

Performance Monitoring Report of the European Union Programme for Employment and Social Innovation (EaSI) 2015-2016



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Foreword



“This Commission is firmly committed to create jobs and growth and improve social conditions across Europe. Against the nexus of demographic, environmental and technological challenges we face today, the EU Programme for Employment and Social Innovation (EaSI) generates, tests and spreads innovative policy solutions to foster jobs, reduce divergence between the Member States, and make progress towards reducing social inequality.

EaSI helps Member States to modernise their labour markets and social protection systems. It supports job creation, particularly for young people. It helps workers to improve their skills and supports their mobility. The programme enables the access to microcredits by reducing the costs of borrowing for the young or socially vulnerable.

This report is the second EaSI Monitoring Report presenting the results achieved by the programme in 2015-2016. This period has marked a strong start for entrepreneurship. Thanks to EaSI help, microcredit providers and social enterprise investors are reaching entrepreneurs they otherwise would not have been able to finance because they're considered too risky. I am confident that in the years to come we will continue to broaden opportunities for people.”

Marianne Thyssen
Commissioner for Employment,
Social Affairs, Skills and Labour Mobility

A handwritten signature in blue ink, appearing to read 'M. Thyssen'.

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ABSTRACT

The European Union Programme for Employment and Social Innovation (EaSI) provides financial support to promote a high level of quality and sustainable employment, guarantee adequate and decent social protection, combat social exclusion and poverty, and improve working conditions across the EU.

With a view to the regular monitoring of the programme, the EaSI Regulation foresees that 'the Commission shall draw up an initial qualitative and quantitative monitoring report covering consecutive two-year periods.' This is the second EaSI Performance Monitoring Report presenting the results achieved by the programme in 2015-2016. It focuses on the products (outputs) delivered by the programme and the benefits they brought in 2015-2016.

In 2015 and 2016, the Commission has committed more than EUR 246 million for the implementation of all the programme's activities. The implementation of EaSI Work Programmes in 2015 and 2016 was well in line with the EaSI Regulation.

The following positive developments were noted in 2015-2016:

- EaSI-funded policy evidence and events continued to be highly appreciated by the stakeholders.
- The assessment of dissemination of EaSI outputs kept improving significantly.
- The use of the EURES Job Mobility Portal kept expanding in 2015-2016. According to the latest data, the EURES online platform attracts 1.76 million users each month. This number has increased from 0.85 million monthly users in 2013 and 1.2 million users in 2014.
- In 2016, there were 52 282 placements resulting from consultations with jobseekers, i.e. around 6 % of personal contacts resulted in an actual placement (increased twice compared to 2014).
- The years 2015-2016 marked a strong start for the Microfinance and Social Entrepreneurship axis. As many as 33 contracts were signed with the microfinance intermediaries for EUR 50.3 million, which resulted in 13 021 microloans worth EUR 152 288 million.
- In 2015-2016 EaSI has also released the first funding for social enterprises (first 7 contracts for EUR 9 million).

Further awareness raising about the EaSI-supported social policy innovation was indicated as a potential area for improvement. While the EaSI stakeholders were found to be generally aware of the Commission's goal to support social policy innovations (82 % of stakeholders reported this), they were much less aware of the specific social policy innovations supported by the EU (56.5 %).

KURZFASSUNG

Das Programm für Beschäftigung und soziale Innovation (EaSI) der Europäischen Union stellt Fördermittel für die Schaffung hochwertiger und nachhaltiger Arbeitsplätze, die Gewährleistung eines angemessenen und menschenwürdigen Sozialschutzes, den Kampf gegen soziale Ausgrenzung und Armut sowie die Verbesserung der Arbeitsbedingungen in ganze Europa bereit.

Gemäß der EaSI-Verordnung „erstellt die Kommission qualitative und quantitative Monitoringberichte, die zwei aufeinanderfolgende Zeiträume von zwei Jahren abdecken“, um das Programm laufend zu überwachen. Dies ist der zweite EaSI-Monitoringbericht, in dem die Ergebnisse vorgestellt werden, die das Programm 2015-2016 erzielt hat. Der Bericht konzentriert sich dabei auf die Produkte des Programms und deren Nutzen im Zeitraum 2015-2016.

In den Jahren 2015 und 2016 hat die Kommission für die Umsetzung sämtlicher durch das Programm geförderten Maßnahmen über 246 Mio. Euro bereitgestellt. Die Umsetzung der EaSI-Arbeitsprogramme 2015 und 2016 entsprach zum größten Teil der EaSI-Verordnung.

Für den Berichtszeitraum wurden die folgenden positiven Entwicklungen festgestellt:

- Die durch EaSI geförderten Datenerhebungen und Veranstaltungen werden von den betroffenen Akteuren weiterhin sehr geschätzt;
- Die Verbreitung der EaSI-Produkte wird zunehmen positiv bewertet;
- Die Nutzung des EURES-Portals zur beruflichen Mobilität nahm 2015-2016 weiter zu. Nach den jüngsten Daten wird die Online-Plattform von EURES jeden Monat von 1,76 Millionen Nutzern besucht. Dies ist eine deutliche Zunahme im Vergleich zu 0,85 Millionen im Jahr 2013 und 1,2 Millionen im Jahr 2014;
- 2016 konnten 52 282 Arbeitssuchende nach einem Kontakt vermittelt werden, d. h. rund 6 % der persönlichen Kontakte führten zu einer Beschäftigung (doppelt so viele wie 2014).
- Im Zeitraum 2015-2016 gelang der Achse Mikrofinanzierung und Soziales Unternehmertum ein starker Start. Es wurden 33 Verträge in Höhe von 50,3 Mio. Euro mit Mikrokreditanbietern geschlossen, die 13 021 Mikrokredite in einer Gesamthöhe von 152 288 Mio. Euro ermöglichten;
- Außerdem stellte EaSI die ersten Mittel für soziale Unternehmen bereit (7 Verträge in Höhe von 9 Mio. Euro).

Bei der Bekanntheit der durch EaSI geförderten sozialpolitischen Innovationen sehen die befragten Akteure weiteres Verbesserungspotenzial. Obwohl die meisten EaSI-Akteure wissen, dass die Kommission sozialpolitische Innovationen (SPI) anregen möchte, (82% der Befragten), kennt nur rund die Hälfte von ihnen konkrete sozialpolitische Innovation, die von der EU gefördert werden (56,5%).

RÉSUMÉ

Le programme pour l'emploi et l'innovation sociale (EaSI) apporte un soutien financier visant à promouvoir un haut niveau d'emplois durables et de qualité, une protection sociale décente et adaptée, la lutte contre l'exclusion sociale et la pauvreté, et de meilleures conditions de travail à travers l'UE.

Dans le cadre du suivi régulier du programme, la réglementation du programme EaSI prévoit que la « Commission rédige des rapports de suivi qualitatif et quantitatif couvrant des périodes de deux années consécutives. » Il s'agit ici du deuxième rapport sur le suivi de la performance du programme EaSI ; il présente les résultats obtenus par le programme en 2015-2016, et se concentre sur les produits (réalisations) réalisés par le programme, et les bénéfices qu'ils ont générés en 2015-2016.

En 2015 et 2016, la Commission a engagé plus de 246 millions d'euros pour la mise en œuvre de l'ensemble des activités du programme. La mise en œuvre des programmes de travail de l'EaSI en 2015 et 2016 est restée conforme à la réglementation EaSI.

Les développements positifs suivants ont été notés pour la période 2015-2016 :

- les événements probants politiques et événements financés par le programme EaSI restent très appréciés des parties prenantes ;
- l'évaluation de la diffusion des réalisations du programme EaSI continue à s'améliorer de manière importante ;
- l'utilisation du portail sur la mobilité de l'emploi EURES a continué à se développer en 2015-2016. D'après les dernières données, la plateforme en ligne d'EURES attirerait 1,76 million d'utilisateurs chaque mois. Ce nombre est en hausse par rapport aux 0,85 million d'utilisateurs mensuels en 2013 et aux 1,2 million d'utilisateurs en 2014 ;
- en 2016, 52 282 placements ont résulté des consultations avec les demandeurs d'emploi, soit environ 6 % des contacts personnels qui se sont traduits par un placement (soit deux fois plus qu'en 2014) ;
- 2015-2016 a marqué un beau départ pour l'axe microfinance et entrepreneuriat social. 33 contrats ont été signés avec des intermédiaires de la microfinance pour un montant de 50,3 millions d'euros, ce qui a débouché sur 13 021 microprêts pour un total de 152 288 millions d'euros ;
- en 2015-2016, le programme EaSI a également libéré le premier financement pour les entreprises sociales (sept premiers contrats avec des intermédiaires financiers pour 9 millions d'euros).

Un des domaines potentiels d'amélioration identifié concerne la sensibilisation aux innovations en matière de politique sociale financées par le programme EaSI. Si les parties prenantes du programme EaSI ont généralement conscience de l'objectif de la Commission de soutenir les innovations en matière de politique sociale (82 % des parties prenantes en parlent), elles ont nettement moins conscience des innovations de politique sociale spécifiques financées par l'Union européenne (56,5 %).

1. INTRODUCTION

1.1. EaSI programme and its policy context

The European Union Programme for Employment and Social Innovation (EaSI), which was adopted in December 2013 ⁽¹⁾, is one of four EU financial instruments in the area of employment and social affairs for the period 2014-2020, together with the European Social Fund (ESF), the Fund for European Aid for the most Deprived (FEAD) and the European Globalisation Adjustment Fund (EGF).

EaSI provides financial support to promote a high level of quality and sustainable employment, guarantee adequate and decent social protection, combat social exclusion and poverty and improve working conditions. It is structured into three axes:

- **PROGRESS axis focuses on providing support to the policy-making and implementation process** through production of policy evidence, organisation of information sharing and mutual learning activities, funding social policy experimentation projects and providing capacity-building support to EU and national organisations.
- **EURES axis aims to improve geographical labour mobility** in the EU through making information on placements more transparent and accessible as well as funding the actual services for jobseekers and employers.
- **Microfinance and Social Entrepreneurship axis aims to improve access to finance for vulnerable people, micro- and social enterprises** by providing funding for Financial Intermediaries and capacity building of relevant actors.

A very important horizontal aim of the EaSI programme is to foster social policy innovations. This aim is mainstreamed through all of its axes and activities. In addition, a significant amount of EaSI funding is devoted to this objective in particular through the calls for proposals to support social policy innovation and experimentation projects.

It is also expected that EaSI will achieve synergies with other EU financial instruments, in particular the ESF.

Since the EaSI Programme was conceived before the new Juncker Commission took office in 2014, from the very beginning of its implementation it aimed to contribute to achieving the goals of the Europe 2020 Strategy. As the new Commission came into office in 2014, the focus of the programme was steered towards the objectives defined in **the Agenda for Jobs, Growth, Fairness and Democratic Change (Political Guidelines of the Juncker Commission)**. The 2015 and 2016 EaSI work programmes were the first two adopted under President Juncker's Commission.

Three Juncker political guidelines are especially important in the framework of EaSI:

- Guideline 1: A New Boost for Jobs, Growth and Investment;
- Guideline 4: A Deeper and Fairer Internal Market with a Strengthened Industrial Base;
- Guideline 5: A Deeper and Fairer Economic and Monetary Union.

The **EaSI programme is managed directly by the European Commission,** Directorate-General for Employment, Social Affairs and Inclusion.

⁽¹⁾ REGULATION (EU) No 1296/2013.

With a view to the **regular monitoring of the programme**, the EaSI Regulation foresees that 'the Commission shall draw up an initial qualitative and quantitative monitoring report covering the first year, followed by three reports covering consecutive two-year periods' ⁽²⁾. This is the second EaSI monitoring report covering the year 2015 and 2016. It presents all activities that were implemented in 2015-2016. Since some of the EaSI-funded activities (e.g. projects) take more than a year to complete, a number of the reported activities might have already started in 2014.

The EaSI Regulation is currently in the process of being reviewed. Therefore some changes to EaSI implementation might be expected in 2017. They will be presented in detail in the next EaSI monitoring report covering the years 2017 and 2018.

1.1.1. EaSI Work Programmes 2015-2016

EaSI is implemented on the basis of work programmes adopted every year ⁽³⁾. The repercussions of the financial and economic crisis of 2008 were still taken into account in the preparation of the *EaSI Work Programme 2015*. High unemployment, increased poverty rates, increasing inequalities between EU countries and citizens remained the core challenges and issues to be targeted by the EU policies and programmes, including EaSI, in the coming years.

The 2015 EaSI work programme focused on the issues emphasised in the Juncker Political Guidelines such as ensuring that the jobs' creation dimension and the social dimension of the EU is taken into consideration in the European Semester. One of the key strategies was to enhance convergence of labour markets across the Euro zone. Social measures were also foreseen, notably to sustain welfare systems and to make sure that the most vulnerable members of society are not left behind. The main objective was to advance work in the areas of several European initiatives such as the Decision on the Public Employment Services, the EU platform on undeclared work, the EU Strategy on Health and Safety at Work 2014-2020) and other key initiatives adopted mainly in 2013-2015.

The main objective of *EaSI Work Programme 2016* was to advance work in the areas identified as priorities in the Commission Work Programme (CWP) 2016, including the initiatives already foreseen in the CWP 2015, such as the proposal for a Council recommendation on integration of the long-term unemployed, via which the Commission intended to support the measures to help boost integration in the labour market and promote relevant skills. Another initiative was related to the fresh start on maternity leave to modernise the current EU legal framework by allowing working parents to better balance caring and professional responsibilities. In 2016, the Commission also pursued the review of the EU Health & Safety legislation to improve the efficiency and effectiveness of an EU framework for protecting workers. PROGRESS continued in the area of labour mobility, including a targeted review of the Posting of Workers Directive, strengthening of the European job mobility portal (EURES) and the cooperation between employment services. Measures to promote skills development were also foreseen in the form of a new Skills Agenda to develop a skilled workforce. The overarching focus in 2016 was to deliver the social protection floor with the aim of developing a pillar of social rights for all Europeans.

The Work Programmes for 2015 and 2016 were well in line with the EaSI Regulation.

⁽²⁾ Article 12 of the EaSI Regulation (EU) No 1296/2013.

⁽³⁾ All EaSI Work Programme can be found in the dedicated Europa.eu website:

<http://ec.europa.eu/social/keyDocuments.jsp?advSearchKey=EaSIannualworkprogramme&mode=advancedSubmit&langId=en&policyArea=&type=0>

1.1.2. EaSI Committee

In the management of the EaSI programme, the Commission is assisted by the EaSI Programme Committee composed of representatives from the Member States as well as Candidate and Potential Candidate Countries (as observers). The EaSI Committee met four times in 2015-2016 and discussed a series of issues, including the preparation of the performance monitoring reports and the update of the EaSI performance monitoring system, which is described in detail below.

1.1.3. Promotion and dissemination

In 2015-2016, the European Commission continued to pay particular attention to communicating about the programme outputs and their contribution to the policy process. The EaSI-related web pages on Europa.eu were regularly updated to provide the most up-to-date information to the relevant stakeholders and the general public. Videos on the EaSI programme and on each of its axes were developed and are now available online in all EU languages.

Special attention has been devoted to dissemination of evidence-based information on the projects and organisations funded by EaSI. Up to January 2017, five reports monitoring the projects and good practices funded by EaSI and the predecessor programmes PROGRESS and EURES have been drawn up and are now available for the general public on the Europa.eu website.

1.2. EaSI performance monitoring system

A contractor was appointed to assist the Commission in delivering this monitoring report. This process involved defining a logical framework for the EaSI programme and establishing the system to measure EaSI performance, including qualitative and quantitative key performance indicators (KPIs), as well as a description of the baseline situation. Whenever possible, the report compares the current situation, as indicated by the KPIs, with the baseline situation. In the first year of the EaSI programme, 2014, a baseline report was drafted, where the KPIs were calculated as of that moment. The values of the KPIs observed before the programme, which could have an impact on the EU policy and economy, were deemed as the baseline situation. The main aim of the monitoring exercise is to compare the outcomes of the programme each year to the baseline situation (in terms of the KPIs).

The **EaSI performance monitoring system** consists of:

- **The logical framework of the programme.** The logical framework explains how EaSI is expected to achieve results and impacts by laying out in detail the whole process from inputs, through outputs, to outcomes.
- **Performance expectations**, i.e. explanations of what it means to achieve a given outcome, which the programme is expected to contribute to. Performance expectations are short statements about the impact, which is expected from the programme under each outcome. During the performance monitoring, performance expectations are specifically used as a tool to define measurable KPIs.
- **A set of indicators** (a complete list is provided in Annex 1), consisting of:
 - **Key Performance Indicators (KPIs)**, measuring achievement of immediate and intermediate outcomes;
 - Output indicators;
 - Input indicators.
- **A system to gather and store information**, presented in Annex 1.
- **A methodology to analyse and disseminate information about the projects and organisations funded by EaSI** (including potential good practices).

Among other methods, the **collection of information for this report involved two surveys**:

1. **The Stakeholder Survey** aimed to collect overall opinions of EaSI stakeholders (including EU and national policy- and decision-makers, civil society, independent experts and other relevant groups) regarding the operation of the programme and usefulness of its outputs. The survey was disseminated to 7 195 stakeholders and received 1 038 responses. The response rate of the EaSI Stakeholder Survey was around 14.4 %.
2. **A survey of participants in EaSI-supported events** aimed to assess the value of these events and the usability of their results. Four waves of the survey were implemented every half a year since the end of 2015 until the beginning of 2017. Overall, 6 289 invitations were sent to participate in the survey. In total, 1 613 responses were received. The response rate of the survey was around 25.6 %.

The reconstruction of the **EaSI logical framework** (see Figure 1) was based on the interpretation of legal and policy documents governing the programme as well as regular discussions with the policy officers managing the programme implementation at the European Commission. The logical framework aimed to operationalise the ways, in which the programme will contribute to the achievement of its general policy goals ⁽⁴⁾.

EaSI aims to both **improve the policy-making process** in the fields of employment, social protection and social inclusion and working conditions, as well as to **make a direct impact** in the areas of geographical labour mobility and microfinance/social entrepreneurship.

In line with the logical framework, the EaSI programme aims to achieve the following nine **immediate (short-term) outcomes**:

Progress axis	EURES axis	MF/SE axis
<ul style="list-style-type: none"> • 1. Evidence-based EU policies and legislation • 2. Effective and inclusive information sharing, mutual learning and dialogue • 3. Better conditions for social policy innovation • 4. Greater capacities of national and EU organisations 	<ul style="list-style-type: none"> • 5. Transparent labour market information • 6. Effective provision of services for recruitment and placing of workers 	<ul style="list-style-type: none"> • 7. Better access to, and availability of, microfinance • 8. Better access to finance for social enterprises • 9. Stronger institutional capacity of microcredit providers

These immediate outcomes are expected to contribute to the achievements of five **intermediate (long-term) outcomes**:

⁽⁴⁾ Regulation 1296/2013, Article 4.



When implementing all of its actions, EaSI also aims to:

- pay particular attention to vulnerable groups, such as young people;
- promote equality between women and men;
- combat discrimination based on sex, racial or ethnic origin, religion or belief, disability or sexual orientation;
- promote a high level of quality and sustainable employment, guarantee adequate and decent social protection, combat long-term unemployment and fight against poverty and social exclusion.

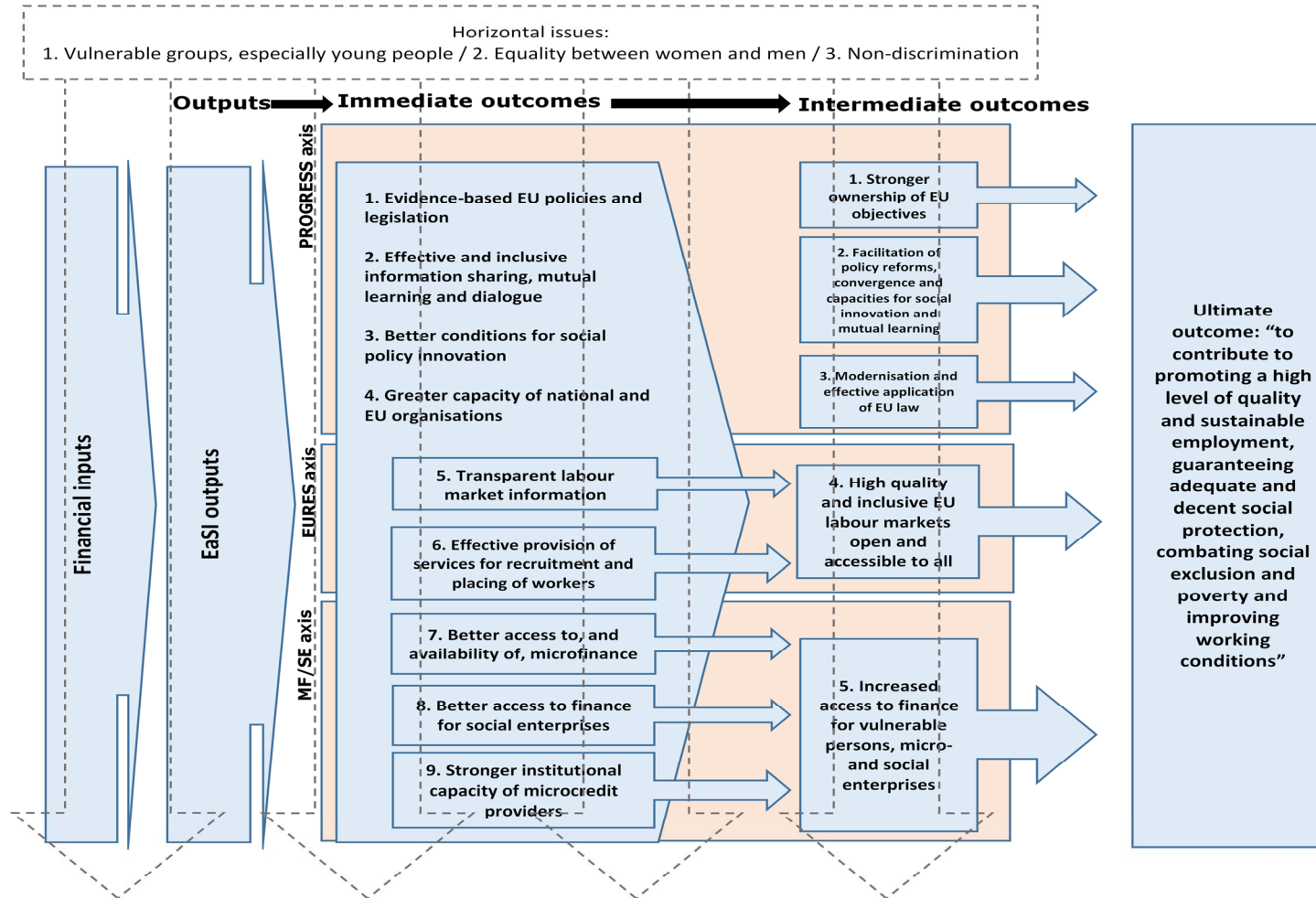
This EaSI Performance Monitoring Report presents the results achieved by the programme in 2015-2016; it focuses on the delivered products (outputs) and the benefits they brought in 2015-2016, i.e. on the achievement of the immediate (**Chapter 2**) and intermediate (**Chapter 3**) outcomes. **Chapter 4** provides the concluding remarks on the implementation of the EaSI programme in 2015-2016 and the main comparisons to the performance during the previous years, including to the baseline situation. **Chapter 5** provides consolidated information on financial inputs (indicative and actual commitments) per EaSI axes and thematic sections.

Regarding the financial information, the reader should note that in most cases an activity launched in the year 'n' is only ending one, two or more years after it has started. Mainly events or publications of studies are taking place in the year in which the financial commitment is made. A project implemented under a call for proposals could take several years to be finalised. All the ongoing activities will be reported in the future EaSI performance monitoring reports once they are finished. As a result, this report, where relevant, also reviews activities implemented in 2015-2016, which were funded by the predecessor programmes PROGRESS, EURES and PROGRESS Microfinance Facility, and thereby shows a connection between those programmes and their successor EaSI (this is always clearly indicated in the text). Whenever possible and relevant, the report compares the situation in 2015-2016 as indicated by the KPIs (if the data are available, as at 31 December 2016), with the baseline situation defined in 2014.

The following annexes are provided in addition to the main text of the report:

- Annex 1: provides the EaSI Performance Monitoring Framework, including a complete list of input, output and outcome indicators and the methodology to gather and store the monitoring information;
- Annex 2: provides the catalogue of outputs delivered in 2015-2016 under each axis of the EaSI programme.

Figure 1. Simplified visual presentation of the EaSI logical framework



2. PERFORMANCE OF THE PROGRAMME

This section of the report is structured around the three axes of EaSI and nine immediate (short-term) outcomes, to which the EaSI programme is aiming to contribute. Whenever possible, it seeks to compare the EaSI Work Programme funding priorities for 2015-2016 with the actual implementation. Each chapter in this section begins with a review of the political rationale for each axis as well as the indicative and actual commitments under three EaSI axes. Each sub-chapter addresses a specific immediate outcome. They present detailed information on activities and outputs delivered by the programme. They also provide an overview of the programme's performance against the predefined KPIs (see Annex 1).

2.1. PROGRESS AXIS

The PROGRESS axis of the programme provides **financial support for the development, implementation, monitoring and evaluation of the Union instruments and policies** aimed at high quality and sustainable employment, adequate and decent social protection, combating social exclusion and poverty and improving working conditions. This axis promotes evidence-based policy-making, social innovation and social progress, in collaboration with the social partners, civil society organisations, public and private bodies ⁽⁵⁾.

PROGRESS funds actions in one of its 3 thematic sections. The EaSI Regulation foresees the following indicative breakdown of the allocation per PROGRESS thematic sections over the entire period of the programme ⁽⁶⁾:

- **employment**, in particular to fight youth unemployment (minimum 20 %);
- **social protection, social inclusion** and the reduction and prevention of poverty (minimum 50 %);
- **working conditions**, including labour law and health and safety at work (minimum 10 %).

Below the report reviews the financial implementation, execution of activities and production of immediate results, as well as performance of the programme under the PROGRESS axis. The performance is described and measured, where possible, in terms of the attainment of four specific objectives of the PROGRESS axis, also referred to as short-term (immediate) outcomes. They make up the core structure of this section.

2.1.1. Financial implementation

Table 1 and Table 2 present financial information on the performance of the PROGRESS axis in 2015 and 2016 in terms of the indicative and actual commitments per thematic sections. The EaSI Regulation established the minimum shares of the PROGRESS budget that must be allocated to different thematic sections. As seen in Tables 1 and 2, the plans of the EaSI Regulation regarding the share of funding to be committed to different types of activities were generally complied with the share committed in 2015 a bit lower than foreseen in the Regulation (9 % instead of 10 %).

Compared to the two other axes of EaSI (EURES and MF/SE), there is a slight tendency under the PROGRESS axis not to commit all indicative funding, which might result in the situation when some unused funding has to be returned to the EU budget. As can be inferred from Tables 1 and 2, around EUR 4 million were not yet committed

⁽⁵⁾ Regulation (EU) No 1296/2013, Article 3, 1 (a).

⁽⁶⁾ Any remainder shall be allocated to one or more of the thematic sections referred to above or to a combination of them (cross-cutting issues).

in 2015 and 2016 (indicative commitments *minus* total commitments). However, this situation is understandable, since the PROGRESS axis includes many smaller and different activities (such as studies and events) compared to the other two axes, and therefore it takes more time and effort to commit funding to each of the planned items. For example, some planned studies and events might become unnecessary in the changed social and economic context, which might lead the Commission to cancel the planned activities and the related commitments.

Table 1. Indicative and actual commitments under PROGRESS axis in 2015

EaSI Axis and Thematic sections	Indicative commitments	Budgetary execution			
		Actual (individual) commitments	Global Commitments ⁽⁷⁾	Total commitments	Share in total commitments of axis
EaSI - PROGRESS	€ 72 710 574	€ 31 041 933	€ 40 493 620	€ 69 580 317	
EaSI - PROGRESS Thematic sections					
a) PROGRESS Employment (min. 20%)		€ 12 702 025	€ 5 876 033	€ 18 578 058	27%
b) PROGRESS Social protection (min. 50%)		€ 10 162 199	€ 25 028 380	€ 35 190 579	51%
c) PROGRESS Working conditions (min. 10%)		€ 1 328 359	€ 5 165 000	€ 6 493 359	9%
d) PROGRESS Cross-cutting issues		€ 4 894 115	€ 4 424 207	€ 9 318 322	13%
EaSI – PROGRESS Social policy experimentation (15-20%)		€ 0	€ 10 800 000	€ 10 800 000	16% ⁽⁸⁾

Data as at April 2017.

Source:

Table 2. Indicative and actual commitments under PROGRESS axis in 2016

EaSI Axis and Thematic sections	Indicative commitments	Budgetary execution			
		Actual (individual) commitments	Global Commitments	Total commitments	Share in total commitments of axis
EaSI - PROGRESS	€ 73 352 883	€ 31 371 859	€ 40 241 192	€ 71 613 051	
EaSI - PROGRESS Thematic sections					
a) PROGRESS Employment (min. 20%)		€ 13 259 499	€ 2 646 060	€ 15 905 559	22%
b) PROGRESS Social protection (min. 50%)		€ 8 776 002	€ 32 190 010	€ 40 966 012	57%
c) PROGRESS Working conditions (min. 10%)		€ 4 846 050	€ 2 105 800	€ 6 951 850	10%
d) PROGRESS Cross-cutting issues		€ 4 475 909	€ 3 299 322	€ 7 775 231	11%
EaSI – PROGRESS Social policy experimentation (15-20%)			€ 14 200 000	€ 14 200 000	20% ⁽⁹⁾

Data as at April 2017.

