in reducing the numbers of registered unemployed. The Phare funding fulfils an essential function in building absorption capacity and implementation competence at regional and local levels, thus ensuring that the SOP-HR will have the desired impact. Thus the GS will also ensure that additional funding for active labour market measures planned under the State Budget will have a higher impact, given the fact that a clearer strategic plan for each region will exist and stronger local and regional partnerships will emerge. Such a concentrated developmental impact would not be achieved without the support of Phare funding for this project.

11.2. Co-financing:

The National Labour Office - public legal institution, responsible for labour market policy implementation will provide financial contribution to measures in accordance with the Employment Act. The Ministry for Education is preparing submissions for the State Budget estimates that take account of possible commitments under their cofinancing responsibilities for the GS. The NLO and the state budget will contribute at least 25% of the cost of the selected programmes. It is possible that some projects will qualify for a higher level of cofinancing from the NLO, in accordance with their own practices.

Of the 8 regions in Slovakia that will be covered by the ROP in the revised version of the NDP in preparation, 7 of them qualify for Objective 1 Status and will thus be funded at the top rate of subsidy – 75%. One, Bratislava, will be an Objective 2 Region and will thus be given 50% subsidy.

11.3. Additionality:

No other financiers will be displaced by the Phare intervention. There are no displacement effects involved in this project. This project proposal will complement the implementation of the National Action Employment Plan measures.
11.4. Project Readiness and Size

The Manual for the Grant Scheme and the Standard Documentation required are being prepared.

Detailed discussions have been held with all the agencies and institutions involved in the Management, Monitoring and Implementation of the Grant Scheme and they are aware of their obligations under the GS. They have confirmed their readiness and willingness to play their respective roles in the project.

11.5. Sustainability

Relevant government policies ensure sustainability of the outcomes of this project. The required allocation of resources from the budget of the National Labour Office and the State budget will provide a guarantee for the operation of all activities within the project. Quantifiable results of the project are foreseen in terms of increasing the employability of the target groups and maintaining the jobs created. There will, in addition, be an increase in the number of self-employed persons. In the long run additional resources for the creation of new jobs and subsidised employment will be provided by the relevant Ministries, regional State administration from the State budget, and by the National Labour Office from within its own budget, as well as NADSME.

11.6. Compliance with State Aid provisions

The Grant Scheme will be designed in accordance with the regulations and guidelines provided for such schemes from the Commission. A detailed manual and guide will be provided.

11.7. Contribution to National Development Plan

Section 2 above provided detailed description of the sections of the National Development Plan to which this project will contribute. It is an integral part of the SOP-HR and provides a basis for the development of systems and structures at regional and local level for the implementation of the SOP.

12. Conditionality and Sequencing

Financial contribution by the Slovak Government of 0.85 MEUR. Implementing agency performing efficiently

ANNEXES TO PROJECT FICHE

1. Logical framework matrix
2. Detailed implementation chart
3. Contracting and disbursement schedule
## LOGICAL FRAMEWORK PLANNING MATRIX FOR:

<table>
<thead>
<tr>
<th>Programme number: 2003-004-995-03-11</th>
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<tbody>
<tr>
<td>Contracting period expires: 30.11.2005</td>
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<tr>
<td>Disbursement period expires: 30.11.2006</td>
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<tr>
<td>Total budget (MEUR): 3.35</td>
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<tr>
<td>PHARE budget (MEUR): 2.5</td>
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</table>

### Overall objective:

**To contribute to the reducing and prevention of the unemployment, to increasing employability of socially excluded, as well as, to strengthening the integrated approach and elimination of barriers hindering participation on the labour market**

<table>
<thead>
<tr>
<th>Objectively verifiable indicators</th>
<th>Sources of Verification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increased employment in the regions</td>
<td>Report on Regional Operational Plan implementation</td>
</tr>
<tr>
<td></td>
<td>Regular statistical surveys provided by Statistical office</td>
</tr>
</tbody>
</table>

### Project purpose:

**To support the implementation of the Sectoral Operation Programme Human Resources (SOP-HR) through ESF-type of projects aimed at employability support and development of inclusive labour market.**

<table>
<thead>
<tr>
<th>Objectively verifiable indicators</th>
<th>Sources of Verification</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Decreased rate of unemployed from vulnerable groups</td>
<td>Employment Policy Review Report</td>
<td></td>
</tr>
<tr>
<td>(by 1.5 % in 2005 compared to 2003)</td>
<td>NLO Annual Report</td>
<td></td>
</tr>
<tr>
<td>Decreased number of social benefit dependants (by 2 % in 2005 compared to 2003)</td>
<td>Project reports</td>
<td></td>
</tr>
<tr>
<td></td>
<td>SOP-HR</td>
<td></td>
</tr>
<tr>
<td></td>
<td>State budget figures on social benefits expenditures</td>
<td></td>
</tr>
</tbody>
</table>

### Results:

1. **Balancing the opportunities in access to education, training, employment and to further social and professional assertion of groups threatened by social exclusion**
2. **Enhancing the social inclusion and equal opportunities on the labour market**

<table>
<thead>
<tr>
<th>Objectively verifiable indicators</th>
<th>Sources of Verification</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increased number of socially excluded persons trained</td>
<td>NLO Annual Report</td>
<td></td>
</tr>
<tr>
<td>Increased number of women trained</td>
<td>Project reports</td>
<td></td>
</tr>
<tr>
<td>Increased number of Roma passed through motivation programmes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of new initiatives developed</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Activities:

1. **Projects aimed at increasing the employability of groups threatened by social exclusion**
2. **Projects aimed at balancing of equal opportunities on the labour market**

<table>
<thead>
<tr>
<th>Means - Provision for delivery of grants</th>
<th>Costs</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grant scheme implemented</td>
<td>2.5 MEUR</td>
<td>Sufficient number of project proposals</td>
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<tr>
<td></td>
<td></td>
<td>Sufficiently trained staff</td>
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<tr>
<td></td>
<td></td>
<td>Overall interest of regional and local stakeholders</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Co-operation of training providers sustained</td>
</tr>
</tbody>
</table>

### Preconditions:

- Financial contribution of the Slovak Government of 0.85 MEUR
- Functioning implementing agency
## DETAILED IMPLEMENTATION CHART

Grant Scheme on Employability, Equal Opportunities and Social Inclusion Support

<table>
<thead>
<tr>
<th>Project component</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
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</thead>
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<tr>
<td></td>
<td>1st Q</td>
<td>2nd Q</td>
<td>3rd Q</td>
</tr>
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<td>✓</td>
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</tr>
<tr>
<td>Activity 2</td>
<td>✓</td>
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</tr>
</tbody>
</table>
ANNEX 3

CUMULATIVE CONTRACTING AND DISBURSEMENT SCHEDULE (MEUR)

Grant Scheme on Employability, Equal Opportunities and Social Inclusion Support

<table>
<thead>
<tr>
<th></th>
<th>1.Q.04</th>
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