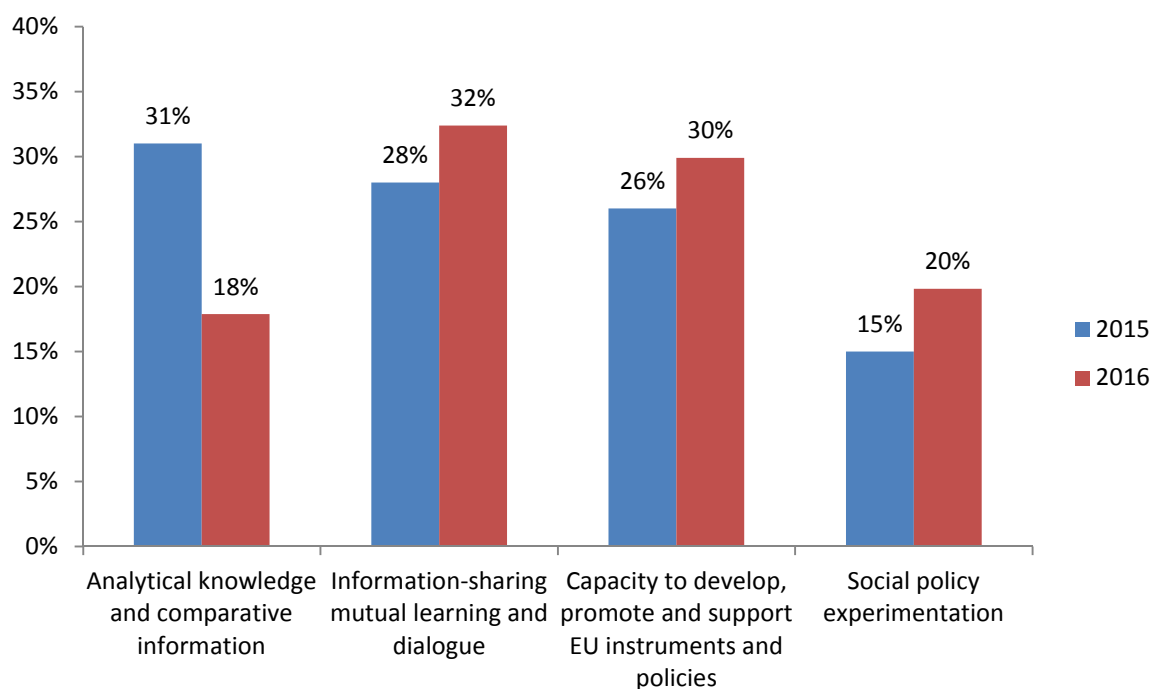
⁽⁷⁾ Global commitments are made on the basis of a Financing Decision and allow for the conclusion of one or more legal commitments up to 31 December of year N+1, in the cases where the procedure for concluding the legal commitments was not possible at the end of year N. There is a final date of implementation for using the global commitments, which in principle is 31 December of the financial year following the one in which it was validated: N+1. Within this deadline, the individual legal commitments must be awarded and signed.

⁽⁸⁾ Please note that "social policy experimentation" is not a thematic section of EaSI, but rather a cross-cutting issue, which is funded from within the EaSI thematic sections.

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Figure 2 shows the share of total commitments devoted to achieving the specific objectives of EaSI. As seen from the figure, in 2015, around 30 % of funding was committed to each of the three EaSI specific objectives – evidence-based policy, information sharing and mutual learning, and capacity building of EU and national organisations – while around 15 % was committed to supporting social policy experimentation. In 2016, a smaller share (around 18 %) was committed for evidence-based policy, while information sharing and learning and capacity building objectives each received larger support (a bit more than 30 % each). In 2016, around 20 % of funding was committed to support social policy experimentation. The reader should note that no specific targets for the share of funding per specific objective were established in the EaSI Regulation and therefore this information is provided only for analytical purposes to better understand the programme’s spending and its trends.

Figure 2. Share of PROGRESS commitments per specific objective in 2015 and 2016



2.1.2. Outputs and key performance indicators

Below the report reviews the performance of the programme under the PROGRESS axis in terms of the short-term (immediate) outcomes that it is expected to achieve.

2.1.2.1. Evidence-based EU policies and legislation

The first specific objective of the PROGRESS axis is to **develop and disseminate high-quality comparative analytical knowledge** in order to ensure that Union policies in the target fields are based on sound evidence and are relevant to the needs, challenges and conditions in the individual Member States and other countries participating in the programme ⁽¹⁰⁾.

Evidence helps policy-makers, both at the European and national levels, to make analysis-based decisions on employment and social issues, with special attention to the impact of crises that may potentially have adverse social effects. Such evidence adds value to the national action by providing a Union dimension and a comparison for

⁽¹⁰⁾ Regulation (EU) No 1296/2013, Article 15 (a).

data-gathering, and by developing statistical tools, methods and common indicators, for the purpose of composing a full picture of the situation in the fields of employment, social policy and working conditions across the Union. It also ensures high-quality evaluation of the efficiency and effectiveness of programmes and policies with a view, *inter alia*, to reaching the Europe 2020 targets and the targets of the Juncker Commission.

EaSI maintains and develops the evidence base necessary for the EU employment, social and equality policies and legislation by financing five specific types of activities: (1) qualitative and quantitative databases; (2) methodologies, classifications, micro-simulations, indicators and benchmarks; (3) surveys, studies, analyses and reports; (4) monitoring and assessment reports on the transposition and application of EU law; and (5) evaluations and impact assessments. For a comprehensive list of outputs produced in 2015-2016, please refer to Annex 2.

EaSI analytical outputs have a **primary purpose to respond directly to the evidence needs of the Commission** in the fields of employment, social protection social inclusion and working conditions. Such evidence is either contracted directly by the Commission (procurement), funded through grants notably with international organisations carrying out research in the relevant fields (such as OECD and ILO), or developed by the networks of independent experts (such as the European Employment Policy Observatory and European Social Policy Network).

Below the report provides an overview of the most important analytical outputs, both financially and content-wise, funded in each of the thematic sections under the PROGRESS axis in 2015-2016.

In the area of **employment**, the largest effort in 2015 was put into improving anticipation of skills needs, analysis of skills supply and labour market needs. Under this thematic section, **the largest amount of funding was committed to the Classification of European Skills, Competences, Qualifications and Occupations (ESCO)**. Throughout the period of 2015-2016, EaSI financed ESCO hosting, reimbursement of experts and technical assistance.

European Skills, Competences and Qualifications (ESCO) database is a Europe 2020 initiative developed by DG EMPL and DG EAC in collaboration with stakeholders and with the European Centre for the Development of Vocational Training (Cedefop). It is a classification of more than 5 000 occupations and 6 000 skills/competences in all EU languages available at: <https://ec.europa.eu/esco/portal/home>.

During the **conference "Intelligent Machines and the Future of Recruitment"** held in Amsterdam on 2 June 2016 the ESCO classification was presented. More than 300 participants discussed major trends that will change the way recruiters work. Better digital tools will support the job search and matching process, while the ESCO classification will make the digital tools better. It will provide a reference language to describe the profiles of people or the expectations of employers in 24 languages. And by using Linked Open Data technology and by offering APIs, it is well suited for the age of digital recruitment. Thus, HR software, job boards, career guidance tools or online professional networks can make use of ESCO when providing services or exchanging information.

In pursuing evidence-based policy-making, data collection activities have received continued support e.g. the EU Labour Force Survey (LFS) ad hoc modules were funded. The EU LFS is an important source of information about the situation and trends in the EU labour market. It is the largest European household sample survey providing quarterly and annual results on labour market participation. The ad hoc module 2016 looked at youth in the labour market; the Labour Force Survey 2017 ad hoc module was aimed at the self-employed in the labour market. These data contribute to the monitoring of progress towards the common objectives of Europe

2020, the European Semester as well as the related 'Youth on the Move' flagship initiative.

In 2015, a pilot activity "Mobility for Professionals" was initiated to examine the need for an EU-level action on short-term mobility of workers already in the job. To this end, a call for proposals (VP/2015/009) was launched. It is expected to result in a review of the legal and administrative situation regarding temporary secondments of an employee in a business established in another Member State and a feasibility test of a job-secondment scheme supporting this kind of professional mobility. The experimentation will cover the secondment of 100-300 mobile workers. Projects funded under this call for proposals will be completed in 2017.

In the monitored period, EaSI has also continued to fund the cooperation with the OECD. In 2015-2016, a number of working papers and policy briefs were published on such topics as entrepreneurship and the integration of refugees. The funded activities also included support for the calculation of tax wedges and effective tax rates on labour to provide an uninterrupted time series of indicators that are fully consistent with the existing measures. These indicators are essential variables to be monitored in the European Semester and are part of Country-Specific Recommendations. The information generated constitutes an important input to the Annual and Quarterly Reviews of the Employment and Social Developments in Europe.

In the policy area of **social protection and social inclusion**, EaSI continued to support EUROMOD and the Social Situation Monitor.

EUROMOD is a microsimulation model covering the tax-benefit systems of all EU Member States and allowing the evaluation of impacts of policy changes on income distribution and poverty as well as on public finances. It is a key tool to enhance the European Commission's capacity for quantitative policy evaluation, notably in the contexts of Europe 2020, the European Semester and the work of the Social Protection Committee.

Under the thematic section of **working conditions**, EaSI contributed *inter alia* to the development of European Statistics on Occupational Diseases (sub-delegated to ESTAT), a study to support the targeted review of the Posting of Workers Directive, a study to prepare the REFIT evaluation of the Written Statement Directive (Dir. 91/533/EEC), a study to prepare the evaluation of the Recast Directive on European Works Councils (Directive 2009/38/EC) and strengthening the knowledge base in the area of occupational health and safety through supporting the work of the International Agency for Research on Cancer (IARC) in the development of their monographs programme and the International Commission on Non-Ionizing Radiation Protection.

In the **cross-cutting** thematic section, EaSI provided ongoing support to maintain and develop the Database on Labour Market Policies. It also funded analytical activities of the Union for Mediterranean Employment and Labour Working Group.

Database on Labour Market Policies (LMP) contains annually collected administrative data on public labour market interventions targeted at the following groups: the unemployed, persons employed but at risk of involuntary job loss and inactive persons who would like to enter the labour market. Labour market interventions are classified by type of action and cover all services and activities of the public employment service together with any other publicly funded services for jobseekers. These include training, job rotation and job sharing, employment incentives, supported employment and rehabilitation, direct job creation and start-up incentives. LMP also include financial assistance that aims to compensate individuals for loss of wage or salary or which facilitates early retirement. The quantitative data on expenditure and participants are complemented by a set of qualitative reports which describe each intervention, how it works, the main target groups, etc. LMP statistics are one of the data sources for monitoring the Employment Guidelines (part II of the Europe 2020 Integrated Guidelines). The guidelines specifically refer to the provision of active labour market policies, which cover LMP measures and LMP services, and adequate social security systems, which include LMP supports.

Monitoring data of the DG EMPL website Europa.eu provides some insights into what types of evidence outputs are mostly downloaded by the users (see Table 3). First, **people most often download outputs that are practical and provide methodological advice**, e.g. a guide for social fund managers (working in the Microfinance and Social Entrepreneurship axis of the programme), and non-binding guides in the field of working conditions.

Proposed Approaches to Social Impact Measurement in European Commission legislation and in practice relating to EuSEFs and the EaSI (published in January 2015) was the most downloaded EaSI publication in the monitoring period. It is a practical guide for social fund managers, which helps them decide whether or not to invest in a particular enterprise. It also helps investors and grant givers to see if the enterprises they had funded have achieved their stated social objectives. The publication gives advice on a methodology which could be applied not only across the European social entrepreneurship sector, but also wider afield. It sets out the proposed approaches to measurement used for assessment and follow-up. It is available in electronic format in English, French, German, Italian, Polish and Spanish.

Second, **stakeholders are also interested in outputs that are periodical and are known to provide a good summary of the Commission's official approach**, e.g. the *Employment and Social Developments in Europe* and *Monitoring good practices in the areas of employment, social affairs and inclusion*. Third, people tend to download outputs that are very concise and that can be used in daily activities with clients, e.g. a leaflet *Your First EURES Job* initiative, or that provide an overview of national policies, e.g. *Minimum Income Schemes in Europe*.

Table 3. Most downloaded policy evidence outputs (from DG EMPL website on Europa.eu) financed by EaSI in the period between January 2015 and March 2017

Title	No. of downloads	No. of monthly downloads
Proposed Approaches to Social Impact Measurement	36 669	1 358.11
Non-binding guide to good practice for implementing Directive 2013/35/EU Electromagnetic Fields - Volume 1 - Practical guide	33 353	1961.94
Non-binding guide to good practice for implementing Directive 2013/35/EU Electromagnetic Fields - Guide for SMEs	19 043	1 120.18
Non-binding guide to good practice for implementing Directive 2013/35/EU Electromagnetic Fields - Volume 2 - Case studies	15 280	898.82
PROGRESS Annual Performance Monitoring Report 2013	8 783	585.53
Policy Brief on Social Impact Measurement for Social Enterprises - Policies for Social Entrepreneurship	7 427	371.35
Your first EURES job - Leaflet - edition 2015	5 276	229.39
Minimum Income Schemes in Europe - A study of national policies	4 615	355.00
Monitoring good practices in the areas of employment, social affairs and inclusion - Report 2	2 745	119.35
Policy Brief on Informal Entrepreneurship	2 732	113.83
Synthesis report - Innovative practices with marginalised families at risk of having their children taken into care	2 636	101.38
A recipe book for social finance	2 627	187.64
Employment and Social Development in Europe 2016	2 589	647.25
The Active Ageing Index and its extension to the regional level	2 502	96.23

Monitoring good practices in the areas of employment, social affairs and inclusion - Report 3	1 891	126.07
Peer Review in the Czech Republic: Provision of quality early childcare services	1 812	164.73
Performance Monitoring Report of the European Union Programme for Employment and Social Innovation (EaSI) 2014	1 809	95.21
Monitoring good practices in the areas of employment, social affairs and inclusion - volume 4	1 617	134.75

Source: EUROPA website monitoring data.

Below the report reviews the contribution of the EaSI analytical outputs to evidence-based EU policies and legislation in terms of the predefined key performance indicators (KPIs). For the complete overview of the KPIs, please refer to Annex 1.

KPI 1. Coverage of the thematic sections by EaSI-funded analytical activities

As in the previous years, **surveys, studies, analyses and reports were the most common analytical outputs** in all thematic sections of EaSI (see Table 4). This category of analytical outputs is broad and includes outputs of different scale, for example, synthesis reports, national reports, policy briefs, cost-benefit analyses, flash reports, research notes and working papers. Therefore, the number of outputs varies among policy areas, especially in the social protection and social inclusion (SPSI) where it is significantly higher than in other areas due to numerous small-scale reports and publications.

Table 4. Number of analytical outputs funded directly by the Commission in 2015-2016 (by type of output and policy area)

Policy areas	Total	Employment	Social protection and inclusion	Working conditions	Cross-cutting issues
Output indicators					
Qualitative and quantitative databases developed or maintained	8	3	2	2	1
Methodologies, classifications, micro-simulations, indicators and benchmarks	3	1	1	-	1
Surveys, studies, analyses and reports	513	36	454	17	6
Evaluations and impact assessment reports	2	1	-	1	-
Monitoring and assessment reports on the transposition and application of EU law	2	-	-	2	-

Source: The table is based on the Catalogue of Outputs, Annex 2.

Most analytical outputs were produced in the policy area of SPSI. In comparison with 2014, their number has increased significantly. This is mainly due to the active work of the European Social Policy Network, EUROMOD and the European Platform for Investing in Children. The most prominent topics of research included fighting poverty, the provision of services for vulnerable social groups and social investment.

In the policy area of employment, most of the analytical outputs were produced as a result of cooperation with OECD, activities of the European Network of Public

Employment Services and the European Employment Policy Observatory. Social Entrepreneurship and Public Employment Services (PES) activities were the most prominent topics.

Most studies in the policy area of working conditions addressed safety and health at work issues. A significant share of them was produced to support the impact assessment for legislative proposals in this policy area. Non-binding guides to good practice for implementing EU Directives is an established output typical to the working conditions field.

KPI 2. Policy initiatives being informed by the programme-supported analytical outputs

Analytical outputs funded through EaSI are instrumental for the Commission in order to provide policy guidance for Member States, so that they reflect and support EU priorities.

In the policy area of employment, knowledge generated by the programme contributed to the Annual Growth Survey, “economic governance package” and European Semester. More specifically, it fed into the Communication on European Semester and country-specific recommendations, into the annual reviews of Employment and Social Developments in Europe, Labour Market Developments in Europe reports and Joint Employment reports.

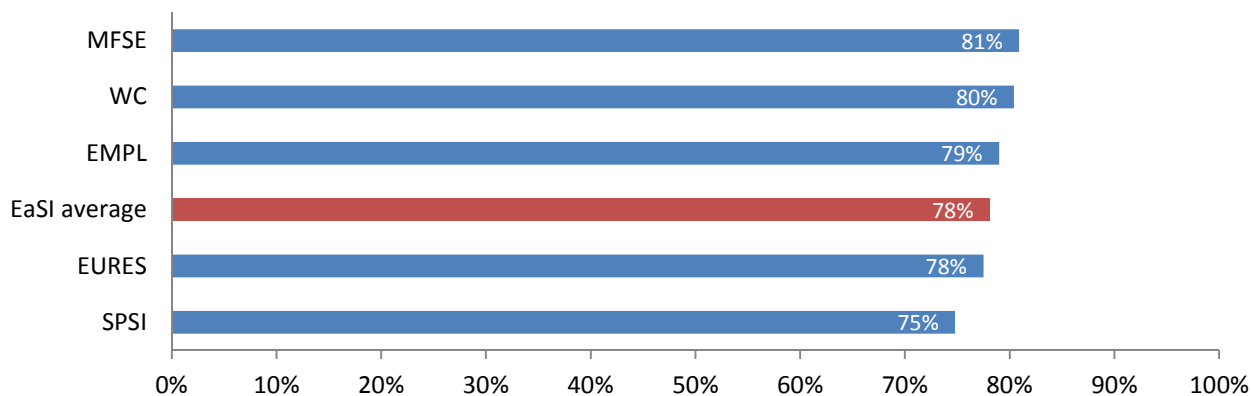
The annual review of Employment and Social Developments in Europe (ESDE) presents the latest data on key employment and social developments and challenges in Europe to underpin the EU policy debate with relevant evidence and analysis. It also provides analytical support for EU and national policy actions in pursuit of the employment and social objectives of Europe 2020.

In the area of SPSI, EaSI-funded policy evidence contributed to a proposed package of measures to support Member States in getting people, especially the longer-term unemployed and younger people, into work and developing a skilled workforce. It also further supported the implementation of the Social Investment Package and the White Paper on Pensions.

In the policy area of working conditions, EaSI directly contributed to the establishment of the European Platform on Undeclared Work in 2016.

The stakeholders’ perception of EU employment and social policy and legislation as being based on evidence has increased since 2014 within all policy areas (from EaSI average of 71 % to 78 %, see Figure 3). The major change has taken place among the stakeholders in the Microfinance and Social Entrepreneurship policy area (MF/SE), from 69 % in 2014 to 81 % in 2015-2016. Stakeholders within the policy area of SPSI are the least willing to agree with the statement that EU employment and social policy and legislation is based on evidence, in comparison with stakeholders within other policy areas, although the share of such respondents has also increased significantly from 65 % in 2014 to 75 % in 2017.

Figure 3. Share of stakeholders acknowledging that EU employment and social policy and legislation is based on evidence (by policy area)

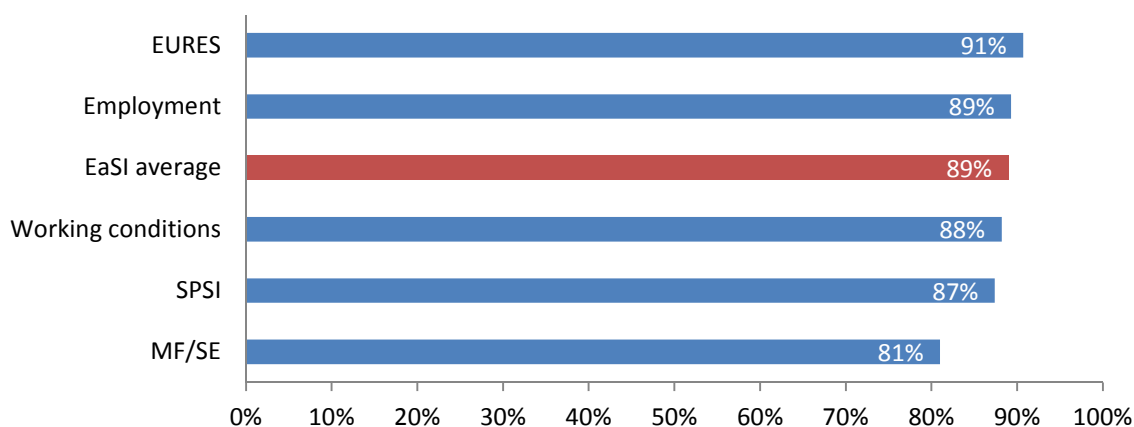


Source: EaSI Stakeholder Survey 2017.

KPI 3. Stakeholders' satisfaction with and declared use of knowledge generated by the Programme

The share of EaSI stakeholders that feels that the evidence produced with support from the Commission in the area of employment and social affairs is useful and reliable has increased since 2014 and remains very positive (see Figure 4). The major increase has taken place among the stakeholders within the MF/SE policy area (by 18 %) and stakeholders within the working conditions policy area (by 8 %).

Figure 4. Share of stakeholders stating that the EU/Commission is a source of useful and reliable information/knowledge in the field of employment and social affairs (by policy area)

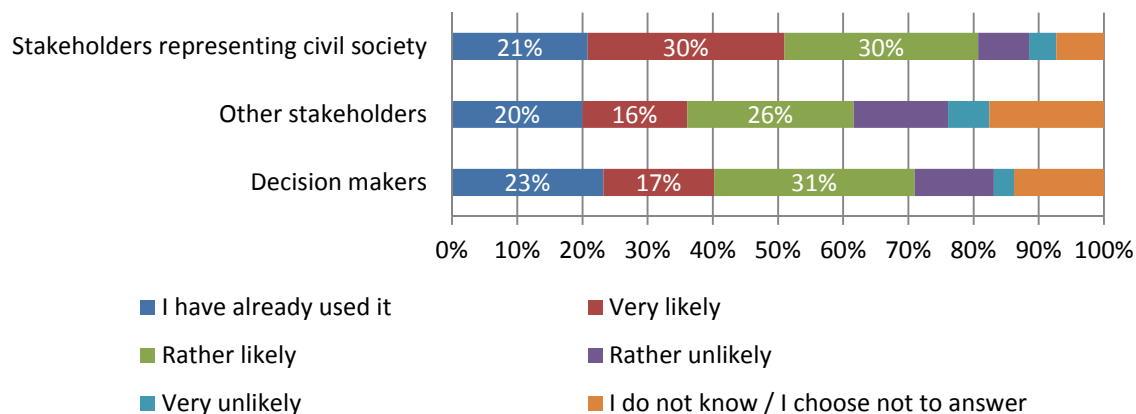


Source: EaSI Stakeholder Survey 2017.

Stakeholders' satisfaction with and declared use of knowledge generated by the programme remains high. Although it has decreased, in comparison with 2014, on average, **about 70 % of stakeholders declare that they have used or intend to use EaSI-funded analytical outputs for policy-making or advocacy** (see Figure 5). The declared use of knowledge has especially increased among the stakeholders representing civil society, while that of other stakeholders (academia, think tanks, and individual experts) has decreased.

The declared use of knowledge among decision-makers remains stable. For example, 23 % of them have actually used EaSI-funded outputs for policy-making or advocacy both in 2014 and in 2015-2016. It is also worth noting, that the declared actual use of outputs among decision-makers is higher than that of stakeholders from other groups.

Figure 5. Share of stakeholders who declare that they have used (or intend to use) EaSI-funded analytical outputs for policy-making or advocacy (by type of stakeholder)



Source: EaSI Stakeholder Survey 2017.

The analysis of examples from the stakeholder survey on how the outputs were used shows that **EaSI-funded analytical outputs feed into all stages of the policy-making cycle at the national level**. Most commonly, evidence is used for policy recommendations, the development of new policy initiatives and establishing priorities, especially in the policy areas of employment and SPSI. For example, it contributed to the national efforts in establishing a fund in Greece, which will offer guarantees and other services to social enterprises.

In the policy area of working conditions, EaSI-funded activities, including IARC monographs, are reliable sources of information for national legislation, while practical guides inspire national guidelines and legislation. For example, in Romania most of the non-binding guides to good practice for implementing EU Directive on health and safety at work, translated into Romanian, were made available to national labour inspectors in the territorial labour inspectorates all over the country. In the UK, IARC monographs were used as a source of references when advising the UK Government on policy relating to chemical hazards. Non-binding guides and IARC monographs were also used for drafting policy conclusions and for campaigning on safety and health at work.

Evidence is also used by the national-level NGOs for lobbying and advocacy work at national and local levels. For example, representatives of NGOs claim that any available methodology, study, good practices or other evidence is very useful in their lobbying and advocacy work with policy-makers and experts on the national and local levels. Each specific piece of evidence can be useful as an example or as an argument when they propose certain solutions or suggestions that are not yet part of the system, but could constitute its improvement.

EuroHealthNet is a not-for-profit partnership of public bodies working from local to regional, national and international levels across Europe. "We are using scientific evidence and good practice examples to support our member agencies within the countries. We also transfer the knowledge from EaSI to other sectors such as the health sector in order to inform policies that address health and social inequalities within and between EU Member States and regions. Common methodologies and good practice guides produced at EU level are really supporting our work with members and partners in policy and project development, networking and communications. Beside the policy evidence and reports mentioned below, we are using reports produced by Eurofound (i.e. Exploring the diversity of NEETs, Inadequate housing in Europe: costs and consequence, or access to healthcare in times of crisis) or the Joint Report on Health Care and Long-term Care Systems and Fiscal Sustainability (2016)."

Quite commonly, EaSI-funded evidence was used for everyday work, especially in the policy areas of EURES and working conditions. For example, a number of stakeholders declared that they **use the EURES Job Mobility Portal daily while informing jobseekers about working abroad and use Extranet as a EURES adviser for**

information and training. The leaflet “Your First EURES Job” is handed to potential users of the programme. Information acquired through EURES channels gives the advisers opportunities to work more professionally and keep them updated on any changes. Non-binding guides and IARC monographs were reportedly used in the management of worker cases and in educating employers on health and safety at work.

Less commonly, EaSI-funded evidence is also used for policy evaluation. For example, the data/statistics provided in the surveys, studies and reports, as well as ideas and trends, were reported to be very helpful in assessing national policy and identifying threats.

Finally, EaSI-funded evidence is often used for academic research. It gives concrete illustrations of cases and provides detailed information, which cannot be easily obtained elsewhere, e.g. on the functioning of social protection systems.

Stakeholders, who were involved in the survey, claimed that they use EaSI-funded evidence, because it is publicly available, allows transnational comparison, provides examples of real, practical situations and helps them find arguments in policy debates. This evidence is useful, because it comes from a trustworthy source and in some cases it is the only independent and global source of information, for example, the IARC monographs.

The stakeholders have also been somewhat critical with regard to language and accessibility of evidence. For example, a few respondents within the EURES area noted that material provided by the Commission or other EU organisations cannot be used directly in customer service because they are written in language which is difficult for the lay person, jobseeker or employer to understand. Therefore, information from leaflets and reports has to be interpreted for the customer. It was also noted that because useful information is not easily accessible, it has to be actively searched for in a huge amount of related and less significant information, which is difficult to do in a busy job situation. Finally, it was noted that knowledge of European policies is not yet sufficiently widespread in local administrations.

In general, **surveys, studies, analyses, monitoring and assessment reports were declared to be most helpful analytical outputs** as judged by the stakeholders in all PROGRESS axis policy areas (see Table 5). The declared helpfulness of databases (LMP, ESCO, EESSI, EUROMOD) has increased since 2014, except for MISSOC and a database on transnational company agreements, and remains high (at least above 50%). Nevertheless, the share of stakeholders who are not aware of EaSI-funded databases such as EUROMOD and EESSI remains stable (about 44 %). A new type of output, monitoring reports on good practices in the areas of employment, social affairs and inclusion, appeared to be decidedly helpful for stakeholders within the policy areas of employment (82 % said it was helpful) and SPSI (81 % said it was helpful).

Table 5. Most helpful analytical outputs as judged by stakeholders

Policy area/output	Share of stakeholders saying that it was helpful:	Share of stakeholders who are not aware of this output:
Employment		
Surveys, studies, analyses, monitoring and assessment reports (in general)	90%	7%
Labour Market Policy database (Eurostat)	88%	8%

Common methodologies, classifications, micro-simulations, indicators, benchmarks and statistical data (in general)	85%	11%
Monitoring good practices in the areas of employment, social affairs and inclusion	82%	15%
Labour Force Survey 2016 and 2017	81%	16%
Employment and Social Developments in Europe 2015 and 2016	78%	18%
Social protection and social inclusion		
Surveys, studies, analyses, monitoring and assessment reports (in general)	85%	10%
Employment and Social Developments in Europe 2015 and 2016	81%	11%
Monitoring good practices in the areas of employment, social affairs and inclusion	81%	14%
Common methodologies, classifications, micro-simulations, indicators, benchmarks and statistical data (in general)	76%	19%
Minimum Income Schemes in Europe - A study of national policies, March 2016	72%	24%
Working conditions		
Surveys, studies, analyses, monitoring and assessment reports (in general)	87%	9%
Common methodologies, classifications, micro-simulations, indicators, benchmarks and statistical data (in general)	82%	15%
Good practice guides, reports, educational material and measures related to information, communication and media coverage	82%	17%
Accidents at work statistics (Eurostat)	79%	15%
IARC Monographs on the Evaluation of Carcinogenic Risks to Humans in 2015 and 2016	56%	38%
EURES (labour mobility)		
EURES Job Mobility Portal	92%	2%
Good practice guides, reports, educational material and measures related to information, communication and media coverage	84%	9%
Surveys, studies, analyses, monitoring and assessment reports (in general)	82%	9%
Your first EURES job – Leaflet – edition, May 2015	81%	10%

Source: EaSI Stakeholder Survey 2017.

2.1.2.2. Effective and inclusive information sharing, mutual learning and dialogue

The second specific objective of the PROGRESS axis is to facilitate effective and inclusive information sharing, mutual learning and dialogue on Union policies in the target fields, at Union, national and international level in order to assist the Member

States and other countries participating in the programme in developing their policies and the Member States in implementing Union law ⁽¹¹⁾.

The knowledge of policies applied in other countries and of their results, including those achieved through social policy experimentation at local, regional and national level, is expected **to broaden the range of options available to policy-makers and thereby trigger new policy developments**. Practical guidance and mutual learning is expected to help the Member States in transposing and applying the Union Directives and ensuring that minimum labour standards are in place and that working conditions improve constantly in the Union, taking into account evolving work patterns and new health and safety risks.

To achieve this objective, the programme funds five main types of activities: (1) exchanges of good practice, peer reviews, mutual learning and training; (2) Council Presidency events, conferences and seminars; (3) guides, reports and educational material; (4) information and communication activities; and (5) information systems to exchange and disseminate information. Below the report provides an overview of information sharing and mutual learning activities funded in each of the thematic sections under the PROGRESS axis.

In the policy area of **employment**, the major share of funding (EUR 6 238 499 in two years) was committed to ongoing support for the Network of European PES. Established in 2014, the network has provided a framework for increasing cooperation between European PES. Its activities include bench learning and mutual learning intended to support PES modernisation and improve PES performance. In the reporting period, the network activities addressed its strategic policy areas: long-term unemployment, youth unemployment, public-private partnerships and the refugee situation.

EaSI also supported biannual meetings of the PES Board. These Presidency events provided an opportunity for representatives of PES to exchange views on employment challenges across the EU. In 2015-2016, representatives discussed new and recurrent issues such as the integration of refugees into the labour market, youth employment, long-term unemployment, the EURES Job portal, the European Pillar of Social Rights, the Skills Agenda and other.

In December 2015, the **PES Network Board** held a first discussion on the refugee situation, which revealed strong interest in holding further discussions and resulted in the establishment of a working group on the issue. The working group was chaired by Norway. Five members of the PES Network joined the group: Austria, Bulgaria, Germany, Finland and Spain. The working group agreed on three tasks: to develop a paper on PES key considerations for the integration of refugees and asylum seekers into the labour market, stocktake ongoing PES activities to support the labour market integration of asylum seekers and refugees, and organise a session at the Commission conference "Measures to support the integration of asylum seekers and refugees", Thursday, 22nd June 2016, Brussels.

The PES network uses a variety of tools for mutual learning. They include: Thematic Review Workshops, Network Seminars, Conferences as well as the production of analytical papers and toolkits and the provision of specific technical assistance. For example, the network and its members have provided technical assistance through peer support for PES modernisation in Bulgaria, Greece and Romania. As a result, the Bulgarian PES developed a modernising strategy, an implementation plan and an updated roadmap, which started to be implemented in July 2016. With assistance from the Commission and 3 PES (Germany, Sweden, and UK), the Greek network of local PES offices introduced a customer telephone contact centre, and a new vacancy portal

⁽¹¹⁾ Regulation (EU) No 1296/2013, Article 15 (b).

in 2016. Finally, the bench learning assessment process and subsequent mutual assistance visits of experts from 3 PES (Denmark, France, and Ireland) has led to the formulation of a PES strategy in Romania.

The **2016 report on PES Implementation of the Youth Guarantee** (YG) indicates some improvement in many aspects of its implementation and monitoring. At the same time, the report certifies the conclusions of previous analysis: that there is 'great potential' and a remaining need for further improvement. The PES need to continue their implementation specifically with regard to widening partnership cooperation, intensifying outreach activities for NEETs, extending the use of e-services and improving access to the supply side of the labour market. There is also a potential for strengthening monitoring, follow-up and the evaluation capacity to ensure the PES' effective role as central players in the YG implementation.

The **PES Knowledge Centre website** (<http://ec.europa.eu/social/PESknowledgecentre>) was launched in 2016 in order to collect and share information on the organisation and services of Public Employment Services in Europe. Analytical papers, practitioners' toolkits, good practice examples, conference outcomes and other reports from the activities of the PES Network are published continuously. The centre aims at offering tools to learn from the experiences from other countries for PES, researchers, stakeholders and citizens. In the **PES practices database** (<http://ec.europa.eu/social/PESpractices>) inspiring practices from PES across Europe can be found. The selected practices focus on issues such as supporting young people and the long-term unemployed, working with schools and management methods.

A significant share of funding was also committed to the European Employment Policy Observatory (EEPO) (EUR 1 727 536 in 2015). EEPO aims to improve European and national policy-making by providing information, analysis and insights on the design, implementation, monitoring and evaluation of policies. In developing its research, the EEPO brings together a network of experts from across the EU. They specialise in a range of topics relating to the labour market and employment, such as unemployment, work-life balance, education systems, skills supply and wages.

The EEPO produces a wide range of research, including regular country-specific research on progress made towards the European Employment Strategy and Europe 2020, thematic EU-level monitoring, contributing to the day-to-day activities of DG EMPL, and the analysis of employment services.

The third largest share of funding was committed to provide continuous support to the Mutual Learning Programme (MLP) in the area of employment (EUR 1 616 489 in two years). It included three thematic seminars, 10 peer reviews for government representatives supported by independent academic expertise, five learning exchanges for a small group of national representatives, one annual dissemination seminar and a database of labour market practices. Topics of the MLP events included the integration of asylum seekers and refugees, measures to address labour market segmentation, upskilling unemployed adults, targeting NEETs, integrating long-term unemployed, developing strategies for employment policy reform, the implementation of the YG and some others.

MLP activities aim to support, coordinate and encourage mutual learning between EU Member States in order to assist progress towards achieving the goals of the Europe 2020 strategy, encourage mutual learning opportunities resulting in policy influence at the EU and national levels, and disseminate the results of the MLP and their contribution to implementing policy objectives to wider audiences.

Thematic Event '**Measures to support the integration of asylum seekers and refugees**' was held on 22 June 2016 in Brussels (Belgium). It brought together representatives from public administrations/agencies (regional/national), social partners, civil society organisations/NGOs from several European countries, as well as representatives from the European Commission, the International Labour Organisation (ILO) and Eurofound. The participants discussed different integration measures in the context of good practice examples across Europe (specifically, in Germany, Norway, Italy, Denmark, Finland, Austria and Sweden)

and considered labour market integration, the role of civil society, skills recognition processes and the role of the private sector in developing new integration approaches. The key policy messages and background documents are available online.

In the period 2015-2016, a number of projects financed by the predecessor PROGRESS programme that aimed to support partnerships and benchmarking between employment services (PARES) and mutual learning in the field of skills and employment, were completed. Their summaries are available in monitoring reports on projects funded by the EaSI programme (19 projects in volume III, 3 projects in volume IV, 6 projects in volume V and 2 projects in volume VI) ⁽¹²⁾.

“Economie verte - un levier pour un emploi durable des personnes handicapées et des seniors” was a project implemented by Pôle emploi (France) www.pole-emploi.fr/accueil/ and nine partners in 2013-2015. The project aimed at setting up a pilot partnership that would secure career paths and employability in the sector "Water, Sanitation, Waste and Air" within the Rhône-Alpes region for the most vulnerable social groups in the labour market: seniors and workers with disabilities. The project partners developed and implemented an integrated and comprehensive support system for jobseekers and companies within the sector. As a result, 54 jobseekers were placed in work and 24 people were placed in training. Moreover, the project partners (employment services, representatives of the sector, target groups, national and regional authorities, research institutes) gained a better understanding of each other's needs, and created new services which open new career paths for the target groups within the sector in the Rhône-Alpes region. All partners have expressed great interest in developing regular relations with Pôle-Emploi and contributing to the partnership beyond the project.

In the policy area of **social protection and social inclusion**, the major share of expenditure in 2015-2016 (EUR 13 347 427 in total) was committed to monitoring, developing and deploying the Electronic Exchange of Social Security Information (EESSI) and its IT project. EESSI is an IT system that will help social security bodies across the EU exchange information more rapidly and securely, as required by EU regulations on social security coordination. Once in operation, the EESSI system will replace the current paper-based exchanges between national bodies on cross-border social security files, so that all data will be exchanged electronically. Benefits of the system for the public will be faster management of claims and faster calculation and payment of benefits. For public administrations it will provide standardised flows of information, better multilingual communication thanks to common structured documents and optimised verification and collection of data.

The second largest share of funding in this area (EUR 4 392 568 in total) was committed to the information sharing and learning activities implemented by the European Social Policy Network (ESPN). Established in 2014, the network has provided the Commission with independent information, analysis and expertise on social policies. It produced five synthesis reports – studies of national policies, each accompanied by 35-36 thematic country reports, and also 69 Flash Reports on the national social policy developments in 2016 and 65 Flash Reports in 2015, accompanied with expert commentaries and further readings.

In 2016, the **ESPN report on work-life balance measures for persons of working age with dependent relatives** in Europe and 35 thematic reports on relevant national policies underpinned the Commission's initiative *A new start to address the challenges of work-life balance faced by working families*. The report took stock of the various measures which help working-age people with dependent relatives balance work and caring responsibilities, and assessed their effectiveness. It examined three main social policy arrangements: leave schemes, cash benefits and benefits in kind, and identified countries with developed and mature support schemes for carers, as well as countries with underdeveloped support schemes for

⁽¹²⁾ The reports are available online on:
<http://ec.europa.eu/social/main.jsp?catId=1081&langId=en&furtherPubs=yes>

carers. The ESPN experts concluded that the work-life balance of caregivers is better in countries which have developed various part-time work arrangements and flexible working time. They also provided recommendations for countries and the European Commission.

A large share of funding (EUR 1 707 662 in total) was also committed to involve stakeholders in the implementation of the EU 2020 Strategy through the European Platform against Poverty (EPAP). Key actions of the platform include monitoring of EU countries' economic and structural reforms through the European Semester, regular scoreboards on the work in progress and the Annual Convention.

Annual Convention for Inclusive Growth 2016 took place in Brussels on 21 March 2016. It represented a firm commitment from the European Commission to reconnect policy-making at European level with the expertise and work of civil society organisations. Five morning workshops tackled the social dimension from the perspectives of active inclusion, social investment, fighting poverty, the European Semester and the integration of refugees. Side events organised by stakeholders gave participants the chance to share their experience through open debate. The 'speed dating' session provided participants with the opportunity to meet project innovators from Austria, Belgium, Denmark, Italy and Sweden and exchange information and best practice about successful social inclusion initiatives. All the discussions and contributions led to a number of recommendations on finding a new balance between a financial Europe and a social Europe.

EaSI has provided continuous support to the Social Policy Peer Review Programme to foster open discussion and mutual learning. In 2015 three peer reviews were organised on the topics of early childcare services, conditional cash transfers and their impact on children and pilot local consultation platforms on child poverty. In 2016 four peer reviews were organised on the topics of active ageing, housing, services for children at risk of poverty and social community teams against poverty.

Each peer review meeting is hosted by one country which presents a selected good practice (e.g. a programme, policy reform, institutional arrangement). It is attended by experts from the European Commission, peer countries and relevant stakeholders who provide feedback on whether the practice discussed is effective, contributes to EU objectives and could be effectively transferred to other countries. All peer reviews result in short reports, discussion papers, host country papers and comment papers from peer countries.

EaSI also funded monitoring of the implementation of the 2013 Commission Recommendation 'Investing in Children—breaking the cycle of disadvantage' through the European Platform for Investing in Children (EPIC) platform. This online platform was set up in 2013 and replaced the European Alliance for Families platform. It aims to share the best of policy-making for children and their families, and to foster cooperation and mutual learning in the field. The platform contains the Evidence-Based Practices (EBPs) section list with over 40 practices that have demonstrated their effectiveness through rigorous evaluation and research. In addition, website users can register innovative practices which have not been evaluated yet in the User Registry, which includes more than 160 practices. The platform also contains country profiles (in English, French and German) which provide an up-to-date overview of current policies for children and their families for each EU Member State. Finally, in the reporting period researchers associated with EPIC have authored seven policy briefs relating to family and child well-being. The topics covered include maternity and paternity policies, education of migrant children, early childhood education and care, and the role of the ESF in supporting childcare provision in the European Union.

Finally, EaSI funded a number of EU Presidency Conferences, such as biannual meetings of the EU's Mutual Information System on Social Protection (MISSOC) network, annual European Social Services Conference, and annual European Meeting of People Experiencing Poverty.

On 6-7 June 2006 the **meeting of the MISSOC network** took place in Amsterdam (the Netherlands). The main goal of MISSOC is to make data and legislation on social security comparable between Member States. The conference focused on child poverty, and included a panel discussion attended by the Dutch Children's Ombudsman, representatives of the ESPN and the European Anti-Poverty Network, among others. MISSOC provides detailed, comparable and regularly updated information about national social protection systems in English, French and German. It also updates a series of guides to national social security systems, designed to inform citizens moving within Europe.

In the policy area of **working conditions**, EaSI has funded recurrent information sharing and learning activities, such as thematic meetings of the Committee Senior Labour Inspectors (SLIC), OSH conferences, meetings of the Group of Directors General for Industrial Relations, high-level meetings between the European Commission and the ILO and annual legal seminars.

A new development in the policy area of working conditions was the European Platform on Undeclared Work (a network of experts). EaSI committed EUR 1 349 178 in 2016 for its implementation in 2015 and 2016. The platform is a European centre of expertise in the field of labour law, employment and LMP, which enhances cooperation between Member States' relevant authorities and other actors involved in fighting undeclared work more effectively and efficiently while fully respecting national competences and procedures. The main objective of the platform is to improve the Member States' capacities to tackle undeclared work in its various forms and drive change at national level in order to promote better working conditions and the emergence of formal employment.

On 27 May 2016, **the European Platform Tackling Undeclared Work** was launched in Brussels. The launch event offered an opportunity to identify and discuss thematic priorities and approaches to undeclared work. A wide range of participants were involved: representatives of labour inspectorates, tax and customs authorities, social security authorities, trade unions, employers' organisations, ministries and other relevant organisations like Eurofound, EU-OSHA and the ILO.

The first plenary meeting of the platform took place on 10 October 2016 in Brussels. During the meeting a working group was established to elaborate the draft two-year work programme. The platform has commonly agreed that the 2017-2018 activities will be guided by three strategic priority axes: cooperation and joint action, mutual learning and increasing knowledge. The platform also adopted the study "Member State Factsheets and synthesis report", which summarises the characteristics of undeclared work and the institutions and policy responses in place to address it, across all 28 Member States.

In 2016, the EaSI programme also funded the creation of a European centre of expertise in the field of labour law, employment and LMP (ECE). It covers legal, regulatory, economic and policy aspects of employment and labour markets, including reforms, in the 28 Member States, European Economic Area (EEA) countries, Candidate Countries and Potential candidates eligible for participation in the PROGRESS axis of the EaSI programme. The centre assists the Commission in its role of ensuring the correct application of EU law across all Member States and monitors reforms in labour legislation as part of the European Semester process within the context of the EU 2020 strategy. It also aims to reinforce the Commission's capacity to anticipate any issues that could arise from the application of EU directives, and analyse potential legal issues and the impact of European Court of Justice rulings. Finally, it is expected to improve awareness and encourage public debate on topical issues of interest for EU labour law and legislation. At the end of 2016 the ECE accomplished its first flash reports on labour law in EU-28 and EEA Member States (see the example box below).

ECE Flash reports give a summary of significant developments in labour law that took place in the Member States of the EU and EEA countries. By December 2016, these developments specifically included legislative initiatives and case-law focused on the following issues: posting

of workers (in 7 countries), collective redundancies (in 5 countries), parental leave, salaries in the public sector, transfer of undertakings and working time (in 4 countries each). The summary is complemented by detailed country reports.

The major allocations for information sharing and learning activities on **cross-cutting issues** in 2015-2016 included communication and publication activities, presidency conferences, awareness-raising action to support social pillar activities, EU-China Seminars, meetings of the Union for Mediterranean Employment and Labour Working Group, Asia-Europe Meeting (ASEM) Labour and Employment Ministers meeting and ASEM Social Partners Forum, EU-US seminars and some others.

On 14 April 2016, **the Union for the Mediterranean (UfM)** held the 5th meeting of its Employment and Labour Working Group in Brussels. During the meeting about 60 participants from labour ministries in the UfM partner countries (EU-28 and 15 Mediterranean countries from North Africa, the Middle East and southeast Europe) and representatives from European institutions reviewed the preparatory work for the Ministerial Conference that had been done in the course of last year. The outcome documents of two ad hoc work groups – on job creation and social dialogue – including recommendations for Ministers, and the first lessons from the job-matching project for young people ('YouMatch') implemented by the German Society for International Cooperation together with the UfM secretariat fed into the UfM Ministerial Conference on Employment and Labour (Jordan, 27 September 2016).

UfM is an intergovernmental organisation of 43 countries from Europe and the Mediterranean Basin established in 2008. It aims to promote stability and prosperity throughout the Mediterranean region. This cooperation is of growing importance against the background of political instability, terrorist attacks and threats of despair and radicalisation among youth from both shores. Partners from the UfM meet once a year to discuss latest developments and ways of cooperation in the area of employment and social issues in the region.

Information on the number of information sharing and mutual learning activities directly funded by the Commission in 2015-2016 are summarised in the table below.

Table 6. Number of information sharing and mutual learning activities funded directly by the Commission

Policy areas Output indicators	Total	Employment	Social protection and inclusion	Working conditions	Cross-cutting issues
Exchanges of good practice, peer reviews, mutual learning events	33	26	7	-	-
Council Presidency events, conferences and seminars	38	7	10	14	7
Training of legal and policy practitioners	1			1	
Guides, reports and educational material	2	2	-	-	-
Information and communication events	1	1	-	-	-
Information systems developed and maintained	-	-	-	-	-

Source: The table is based on the Catalogue of Outputs, Annex 2.

Below the report reviews the programme's performance against the predefined KPIs

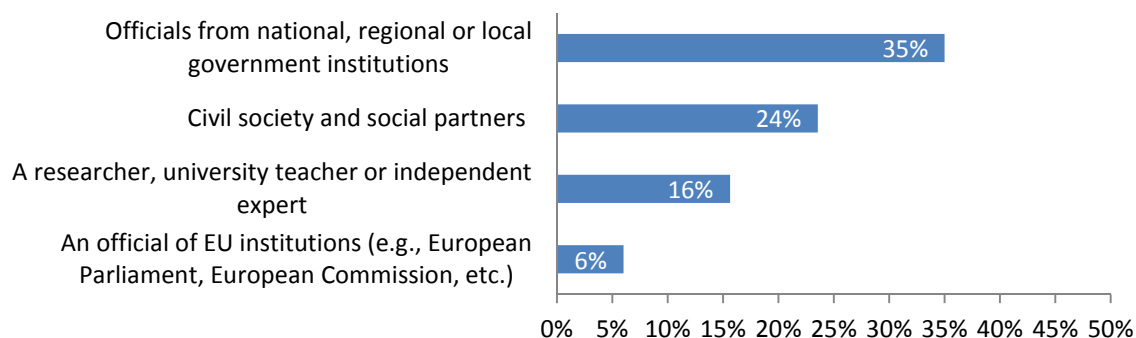
KPI 4. Declared gain of better understanding of EU policies and legislation

Evidence from the survey of participants in EaSI-funded events shows that stakeholders participating in events are very positive about the quality of these events. On average, **87 % of respondents to the survey agreed that they have gained a better understanding of EU policies and objectives by participating in EaSI-funded events**. This is a slight decrease, in comparison with 91 % of such responses in 2014 and 93 % in 2013, when the predecessor PROGRESS programme was monitored. Still, the result is in line with the milestone for 2017, which expects to maintain high results (over 85 % ⁽¹³⁾).

KPI 5. Inclusive policy-making

Analysis shows (see Figure 6) that a majority of participants in EaSI-funded events were officials from national, regional or local government institutions (around a third), whereas other notable target audiences included representatives of civil society and social partners (around 24 %), researchers, university teachers and independent experts (around 16 %) and officials of EU institutions (6 %).

Figure 6. Profile of targeted audiences and actual participants in information sharing and learning activities and their participation trends



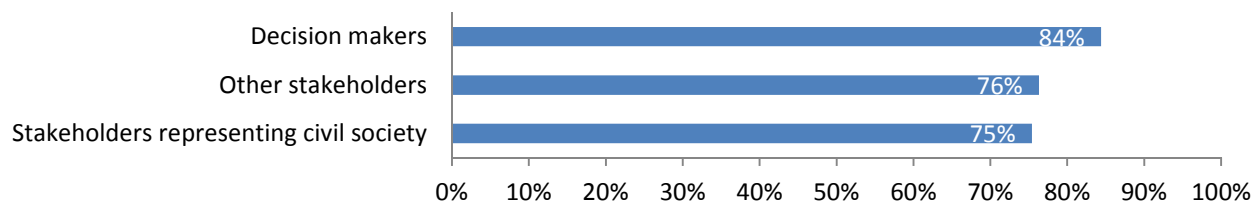
Source: Survey of participants in EaSI-funded events in 2015-2016.

The profile of targeted audiences has not changed since 2014. At that time most of the participants were also national officials (around 33 %), followed by representatives of civil society and social partners (around 20 %), researchers, university teachers and independent experts (around 15 %) and officials of EU institutions (14 %).

The **perception of inclusiveness of debate on EU employment and social policy and legislation has increased since 2014** and remains high among all types of stakeholders (see the two figures below). As in the previous monitoring period, **all types of stakeholders are more positive about the involvement of policy- and decision-makers than the involvement of other stakeholders**. Decision-makers remain the most positive group in this regard. In 2017, stakeholders representing civil society are more positive, in comparison with 2014. The share of stakeholders who acknowledge that the debate on EU employment and social policy and legislation included relevant stakeholders has increased by 12 %.

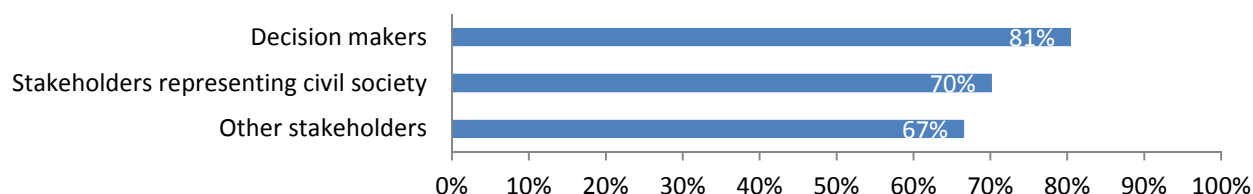
Figure 7. Share of stakeholders acknowledging that the debate on EU employment and social policy and legislation included relevant EU and national policy- and decision-makers

⁽¹³⁾ Milestones and targets are set in the DG EMPL Management Plan 2015.



Source: EaSI Stakeholder Survey 2017.

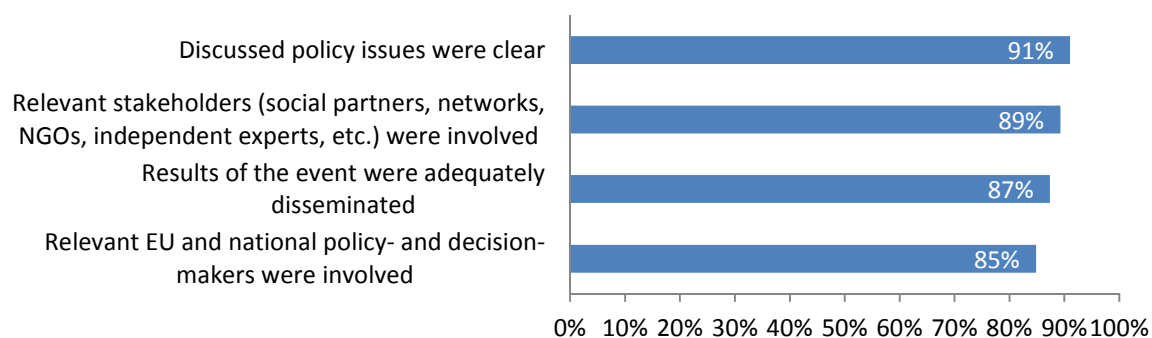
Figure 8. Share of stakeholders acknowledging that the debate on EU employment and social policy and legislation included relevant stakeholders



Source: EaSI Stakeholder Survey 2017.

Participants in EaSI-funded events are even more positive with regard to the involvement of relevant stakeholders, both policy-makers and others, when asked about a specific event (see Figure 9), although slightly less positive than in 2014. **The vast majority of participants in EaSI-funded events (91 %) agree that discussed policy issues were clear.** This is an increase of 11 %, in comparison with 2014. The share of respondents, who agree that results of the event were adequately disseminated, has also increased since 2014 (by 8 %).

Figure 9. Share of participants in events acknowledging that the following principles were followed during an event



Source: Survey of participants in EaSI-funded events in 2015-2016.

Inclusiveness of policy-making can also be expressed in terms of a relative frequency of a Member State being involved (as a host or participant) in peer reviews, mutual learning events and exchanges of good practice in the policy areas of employment and SPSI.

In the period 2015-2016, 10 peer reviews were organised in the policy area of **employment**. Each peer review involved representatives from 10 countries. In total, 30 countries were involved. All EU Member States participated in mutual learning activities at least once, except Hungary and Luxembourg (see Table 7). The most active ones were Estonia, Denmark, Finland and Italy. They participated in seven peer reviews out of ten. Most Member States participated in at least two peer reviews.

Table 7. Participation of Member States in MLP activities in 2015-2016

Number of participations in peer reviews							Hosting countries
1	2	3	4	5	6	7	
Cyprus FYR Macedonia Montenegro Romania	Austria France Greece Lithuania Malta Netherlands Portugal Serbia Slovenia UK	Czech Republic Germany	Bulgaria Ireland Poland Sweden	Belgium Latvia Slovakia Spain	Croatia Norway	Estonia Denmark Finland Italy	France Germany Ireland Malta Netherlands Norway Poland Spain UK

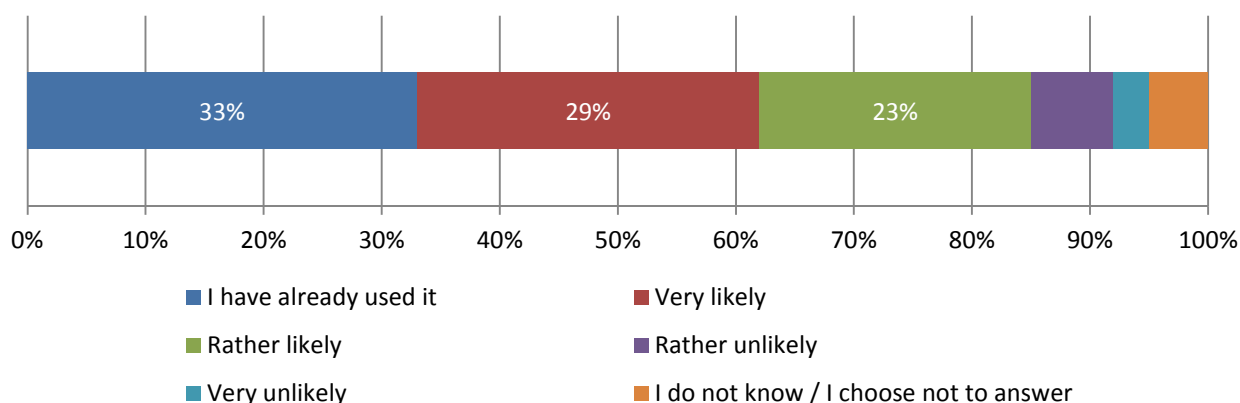
In the policy area of **social protection and social inclusion** seven peer reviews were organised in 2015-2016. All EU Member States participated in SPSI peer reviews, except Portugal, Slovenia and Sweden (see Table 8). Finland was the most active country, it participated in four peer reviews. Most countries participated in at least two peer reviews.

Table 8. Participation of Member States in peer reviews on social protection and social inclusion in 2015-2016

Number of participations in peer reviews				Hosting countries
1	2	3	4	
Austria Cyprus Germany Luxembourg Norway Slovakia The UK	The Czech Republic Croatia Denmark France Greece Hungary Italy Lithuania Poland Spain	Belgium Bulgaria Estonia Ireland Latvia Malta The Netherlands Romania	Finland	Belgium Hungary The Czech Republic The Netherlands Ireland Germany

KPI 6. Use of acquired knowledge

A large majority (around 85 %) of stakeholders who participated in EaSI-funded events say that they have already used (33 %) or intend to use information acquired during the events for policy-making or advocacy purposes (see Figure 10). This is very similar to the share of respondents stating this in 2014, which is used as a baseline value (89 %).

Figure 10. Share of stakeholders who declare that they have used (or intend to use) the information acquired during the events for policy-making or advocacy


Source: Survey of participants in EaSI-funded events in 2015-2016.

The following are some examples of how the results of EaSI-funded events were actually used:

- A participant in the *Eurocarers Regular Annual General Meeting (2-3 September 2015, Gothenburg)* stated that the information gained through this event was useful for development of the new National Careers Strategy in the UK.
- A participant in the *MISSOC network meeting (15-16 October 2015, Luxembourg)* declared that the discussions during the event has helped to improve the website of the Bulgarian Ministry of Labour and Social Policy website. Furthermore, the information regarding the organisation of the social protection of people with disabilities will improve the ongoing reform of the invalidity pensions in Bulgaria.
- A participant of a peer review on *Approaches to integrate long-term unemployment persons (13-14 October 2016, Berlin)* claimed that all the materials and recommendations on the integration of the long-term unemployed into the labour market were integrated into the National Employment Action plan for 2017 in Serbia.
- A participant of a conference on *5th ASEM Labour and Employment Ministers' (3-4 December 2015, Sofia)* stated that the conference was a good start towards strengthening the further commitment of Bulgaria to the ASEM dialogue and cooperation in the labour and employment area. The information and experience gained during the event will also help in organising future events in this area of ASEM dialogue and cooperation.

In the period 2015-2016, a number of new mutual learning activities in the policy area of employment were implemented by the Network of European PES. Established in 2014, the network has organised thematic review workshops, PES network conferences and seminars. The evaluation of PES cooperation, in particular services to implement a 'bench learning' concept within the network, shows that PES have capitalised and communicated results from learning activities within their own organisations, or with their immediate stakeholders⁽¹⁴⁾. Examples of organisational learning and internal changes involve the following:

- Two PES held internal workshops aimed at training staff working with performance management (Lithuania) and customer satisfaction measurement (Portugal).
- The Cypriot PES held a meeting to raise awareness of the importance of developing performance management systems, involving a PES senior manager.
- For the Bulgarian, Greek and Spanish PES learning materials were useful in their day-to-day work.
- For five PES the learning plan was a helpful tool to reflect on the topics and contribute to action-planning (Bulgaria, Cyprus, Greece, Poland Portugal). The plans provided them with a framework to define specific actions that could progress implementation of new systems.

The following positive country-specific learning outcomes were observed:

- Insights provided the Spanish PES with examples to encourage their regional PES to develop a common and coherent customer satisfaction measurement system.
- The Greek PES will introduce changes to their online registration tool, based on discussions with the UK PES on customer satisfaction measurement.

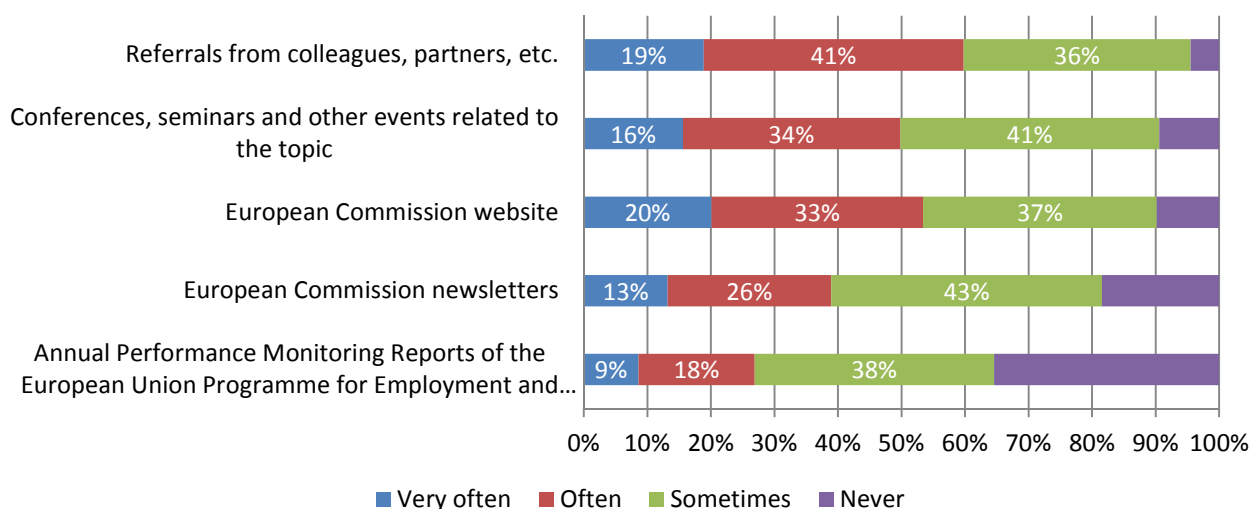
⁽¹⁴⁾ Service contract for measures to enhance cooperation between Public Employment Services (PES), in particular services to implement a 'bench learning' concept within the network of PES (VC/2015/0062), Evaluation Report, Year 2, 30 January 2017.

- The Lithuanian PES has integrated performance management in their strategic planning. They were inspired to introduce a new incentives scheme, and review how local and central PES can better work together to achieve common targets.
- For the Portuguese PES, useful insights on the subject of customer satisfaction measurement included deepening their knowledge of useful methodologies, statistical models, treatment of data and how to disseminate results both internally and externally.

KPI 7. Accessibility of EaSI-funded knowledge and information

As in 2014, EaSI-funded knowledge and information is most commonly accessed through human sources. **Referrals from colleagues, partners, etc. remain the most common source of knowledge about EaSI** (see Figure 11), followed by conferences, seminars and other relevant events. The use of the European Commission website and newsletters is stable. About 90 % of respondents use the EC website and about 80 % of respondents use EC newsletters at least sometimes.

Figure 11. Share of stakeholders claiming that in order to learn about the information and knowledge produced by EaSI they have mostly relied on...



Source: EaSI Stakeholder Survey 2017.

2.1.2.3. Better conditions for social policy innovation

The third specific objective of the PROGRESS axis is to **provide financial support to test social and labour market policy innovations, and, where necessary, to build up the main actors' capacity to design and implement social policy experimentation**, and to make the relevant knowledge and expertise accessible⁽¹⁵⁾.

Social innovations are defined as innovations that are social both as to their ends and their means and in particular those which relate to the development and implementation of new ideas (on products, services and models) that simultaneously meet social needs and create new social relationships or collaborations, thereby benefiting society and boosting its capacity to act⁽¹⁶⁾. Social innovations are tested through project-based social policy experimentation on a small scale, which allows policy-makers and other relevant actors gather evidence on their feasibility.

⁽¹⁵⁾ Regulation (EU) No 1296/2013, Article 15 (c).

⁽¹⁶⁾ Regulation (EU) No 1296/2013, Article 2 (5).

By financing social policy experimentation, **the programme is expected to help Member States identify and analyse innovative solutions and scale up their practical implementation**, so as to assist, where necessary, Member States in increasing the efficiency of their labour markets and further improving their social protection and inclusion policies.

To achieve this objective, EaSI funds three major types of actions: (1) support to test social and labour market policy innovations (through grants to public authorities and organisations); (2) building up the main actors' capacity to design and implement social policy experimentation; and (3) dissemination and awareness raising at national and regional level to encourage shared interest from stakeholders.

To that end, two calls for proposals for policy innovations were planned in 2015 and 2016. By the reporting time one of them was launched. The **call for proposals for social policy innovations supporting reforms in social services** (VP/2015/011) aimed to foster policy innovation in the organisation and delivery of social services aiming at the integration of service users in the labour market. It supported policy innovations implemented on a small scale and in conditions that enable their impact to be measured, before being repeated on a larger scale if the results prove convincing. This allows policy-makers and social service providers to gather robust evidence on the effects of a given policy innovation, and to determine what does and does not work. The amount committed for this call was EUR 10 800 000. This is the biggest share of funding allocated to the PROGRESS axis in 2015. The awarded projects should be completed in 2017-2018.

In the reporting period, eight social experimentation projects funded by the predecessor PROGRESS programme were completed. They are described below in the report.

Moreover, a practical guide on designing and implementing initiatives to develop social finance instruments and markets was published in 2016 with financial support from EaSI. This guide was part of the study that reviewed results of a series of pilot projects across Europe on social innovation through social business and young entrepreneurship.

A Recipe Book for Social Finance (2016) is a guide for practitioners intended to facilitate their access to social finance by encouraging investors to provide suitable supply or build capacity for sound demand. A major source of examples and lessons learned are the pilot projects supported by the European Parliament Preparatory Action titled 'Supporting the demand and supply side of the market for social enterprise finance.' A total of 21 projects are referred to as pilot projects throughout this guide and are used as examples or case studies to illustrate interesting solutions, good practices or innovative approaches.

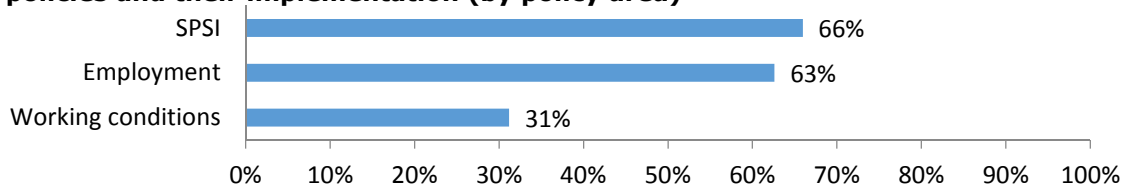
Below the report measures the programme's performance against the predefined KPIs.

KPI 8. Awareness of social policy innovation

In general, around half of key EU and national stakeholders are aware of social policy innovations and their implementation in the fields of active labour market and social protection. Stakeholders within the policy areas of SPSI and employment declare a significantly higher level of awareness than those in the policy area of working conditions (see Figure 12). This could be explained by the fact that most of the social policy innovations are supported in the areas of social protection and employment.

In comparison with 2014, the awareness level of employment stakeholders has slightly increased (by 4 %), the awareness level of SPSI stakeholders has slightly decreased (by 2 %), while the awareness of working conditions stakeholders has notably decreased (by 20 %).

Figure 12. Share of key EU and national stakeholders who are aware of programme-supported social policy innovations in active labour market and social protection policies and their implementation (by policy area)



Source: EaSI Stakeholder Survey 2017.

KPI 9. Description of progress regarding social policy innovation projects

In the period 2015-2016, eight social experimentation projects funded by the predecessor PROGRESS programme were completed. Their summaries are available in the monitoring reports on projects funded by the EaSI programme, volumes III, IV and V ⁽¹⁷⁾. The projects are briefly presented below with a reference to respective volumes of the reports.

Volume III: The project "AGES 2.0: Activating and Guiding the Engagement of Seniors through social media" focused on activating and guiding the engagement of seniors through social media in Italy and the UK. The project "Mentoring Excluded Groups and Networks (MEGAN)" tested the impact of mentoring on employment and social inclusion of vulnerable migrant communities in the UK, Hungary and Portugal.

Volume IV: The project "Tremplin - Insertion professionnelle pour les jeunes diplômés" developed and delivered specific employment services for unemployed youth in France, Poland, Germany and the UK. The project "Engaging Migrant Parents and Children - Raising achievement in Children's Centre's and Schools (EMPAC)" improved the integration of migrant pupils in the UK, Italy and Czech Republic. The project "Insertion professionnelle des jeunes en zones urbaines défavorisées: évaluation d'une action pilote" supported young low-qualified jobseekers from disadvantaged urban areas in France, Denmark and Germany. The project "Door-to-door social inclusion in a multi-ethnic problem district: a cluster randomised trial" collected evidence that the door-to-door approach was useful in improving societal participation of people who are long-term unemployed and live in disadvantaged urban areas.

The Hague (Netherlands) developed and tested a social case management intervention, the **Door-to-Door approach** (DTD), to increase participation and employment of long-term unemployed parents who live in Schilderswijk, a densely populated multi-ethnic neighbourhood. The intervention used specially trained counsellors to provide individual long-term support to people in the target group. It lasted on average 12.5 months (the shortest trajectory took eight months and the longest 16 months). The participants had an initial home visit and about seven additional meetings with their counsellor. Key elements of DTD were specially designed tools to improve communication, frequent contacts and quick follow-up, outreaching through home visits and the commitment of the participants to the project by signing a contract. After the intervention, the Trimbos Institute conducted an effectiveness study to evaluate the impact of this approach. The evaluation shows that occupational participation including voluntary work increased in 40 % of 111 persons in the DTD programme compared to 27 % of 85 persons in the control group who had only a minimum of support. Also 5 % of DTD participants gained and kept paid competitive or supported employment during follow-up, against none of the control participants.

Volume V: The project "Evaluating an Intervention for Pupils Excluded from School" explored and expanded the evidence base on the nature of school exclusion and its impact on children (implemented by the Greater London Authority and the University

⁽¹⁷⁾ Please visit: <http://ec.europa.eu/social/main.jsp?catId=1081&langId=en&furtherPubs=yes>.

of Cambridge). The project "Fostering Intergenerational Entrepreneurship" aimed to simultaneously integrate young people and senior citizens in the labour market and create employment through entrepreneurship activity in partner countries: Portugal, Spain and the UK.

The project, branded as **United at Work**, was implemented by organisations in Portugal, the UK and Spain in the period 2013-2015. It targeted young people under 30 and senior citizens between 50 and 64. The project aimed to simultaneously integrate young people and senior citizens in the labour market and create employment through the entrepreneurship activity. The methodology of the project consisted of three subsequent phases: public debate, Intergenerational Entrepreneurship Programme and dissemination. As a result, 1942 participants were engaged in a two-month phase of public debate, 40 participants (31 senior and 9 young individuals) and 19 projects reached the end of the Incubation sub-phase, thus concluding the Intergenerational Entrepreneurship Programme, and the project results were disseminated through the project website, international conferences and special publications. Intergenerational teams created joint companies and developed products and services in the fields of health, emotional and psychological support, education, culture, tourism, communication, management, accounting, auditing, taxation, information technologies and other.

2.1.2.4. Greater capacity of national and EU organisations

The fourth specific objective of the PROGRESS axis is to provide EU and national organisations with financial support to increase their capacity to develop, promote and support the implementation of Union instruments and policies in the target fields and relevant Union law ⁽¹⁸⁾.

Social partners and civil society organisations play a key role in promoting quality employment and combating social exclusion and poverty, as well as in fighting unemployment. Therefore, the programme funding is used to involve social partners and civil society organisations in mutual learning and in the development, implementation and dissemination of new policies.

To achieve this objective, EaSI funds the following types of actions under the PROGRESS axis: (1) support with regard to the operating costs of key Union-level networks; (2) capacity-building of national administrations and specialist services responsible for promoting geographical mobility designated by the Member States and microcredit providers; (3) organisation of working groups of national officials to monitor the implementation of Union law; (4) networking and cooperation among specialist bodies and other relevant stakeholders, national, regional and local authorities and employment services at European level; (5) funding of European-level observatories and the exchange of personnel between national administrations.

In the policy area of **employment**, EaSI has funded awareness raising, dissemination and outreach activities on YG offers. Two similar calls for proposals on this action were launched in 2015 and 2016 (VP/2015/005 and VP/2016/008). Funding of EUR 1 076 033 in 2015 and EUR 1 640 033 in 2016 was committed for these calls. At the time of reporting, no results of the funded projects were available. They are expected in 2017-2018.

In the policy area of **SPSI**, EaSI has funded operating costs of the key Union-level networks, the activities of which relate to and contribute to the objectives of the PROGRESS axis. Two calls for proposals were launched in 2015-2016 to support social NGO networks at EU level active in the promotion of social inclusion and poverty reduction and access to finance (VP/2015/010 and VP/2016/012). The committed

⁽¹⁸⁾ Regulation (EU) No 1296/2013, Article 15 (d).

amount of funds was EUR 9 265 000 in 2015 and EUR 9 400 000 in 2016. This accounted for the biggest share of funding in the area of SPSI.

A summary of activities implemented in 2015 by EaSI-supported organisations active in the fields of social inclusion, poverty reduction, microfinance and social enterprise finance is available in the monitoring report on projects and organisations funded by the EaSI programme, vol. V.

In the policy area of **working conditions**, EaSI and its predecessor PROGRESS have funded national and transnational cooperation projects through the calls for proposals on posting of workers: enhancing administrative cooperation and access to information. In 2015-2016 two calls for proposals were published (VP/2015/007 and VP/2016/006). They aim to enhance the implementation, application and enforcement of Directive 96/71/EC on the posting of workers in the framework of the transnational provision of services. The budget committed to these calls was EUR 1 650 000 in 2015 and EUR 2 601 638 in 2016.

In the reporting period, seven projects from previous calls in the field of posting of workers were completed. Summaries of these are available in the monitoring reports on projects funded by the EaSI and the predecessor PROGRESS programme, volumes III, IV and VI.

Update and promotion of the FIEC-EFBWW Posting website was a project implemented by the European Construction Industry Federation (FIEC) and European Federation of Building and Wood Workers (EFBWW), in the period 2014-2015. It resulted in a freely accessible and regularly updated website <http://www.posting-workers.eu/> with renewed information on national legislations or new information on countries that were not covered previously. Also, the project increased the visibility of the website, especially in the 'worker-sending' countries, and established a regular communication campaign to maintain the high visibility of the website beyond the duration of the project.

Below the report reviews the programme's performance against the predefined KPIs.

KPI 10. *Capacity of the key EU-level NGO networks to further develop, promote and support the implementation of EU employment and social policy and legislation*

The thematic coverage of the EU employment and social policy priorities by the key EU-level NGO networks are in line with the Europe 2020 priority of inclusive growth, especially, the EPAP and social exclusion and the inclusive finance sector (see Table 9). **Activities of the networks are targeted at the most vulnerable social groups:** children and young people, people with disabilities, people living in poverty, Roma people and undocumented migrants, who are in great need of empowerment and support. EaSI-supported networks enable them to represent their interests and ensure cooperation at the EU level. Also, the networks focus on providing necessary services for their target groups, including social and health care services, housing, informal care, rehabilitation services and microfinance and promote the respect of their human rights. The number of EaSI-supported networks and their thematic coverage of the EU employment and social policy priorities has not changed since 2014.

Stakeholder awareness of a network indicates its visibility, which is a pre-condition for effective advocacy work and outreach of target groups. Since 2014, all EaSI-supported networks, except for a few, have increased their visibility among stakeholders or it remained stable (see the table below). As in 2014, the **two most visible EaSI-supported networks are Caritas Europe and the European Social Network. The most significant increase in visibility was made by the European Microfinance Network (10 % increase), Fundacja Microfinance Centre (9 % increase), European Anti-Poverty Network and European Venture Philanthropy Association (both 8 % increase).**

Table 9. A list of EaSI-supported key EU-level NGO networks and the share of stakeholders aware of each network

Title of network	Policy area	Share of stakeholders aware of this network (%)	Change since 2014
Caritas Europa	Fighting poverty and social exclusion	55.32%	Stable
ESN (European Social Network)	Local public social services	53.19%	Increase
Eurocities	Reinforcing the role of local and municipal governments	42.29%	Decrease
Eurochild	Improving the quality of life of children and young people	31.12%	Decrease
EAPN	Fighting against poverty and social exclusion	30.85%	Increase
European Network of Social Integration Enterprises (ENSIE)	Social integration economy	28.19%	Increase
EMN (European Microfinance Network)	Microfinance	26.86%	Increase
EASPD (European Association of Service Providers for Persons with Disabilities)	Promoting equal opportunities for people with disabilities	25.80%	Stable
Solidar	Social policy, international cooperation, education, migration	25.80%	Stable
FEANTSA (The European Federation of National Organisations Working with the Homeless)	Tackling homelessness and its effects	23.40%	Decrease
EuroHealthNet	Health and health equity	22.87%	Decrease
COFACE (Confederation of Family Organisations in the European Union)	Family	22.34%	Increase
Eurocarers	Informal care	21.54%	Increase
ERGO (Roma inclusion NGO)	Roma inclusion	19.15%	Increase
Eurodiaconia (European Federation for Diaconia)	Poverty and social exclusion, social and health care services and the future of social Europe	18.62%	Stable
European Platform for Rehabilitation	Providing rehabilitation services to people with disabilities and other disadvantaged groups	15.43%	Increase
EVPA (European Venture Philanthropy Association)	Social investment and venture philanthropy	13.56%	Increase
MFC (Fundacja Microfinance Centre)	Microfinance	12.50%	Increase
PICUM (Platform for international cooperation on undocumented migrants)	Promoting respect for the human rights of undocumented migrants within Europe	11.44%	Decrease

Source: EaSI Stakeholder Survey 2017.

The table below presents a detailed overview of all outputs prepared by the supported key EU-level NGOs in 2015.

Table 10. Outputs produced by the EaSI-supported key EU-level NGO networks in 2015

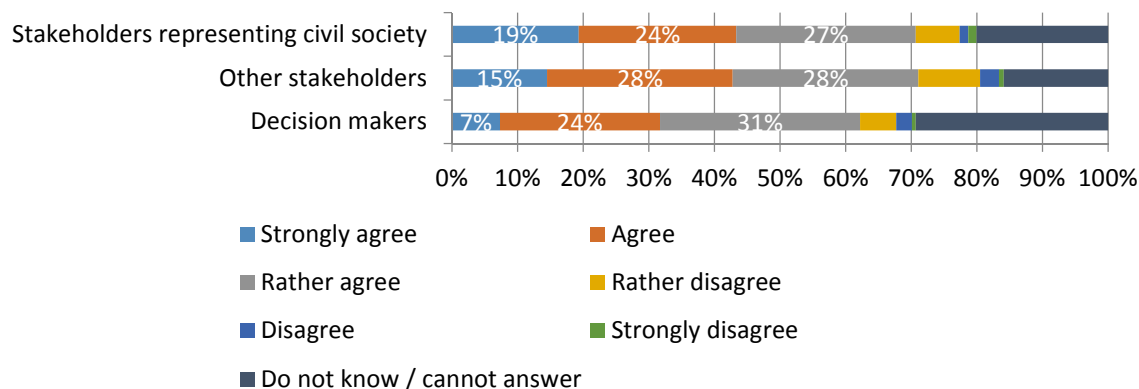
	Social Protection and Social Inclusion	Microfinance and Social Entrepreneurship
Number of networks/NGOs	16	3
Number of newly developed and/or maintained quantitative and qualitative databases	24	6
Number of common methodologies, classifications, micro-simulations, indicators and benchmarks	18	0
Number of reports: surveys, studies, analyses and expertise	415	32
Number of evaluations and impact assessments	26	3
Number of monitoring and assessment reports on the transposition and	69	4

implementation of Union law		
Number of training sessions of legal and policy practitioners	25	4
Number of individuals who participated in training sessions of legal and policy practitioners	424	441
of which, number of women	258	243
Number of good practice, peer reviews and mutual learning events	116	15
Number of individuals who participated in exchanges of good practice, peer reviews and mutual learning events	3 025	380
of which, number of women	1 687	229
Number of conferences, seminars and other high-level events	82	33
Number of individuals who participated in conferences, seminars and other high-level events	5 864	845
of which, number of women	3 159	348
Number of guides, educational material	95	2
Number of information systems developed and maintained in order to exchange and disseminate information	113	4
Other information and communication actions (including those targeted to the media)	638	41
Number of EU multilingual digital platforms and electronic exchange systems	18	0
Number of provisions of information, counselling, placements and recruitment services	127	67
Number of events supporting capacity building actions	129	22
Number of individuals who participated in events supporting capacity building actions	2 278	928
of which, number of women	1 408	436
Number of working groups organised for national officials to monitor the implementation of Union law	12	0
Number of individuals who participated in working groups organised for national officials to monitor the implementation of Union law	254	0
of which, number of women	137	0
Number of events supporting networking and cooperation meetings	86	24
Number of individuals who participated in events supporting networking and cooperation meetings	1 829	575
of which, number of women	1 017	257
Number of exchanges of personnel between national, regional and local administrations	8	11
Number of individuals who participated in exchanges of personnel between national, regional and local administrations	15	0
of which, number of women	9	0

Source: Final technical implementation reports of the operating grants in 2015. Data for 2016 is not yet available.

Key EU-level NGO networks funded through EaSI are reportedly a useful source of information on EU employment and social policy. This was acknowledged by 68 % of stakeholders who were involved in the survey in 2017, the same share as in 2014. Stakeholders representing civil society remain the most positive type of stakeholders in this respect (see Figure 13), while decision-makers are slightly less positive than they were in 2014.

Figure 13. Share of stakeholders acknowledging that key EU-level NGO networks are a useful source of information on EU employment and social policy (by type of stakeholder)



Source: EaSI Stakeholder Survey 2017.

The following are examples of how the evidence produced by EaSI-supported EU-level NGO networks contributed to the development of specific policy outputs:

- Caritas Europa provides input to EU and national-level decision-makers with regard to 1) the development and implementation of social policies; 2) their impacts, risks, and gaps identified (using the European Semester and Economic Adjustment Programmes as a benchmark); and 3) constructive proposals on the development of the European social model(s) in the future, with a special focus on family. In 2016 Caritas published the 'Caritas CARES report,' which, based on evidence collected by Caritas organisations across Europe, identifies concrete causes of poverty, inequality and exclusion in European societies and formulates recommendations to address them.
- EUROCITIES collects data on and publishes designated reports (e.g. Cities & Migrants report 2015) on the best approaches and innovative practices to address social inclusion, poverty reduction and active inclusion at city level as well as good practice on the implementation of the Social Investment Package.
- PICUM has improved the evaluation of the Employer Sanctions Directive in the area of undeclared work and in-work poverty and social exclusion.
- COFACE published the European Reconciliation Package in 2015. This key policy document was the main policy outcome of the 2014 Year of Reconciling Work and Family Life. It applied a systemic approach to the complex issue of work-life balance, to both its related challenges and possible solutions.
- ENSIE provides evidence about Work Integration Social Enterprises (WISEs) in Europe through a database which gathers information on such organisations from 41 European countries.
- EAPN produced commentaries on the Europe 2020 process, monitoring reports on the implementation of NRPs and CSRs, and communicated the key findings to EU and national policy-makers.

More detailed information on the activities of all EaSI-funded NGO networks is available in the monitoring report on projects and organisations funded by the EaSI programme, volume V.

KPI 11. Declared effectiveness of capacity building

According to evidence provided by the survey of participants in EaSI-funded events, on average 84 % of participants declare a change in their capacity to further develop, promote and support the implementation of EU employment and social policy and legislation as a result of EaSI-funded activity. This is slightly less than in 2014 (88 %).

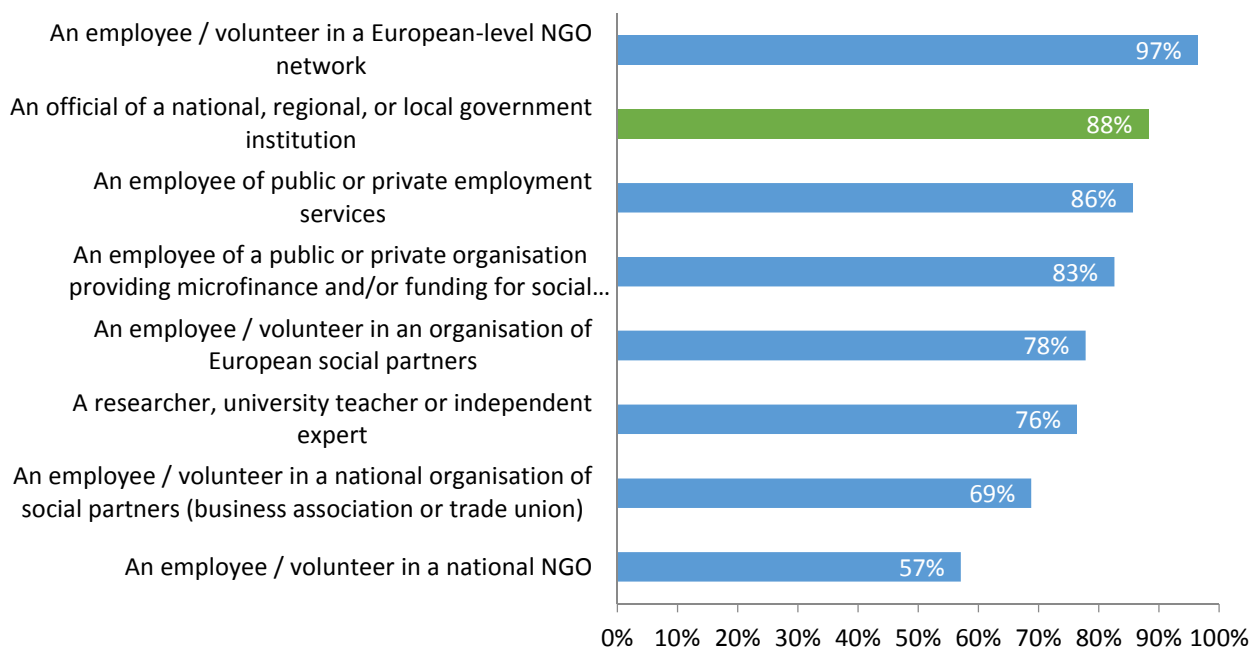
KPI 12. Active collaboration and partnership between government institutions of the EU and Member States as well as relevant EU and national organisations

Active collaboration between various organisations formulating, promoting and implementing EU policy and legislation is of key importance in reaching Europe 2020 policy objectives. In general, the sense of collaboration with EU institutions is very strong among all types of stakeholders (see Figure 14). Since 2014, it has particularly increased among employees/volunteers in European-level NGO networks (by 15 %) and employees of public or private employment services (by 9%). The latter might be explained by activities of the Network of European PES established in 2014. In the period 2015-2016 information sharing and learning activities of the network received a major share of funding in the policy area of employment.

On the other hand, the reported collaboration of European social partners and EU institutions has decreased by 14 % and that of national social partners has decreased by 5 %. Employees/volunteers in national NGOs are the group with the poorest sense of collaboration with EU institutions, in comparison with other stakeholder groups. This has not changed since 2014.

The share of officials working in national, regional and local government institutions indicating that they collaborate actively with government institutions of the EU has increased by 2 % since 2014 and remains very high (88 % in 2017). This result is in line with the milestone for 2017 (maintain high results over 85 %), provided in the management plan of DG EMPL 2015.

Figure 14. Share of officials working in the following organisations indicating that there is a sense of collaboration between their organisation and the EU institutions



Source: EaSI Stakeholder Survey 2017.

2.2. EURES AXIS

The EURES axis of the programme supports actions in the following *thematic sections*:

- transparency of job vacancies, applications and any related information for applicants and employers (minimum 32 % of funding);
- development of services for the recruitment and placing of workers in employment through the clearance of job vacancies and applications at Union level, in particular targeted mobility schemes (minimum 30 % of funding);
- cross-border partnerships (minimum 18 % of funding) ⁽¹⁹⁾.

2.2.1. Financial implementation

Table 11 and Table 12 provide an overview of the indicative and actual commitments under the EURES axis per thematic section in 2015 and 2016, respectively.

The table for 2015 below shows that the amounts of funding committed in 2015 were in line with the EaSI Regulation regarding the minimum amounts of funding to be allocated for different thematic sections. Quite a lot more than the minimum amount (48 % instead of 30 %) was committed in 2015 to develop services for the recruitment and placing of workers.

Table 11. Indicative and actual commitments under EURES axis in 2015

EaSI Axis and Thematic sections	Indicative commitments	Budgetary execution			
		Actual (individual) commitments	Global Commitments ⁽²⁰⁾	Total commitments	Share in total commitments of axis ⁽²¹⁾
EaSI - EURES	€ 23 090 525	€ 16 876 123	€ 6 218 351	€ 23 094 474	
EaSI - EURES Thematic sections					
a) EURES Transparency of job vacancies (min. 32%)		€ 7 361 792	€ 218 351	€ 7 580 143	33%
b) EURES Development of services (min. 30%)		€ 4 984 507	€ 6 000 000	€ 10 984 507	48%
c) EURES Cross-border partnership (min. 18%)		€ 4 397 824	€ 0	€ 4 397 824	19%
d) EURES Cross-cutting issues		€ 132 000	€ 0	€ 132 000	0.15%

Data as at April 2017.

In 2016, the committed funding in the thematic section on cross-border partnerships was slightly below the target foreseen in the regulation (around 16 % of the overall budget was committed instead of the foreseen minimum of 18 %). The same situation was indicated in the thematic section on the transparency of job vacancies (27 % vs 32 %). Once again, more funding than the foreseen minimum was committed for the development of EURES services. It must be noted that, according to the EaSI Regulation, the foreseen minimum amounts can be reached by the Commission by the

⁽¹⁹⁾ Any remainder shall be allocated to one or more of the thematic sections referred to above or to a combination of them (cross-cutting issues).

⁽²⁰⁾ Global commitments are made on the basis of a Financing Decision and allow for the conclusion of one or more legal commitments up to 31 December of year N+1, in the cases where the procedure for concluding the legal commitments was not finalised at the end of year N. There is a final date of implementation for using the global commitments, which in principle is 31 December of the financial year following the one in which it was validated: N+1. Within this deadline, the individual legal commitments must be awarded and signed.

⁽²¹⁾ The sum is more than 100 % due to providing no decimal places in the first three numbers (rounding-up). The numbers with two decimal places would be: 32.96%; 47.76%; 19.12%; 0.15%.

end of the programme implementation. It is not necessary to reach the minimum targets every year; however, this information might serve as a good indication where the Commission will have to invest more during the upcoming year until 2020.

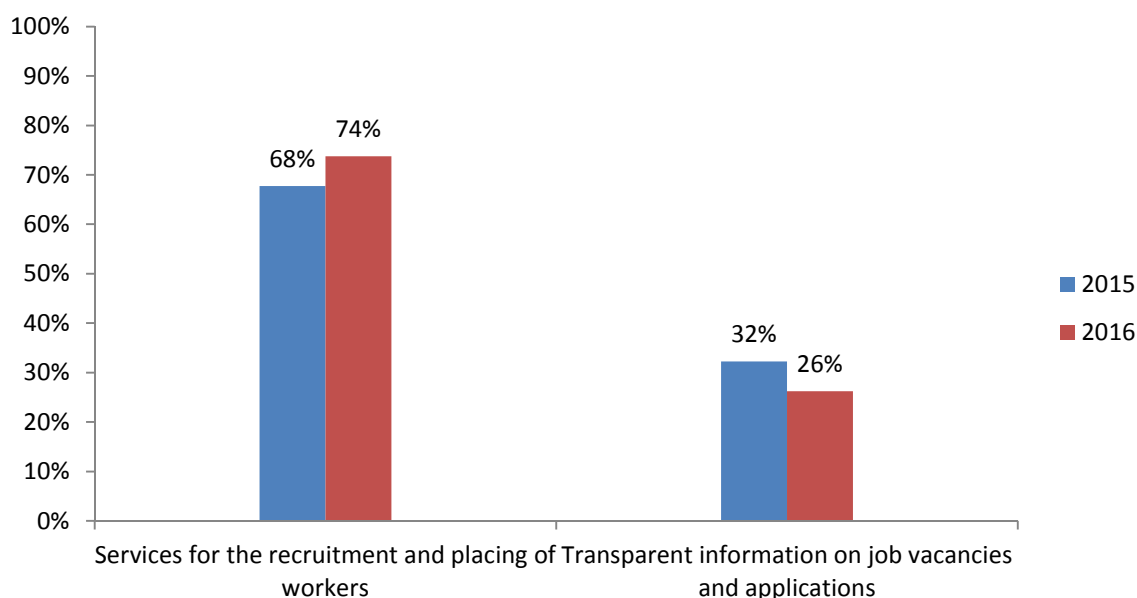
Table 12. Indicative and actual commitments under EURES axis in 2016

EaSI Axis and Thematic sections	Indicative commitments	Budgetary execution			
		Actual (individual) commitments	Global Commitments	Total commitments	Share in total commitments of axis
EaSI - EURES	€ 22 450 000	€ 22 864 342	€ 0	€ 22 864 342	
EaSI - EURES Thematic sections					
a) EURES Transparency of job vacancies (min. 32 %)		€ 6 198 801	€ 0	€ 6 198 801	27%
b) EURES Development of services (min. 30 %)		€ 12 338 342	€ 0	€ 12 338 342	54%
c) EURES Cross-border partnership (min. 18 %)		€ 3 749 215	€ 0	€ 3 749 215	16%
d) EURES Cross-cutting issues		€ 577 983	€ 0	€ 577 983	3%

Data as at April 2017.

As shown in Figure 18, the distribution of EURES commitments per specific objective was very similar in 2015 and 2016. In both years, roughly two thirds of funding was committed to support the services for the recruitment and placing of workers (including cross-border partnerships), while one third of funding was committed to ensuring that information on job vacancies and applications is made transparent for EU jobseekers and employers. The reader should note that no specific targets for the share of funding per specific objective were established in the EaSI Regulation and, therefore, this information is provided only for analytical purposes of better understanding the programme's spending and its trends.

Figure 15. Share of EURES axis commitments per specific objective in 2015 and 2016



2.2.2. *Outputs and key performance indicators*

Below the report reviews the performance of the programme under the EURES axis in terms of the short-term outcomes that it is expected to achieve.

2.2.2.1. **Transparent labour market information**

EaSI aims to ensure that job vacancies, applications, the corresponding information and advice, as well as any related information, such as that concerning living and working conditions, are made transparent for the potential applicants and the employers. Actions funded in order to achieve this **contribute to promoting voluntary geographical mobility and, subsequently, to boosting employment opportunities throughout Europe.**

Transparency of labour market information is being achieved through exchange and dissemination of available vacancies and applications at transnational, interregional and cross-border level, through the use of standard interoperability forms for job vacancies and applications and through other suitable means, such as individual counselling and mentoring, especially for the low skilled. An important instrument for achieving this goal is the maintenance, hosting, translation and help desk of the EURES Job Mobility Portal for the clearance of job vacancies and applications. Also, training on EURES services to be offered to both jobseekers and employers are being organised for EURES advisers.

EaSI is expected to contribute to making labour market information more transparent across the EU to the extent that:

- EURES Job Mobility Portal is an increasingly relevant instrument not only for ensuring transparency of information, but also for recruitment and placement;
- EaSI-funded mutual learning events, training activities and policy evidence are improving the understanding of key actors and other stakeholders of EU policies, objectives and legislation related to geographical mobility as well as awareness about successful new practices.

In order to fulfil these expectations, the following actions were funded by the programme in 2015-2016:

- a new multilingual digital EURES Job Mobility Platform for the clearance of job vacancies and applications was launched in late 2014 featuring a new and improved search engine and key-word based skills database;
- information and communication activities to raise awareness of the benefits of geographical and occupational mobility in general and of the activities and services provided by EURES;
- mutual learning among EURES actors and training of EURES advisers, including EURES cross-border partnership advisers.

In 2014, a new version of the EURES portal was released. Changes from the previous version include: (i) more user-friendly architecture of the portal; (ii) improved CV online application which includes a keyword-based approach allowing jobseekers to easily describe their skills and experience and for potential employers to access this information regardless of the language of input; (iii) improved job search engine; and (iv) skills passport allowing employers to search for specific skills needed in a particular sector, including the information on how they were acquired.

Below the report assesses the extent to which the above-mentioned outputs have contributed to making labour market information more transparent at the EU level in terms of the KPIs.

KPI 13. *Number of visits to the EURES Job Mobility Portal*

This is a quantitative indicator aiming to monitor the monthly number of visitors to the EURES Job Mobility Portal. The estimated number from 2015 is **1.76 million visitors per month**, which has increased from the 0.85 million (i.e. more than doubled) established in the previous Performance Monitoring Report for 2014.

Table 13. Number of monthly visits to EURES Job Mobility Portal (millions)

2014	2015	Change
0.85	1.76	▲ 107%

Source: Single Market Scoreboard. Data for 2016 was not available for this indicator at the time of monitoring.

Even though data for 2016 was not available, the average number of monthly visits to the EURES Job Portal in 2015 already exceeded the milestone (1.5) set for 2016 in DG Employment 2014 Annual Activity Report ⁽²²⁾.

KPI 14. Profile of jobseekers and employers registered in the EURES Job Mobility Portal

By 10 February 2017, there were more than 300 000 jobseekers and over 8 000 companies registered on the EURES portal. This marks a substantial positive change since 2014. Even though, due to their cumulative nature, these numbers were expected to increase, they have nevertheless doubled since 2014, which marks a significant positive change.

Table 14. Number of jobseekers, research profiles and companies registered on EURES website

Indicator	Value defined in the first Performance Monitoring Report 2014	New value for 2017	Change
CVs	146 450	303 443	▲ 107%
Search profiles	1 006	4 039	▲ 301%
Companies	3 508	8 326	▲ 231%

Source: EURES Job Mobility Portal 2017.

Despite the change in numbers, the overall profile of jobseekers has remained stable since 2014. The tables below present the profiles of jobseekers in terms of country of origin, educational level, education field and desired occupation.

Italy and Spain remained the countries with most jobseekers registered on EURES Job Mobility Portal. Overall, the list of Top 10 countries remained largely the same, though the country positions changed slightly.

Table 15. Top 10 countries with the highest number of jobseekers

Number	Country	Number of jobseekers (number of job eekers in 2014)
1.	Italy	59 334 (29 594)
2.	Spain	48 104 (24 932)
3.	France	14 525 (5 167)
4.	Romania	14 326 (7 837)
5.	Portugal	13 610 (6 056)
6.	Croatia	13 202 (8 420)
7.	Poland	12 760 (5 917)
8.	Germany	10 989 (4 779)
9.	Greece	9 926 (4 414)
10.	The UK	7 270 (Not listed)

Source: EURES Job Mobility Portal 2017.

⁽²²⁾ DG Employment Annual Activity Report 2014.

In terms of education level, jobseekers with Master's degrees remained the largest group (36.6 %), closely followed by Bachelor degree holders. Overall distribution of jobseekers per education level has mostly remained the same as in 2014.

Table 16. Jobseekers by education level (only those who indicated)

Education level	Jobseekers number and share	Jobseekers (share in 2014)	Change
University studies (Master)	57 279 (36.6 %)	36.6 %	-
University studies (Bachelor)	48 634 (31 %)	30.5 %	▲ 0.5%
Post-secondary education (Vocational training)	21 923 (14 %)	14.1 %	▼ 0.1%
Upper secondary education	18 264 (11.7 %)	12.0 %	▼ 0.3%
Advanced university studies (Doctorate)	6 175 (3.9 %)	3.9 %	-
Basic education	4 414 (2.8 %)	2.8%	-

Source: EURES Job Mobility Portal.

In terms of education field and desired occupation, the distribution of jobseekers largely remained the same as in 2014 with Business administration, and engineering and trades being the most prevalent fields of education among the jobseekers; and language teacher, waiter/waitress, and administrative assistant being the most prevalent desired occupations.

Table 17. Jobseekers per education field (only those who indicated)

Education field	Jobseekers (in brackets - number in 2014)
1. Business and administration	34 452 (16 879)
2. Engineering and engineering trades	33 045 (16 805)
3. Not known or unspecified	22 768 (10 178)
4. Computing	15 894 (7 974)
5. Humanities	14 836 (7 422)
6. Health	11 223 (5 513)
7. Architecture and building	9 062 (4 707)
8. Basic programmes	8 858 (5 731)
9. Teacher training and education science	7 875 (3 851)
10. Manufacturing and processing	7 759 (4 046)

Source: EURES Job Mobility Portal 2017.

Table 18. Jobseekers per desired occupation (only those who indicated)

Desired occupation	Jobseekers (in brackets - number in 2014)
1. Language teacher	3 051 (1 497)
2. Waiter/waitress	2 992 (1 601)
3. Administrative assistant	2 830 (1 311)
4. Hotel receptionist	2 692 (1 454)
5. Clerk (general)	2 538 (1 300)
6. Translator	2 353 (1 234)
7. Secretary	2 187 (1 066)
8. Architect	2 100 (1 029)
9. IT project manager	2 059 (1 029)
10. Software programmer	1 778 (848)

Source: EURES Job Mobility Portal 2017.

The remaining three tables below present the profiles of the registered companies in terms of their country of origin, size and field of operation. The situation in these categories has not changed significantly since 2014.

Table 19. Companies per country

Country	Companies
---------	-----------

1. Germany	2 409 (969)
2. United Kingdom	743 (358)
3. Spain	504 (239)
4. Netherlands	504 (213)
5. Norway	451 (202)
6. France	379 (164)
7. Italy	314 (148)
8. Ireland	296 (-)
9. Sweden	293 (112)
10. Switzerland	264 (121)

Source: EURES Job Mobility Portal 2017.

Table 20. Companies per size

Company size	Companies (in brackets – number in 2014)
1. Micro-enterprise (< 10 persons)	3 177 (1 389)
2. Small enterprise (10-50 persons)	2 569 (1 046)
3. Medium-sized enterprise (50-250 persons)	1 583 (666)
4. Large enterprise (> 250 persons)	1 013 (407)

Source: EURES Job Mobility Portal 2017.

Table 21. Companies per NACE classification for field of operation

NACE classification	Companies (in brackets – number in 2014)
1. Employment activities	1 755 (746)
2. Computer programming, consultancy and related activities	614 (256)
3. Food and beverage service activities	495 (184)
4. Human health activities	489 (216)
5. Accommodation	268 (118)
6. Specialised construction activities	254 (91)
7. Other personal service activities	249 (122)
8. Education	233 (108)
9. Information service activities	198 (93)
10. Office administrative, office support and other business support activities	195 (-)

Source: EURES Job Mobility Portal 2017.

The overall conclusion from these tables is that while the situation in terms of each category presented above has not changed significantly since 2014, **the EURES Job Mobility Portal has clearly expanded more than twofold as a tool for matching jobseekers and employers.**

KPI 15. Customer satisfaction with EURES Job Mobility Portal

Information on the satisfaction of users with the EURES Job Mobility Portal was not collected in 2015-2016.

KPI 16. Vacancies posted on EURES as a portion of national vacancies

The EU Member States and non-EU countries (Iceland and Norway) taking part in EURES demonstrated substantial variation in the share of vacancies they posted on EURES. Four countries – Belgium, Ireland, Greece and Italy – posted all the national vacancies on EURES Job Mobility Portal, while Croatia and Luxembourg did not post any. However, this was due in part to the fact that the EURES network was run differently in each country and in some cases (e.g. Luxembourg) no national platform to post job vacancies exists at all.

On average, EURES participant countries shared 58.57 % of the national vacancies on the EURES Job Mobility Platform.

Table 22. Portion of national vacancies shared on EURES Job Mobility Portal

Country	Share (%)	Country	Share (%)
Belgium	100	Iceland	71
Ireland	100	Finland	70
Greece	100	Cyprus	64
Italy	100	Slovenia	61
Czech Rep.	97	Romania	57
Estonia	91	Malta	49
Portugal	89	Slovakia	28
Hungary	88	Latvia	19
Denmark	83	Bulgaria	13
Netherlands, the	78	France	11
Sweden	76	UK, the	10
Poland	75	Lithuania	5
Germany	74	Spain	3
Norway	74	Croatia	0
Austria	71	Luxembourg	0
		Mean:	58.57%

Source: Single Market Scoreboard.

KPI 17. Effectiveness of learning

Based on the Single Market Scoreboard, the total number of participants attending EURES training courses in 2015 was **898**. Three main types of training activities were organised for EURES advisers in 2015:

- **Initial training**, which provided participants with the knowledge and skills needed for acting within the EURES network and to increase and promote the service within their own country, developing useful and permanent interactions with employers, institutions, other EURES advisers in European countries and social and economic partners in Europe. This type of training aimed at building up competences using learning methodologies and tools which foster a positive interaction between formal training sessions, work experiences and a stimulating organisational context such as that provided by the EURES network at the European level. In 2015, initial training attracted **10 %** of EURES advisers attending EURES training events.
- **Advanced training** is specific training addressed at experienced EURES advisers who have been working in the EURES network for at least two years. This type of training is very specialised, focused on technical issues related to EURES activities and is structured in short units aimed at transferring and developing significant skills and knowledge as well as facilitating the use of new tools and instruments. In 2015, **33 %** of EURES advisers, who received training, participated in these sessions.
- **Virtual training** is strictly connected with the Advanced Training and allows EURES advisers to keep on the right training path even when they cannot follow Advanced Training sessions during a certain period of their career. In 2015, **42 % of advisers who received training** attended these training sessions.

In addition to these three main types, training courses on ad hoc issues were provided to **135** EURES advisers. The distribution of different training types has not changed significantly since 2014.

EURES training was reorganised from 2016. It introduced the concept of EURES Academy training as well as Organisational Training and Hands on Communications Training. EURES Academy training brought together previously separate Advanced, Virtual and Ad hoc training components. The main aim of EURES Academy training is to further the expertise of EURES advisers and provide EURES-related information to other actors involved in providing EURES services (e.g. PES advisers). Additionally, Organisational Training is separate from the EURES Academy and targets stakeholders both inside and outside the EURES network that are useful to achieving strategic EURES objectives. Finally, the Hands on Communication Training component addresses the entire EURES network, with a special focus on EURES advisers to help them implement communication and social media activities at a national level, such as: 1. implementing the EURES communication strategy; 2. improving branding and networking skills; 3. mastering the use of social media ⁽²³⁾.

2.2.2.2. Effective provision of services for recruitment and placing of workers

The EaSI programme also supports the provision of EURES services for recruitment and placing of workers in quality and sustainable employment through the clearance of job vacancies and applications. Support for EURES services extends to various phases of placement, ranging from pre-recruitment preparation to post-placement assistance with a view to the applicant's successful integration into the labour market. Such support services may include targeted mobility schemes to fill job vacancies in a certain sector, occupation, country or a group of countries or for particular groups of workers, such as young people, with a propensity to be mobile, where a clear economic need has been identified.

Ensuring effective provision of services that could reduce the mismatch between the skills existing in local labour markets and the skills in-demand, and to help eliminate various bottlenecks for labour mobility are of key importance for two priority areas identified by the Juncker Commission: (1) Boosting jobs, growth, and investment; and (2) Deeper and fairer Internal Market. Additionally, it is closely tied to objectives of Europe 2020 (especially in contributing to 'Youth on the Move' and 'Agenda for New Skills and Jobs Flagship' initiatives).

EaSI aims to contribute to effective provision of services for recruitment and placing of workers in quality and sustainable employment to the extent that:

- EURES as an overall instrument is helpful in facilitating transnational placements;
- EURES services are accessible to every person in need.

Between 2011 and 2013, Your First EURES Job Preparatory Action facilitated nearly 4 300 placements and achieved around 90 % of its overall placement goal. Drawing on experience from the implementation of Your First EURES Job Preparatory Action, Your First EURES Job (YFEJ) continues in the EU 2014-2020 budgetary period as Targeted Mobility Schemes (TMS) financed under the EURES axis of the EaSI programme. Since the beginning of YFEJ monitoring in February 2015, this programme has facilitated 1 469 placements ⁽²⁴⁾. So far, 2 calls for proposals have been issued and 4 projects have been started. The previously mentioned figure of 1 469 placements is 35 % of the overall placement goal (4 300) for these projects. The top 3 countries for the first semester 2016 in terms of labour mobility flows were

⁽²³⁾ EURES Training Catalogue 2016.

⁽²⁴⁾ Your First EURES Job: 2nd Progress Monitoring Report, <http://ec.europa.eu/social/BlobServlet?docId=16570&langId=en>.

Spain, Italy, and Slovenia (outflow), and Germany, the United Kingdom, and Portugal (inflow).

Below the report assesses the extent to which the above-mentioned outputs have contributed to making the provision of services for recruitment and placing of workers more effective in terms of the KPIs.

KPI 18. *Total number of individual personal contacts of EURES advisers with jobseekers, job-changers and employers*

Based on data from the Single Market Scoreboard, in 2015 EURES advisers across Europe had 866 536 personal contacts, 88 % of which (760 234) were with jobseekers and 12 % (106 332) were with employers. This is a decrease of 8.5% compared to 2014. However, this decrease mostly resulted from a **smaller number of contacts with jobseekers**, whereas the number of contacts with potential employers has increased 12 % since the Performance Monitoring Report 2014.

Table 23. Number of personal contacts with EURES advisers

Indicator	Value in 2014	Value in 2015	Change
Total number of contacts	947 489	866 536	▼ 8.5%
Contacts with jobseekers	852 842	760 234	▼ 11%
Contacts with employers	94 647	106 332	▲ 12%

Source: Single Market Scoreboard

These consultations were mostly related to job search (33 %) and provided general information on the EURES programme (23 %). Additionally, they covered recruitment issues (13 %); social security issues (8 %); living and working conditions (9 %); and education and training (4 %).

KPI 19. *Number of contacts with jobseekers and employers per EURES adviser*

This quantitative indicator measures the number of contacts per EURES adviser with jobseekers and employers in each of the participant states and the overall average. This indicator is new and was not included in the first Performance Monitoring Report 2014. The number of contacts per EURES adviser varied substantially between the states from 3 356 contacts with jobseekers and 464 contacts with employers per adviser in Italy to 204 contacts with jobseekers and 17 contacts per adviser in Bulgaria. **Overall, the average number of contacts with jobseekers was 847 and for employers 126.5 per EURES adviser.**

Table 24. Number of contacts with jobseekers and employers per EURES adviser

Country	Jo-seekers	Employers	Country	Jobseekers	Employers
Italy	3 356	464	Malta	674	98
Spain	1 791	84	The UK	593	252
Slovenia	1 699	173	Ireland	514	213
Cyprus	1 478	408	Latvia	505	47
Lithuania	1 461	64	Sweden	497	133
Portugal	1 333	72	Luxembourg	418	23
Estonia	1 316	143	Romania	412	18
Slovakia	1 196	288	Hungary	384	12
Norway	1 061	277	Denmark	376	55
France	929	137	Belgium	339	29
Croatia	876	96	Poland	309	29

Austria	815	89	Germany	304	59
Iceland	803	231	The Netherlands	242	69
Czech Rep.	687	125	Bulgaria	204	17
Greece	681	29	Finland	157	61
Average				847	126.5

Source: Single Market Scoreboard.

KPI 20. Inclusiveness of EURES services

This indicator has two components: quantitative – measuring the number of people per EURES adviser and qualitative – describing the target groups covered EURES Targeted Mobility Schemes. The quantitative side of this indicator did not appear in the first Performance Monitoring Report 2014. The number of people per EURES adviser in a country varied substantially from nearly 5 million in the UK to 47 000 in Luxembourg. **On average, there were 606 456 people per EURES adviser in the participant countries (EU 28 + NO and IS). Following the benchmarks set in the Single Market Scoreboard, this number could be classified as 'medium.'**

Table 25. Number of people per EURES adviser

Country	People per EURES adviser	Country	People per EURES adviser
UK, the	4 803 397	Czech Rep.	292 917
Italy	1 251 457	Belgium	289 403
Greece	1 180 653	Latvia	283 728
France	1 120 341	Estonia	272 426
Austria	1 071 024	Croatia	267 650
Netherlands, the	870 748	Slovakia	265 839
Spain	727 955	Iceland	261 786
Romania	726 335	Norway	253 634
Portugal	630 871	Cyprus	252 895
Bulgaria	480 147	Malta	225 406
Ireland	444 255	Denmark	211 239
Germany	435 213	Sweden	179 577
Lithuania	427 480	Poland	162 166
Hungary	350 171	Finland	113 940
Slovenia	294 133	Luxembourg	46 913
		Mean:	606 456

Source: Single Market Scoreboard.

Among the persons targeted by YFEJ initiative, the share of male and female job-finders was almost equal in the first semester of 2016. The vast majority were older than 23 years of age; with 23-26 year olds amounting to 41% of YFEJ jobseekers. Most of them were in education and had secondary education or higher education (37 %), which has remained largely unchanged since the first Performance Monitoring Report 2014.

The top four occupational groups in which vacancies were filled between January and June 2016 were Professionals (36 %), Technicians and Associate professionals (23 %), Service workers and shop and market sales workers (20 %), and Clerks (12 %). **This marks a difference compared to the data in 2014, where lower skilled occupations constituted a higher share of all vacancies filled.**

KPI 21. Effectiveness of targeted mobility schemes

As mentioned earlier, Targeted Mobility Schemes/YFEJ has already reached 35 % of its placement goal. Keeping in mind that the projects are still ongoing and a significant number of placements are likely to occur towards the end of projects, once jobseekers get full information about job opportunities and go through the preparatory trainings (e.g. language courses), a significant portion of placements are likely to occur after the submission of this report.

The average cost per placement in the first semester of 2016 was EUR 2 017, which marked a 22 % increase since the last Performance Monitoring Report. The increase in placement costs was mostly due to the fact that the number of trainings has increased as well as the number of other activities such as financing jobseeker interviews abroad or recognition of qualifications abroad.

Table 26. Average cost per placement

Indicator	Value in 2014	New value in 2016	Change
Average cost per placement	EUR 1 650	EUR 2 017	▲ 22%

Source: 2nd YFEJ PMR.

A targeted mobility scheme which started in the second half of 2014 and lasted until mid-2015, sought to match jobseekers in the health sector from Spain, Portugal, Romania and Greece with health service providers in Germany, Baden-Württemberg state. The project resulted in 76 placements that lasted at least 12 months. However, the project did not achieve the placement goal of 200, as SME health service providers from Germany could not attend job fairs in Spain, Portugal, Romania and Greece. This resulted in loss of confidence among jobseekers, as some of the scheduled events did not take place. Furthermore, even where placements were made, cultural differences and persisting language barriers made it difficult to sustain them. This project provides an important lesson that early engagement of key labour market stakeholders is of key importance to project success.

2.3. MICROFINANCE AND SOCIAL ENTREPRENEURSHIP AXIS

The EaSI Programme also aims to 'promote employment and social inclusion by increasing the availability and accessibility of microfinance for vulnerable people who wish to start up a micro-enterprise as well as for existing micro-enterprises, and by increasing access to finance for social enterprises' ⁽²⁵⁾. Building on this provision of the EaSI Regulation, the Microfinance and Social Entrepreneurship (MF/SE) Axis of the EaSI Programme aims to **improve access to finance for vulnerable groups of people, micro-enterprises and social enterprises**. Compared to the year 2014, in which the MF/SE axis was launched, 2015-2016 marked the period when the actual activities under the MF/SE axis started and gained strong momentum.

2.3.1. Financial implementation

Table 27 and Table 28 provide an overview of the indicative and actual commitments under the MF/SE axis per thematic section in 2015 and 2016, respectively. Very similar overall amounts of funding were indicated and committed for both years (EUR 26-27 million). In addition to commitments transferred from 2014, as much as EUR 68.8 million were already committed by the EaSI Programme in this area by April 2017. A very high share of the indicative commitments (more than 100 %) were actually implemented in both 2015 and 2016.

In 2015, a much larger share of the overall funding was committed in the area of microfinance than in the area of social entrepreneurship (EUR 24 vs 7 million). This presented a deviation from the plans established in the EaSI Regulation to commit equal shares of funding for both microfinance and social entrepreneurship (in 2015, the minimum share of 45 % the overall budget was not reached in the area of social entrepreneurship). This is understandable, since funding of social enterprises is a very novel activity for the European Commission, while it is well established in the area of microfinance as a result of the predecessor PROGRESS Microfinance programme. Such a situation allows expecting higher funding for social entrepreneurs in the coming years until 2020. The minimum amounts of funding foreseen in the regulation were well complied with in 2016.

In addition to the core functions – to ensure the provision of microloans and support for social enterprises – in 2015-2016 the Commission has also committed funding for communication and publication activities in the areas of microfinance and social entrepreneurship.

Table 27. Indicative and actual commitments under Microfinance and Social Entrepreneurship axis in 2015

EaSI Axis and Thematic sections	Indicative commitments	Budgetary execution			
		Actual (individual) commitments	Global Commitments ⁽²⁶⁾	Total commitments	Share in total commitments of axis
EaSI-Microfinance and Social Entrepreneurship	€ 26 459 001	€ 31 436 140	€ 0	€ 31 436 141	

⁽²⁵⁾ General objective e) from the EaSI Regulation.

⁽²⁶⁾ Global commitments are made on the basis of a Financing Decision and allows for the conclusion of one or more legal commitments up to 31 December of year N+1, in the cases where the procedure for concluding the legal commitments was not possible to have it finalised at the end of year N. There is a final date of implementation for using the global commitments, which in principle is 31 December of the financial year following the one in which it was validated: N+1. Within this deadline, the individual legal commitments must be awarded and signed.

Thematic sections				
a) MF/SE Microfinance (min. 45%)		€ 23 925 136		€ 23 925 136 76 %
b) MF/SE Social Entrepreneurship (min. 45%)		€ 7 473 864		€ 7 473 864 24 %
c) MF/SE Cross-cutting issues		€ 37 140		€ 37 141 0.03 %

Data as at April 2017.

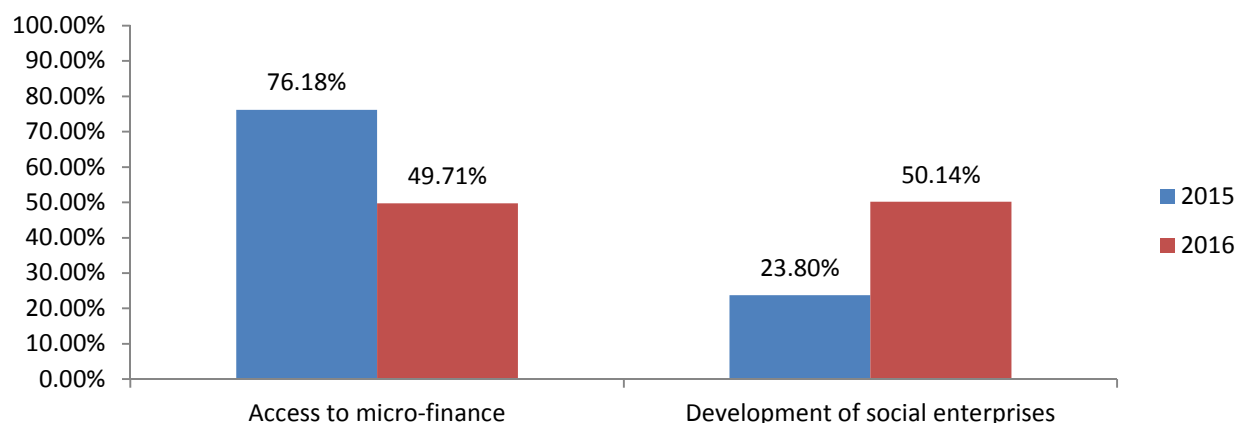
Table 28. Indicative and actual commitments under Microfinance and Social Entrepreneurship axis in 2016

EaSI Axis and Thematic sections	Indicative commitments	Budgetary execution			
		Actual (individual) commitments	Global Commitments	Total commitments	Share in total commitments of axis
EaSI-Microfinance and Social Entrepreneurship TOTAL	€ 27 849 771	€ 27 744 070	€ 0	€ 27 744 070	
Thematic sections					
a) MF/SE Microfinance (min. 45%)		€ 13 792 035		€ 13 792 035	50 %
b) MF/SE Social Entrepreneurship (min. 45%)		€ 13 912 035		€ 13 912 035	50 %
c) MF/SE Cross-cutting issues		€ 40 000		€ 40 000	0.14 %

Data as at April 2017.

Figure 16 shows the share of commitments devoted in 2015 and 2016 to the two main specific objectives under the MF/SE axis. In 2015, around 76 % of the funding was committed to supporting access to microfinance, while in 2016 the share of commitments for microfinance and social entrepreneurship windows were roughly equal. Some funding in 2015 and 2016 (less than 1 %) was also committed to build up the capacity of the microfinance providers and dissemination activities. The reader should note that no specific targets for the share of funding per specific objective were established in the EaSI Regulation and, therefore, this information is provided only for analytical purposes of better understanding the programme's spending and its trends.

Figure 16. Share of MF/SE axis overall funding by specific objectives in 2015 and 2016



2.3.2. Outputs and key performance indicators

Below the report reviews the performance of the programme under the Microfinance and Social Entrepreneurship axis in terms of the short-term (immediate) outcomes that it is expected to achieve.

2.3.2.1. Better access to, and the availability of, microfinance

Actions funded by the programme under the Microfinance branch of the MF/SE axis contributed to increasing the overall availability and access to finance for:

- vulnerable people, who wish to start up a micro-enterprise and who do not have access to a conventional credit market; and
- micro-enterprises, who employ such vulnerable persons.

The overall aim of such actions is **to improve the employment situation of socially disadvantaged people and to promote their social inclusion.**

The EaSI programme is expected to contribute to this goal to the extent that:

- **Funding from EaSI creates a leverage effect.** Such effect is created by co-investment either at the level of the Commission (e.g. by the EIB) or at the level of Financial Intermediaries.
- **Vulnerable persons** (who have lost or are at risk of losing their job, or have difficulty in entering or re-entering the labour market, or are at risk of social exclusion, or are socially excluded, and are in a disadvantaged position with regard to access to the conventional credit market), who wish to start up or develop their own micro-enterprises, **as well as micro-enterprises** in both start-up and development phase, especially micro-enterprises which employ persons as referred to above, **have increasingly equal access to finance.**

This will be achieved by supporting microcredit providers through financial instruments. These may include **guarantees and counter-guarantees** offered by the European Investment Fund (EIF) to Financial Intermediaries, thereby providing them with a partial credit risk protection for newly originated loans to eligible beneficiaries.

Table 29 provides a list of Financial Intermediaries, who have received support from the Microfinance Window of the EaSI Programme. Up to 31 December 2016, 33 contracts had been signed in the area of microfinance. The sum of EUR 50.3 million was committed to support the 33 selected Financial Intermediaries. Regarding the type of support, a guarantee instrument was used in most of the cases, while only one counter-guarantee contract was signed with Kreditgarantiföreningen Norr (KGF) in Sweden.

Table 29. Financial Intermediaries participating in the Microfinance Window

Financial Intermediaries / Agreements	Country	Amount of legal commitment (EUR)
ALMI	Sweden	5 367 832 €
ADIE	France	4 372 500 €
Qredits	Netherlands	3 975 000 €
Inicjatywa Mikro	Poland	2 765 889 €
Laboral Kutxa	Spain	2 531 250 €
NEXTEBANK	Romania	2 341 111 €
Permicro	Italy	2 240 000 €
MicroStart SCRL	Belgium	2 064 375 €
Microfinance Ireland	Ireland	1 875 000 €
Slovene Enterprise Fund	Slovenia	1 713 600 €
Ceska Sportelna	Czech Republic	1 547 059 €

Millenium bcp	Portugal	1 543 050 €
Pancretan Cooperative Bank	Greece	1 406 250 €
Raiffeisen Bank Czech	Czech Republic	1 400 444 €
Fredericks Foundation	United Kingdom	1 373 676 €
Libra Internet Bank	Romania	1 258 389 €
Komercni Banka	Czech Republic	1 243 800 €
La Nef	France	1 209 600 €
Nest Bank (ex FM Bank)	Poland	1 157 775 €
good.bee	Romania	1 065 270 €
Banco Popular	Portugal	960 000 €
Colonya	Spain	900 000 €
OTP Banka Slovensko	Slovakia	840 000 €
LHV	Estonia	816 000 €
BESA	Albania	721 600 €
Erste Bank Novi Sad	Serbia	661 760 €
Credal	Belgium	600 000 €
Cooperative Bank of Karditsa	Greece	544 000 €
Initiative France	France	525 000 €
Erste Bank	Austria	457 500 €
CKB Montenegro	Montenegro	416 000 €
Kreditgarantiföreningen Norr (KGF)	Sweden	315 197 €
Eurobank	Greece	142 560 €
Overall:		EUR 50 351 488

Some funding under the MF/SE axis was also allocated for communication and information sharing activities. For example, in 2015 the Commission launched an important **EaSI-MicPro online tool** ⁽²⁷⁾, which has three main purposes:

- to help micro-entrepreneurs to easily access information on microcredit providers in their country or region;
- to allow the microcredit providers to easily present information as required by the Code of Good Conduct for Microcredit Provision;
- to serve the investors and funders so that they can receive assurance that a particular microcredit provider operates with transparent and Pan-European reporting standards.

KPI 22. Availability and size of microloans provided

By the end of September 2016, **13 021 microloans had been provided** to the 12 741 final beneficiaries under the EaSI Microfinance Window. Altogether **EUR 152 288 million had been disbursed**, meaning that the **average microloan amounted to around EUR 11 700**.

Having in mind that around EUR 50.3 million were used to provide guarantees to the Financial Intermediaries, a **leverage of 3 was achieved** under the Microfinance Window. This means that the Financial Intermediaries have actually provided the final beneficiaries with support, which is 3 times more than the amount of funding provided in guarantees by the EU ⁽²⁸⁾.

KPI 23. Availability of mentoring and training services

In order to ensure the highest effectiveness of the microloans, microfinance intermediaries are regularly providing mentoring and training services to the final beneficiaries. However, not all Financial Intermediaries were collecting the data about

⁽²⁷⁾ EaSI-MicPro: <https://webgate.ec.europa.eu/easi-micpro/application>

⁽²⁸⁾ Around EUR 9 million were also committed by the EU for fees and management costs. If this amount was added to the calculation, the actual rate of leverage would decrease slightly to 2.2.

the training/mentoring services provided. Out of 5 940 final beneficiaries, who reported on this issue until the end of 2016, **68 % said that they have received training and mentoring services** from the institutions providing microcredit. Nevertheless, Financial Intermediaries have not reported such information on more than half of the final beneficiaries.

Annual monitoring reports of the predecessor PROGRESS Microfinance Facility have regularly observed that there was room for improvement when it came to the mentoring and training offered in combination with support under PROGRESS Microfinance. This requirement was strengthened under EaSI. In particular, the EIF was expected to have a closer look at the number and quality of contracts between providers and organisations providing training and mentoring. Another issue which should receive the attention of the Commission and the EIF in the coming year, is to ensure that all Financial Intermediaries report on the training and mentoring services provided.

KPI 24. Types of supported micro-enterprises

Regarding the distribution of loans according to the sector of economic activity, **most of the funding went to enterprises operating in the area of wholesale and retail trade, repair of motor vehicles and motorcycles** (around 32 % of the overall funding). Enterprises operating in the following sectors have also received a significant share of the total funding:

- accommodation and food service activities (12.5 %);
- construction (8.8 %);
- manufacturing (7.8 %);
- transporting and storage (7.7 %).

The predominant sectors in the first years of EaSI Microfinance were similar to those during the predecessor PROGRESS Microfinance Facility. The only key difference is that enterprises operating in the agriculture sector, which was the most common sector under the predecessor programme, have so far received only around 3.8 % of funding.

In terms of the regional distribution, **the highest amounts of funding were disbursed to the final beneficiaries in France (27.5 %), Spain (20.6 %) and the Netherlands (15.6 %)**. Consequently, the programme has benefited the highest number of micro-borrowers in these countries. They were also among the leaders in terms of the number and amount of loans disbursed during the PROGRESS Microfinance.

2.3.2.2. Better access to finance for social enterprises

Under the Social Entrepreneurship branch of the MF/SE axis, EaSI is funding actions aimed at increasing the overall availability and access to finance for social enterprises and thus **support the development of the European social investment market**. Subsequently, this will contribute to achieving the ultimate outcome of EaSI by **improving the employment situation and including vulnerable people in society**. The latter aim will be achieved not only through potential employment of vulnerable persons, but also via pursuit of other measurable positive social impacts, which according to the Regulation must be the primary objective of a social enterprise.

EaSI is expected to contribute to improving access to finance for social enterprises to the extent that:

- funding from EaSI enables **increasing financial support** (in terms of number and volume of financial support) to social enterprises;

- **supported social enterprises pursue an increasing variety of social goals** (there is a widening coverage of needs that the social investment market aims to satisfy).

This is being achieved by providing financial support to investors in social enterprises through various financial instruments, which may include guarantees (predominantly), debt instruments, equity/ quasi-equity instruments.

Table 30 provides the list of Financial Intermediaries, who have received support from the Social Entrepreneurship Window of the EaSI Programme. Some of the institutions, e.g. La Nef in France and Erste Bank in Austria, participate in both microfinance and social entrepreneurship schemes. Up to 31 December 2016, 7 contracts had been signed with Financial Intermediaries in the area of social entrepreneurship. Overall around EUR 9 million were used to guarantee the funding provided by these intermediaries to the final beneficiaries.

Table 30. Financial Intermediaries participating in the Social Entrepreneurship Window

Financial Intermediaries / Agreements	Country	Amount of legal commitment (EUR)
La NEF	France	3 537 600 €
Laboral Kutxa	Spain	2 800 000 €
TISE	Poland	820 638 €
Colonya	Spain	734 400 €
Key Fund	United Kingdom	560 523 €
Erste Bank	Austria	390 000 €
Soria Futuro	Spain	217 600 €
	Overall:	9 060 761 €

KPI 25. Availability and size of funding provided to social enterprises

In total, **63 social enterprises received funding** through the EaSI Social Entrepreneurship Window up to the end of September 2016. Together they have received around EUR 5.7 million, while **the single average support amounted to around EUR 90 000**. In 2016, most of the loans (around 90 %) were provided by the French Institution, La Nef. These loans were the first year when funding was provided to social enterprises under the EaSI Programme.

KPI 26. Profile of supported social enterprises

Most of the EaSI funding for social enterprises was disbursed in the following sectors:

- wholesale and retail trade, repair of motor vehicles and motorcycles (28.1 % of funding);
- manufacturing (19.6 %);
- agriculture, forestry and fishing (18.2 %);
- professional, scientific and technical activities (10.9 %).

Most of the EaSI funding under the MF/SE axis in 2015-2016 (90 %) was disbursed for social enterprises residing in France and supported by La Nef, which was the first Financial Intermediary to sign the contract under the EaSI Social Entrepreneurship Window in December 2015. La Nef has mainly provided funding to social enterprises working in the areas of fair trade production, organic farming and renewable energy.

2.3.2.3. Stronger institutional capacity of microcredit providers

In addition to providing loans to vulnerable persons, micro and social enterprises, **EaSI also aims to build up the institutional capacity of microcredit providers**. Experience with the predecessor instruments (PROGRESS Microfinance Facility and

JASMINE) showed that the capacity of the microfinance institutions needs to be further strengthened in order to improve the quality of services provided to final beneficiaries. This in turn contributes to increasing access to finance for vulnerable people and micro-enterprises through, for instance, better-qualified staff (loan officers), ability to hire new people, and modernised internal working procedures (e.g. new IT system). To achieve this objective, actions funded under the MF/SE axis will not concentrate on mutual learning, training and similar activities, but on **support for improvement of the microcredit providers' infrastructure**. Technical assistance activities are however being offered to microcredit providers under the first axis of EaSI (PROGRESS axis).

EaSI is expected to contribute to stronger institutional capacity of microcredit providers to the extent that:

- the institutional capacity of microcredit providers in terms of funding (which can be received from EaSI financial instruments), human resources, operational management as well as systems and infrastructure is adequate;
- microcredit providers comply with the European-level standards in terms of their institutional capacity (specifically, to the European Code of Good Conduct for Microcredit Provision).

KPI 27. Scope of EaSI-funded capacity building

In December 2016, the Commission launched a tool to build up the capacity of the microcredit providers funded under the MF/SE axis of EaSI. The scheme will be called **the EaSI Capacity Building Investments Window**. The Window will provide funding to the microfinance institutions mainly through equity investments, such as seed financing ⁽²⁹⁾ and risk capital ⁽³⁰⁾. The following activities might be supported by the EIF:

- **organisational development and expansion**, including branch expansion, scaling up or developing IT infrastructure (e.g. mobile banking), or investments in human resources such as recruitment and training of staff;
- **strengthening operational and institutional capabilities**, including, but not limited to, investments in working capital and in improving the strategic/governance capabilities of the Financial Intermediary in order to maintain a balanced business, financial sustainability and social performance focus;
- **seed financing support of newly created intermediaries with a strong social focus**.

The ultimate objective of this instrument is **to build up the institutional capacity of selected Financial Intermediaries that have not yet reached sustainability** or are in need of risk capital to sustain their growth and development. An indicative amount of EUR 16 million has been earmarked within the EaSI Programme for this initiative.

As the EaSI Capacity Building Investments Window was set up only at the end of 2016, no microfinance providers have actually received funding for capacity building from this instrument yet.

The setting up of this scheme can be seen as a reaction to the findings of the annual implementation reports of the predecessor PROGRESS Microfinance Facility. They have

⁽²⁹⁾ Seed financing typically goes to very young companies that have a product under development or an idea that they want to pursue, but are a long way away from having an actual product and being able to earn revenues in the market.

⁽³⁰⁾ Risk capital consists of investment funds allocated to speculative activity and refers to the funds used for high-risk, high-reward investments.

often concluded that the institutional capacity of microcredit providers was seen as insufficient. The annual reports of the predecessor programme often noted that **the issue of providers' institutional capacity was acknowledged to be a bottleneck that slows down the disbursement of loans** ⁽³¹⁾.

Another tool developed to support the capacity of the EaSI-funded Financial Intermediaries is the so-called **fi-compass**, a scheme to implement **EaSI Technical Assistance**. Fi-compass is funded from the first axis of EaSI. By building on the experience of the JASMINE programme, it delivers three types of support:

- **Provision of an institutional assessment or rating to selected European microcredit providers**, followed by tailored training in line with the main findings of the assessment or rating, to increase the quality of their internal processes. Fi-compass selects interested microcredit providers by publishing a call for expression of interest.
- **Making certain market development services publicly available**, such as workshops and seminars on microfinance related topics, and a helpdesk to lodge information requests on microfinance in Europe, in order to promote the spread of best practices and improve the visibility of microfinance.
- **Offering advice to microcredit providers regarding the European Code of Good Conduct for Microcredit Provision** by way of training and evaluation of its implementation by microcredit providers as the Code has become a crucial element for microcredit providers to acquire recognition and attract European-wide consideration and potentially more support from the private and public sector.

The Code is also becoming the most important tool for assessing the capacity and quality of the microcredit providers and a crucial component of the European microfinance infrastructure.

The Code sets out good practice guidelines for microcredit providers expected to better enable the sector organisations to face the challenges of accessing long-term finance, maintaining and raising the quality of services and moving towards sustainability. **The objective of the Code is to detail a set of common standards in terms of the operation of and reporting by microcredit providers** for the areas of customer and investor relations, governance, risk management, reporting standards and management information systems.

As a pre-condition for benefiting from an EaSI Microfinance Guarantee, EaSI Technical Assistance or EaSI Capacity Building, non-bank microcredit providers have to sign up to the Code and banks have to endorse it. Non-bank microcredit providers, that are not part of the EIF financial transactions, have to comply with the Code after a grace period of 18 months (36 months in the case of Greenfield institutions).

In February 2017, the first European microfinance institution was certified under the code – the Dutch firm Qredits.

Since the beginning of the fi-compass in mid-2015, it has already achieved a number of important accomplishments ⁽³²⁾:

- up to 33 microcredit providers from 12 countries have been selected and received institutional assessment or rating, as well as tailored training to increase the quality of their internal processes;
- up to 39 microcredit providers have received technical assistance to implement the Code's best-practice guidelines covering Governance, Strategic Planning,

⁽³¹⁾ Report on the Implementation of the European Progress Microfinance Facility 2012, 16.

⁽³²⁾ See: <https://www.fi-compass.eu/news/2017/02/first-european-microfinance-institution-certified-under-european-code-good-conduct>

Risk Management, Management Information Systems and Reporting for the European Microfinance Industry;

- as many as 35 EaSI TA workshops and seminars have been organised in Albania, Czech Republic, France, Germany, Hungary, Italy, Luxembourg, Poland, Slovak Republic and the UK. Event co-organisers were local microfinance associations, the European Parliament and Universities and reached an overall audience of more than 1 000 practitioners.

3. CONTRIBUTION TO PROGRAMME'S LONG-TERM OBJECTIVES

This chapter reviews the extent to which EaSI has contributed to the achievement of its general objectives, also referred to as long-term or intermediate outcomes. It presents the rationale for each of the objectives, describes their links to the programme-funded activities and their results, presented in the previous chapter, and measures progress against predefined indicators. It also provides examples of policy reforms, social innovations and the improvement of EU legislation, which took place in 2015-2016, with the contribution of the programme. General objectives of the programme make up the core structure of this chapter.

This section of the report reviews the extent to which EaSI has contributed to the achievement of its five general objectives:

1. stronger ownership of EU objectives;
2. facilitation of policy reforms, convergence and capacities for social innovation and mutual learning;
3. modernisation and effective application of EU law;
4. high quality and inclusive EU labour markets that are open and accessible to all;
5. increased access to finance for vulnerable persons, micro- and social enterprises.

3.1. STRONGER OWNERSHIP OF EU OBJECTIVES

The first general objective of the programme is **to strengthen ownership among policy-makers at all levels**, and produce concrete, coordinated and innovative actions at both Union and Member State level, in respect of the Union objectives in the target fields, in close collaboration with the social partners, as well as civil society organisations and public and private bodies ⁽³³⁾.

In order to produce concrete, coordinated and innovative actions and to sustain their implementation, policy-makers at all levels should agree on common EU objectives in the social and employment policy fields and be willing to take action to implement them. Thus ownership of objectives implies not only a good understanding of those objectives (which is also shared with other stakeholders in the field), but also readiness to act in order to achieve them. Improved shared understanding and stronger ownership requires timely collection and analysis of relevant and accurate evidence and policy advice capable of withstanding detailed scrutiny and rallying EU-wide support as well as organisation of peer reviews, mutual learning activities and other types of events, which respond to the needs, concerns and expectations of EU and national policy-makers and other stakeholders. It is also very important that the process in which EU objectives are defined is inclusive, i.e. social partners, civil society organisations and all other relevant public and private bodies must be involved. Such organisations must also possess a capacity to transmit the views of the societal groups that they represent.

EaSI is expected to contribute to strengthening ownership of EU objectives among policy-makers at all levels to the extent that:

- Member States' policy choices and priorities as defined in the national strategic and other official documents (especially as part of the European Semester) duly take into account EU objectives;

⁽³³⁾ Regulation (EU) No 1296/2013, Article 4 (a).

- stakeholders are aware of the EU priorities in the field of employment, social affairs and inclusion and relevance of the EU actions in addressing the socioeconomic challenges/advancing selected policy areas;
- horizontal issues, such as gender equality, non-discrimination and inclusion of vulnerable groups, are regularly taken into account when designing policies in the field of employment and social affairs both at EU and Member States levels.

Making sure that policy-makers at all levels feel stronger ownership of EU objectives therefore chiefly depends on the availability of comparable policy evidence, effective information sharing, mutual learning and dialogue as well as on the capacities of national and EU organisations to advocate for common actions and to support policy implementation, i.e. outputs supported by the EaSI programme.

Below the report assesses the contribution of EaSI to creating stronger ownership of EU objectives in terms of the KPIs.

KPI 28. Stakeholder awareness of major issues and objectives

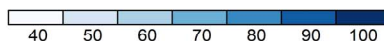
The awareness level of stakeholders with regard to the main issues in the policy fields covered by EaSI shows the extent to which common EU policy priorities have reached actors at the national level. Since 2014, the general stakeholder awareness level has increased (from about 63 % in 2015 to 71 % in 2017), while the types of most and least familiar issues have remained stable. Respondents to the EaSI Stakeholder Survey 2017 are most familiar with the key challenges and problems facing the European labour market and the governance process (in the policy area of employment), poverty and social inclusion (in the policy area of SPSI), working conditions, working time and equal treatment of women and men at work (in the policy area of working conditions), see Figure 17.

Less familiar issues include harnessing the potential of job-rich sectors and social OMC, the same as in 2014. Microfinance is a new issue and not yet very familiar among EaSI stakeholders. Pensions have become a better-known issue in 2017, in comparison with 2014, when it was the least familiar issue in the policy area of SPSI.

No target for a satisfactory awareness level has been set.

Figure 17. Most and least familiar policy issues in the fields of employment, social protection and social inclusion, and working conditions

Equal treatment of women and men at work (82%)	Working conditions (89%)	Investing in children (66%)	Tackling homelessness (67%)	Health care (68%)	Social services of general interest (72%)	Social policy innovation (82%)	Fighting poverty and social exclusion (88%)
EU Occupational Safety and Health (OSH) Strategic Framework 2014-2020 (77%)	Working Time issues (79%)	Pensions (60%)	Long-term care (64%)	Support for social enterprises (66%)	Active ageing (70%)	Social investment (80%)	People at risk of poverty and social exclusion (88%)
Fixed-term work and part-time work (76%)	New forms of employment relationships (77%)	Microfinance (54%)	Social OMC (55%)	Adequate income support (64%)	Investment in human capital (69%)	Inclusive labour markets (78%)	Active inclusion (83%)
Tackling discrimination at work (75%)	Employee involvement (75%)	Removing legal and practical obstacles to the free movement of workers (69%)	Mobilising EU funds for job creation (70%)	Enhancing cross border mobility and matching processes (71%)	Reinforcing Public Employment Services (73%)	Stepping up job creation across the economy (81%)	Key challenges and problems facing European labour market (93%)
Data protection at work (66%)	Modernisation of work organisation (69%)	Encouraging decent and sustainable wages (59%)	Strengthening the link between employment policies and relevant financial instruments (63%)	Reducing the labour market segmentation (64%)	Promoting and supporting self-employment, social enterprises and business start-ups (72%)	Ensuring better recognition of skills and qualifications (79%)	Governance process in the area of employment, your role in this process (83%)
	Adaptation to change and restructuring (68%)	Harnessing the potential of job-rich sectors (48%)		Transforming informal or undeclared work into regular employment (64%)	Reinforcing social dialogue (72%)	Implementation of the youth guarantee (77%)	Developing lifelong learning and active labour market policies (81%)



Source: EaSI Stakeholder Survey 2017.

In pursuing its general objective, the EaSI programme, in all its axes and actions, aims to take into account horizontal issues, more specifically:

- pay particular attention to vulnerable groups, such as young people;
- promote equality between women and men;
- combat discrimination based on sex, racial or ethnic origin, religion or belief, disability or sexual orientation;
- promote a high level of quality and sustainable employment, guarantee adequate and decent social protection, combat long-term unemployment and fight against poverty and social exclusion ⁽³⁴⁾.

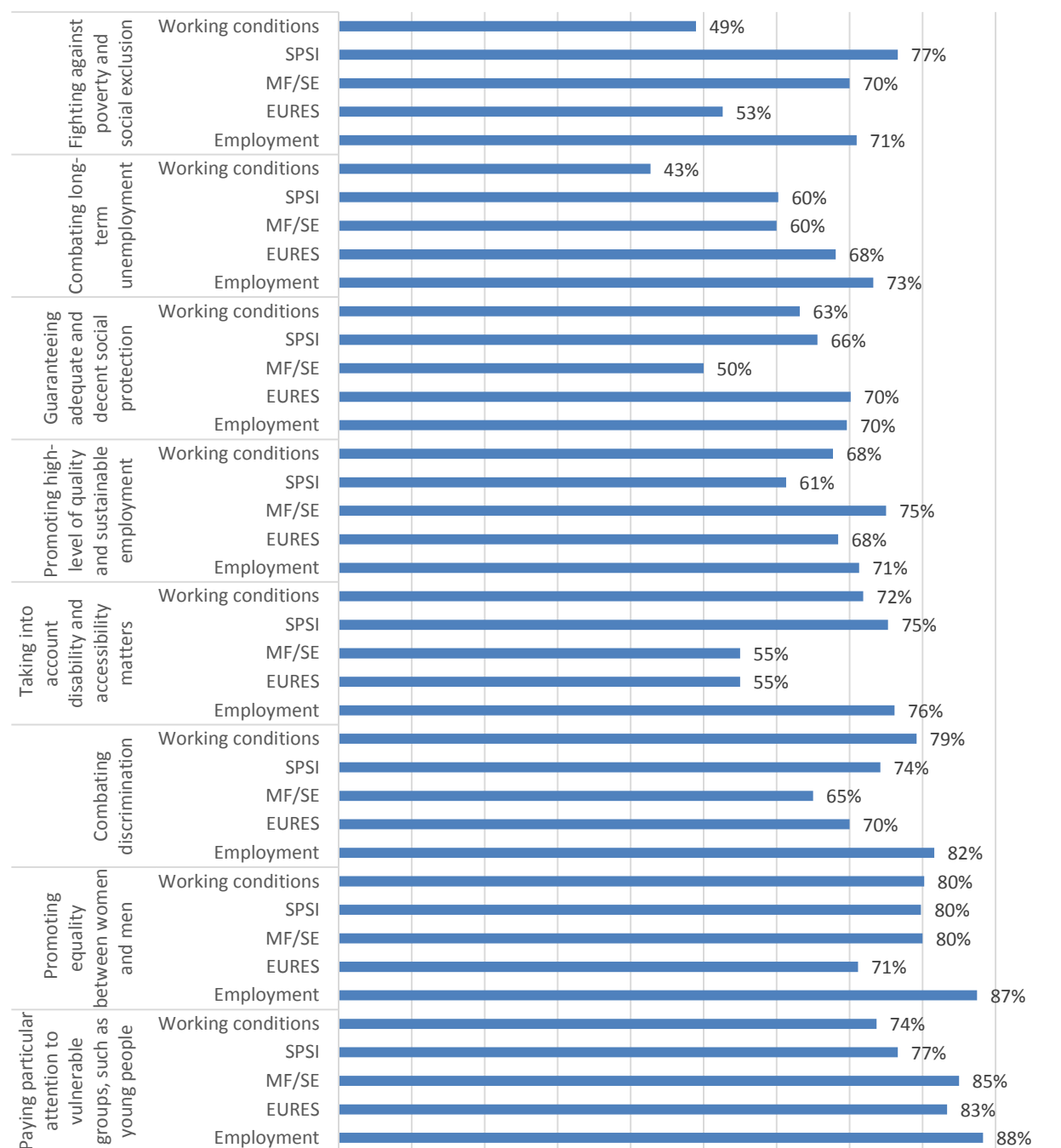
These issues were taken into account in all EaSI-funded activities and are explicitly stated in calls for proposals, when relevant. Hence, in designing, implementing and reporting on the activity, beneficiaries/contractors must address the issues noted above and are required to provide detail in the final activity report on the steps and achievements made towards addressing those aims.

KPI 29. Share of stakeholders stating that the EU contribution to the integration of the horizontal issues in their respective policy area is moderate or high

⁽³⁴⁾ Regulation (EU) No 1296/2013, Article 4.2.

Employment is the policy area in which the largest share of stakeholders acknowledge the EU contribution to the integration of the horizontal issues. The reported integration of all horizontal issues has increased since 2014, except for combating discrimination. Paying particular attention to vulnerable groups, such as young people, is acknowledged as being the most integrated issue, followed by equality between women and men and combating discrimination, the same as in 2014. **The integration of disability and accessibility matters has improved significantly since 2014 (by 21 %)**, according to the surveyed stakeholders. For more details see Figure 18.

Figure 18. Share of stakeholders stating that the EU contribution to the integration of the following horizontal issues in their respective policy area is moderate or high

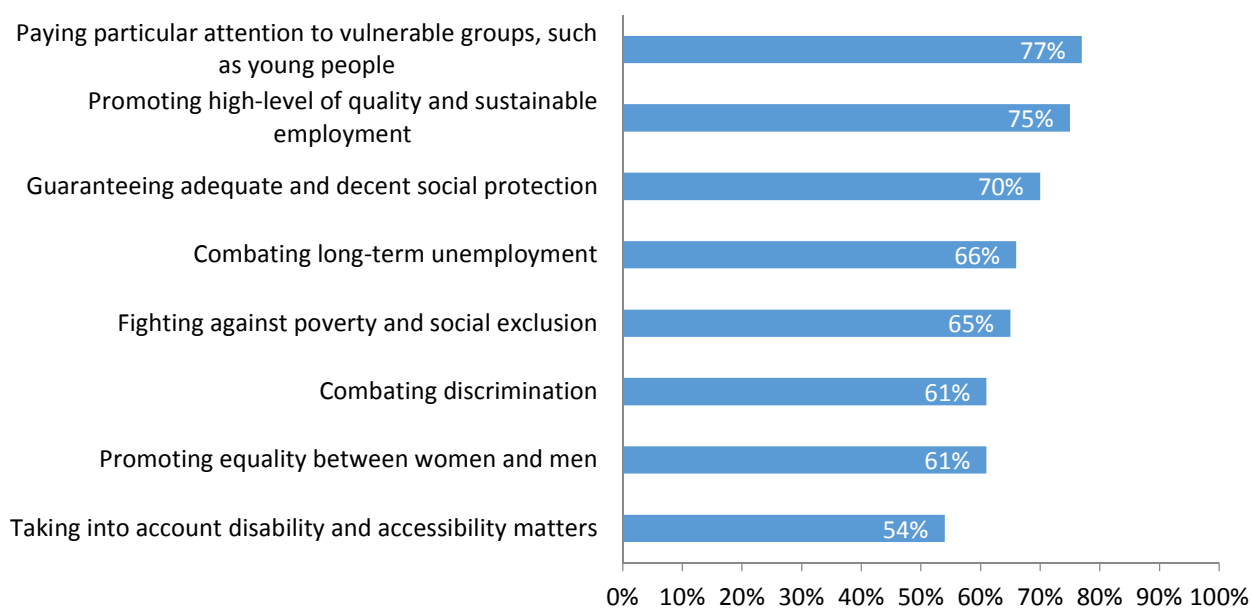


Source: EaSI Stakeholder Survey 2017.

KPI 30. Share of participants stating that the event, which they participated in, took into account horizontal issues

In general, since 2014 fewer participants in EaSI-funded events agree that horizontal issues were taken into account during the event. The most visible decrease is with regard to fighting poverty and social exclusion. Being the second most integrated issue in 2014 (with 84 % of respondents acknowledging it), it dropped to fifth position (with 65 % of respondents acknowledging it). Paying particular attention to vulnerable groups, such as young people, remains the issue that had been mostly taken into account, according to participants (although the share of respondents who declare this has decreased from 86 % in 2014 to 77 % in 2015-2016). The acknowledgement of adequate and decent social protection has increased, in comparison with other issues, although the share of respondents declaring it has decreased. The composition of other issues has not changed significantly (see Figure 19).

Figure 19. Share of stakeholders stating that the event, which they participated in, took into account the following horizontal issues



Source: Survey of participants in EaSI-funded events 2015-2016.

3.2. FACILITATION OF POLICY REFORMS, CONVERGENCE AND CAPACITIES FOR SOCIAL INNOVATION AND MUTUAL LEARNING

The second general objective of the programme is to **support the development of adequate, accessible and efficient social protection systems and labour markets and facilitate policy reform**, in the target fields, notably by promoting decent work and working conditions, a prevention culture for health and safety at work, a healthier balance between professional and private life and good governance for social objectives, including convergence, as well as mutual learning and social innovation ⁽³⁵⁾.

EaSI is aiming to facilitate policy reform and improve capacities for social policy innovation and mutual learning to the extent that:

1. Learning among the EU Member States is enhanced;
2. EaSI-funded policy innovations contribute to facilitation of policy reforms.

⁽³⁵⁾ Regulation (EU) No 1296/2013, Article 4 (b).

To this end, EaSI supports activities that test social and employment policy innovations on the ground before the possible dissemination and/or scaling up of the most successful, including via the ESF ⁽³⁶⁾. Therefore, creating better conditions for social policy innovations will be particularly important for testing and implementing innovative policy solutions, which will in turn lead to policy reforms, in particular innovations at the systemic level relevant for strategic welfare reforms. Moreover, it is very important that the relevant knowledge and expertise gained through social policy experimentation activities are available and easily accessible, so that the Member States can apply the most effective new policy interventions as widely as possible. This is mainly being achieved through information sharing and mutual learning, but also via dissemination of the relevant policy evidence supported by EaSI. Achievement of this goal also depends on the capacities of the main actors to carry out social policy experimentations in order to develop social policy innovations.

The European Semester process was supported by the PROGRESS axis of EaSI, which focused on providing high level policy related analysis, e.g. Employment and Social Development Report, Labour Force Survey and contributing to the European Employment Strategy through the Mutual Learning support services.

Specifically, in 2015-2016 the programme contributed to the annual European Semester process through the support of multilateral surveillance, country peer reviews and MLPs. The topics covered by the 2015 and 2016 MLP activities have been closely aligned to key issues that the EU and its Member States are currently facing and the objectives of the Europe 2020 strategy. The MLP activities have also been closely aligned with priorities set down in the Employment Guidelines and Country Specific Recommendations as part of the European Semester.

The MLP activities have coincided with a number of key European Commission communications and recommendations. For example, the peer review in Dublin followed the launch of the new Skills Agenda for Europe. Similarly, the peer review in Berlin was arranged following the adoption of the Council Recommendation on the integration of the long-term unemployed in the labour market. Moreover, the peer review in Madrid and the Thematic Event in Brussels were organised either side of the adoption of the EU Integration Action Plan of Third-Country Nationals.

Through the MLP activities new and innovative labour market integration measures for young people, asylum seekers and refugees and the long-term unemployed have been shared and discussed. Similarly, skills anticipation methods and approaches have been reviewed to provide Member States with better intelligence regarding current and future skills needs and imbalances.

KPI 31. *Declared use of social and labour market policy innovation in the implementation of social CSRs and the results of social policy experimentation for policy-making*

This indicator includes only those stakeholders, who said they were familiar with such social policy innovations and chose to answer this question. On average, **around half of the stakeholders surveyed in 2017 declare that they have used or intend to use social policy innovations developed at the EU level** for policy-making or implementation. However, sectoral differences with regard to this indicator are significant (see Figure 20) and the trends within the sectors are different.

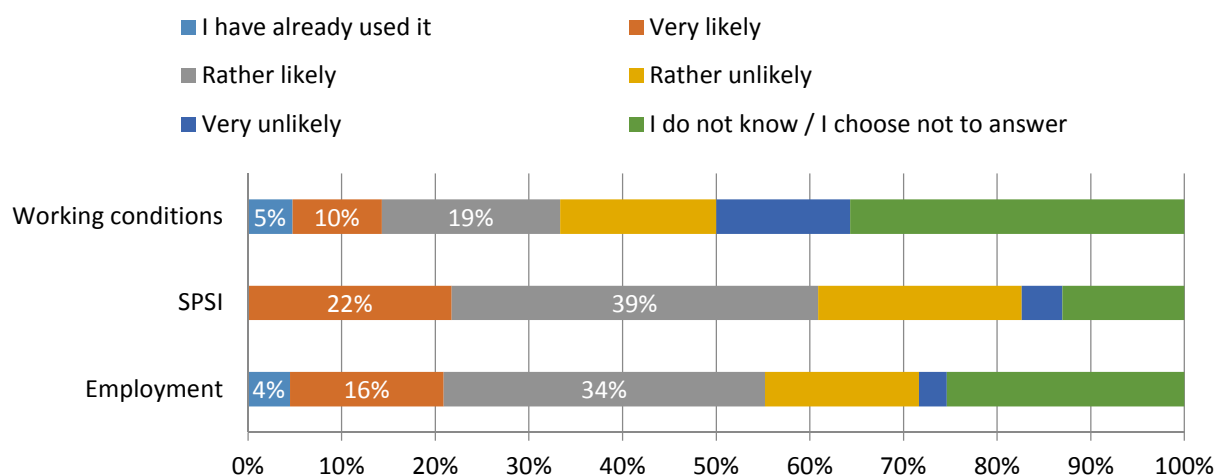
⁽³⁶⁾ Notably, such action was supported by the public consultation with the stakeholders before the launch of the Programme: see Impact Assessment of the ESF and related instruments, SEC(2011) 1130 final, Brussels, 6 October 2011, p. 7.

For example, compared to 2014, the share of stakeholders within the policy area of SPSI who have used or intend to use social policy innovation has increased by 2 % (from 59 % to 61 %), while within the policy area of employment it has decreased by 10 % (from 64 % to 54 %). The declared use of social policy innovations within the policy area of working conditions has decreased by almost 30 % since 2014 (from 63 % to 34 %).

The target value for this indicator was set in the DG EMPL Management Plan 2015. The current general trend is not in line with the target, while results in the policy area of SPSI are close to the target value.

Such different trends in the policy areas can be explained by the fact that the concept of social policy innovation is both transversal to all EaSI activities and specific to the calls on innovative social policy reforms and social innovations within the labour market under PROGRESS axis. Thus, the actions to be undertaken in order to improve the communication around this issue and its perception (as the indicator KPI 8 also shows a decreasing trend) will be consequently different at the programme level and at the level of the specific call on social innovation.

Figure 20. Share of stakeholders who declare that they have used or intend to use social policy innovations developed at the EU level for policy-making or implementation



Source: EaSI Stakeholder Survey 2017.

Examples of reported use of social policy innovation as a tool to design and catalyse social policy reforms for better economic and social outcomes are very limited. A few respondents to the EaSI Stakeholder Survey indicated that they will use the results of an experimental intervention, for example, to introduce new legislative initiatives, to implement a project on Social Dialogue and to apply the Housing First approach.

KPI 32. Incidence of uptake of policy innovations that were created with support from EaSI

The description of progress regarding social policy innovation projects is provided in the section on better conditions for social policy innovation. In this section some examples of projects which facilitated national policy reforms will be overviewed.

In the policy area of **SPSI**, the predecessor programme of EaSI, PROGRESS, funded national projects to support the design of reform strategies for more cost-effective social protection systems. The projects were expected to generate knowledge and evidence that could help steer the national reform programmes, specifically, through the analysis of the cost-effectiveness of the social protection system, the assessment

of (competing) strategies to reform social protection spending or financing, and the exchange of good practices and lessons learned from past reform experiences.

For example, the National Institute for Health and Welfare in Finland created an international expert network in the fields of rehabilitation, reintegration, disability and health policies and produced the evidence which is lacking on the cost-effectiveness of various welfare policies. The evidence generated served as the basis for policy recommendations. The Italian Ministry of the Economy and Finance established a partnership with three research centres, which merged the use of survey and administrative datasets for informing policies. The Equal Opportunities of Persons with Disabilities Non-profit Ltd (Hungary) drafted evidence-based proposals for the Hungarian Government on the revision of social services related to the transition from institutional to community-based care.

Synergetic Social System was a project implemented by the Ministry of Social Policy and Youth of the Republic of Croatia and its partners from Slovenia and Austria in the period 2014-2016. This project was part of a broad national effort to reform Croatia's social protection system so that it becomes more efficient. It aimed to create a strategy for a cost-effective social protection system in Croatia, with the goal to avoid overlaps in social assistance benefits on national and local levels. The main result of the project was a strategic document called "Strategic Framework for Effective Social Protection System in Croatia (2016-2020)." It was based on evidence generated during the project and proposed specific measures that need to be taken. This evidence will be used by policy decision-makers, mainly within the Ministry of Social Policy and Youth, for detailed planning of reform processes, while the collected data about social benefits will be formatted and adjusted so it can be used by the Croatian Bureau of Statistics and easily updated on a regular basis. This project represents a significant part of the Croatian Government's effort to meet EC recommendations given to the Croatian government through the European Semester on the improvement of the social benefits system.

The predecessor PROGRESS programme also funded national projects to support pension modelling and pension reform processes. Project activities included the development of pension modelling tools and methodologies, as well as mutual learning on national pension reform processes.

For example, the Ministry of Labour and Social Affairs of the Czech Republic, together with partners from Sweden and Belgium, improved a pension microsimulation model and datasets. The National House of Public Pensions of Romania developed a national pension model. The first operational dynamic microsimulation model for Luxembourg (called LuDMi) was developed. Two microsimulation models were released in Italy. The Ministry of Social Security and Labour of Lithuania improved and further developed the Lithuanian Social Insurance Model. The Ministry of Labour, Social Affairs and Family of the Slovak Republic developed a microsimulation model that will provide the basis for further development of the Slovak pension system.

Detailed descriptions of the projects are available in the monitoring reports on projects funded by the EaSI programme, volumes III, IV, V and VI.

3.3. MODERNISATION AND EFFECTIVE APPLICATION OF EU LAW

The third general objective of the programme is to **ensure that Union law on matters relating to the target fields is effectively applied, and, where necessary, contributes to modernising Union law**, in line with decent work principles and taking into account the Smart Regulation principles ⁽³⁷⁾.

⁽³⁷⁾ Regulation (EU) No 1296/2013, Article 4 (c).

In order to create a level playing field and guarantee a common level of EU legal protection to all people and organisations, effective application of EU law throughout the EU must be ensured. Through funding various activities, EaSI supports the monitoring, effective application and enforcement of EU legislation in the fields of employment, SPSI and, especially, working conditions (in the areas of labour law and health and safety at work).

The effectiveness of EU law is largely determined by its implementation at national, regional and local levels. The substantial number of infringement cases and complaints of non-compliance with EU law illustrates that problems with the application and enforcement of EU law persist. **The need for better implementation of EU law has therefore been repeatedly recognised as a key priority.** Also, many respondents of the public online consultation organised before the launch of EaSI (in particular, public authorities) emphasised the importance of monitoring the application of EU legislation in the Member States and underlined that this objective should be a key priority for EaSI ⁽³⁸⁾.

While the primary aim of EaSI in this area is to ensure that EU law is effectively applied, actions funded by the programme also seek to improve its quality. Better law making and the need to ensure implementation, application and enforcement are closely linked. Previous experience shows that only a limited number of Member States experience delays in the timely transposition of directives, while application problems for the Member States are more common and arise primarily as a result of the political will of national administrations to invest themselves in the EU's decisions ⁽³⁹⁾. This implies that improvements are necessary in specific areas, such as:

- guaranteeing administrative capacity;
- screening domestic rules and procedures;
- systematic discussion between relevant authorities across the EU;
- ex-post evaluations and accountability of national administrations towards their counterpart authorities in other Member States;
- involvement of sub-national authorities with autonomous legislative powers;
- supporting networks of public authorities and NGOs;
- systematic assessment of their performance and the identification and spread of best practices, as well as
- extension of training programmes for judges and public administrations.

To address these challenges, a 'cultural' change is also required, which includes a shift from increasing new EU law to an emphasis on effective application.

EaSI aims to contribute to the modernisation and effective application of EU law to the extent that:

- legal proposals and the new legislation are of high quality, i.e. implementation and interpretation of rules are clear for public authorities, citizens and businesses, legislation responds to, *inter alia*, the emergence of new risks for human health and safety in the workplace, and unnecessary administrative burden is reduced;
- EU law in the areas of a) labour law and b) health and safety at work is correctly transposed into national law and effectively applied by the Member States;

⁽³⁸⁾ Impact Assessment of the ESF and related instruments, SEC (2011) 1130 final, Brussels, 6 October 2011, 6.

⁽³⁹⁾ Ex-ante evaluation of the EU Programme for Employment and Social Innovation (EaSI), SEC(2011) 1134 final, Brussels, 6 October 2011, p.7.

- the European Commission acts as an effective and efficient guardian of the EU law, effectively monitoring its transposition and implementation in all Member States.

KPI 33. *Extent to which, as well as how, EaSI-funded outputs contributed to the improvement/review of the legislative acquis*

In 2015-2016, EaSI-supported outputs were instrumental in contributing to improvement and better application of EU law in the area of working conditions.

Various studies and data-gathering exercises were funded by the programme in the area of **health and safety at work (including occupational diseases)** in order to improve and implement existing directives, and, more generally, to prevent occupational diseases and new or emerging risks. For example, by supporting the IARC the EaSI programme has continued to provide authoritative, up-to-date evaluations of environmental and occupational exposures that may present carcinogenic hazards to human beings. This activity supports the Commission in collecting up-to-date scientific information on occupational carcinogens and will underpin further amending of Directive 2004/37/EC on carcinogens.

A study produced as a result of a contribution to the international Commission on Non-Ionizing Radiation Protection supports Directive 2013/35/EU on Electromagnetic Fields. Moreover, a non-binding guide to good practice for implementing this directive, including a practical guide, case studies and a guide for SMEs, helps employers and national labour inspectors to implement its provisions in practice. This guide is available in all EU languages and has reportedly been very useful at the local level.

Furthermore, EaSI-supported networking activities have helped relevant stakeholders to exchange views and discuss the issues of health and safety at work as well as more general issues in the area of working conditions. As examples, biannual SLIC meetings and thematic day conferences could be mentioned. They were organised as Council Presidency activities.

EaSI-supported activities were also instrumental in contributing to the improvement and application of **EU labour law**. Flash reports on labour law and country reports by the European centre of expertise in the field of labour law, employment and LMP (ECE) has provided the Commission with relevant information regarding the application of EU law in the Member States. On the practical side, the 8th Annual Legal Seminar "Digitalisation and Labour Law" organised by the European Labour Law Network in the Hague in November 2015 explored what impact digitalisation will have on regulating working conditions, information, consultation and the mobility of EU workers/services. An expert seminar in December 2016 highlighted current challenges and possible solutions in the application of EU legislation on collective redundancies and restructuring.

EaSI also funded two studies: a study to prepare the REFIT evaluation of the Written Statement Directive (Directive 91/533/EEC) and a study to prepare the evaluation of the Recast Directive on European Works Councils (Directive 2009/38/EC). Both studies helped the Commission to map the transpositions rules and assess the concrete application of the specific directives.

EaSI also contributes to the EU's effort to reduce **undeclared work** and contribute to the fair **posting of workers** within the EU. To this end, the European Platform on Undeclared Work was launched in May 2016 and its first plenary meeting took place in Brussels in October 2016. The platform aims to enhance cooperation between Member States, improve their capacity to tackle undeclared work, and increase public awareness of the issue.

A study "Posting of Workers Directive – Current Situation and Challenges" published in June 2016 provides an overview of the directive, focusing on the current situation and major patterns regarding the posting of workers in the EU, major problems and challenges and how these patterns have translated political, as well as jurisdictional, debates and proposals to improve the regulation of this specific form of employment and service provision. With the Commission's view on the proposal published on 8 March 2016, to revise the directive, the study aims to provide the EMPL Committee with an assessment of the proposal in light of both the key challenges addressed and the previous resolutions and requests made by the European Parliament.

Finally, by launching annual calls for proposals in the field of posting of workers, the EaSI programme has funded the development of transnational initiatives in order to enhance the implementation, application and enforcement of Directive 96/71/EC concerning the posting of workers in the framework of provision of services in practice and its Enforcement Directive 2014/67/EU. The proper functioning of administrative cooperation among Member States and improved access to information on applicable terms and conditions of employment in a transparent and accessible manner, are essential. In the monitoring period, eight projects in the field of posting of workers were completed (funded by the predecessor PROGRESS programme). Their descriptions are available in monitoring reports on projects funded by the EaSI programme (four projects in volume III, two projects in volume IV, and two projects in volume VI) ⁽⁴⁰⁾.

"Rights without borders – RIDE" was a project implemented by the Italian General Confederation of Work and its partners from Romania, Belgium, Hungary and Slovenia in the period 2013-2015. As a result, 75 trade unionists from partner countries received training on issues related to transnational posting of workers and control procedures. The project allowed data on the issues of social dumping and unfair competition in the four Member States involved to be updated. An operating manual for control and reference for each Member State involved was published on a newly created multilingual web platform. It included information on standards, contracts and procedures of the respective countries. Finally, a research report was presented during the project's final conference and made available on the websites of the project's partners.

3.4. HIGH QUALITY AND INCLUSIVE EU LABOUR MARKETS THAT ARE OPEN AND ACCESSIBLE TO ALL

Free movement of workers is one of the four freedoms established in the Treaty on the Functioning of the European Union (TFEU). One of the ideas behind Articles 45 and 46 of TFEU is to enable workers from Member States with a high level of unemployment to move to other states where there is a demand for jobs, i.e. geographical labour mobility should contribute to promoting a high level of quality and sustainable employment throughout Europe. However, geographical labour mobility in Europe is limited due to a number of obstacles. Aside from uncertainty over the advantages of being mobile, individuals face a number of other hurdles to free movement. These can range from legal and administrative obstacles, housing costs and availability, employment of spouses and partners, and portability of pensions to linguistic barriers and issues on transparency of job vacancies, and missing support from the employment services for matching CVs with job offers ⁽⁴¹⁾.

⁽⁴⁰⁾ The reports are available online on:

<http://ec.europa.eu/social/main.jsp?catId=1081&langId=en&furtherPubs=yes>

⁽⁴¹⁾ Ex-ante evaluation of the EU Programme for Employment and Social Innovation (EaSI), SEC(2011) 1134 final, Brussels, 6 October 2011, 10.

Through its various activities under the PROGRESS and EURES axes described earlier in this report, EaSI aimed to contribute to the development of high quality and inclusive EU labour markets to the extent that:

- adequate information, advice and services are available for workers and employers wishing to benefit from the principle of the free movement of workers;
- EU citizens are aware of their rights (such as how they can benefit from EU social security coordination rules while moving within Europe), which are being defended and promoted.

On 15 March 2016, the Council adopted the Commission's proposal to reinforce EURES ⁽⁴²⁾. As a result of the reform, the EURES network will be open to more partners, such as private employment services, and more jobs will be advertised on its job portal. In addition, the regulation aims at a better online matching between candidates and vacancies.

Activities at both national and EU level concerning EURES reform resulted in the following immediate effects ⁽⁴³⁾:

- focus shifted even more towards matching, placement & recruitment activities;
- national services' catalogues and practices were finalised;
- new EURES member organisations in the EU countries were selected (partners and associated partners).

KPI 34. Number of placements facilitated

In 2015-2016, the EURES axis contributed to the implementation of Articles 45 and 46 of TFEU, i.e. enabling workers from Member States with a high level of unemployment to move to other states where there is a demand for jobs. This was done mainly through the work of EURES advisers, but also via TMS.

According to the Monthly Reports of EURES advisers, **in 2015-2016, there were 52 282 placements resulting from their consultations with jobseekers.** Roughly 60 % of these consultations were with outgoing jobseekers, while 40 % were with incoming. As seen from Table 31, both the total number of placements and the share of placements from all consultations have increased quite substantially since the first Performance Monitoring Report in 2014.

Table 31. Number of placements facilitated

	Value in 2014	New value for 2016	Change
Total Number of placements	31 056	52 282	▲ 68%
Share of placements from all contacts	3%	6%	▲ 100%

Source: EURES Advisers Monthly Reports.

KPI 35. Coverage of EURES cross-border partnerships

Services provided by the cross-border partnerships contribute to fair mobility in the cross-border regions, the identification of mobility obstacles and the better functioning of cross-border labour markets, thus contributing to economic growth. They are of key importance in increasing the coverage of the EU labour market and making it accessible to all.

⁽⁴²⁾ Regulation 2016/589 of 13 April 2016 on a European network of employment services (EURES), workers' access to mobility services and the further integration of labour markets, and amending Regulations (EU) No 492/2011 and (EU) No 1296/2013. See: <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=OJ:L:2016:107:FULL&from=EN>.

⁽⁴³⁾ See:

http://ec.europa.eu/internal_market/scoreboard/performance_by_governance_tool/eures/index_en.htm.

In 2015, 12 grants were awarded to establish EURES cross-border partnerships, spread geographically throughout Europe and involving 19 countries. Aiming to meet the need for information and coordination connected with labour mobility in the border regions, these partnerships brought together public employment and vocational training services, employers and trade union organisations, local authorities and other institutions dealing with employment and vocational training. In addition, EURES cross-border partnerships served as valuable contact points among employment administrations, both regional and national and the social partners. They were also important means of monitoring these cross-border employment areas.

3.5. INCREASED ACCESS TO FINANCE FOR VULNERABLE PERSONS, MICRO AND SOCIAL ENTERPRISES

Boosting jobs, growth and investment is one of the main priorities of the new Commission. In line with this goal, entrepreneurship and self-employment can be powerful tools in getting Europe growing again and increasing the number of jobs without creating new debt. A significant share of new jobs in the EU is created by newly established firms. **Access to finance, however, remains one of the most important problems faced by business starters across Europe**, in particular those established by vulnerable groups of people.

The EaSI programme aims to increase access to finance for vulnerable persons as well as micro- and social enterprises through provision of support to microcredit providers and investors in social enterprises in the form of guarantees, funded instruments, equity, quasi-equity as well as support for capacity building of microcredit intermediaries. Achievement of this goal is also supported by activities funded under the PROGRESS axis, namely, policy evidence produced in the areas of microfinance and social entrepreneurship, information sharing and mutual learning activities in the latter thematic areas, support for the main actors operating in the field (European Microfinance Network, European Venture Philanthropy Association and the Microfinance Centre), including EaSI Technical Assistance for microcredit providers.

EaSI is expected to contribute to the increased access to finance for vulnerable persons, micro- and social enterprises to the extent that:

- beneficiaries, who are unemployed or belong to vulnerable groups (as well as micro-enterprises, which may employ such persons), are being reached by programme-supported funding mechanisms;
- unemployed and otherwise socially and economically vulnerable persons are able to create or further develop their businesses as a result of the Programme support;
- impact of the EU microfinance and social entrepreneurship support is sustainable, i.e. the supported enterprises are economically active for an unlimited duration after receiving the EU support;
- access to finance for social enterprises is increasing.

KPI 36. *Proportion of beneficiaries that have created or further developed a business with EU microfinance support that are unemployed or belonging to vulnerable groups*

This indicator aims to assess the extent to which EU microfinance and social entrepreneurship support reaches persons who are in a disadvantaged position to access the conventional credit market. Such vulnerable persons include women, the unemployed, those with no or only primary education, young and older people.

As was already noted by the Interim Evaluation of the predecessor PROGRESS Microfinance Facility ⁽⁴⁴⁾, data such as age, gender, education level, etc. are collected only for natural persons applying for EU microfinance funding. This results in an incomplete picture, since a large number of applicants are legal persons (enterprises) and therefore their social data (e.g. the social data of a representative) are not being collected. For legal persons, only data on their employees are being collected and not on the owner or a legal representative. However, the data collected on the natural persons are also revealing regarding the overall direction of the programme.

The following are important conclusions on those supported by the Microfinance Window of EaSI:

- **Around 35 % of them were women**, which is very similar to the annual share of women supported by the predecessor PROGRESS Microfinance Facility.
- **Around 19 % of the supported individuals reported being unemployed** at the time of receiving the microloan. This is much lower than the usual share of the unemployed people supported annually under the predecessor programme (latest number as at 30 September 2016 – around 45 %). Most of the natural persons supported in 2015-2016 by the EaSI Microfinance Window were self-employed/entrepreneurs (62 %), while 17 % of microloans were disbursed to people in full-time/part-time employment.
- **Around 8 % of the supported individuals were younger than 25, while 16 % of them were older than 51.** The shares of both young and senior persons supported through EaSI were similar to the annual result of PROGRESS Microfinance.
- **Around 14 % of the supported individuals reported having no (2 %) or only primary (12 %) education.** Another 36 % of the micro-borrowers had secondary education. The numbers are also similar to those of the predecessor programme.
- Only 1 % of the supported individuals (27, in total) were disabled.

KPI 37. *Number of businesses created or consolidated that have benefited from EU support*

Altogether 12 804 enterprises had benefited from EaSI MF/SE support up to the end of September 2016, which helped them to either consolidate an already running business or to set up a new business: 63 of them benefited under the social entrepreneurship window, while the remaining ones were supported under the Microfinance Window.

KPI 38. *Number of jobs created or maintained*

Enterprises, supported by the MF/SE axis of EaSI, employed 22 328 employees: 1 168 of them were employed in social enterprises, while the remaining ones – in micro-enterprises supported under the Microfinance Window. Among the natural persons supported through the Microfinance Window, 19 % (1 121, in total) were unemployed or inactive before receiving the microloan.

3.5.1. *European PROGRESS Microfinance Facility*

The Microfinance Window of EaSI is a successor instrument of the European PROGRESS Microfinance Facility (EPMF), a programme launched by the European Commission and EIF to increase the availability of microcredit (loans below EUR 25 000) for setting up or developing a small business. The overarching objectives and the structure of the EPMF were very similar to those of the Microfinance Window

⁽⁴⁴⁾ Ramboll, Interim Evaluation of the European Progress Microfinance Facility, November 2014, p. 84.

under EaSI. The EPMF aimed to ensure access to microloans, first, for persons from certain disadvantaged groups and, second, for micro-enterprises working in the social economy and employing persons from the aforementioned disadvantaged groups. The EPMF did not provide funding directly to the micro-borrowers, but rather improved their access to finance through providing guarantees to microfinance intermediaries or investing in them through the funded instruments (debt, equity investments or risk-sharing instruments). The reader should note that under EaSI the Microfinance Window only provides guarantees and counter-guarantees.

The EPMF is now closed and the EU microfinance support is being provided by the EaSI Microfinance Window. However, this report aims to inform readers concisely about the key achievements of the predecessor EMPF instrument, which will *inter alia* help to set expectations for the performance of EaSI Microfinance.

By 30 September 2016, as many as 86 contracts (36 for the guarantees and 50 for the funded instruments) were signed with 71 Financial Intermediaries from 23 European countries reaching a loan volume of EUR 471.7 million. As a result of this EU support, EPMF has provided 56 221 microloans to 52 141 final beneficiaries. The average microloan amounted to around EUR 8 400. The detailed information about the implementation of the EPMF under its two branches (guarantees and funded instruments) is presented in Table 32.

The average microloan was significantly higher (EUR 11 231 vs EUR 6 663) under the guarantees portfolio than under the funded instruments, while a higher number of microloans (35 241 vs 20 980) were provided under the funded instruments portfolio.

A very important achievement of the EPMF was that its overall leverage rate until 30 September 2016 was 4.55, meaning that **the overall amount of microloans provided was 355 % higher than the amount of EU money used for this purpose.**

Table 32. Financial implementation of the European PROGRESS Microfinance Facility

Instrument	Number of contracts	Number of intermediaries	Microloans provided to final beneficiaries (million EUR)	Number of microloans disbursed	Number of final beneficiaries	Average microloan (EUR)
Guarantees	36	36	235.64	20 980	19 713	11 231
Funded instruments	50	35	236.06	35 241	32 428	6 663
Total:	86	71	471.7	56 221	52 141	8 368

Source: Annual implementation report and annual impact report on the EPMF, 30 September 2016.

In order to ensure that the EMPF achieves social and employment impact, the European Commission has regularly monitored several specific characteristics of supported individual beneficiaries and micro-enterprises.

Regarding the social characteristics of the individual beneficiaries supported throughout the duration of the EPMF until 30 September 2016:

- around 45 % were unemployed before receiving the microloan;
- around 36.8 % of them were women;
- around 18 % of them had no (3 %) or only primary (14.76 %) education;
- around 6.5 % were younger than 25, while around 11.34 % were older than 55.

At the moment of receiving a microloan, the supported micro-enterprises employed 93 899 employees, who, consequently, benefited from the microloan received. As already mentioned earlier in the report, the social impact (in terms of the vulnerable groups reached) is so far very similar under the new EaSI Microfinance and Social Entrepreneurship axis.

4. CONCLUSIONS

The main conclusions regarding the EaSI performance monitoring 2015-2016 are presented below.

Perception of the EaSI-funded analytical outputs has slightly improved. In 2017, as many as 89 % of EaSI stakeholders saw the EU/Commission as a source of useful and reliable information compared to 84 % of stakeholders indicating this opinion in 2015 and 2013. Somewhat fewer stakeholders (78 %) considered that the EU employment and social policy and legislation was actually based on strong evidence. However, the share of stakeholders with this opinion has bounced back since 2015 (71 %). The major increase in the share of stakeholders, who think that the EU policy in their field was grounded in strong evidence, happened in the area of Microfinance and Social Entrepreneurship (69 % -> 81 %). This might be related to the increasing attention that the EU is paying to this policy field.

Fewer stakeholders than previously declared that they have personally used or intend to use EaSI outputs. While in 2015 around 80 % of the surveyed EaSI stakeholders said that they are going to use the familiar policy outputs, the share has decreased to 70 % in 2017.

According to the EaSI stakeholders, **the most useful outputs were those that were publicly available, allowed cross-country comparison and provided examples of real-life situations.** The following are examples of outputs that were indicated as the most useful by the stakeholders:

- EURES Job Mobility Portal (92 % stakeholders deemed as useful);
- Labour Market Policy database (88 %);
- Reports on projects/organisations (82 %);
- Labour Force Survey (81 %);
- ESDE reports (81 %);
- Eurostat accidents at work statistics (79 %).

The appreciation of EaSI-funded events remained very high. More than 87 % of surveyed participants in EaSI-funded events in 2015-2017 claimed to have gained a better understanding of EU policies and objectives as a result of participating in the EaSI-funded event (93 % in 2013; 91 % in 2015). Fewer stakeholders said that they intended to actually use the results of the events in which they participated. As in 2013 and 2015, around 85 % of stakeholders in 2015-2017 said that they have used or intended to use the information learned in EaSI-funded events.

The **most active groups of participants** in EaSI-funded events remained similar to the previous years:

- officials from national, regional or local government institutions: around 35 % of all participants;
- representatives of civil society and social partners: around 24 %;
- researchers, university teachers and independent experts: around 16 %;
- officials of EU institutions: around 6 %.

The assessment of dissemination of EaSI outputs keeps improving significantly. While in 2013 only 60 % of the surveyed EaSI stakeholders were of the opinion that EaSI outputs were effectively disseminated, this share has increased to 79 % in 2015 and to 87 % in 2017. This might be the outcome of the specific attention that the Commission has paid to dissemination of results since the very beginning of EaSI. The need to improve dissemination was constantly emphasised by the monitoring reports of the predecessor PROGRESS programme.

According to the stakeholders, the **sources they used most frequently to learn about EaSI outputs were:**

- referrals from colleagues, partners;
- conferences, seminars and other events;
- European Commission website.

While the EaSI stakeholders are generally aware of the Commission's goal to support social policy innovations (82 % of stakeholders reported this), they are in general much less aware of the specific social policy innovations supported by the European Union (56.5 %). Furthermore, **only 49 % of stakeholders said that they have personally used or intend to use EU-funded SPI for policy development or implementation.** Stakeholders in the area of working conditions were found to be significantly least familiar (only 31 %) and planning to use the SPI (34 %).

The appreciation of the key EU-level NGOs remained stable. The share of stakeholders acknowledging the key EU-level NGO networks supported via operating grants as a useful source of information on EU employment and social policy was 68 % (68 % in 2015; 84 % in 2013 – the latter data from PROGRESS). The decrease from 2013 might be related to the fact that gender equality and non-discrimination NGOs supported by the predecessor PROGRESS programme were very much appreciated, while the new NGOs in the area of MF/SE are still gaining the trust of stakeholders.

The sense of collaboration between the national governments and EU officials remained high and stable. Altogether 88 % of EaSI stakeholders working at national, regional or local government institution said that they feel a sense of collaboration between their organisation and the EU institutions.

The use of the EURES Job Mobility Portal kept expanding in 2015-2016. According to the latest data, the EURES online platform attracts 1.76 million users each month. This has increased from 0.85 million monthly users in 2013 and 1.2 million users in 2014. The structure of the registered jobseekers remained largely unchanged with most of the jobseekers coming from Italy and Spain, while the highest number of potential employers resided in Germany. Currently, around 58.6 % of all national vacancies are being shared on the EURES Job Mobility Platform.

EURES has already established itself as a tool not only for dissemination, but also for recruitment and placing of workers. Since 2012, the EURES advisers' network implemented quite a stable number of personal contacts with jobseekers and employers each year (around 900,000–1 million contacts per year). There were 902 529 personal contacts implemented in 2016. The average EURES adviser had 847 individual personal contacts with jobseekers and 130 contacts with employers. As a general rule, around 90 % of all contacts are with jobseekers and around 10 % with employers. **In 2016, there were 52 282 placements resulting from consultations with jobseekers, i.e. around 6 % of personal contacts resulted in an actual placement (doubled compared to 2014).**

2015-2016 marked a strong start for the Microfinance and Social Entrepreneurship axis. Altogether 33 contracts were signed with the microfinance intermediaries for EUR 50.3 million, which resulted in 13 021 microloans totalling EUR 152 288 million (the leverage of 3 times was achieved). In addition to supporting the microcredit sector, **in 2015-2016 EaSI has also released the first funding (first 7 contracts for EUR 9 million) for social enterprises.**

Finally, when implementing all activities, the EaSI programme took into account the horizontal issues established in the EaSI Regulation:

- paying particular attention to vulnerable groups, such as young people;
- promoting equality between women and men;
- combating discrimination based on sex, racial or ethnic origin, religion or belief, disability or sexual orientation;

- promoting a high level of quality and sustainable employment, guarantee adequate and decent social protection, combat long-term unemployment and fight against poverty and social exclusion.

The integration of all EaSI horizontal issues has increased since 2014. **Paying particular attention to vulnerable groups, such as young people was seen as the best mainstreamed issue** by EaSI stakeholders (~85 % said that it is taken into account). Gender equality and non-discrimination also remained well-integrated (~80 % agreed with this opinion). The analysis has also indicated a strong increase in mainstreaming disability and accessibility matters. The share of stakeholders thinking that the latter issue is taken into account has increased from 46 % in 2015 to 67 % in 2017.

5. CONSOLIDATED INFORMATION ON FINANCIAL INPUTS

Table 33 (for 2015), Table 34 (for 2016) and Table 35 (for both 2015 and 2016) present the financial information in respect to performance of the EaSI programme in terms of indicative and actual commitments per EaSI axes and thematic sections. The following financial information is presented in each table:

- **Indicative commitments**, i.e. the funding planned per axis each year at the level of DG EMPL.
- **Actual (individual) commitments** present the financial amount of legal commitments (contracts or agreements), when the beneficiary and the amount of the expenditure are known.
- **Global commitments** are made on the basis of a Financing Decision and allow for the conclusion of one or more legal commitments up to 31 December of year N+1, in the cases where the procedure for concluding the legal commitments was not possible at the end of year N. There is a final date of implementation for using the global commitments, which in principle is 31 December of the financial year following the one in which it was validated: N+1. Within this deadline, the individual legal commitments must be awarded and signed.
- **Total commitments** indicate the sum of individual and global commitments.
- The last column shows the **share of budget devoted to each specific thematic section**. The minimum shares to be spent per axis were established in the EaSI Regulation.

The overall conclusion stemming from the analysis of the financial data are that the implementation of EaSI Work Programmes in 2015 and 2016 was well in line with the EaSI Regulation. While the EURES and MF/SE axes committed the exact or even larger amount of the allocated budget during 2015 and 2016, there is a tendency that not the whole of the allocated budget is being committed under the PROGRESS axis. The situation stems from the specific characteristics and the high number of different activities funded under the PROGRESS axis. The need for some PROGRESS-funded activities might arise or disappear due to changing social and economic context.

Table 33. Indicative and actual commitments by axes and thematic sections for 2015

EaSI Axis and Thematic sections	Indicative commitments	Budgetary execution			
		Actual (individual) commitments	Global Commitments	Total commitments	Share in total commitments of axis ⁽⁴⁵⁾
EaSI - PROGRESS TOTAL	€ 72 710 574,00	€ 31 041 933	€ 40 493 620	€ 69 580 317,54	
EaSI - PROGRESS Thematic sections					
a) PROGRESS Employment (min. 20%)		€ 12 702 025	€ 5 876 033	€ 18 578 058	27 %
b) PROGRESS Social protection (min. 50%)		€ 10 162 199	€ 25 028 380	€ 35 190 579	51 %
c) PROGRESS Working conditions (min. 10%)		€ 1 328 359	€ 5 165 000	€ 6 493 359	9 %
d) PROGRESS Cross-cutting issues		€ 4 894 115	€ 4 424 207	€ 9 318 322	13 %
EaSI - PROGRESS Social policy experimentation (15-20%)		€ 0	€ 10 800 000	€ 10 800 000	16 %
EaSI - EURES TOTAL	€ 23 090 525	€ 16 876 123	€ 6 218 351	€ 23 094 474	
EaSI - EURES Thematic sections					
a) EURES Transparency of job vacancies (min. 32%)		€ 7 361 792	€ 218 351	€ 7 580 143	33 %
b) EURES Development of services (min. 30%)		€ 4 984 507	€ 6 000 000	€ 10 984 507	48 %
c) EURES Cross-border partnership (min. 18%)		€ 4 397 824	€ 0	€ 4 397 824	19 %
d) EURES Cross-cutting issues		€ 132 000	€ 0	€ 132 000	1 %
EaSI-Microfinance and Social Entrepreneurship TOTAL	€ 26 459 001	€ 31 436 140	€ 0	€ 31 436 141	
EaSI-Microfinance and Social Entrepreneurship Thematic sections					
a) MF/SE Microfinance (min. 45%)		€ 23 925 136		€ 23 925 136	76 %
b) MF/SE Social Entrepreneurship (min. 45%)		€ 7 473 864		€ 7 473 864	24 %
c) MF/SE Cross-cutting issues		€ 37 140		€ 37 141	0,03 %
TOTAL EaSI	€ 122 260 099	€ 77 417 420	€ 46 711 971	€ 124 110 932,54	

⁽⁴⁵⁾ In some cases, the sum is more than 100% due to rounding-up (providing no decimal places). Please note that "social policy experimentation" is not a thematic section of EaSI, but rather a cross-cutting issue, which is funded from within the EaSI thematic sections.

Table 34. Indicative and actual commitments by axes and thematic sections for 2016

EaSI Axis and Thematic sections	Indicative commitments	Budgetary execution			
		Actual (individual) commitments	Global Commitments	Total commitments	Share in total commitments of axis ⁽⁴⁶⁾
EaSI - PROGRESS TOTAL	€ 73 352 883	€ 31 357 459	€ 40 241 192	€ 71 598 651	
EaSI - PROGRESS Thematic sections					
a) PROGRESS Employment (min. 20%)		€ 13 259 499	€ 2 646 060	€ 15 905 559	22 %
b) PROGRESS Social protection (min. 50%)		€ 8 776 002	€ 32 190 010	€ 40 966 012	57 %
c) PROGRESS Working conditions (min. 10%)		€ 4 846 050	€ 2 105 800	€ 6 951 850	10 %
d) PROGRESS Cross-cutting issues		€ 4 475 909	€ 3 299 322	€ 7 775 231	11 %
EaSI - PROGRESS_Social policy experimentation (15-20%)			€ 14 200 000	€ 14 200 000	20 %
EaSI - EURES TOTAL	€ 22 450 000	€ 22 864 342	€ 0	€ 22 864 342	
EaSI - EURES Thematic sections					
a) EURES Transparency of job vacancies (min. 32%)		€ 6 198 801	€ 0	€ 6 198 801	27 %
b) EURES Development of services (min. 30%)		€ 12 338 342	€ 0	€ 12 338 342	54 %
c) EURES Cross-border partnership (min. 18%)		€ 3 749 215	€ 0	€ 3 749 215	16 %
d) EURES Cross-cutting issues		€ 577 983	€ 0	€ 577 983	3 %
EaSI-Microfinance and Social Entrepreneurship TOTAL	€ 27 849 770	€ 27 744 070	€ 0	€ 27 744 070	
EaSI-Microfinance and Social Entrepreneurship Thematic sections					
a) MF/SE Microfinance (min. 45%)		€ 13 792 035		€ 13 792 035	50 %
b) MF/SE Social Entrepreneurship (min. 45%)		€ 13 912 035		€ 13 912 035	50 %
c) MF/SE Cross-cutting issues		€ 40 000		€ 40 000	0,14 %
TOTAL EaSI	€ 123 652 632	€ 81 965 871	€ 40 241 192	€ 122 207 063	

⁽⁴⁶⁾ In some cases, the sum is more than 100% due to rounding-up (providing no decimal places). Please note that "social policy experimentation" is not a thematic section of EaSI, but rather a cross-cutting issue, which is funded from within the EaSI thematic sections.

Table 35. Indicative and actual commitments by axes and thematic sections for 2015 and 2016

EaSI Axis and Thematic sections	Indicative commitments	Budgetary execution			
		Actual (individual) commitments	Global Commitments	Total commitments	Share in total commitments of axis ⁽⁴⁷⁾
EaSI - PROGRESS TOTAL	€ 146 063 457	€ 62 399 392	€ 80 734 812	€ 141 178 969	
EaSI - PROGRESS Thematic sections					
a) PROGRESS Employment (min. 20%)		€ 25 961 524	€ 8 522 093	€ 34 483 617	24 %
b) PROGRESS Social protection (min. 50%)		€ 18 938 201	€ 57 218 390	€ 76 156 591	54 %
c) PROGRESS Working conditions (min. 10%)		€ 6 174 409	€ 7 270 800	€ 13 445 209	10 %
d) PROGRESS Cross-cutting issues		€ 9 370 024	€ 7 723 529	€ 17 093 553	12 %
EaSI - PROGRESS_Social policy experimentation (15-20%)		€ 0	€ 25 000 000	€ 25 000 000	18 %
EaSI - EURES TOTAL	€ 45 540 525	€ 39 740 465	€ 6 218 351	€ 45 958 816	
EaSI - EURES Thematic sections					
a) EURES Transparency of job vacancies (min. 32%)		€ 13 560 593	€ 218 351	€ 13 778 944	30 %
b) EURES Development of services (min. 30%)		€ 17 322 849	€ 6 000 000	€ 23 322 849	51 %
c) EURES Cross-border partnership (min. 18%)		€ 8 147 039	€ 0	€ 8 147 039	18 %
d) EURES Cross-cutting issues		€ 709 983	€ 0	€ 709 983	2 %
EaSI-Microfinance and Social Entrepreneurship TOTAL	€ 54 308 771	€ 59 180 210	€ 0	€ 59 180 211	
EaSI-Microfinance and Social Entrepreneurship Thematic sections					
a) MF/SE Microfinance (min. 45%)		€ 37 717 171		€ 37 717 171	64 %
b) MF/SE Social Entrepreneurship (min. 45%)		€ 21 385 899		€ 21 385 899	36 %
c) MF/SE Cross-cutting issues		€ 77 140		€ 77 141	0,08 %
TOTAL EaSI	€ 245 912 731	€ 159 383 291	€ 86 953 163	€ 246 317 996	

⁽⁴⁷⁾ In some cases, the sum is more than 100% due to rounding-up (providing no decimal places). Please note that "social policy experimentation" is not a thematic section of EaSI, but rather a cross-cutting issue, which is funded from within the EaSI thematic sections.

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ANNEX 1. PERFORMANCE MONITORING FRAMEWORK OF THE EUROPEAN UNION PROGRAMME FOR EMPLOYMENT AND SOCIAL INNOVATION (EaSI)

The Performance Monitoring Report of the EU Programme for Employment and Social Innovation (EaSI) 2015-2016 monitors and reports on immediate and intermediate outcomes achieved and outputs produced by EaSI in 2015-2016 (i.e. from 1 January 2015 until 31 December 2016) as well as financial inputs (planned and actual commitments in both years). The first part of this Annex overviews the practical steps that were taken to collect the monitoring information on inputs, outputs and outcomes (system to gather and store information). The second part of the annex presents the complete list of outcome, output and input indicators estimated in the Performance Monitoring Report 2015-2016.

System to gather and store information

Below the Annex concisely presents the practical steps that were taken to collect the monitoring information on inputs, outputs and outcomes. This explanation directly builds on the previous experience with monitoring the EaSI programme in 2014-2015.

Collecting information on inputs

The following steps were taken to collect the monitoring data on financial inputs:

1. **Planned commitments:** the EaSI programming table (Annual Work Programme) was analysed in order to produce a full list of activities that are planned to be funded (including the EUR amount planned to be committed to each activity);
2. **Actual commitments:** An updated EaSI programming table, including additional information on the actual commitments (in EUR), was analysed after the end of the funding period.
3. The tables based on the Annual Work Programmes for the years 2015 and 2016 presenting both planned and actual commitments were produced as an Annex to the EaSI Performance Monitoring Report.

Collecting information on outputs

The following steps were taken to collect the monitoring data on outputs:

1. A number of monitoring data on outputs was collected via the **common monitoring template** (final technical implementation reports) attached to action grant agreements, operating grant agreements and contracts. Some data was still collected from the final technical implementation reports of the predecessor PROGRESS and EURES programmes.
2. Beneficiaries of **action and operating grant agreements** completed the final technical implementation reports (including quantitative monitoring data) on-line, with data being directly stored in the DEFIS database. Then the IT unit of DG EMPL extracted the aggregate data from the DEFIS database and provided the data to PPMI in PDF (qualitative information) and Excel (quantitative information) formats. Together with this information, an updated summary on the beneficiaries of grants awarded under EaSI in 2014-2015 was requested from the DEFIS database.
3. Monitoring data on the outputs produced by the **contractors** was first indicated in the EaSI Annual Work Programmes and then collected through the desk research in the external sources (DG EMPL website, websites of the networks of experts and other contractors, etc.). For this, a catalogue of outputs produced during 2015-2016 was developed and attached to the performance monitoring report. In addition, final technical implementation reports produced by the contractors were collected by the operational units of the Commission and provided to PPMI.

4. Regarding the EaSI-supported **events**, final technical implementation reports attached to the contracts foresaw that organisers must provide DG EMPL with the lists of participants of the events that they have organised. DG EMPL has collected these lists of participants and forwarded them to PPMI in order to carry out surveys of participants in EaSI-supported events in 2015-2016.
5. Other sources to collect information on outputs included the implementation reports of EaSI-supported financial instruments (in the area of microfinance and social entrepreneurship), reports from EURES advisers and an internal EURES Job Mobility Portal database.

Collecting information on immediate and intermediate outcomes (key performance indicators)

At the level of immediate and intermediate outcome indicators, the following data collection tools were employed:

- Gathering of the data collected via the common monitoring templates and other reporting means attached to the contracts and grant agreements (often such data was stored in the official DG EMPL databases, e.g. DEFIS, COLI, but in some cases it was also extracted directly from the templates; such situation was sometimes faced in the case of contracts and operating grants, as this data is not currently entered into the databases mentioned above), reports on the implementation of the EaSI-funded financial instruments in the area of microfinance and social entrepreneurship (provided by the entrusted entity, the European Investment Fund), EURES advisers' reports as well as information from the EURES Job Mobility Platform (provided by DG EMPL IT unit);
- Desk research in other primary and secondary sources. Among the key **primary sources** for the desk research were the legal documents governing the implementation of the EaSI programme, official websites of the Commission, other EU institutions, EU-level NGO networks, Commission staff working documents, communications from the Commission, proposals for Directives, Impact Assessment Reports, etc. As data from primary sources was not always sufficient for estimating all performance indicators, some **secondary sources** were used, e.g. data collected by other outside organisations and reports by independent experts;
- EaSI Stakeholder Survey and surveys of participants in EaSI-funded events.

The EaSI Stakeholder Survey was launched in January 2017, whereas the survey of participants in events were carried out at least twice a year, i.e. approximately 2-3 months after each event.

Stakeholders surveyed under the EaSI Stakeholder Survey included the following groups: a) EU and national-level policy and decision-makers, who work in the employment and social policy fields; b) civil society organisations (NGOs), including social partners; c) other relevant participants and stakeholders involved in the programme design and implementation (including employees in public and private employment services; employees in public or private organisations providing microfinance and/or funding for social enterprises; researchers, university teachers or independent experts; journalists).

Respondents of the EaSI Stakeholder Survey were invited to answer the questionnaire using one of two methods:

- Direct email invitations to participate in the survey were sent to the lists of respondents. Separate lists for each of the EaSI axes were compiled;
- Respondents were also be able to reach the questionnaire via the survey gateway website (hosted by PPMI). In the gateway, respondents were be able to identify the axis and thematic area they are involved in. The Commission also advertised the

Survey gateway through DG EMPL website and social media tools (Facebook and Twitter) in order to attract additional respondents to the survey.

Respondents of the events questionnaire were invited to the survey with direct and personal email invitations. The list of respondents was compiled using lists of participants in the events provided by the relevant staff of DG EMPL to PPMI. All questionnaires were available in three languages – English, French and German. The results of both surveys are presented as Annexes to the Performance Monitoring Report.

The list of outcome, output and input indicators

Outcome indicators – Key Performance Indicators (KPIs)

Indicators in the tables below are classified according to immediate outcomes (specific objectives) and intermediate outcomes (general objectives). Indicators for immediate outcomes are further structured according to axes. Information on each indicator includes its title, number, explanation and data sources to be used to collect the data about a specific indicator. In the table below, we also indicate whether a specific indicator is new, revised or remains the same from the previous monitoring period.

Indicators for Immediate Outcomes

Progress axis

Immediate Outcome 1: Evidence-based EU policies and legislation		
Indicator	Explanation	Data sources
KPI 1. Coverage of the thematic sections by EaSI-funded analytical activities	<ul style="list-style-type: none"> Number and share of analytical activities (outputs) per thematic section produced as a result of direct funding from the Commission (procurement); Types of analytical activities that were the most common in each of the thematic sections. 	Annual Work Programmes; final technical implementation reports; Annual Work Programmes of the operating grants; Annual catalogue of EaSI outputs.
KPI 2. Policy initiatives being informed by the Programme	<ul style="list-style-type: none"> Availability of evidence (examples) about policy initiatives launched by DG EMPL being informed by the knowledge generated by the Programme. This information is collected via the pre-filled templates (catalogue of outputs) disseminated to the responsible Commission officials; Share of stakeholders acknowledging that EU employment and social policy and legislation is based on evidence; Evidence (examples) of cases when EaSI-funded analytical outputs were used by national, regional and local policy-makers for policymaking or advocacy purposes. Such evidence is collected via the open question in the EaSI Stakeholder Survey. 	Publicly accessible sources (e.g. Europa.eu website); consultation with relevant Commission officials (via the template disseminated by PPMI); EaSI Stakeholder Survey; quantitative/qualitative monitoring data on grant agreements and contracts.
KPI 3. Stakeholders' satisfaction with and declared use of knowledge generated by the Programme	<ul style="list-style-type: none"> Share of stakeholders stating that the EU/Commission is a source of useful and reliable information/knowledge in the fields of employment, social protection and social inclusion and working conditions. Share of stakeholders (in particular, national, regional and local policy-makers, but also civil society representatives and other stakeholders) who declare that they have used (or intend to use) outputs produced by EaSI- 	EaSI Stakeholder Survey.

	funded analytical activities for policymaking or advocacy.	
Immediate Outcome 2: Effective and inclusive information sharing, mutual learning and dialogue		
KPI 4. Declared gain of better understanding of EU policies and legislation – indicator from the Annual Management Plan (AMP)	Share of participants in events declaring that they have gained a better understanding of EU policies and objectives as a result of an EaSI-funded activity (by thematic section).	Survey of participants in events.
KPI 5. Inclusive policymaking	<ul style="list-style-type: none"> Profile of targeted audiences and actual participants (categories of stakeholders: EU/national/regional public authorities, social partners, NGOs, academia, others; and approximate share for each of the category in the total audience) in information sharing and learning activities and their participation trends. This information is gathered in two ways: 1) analysis of the participants in EaSI-funded events; 2) analysis of the target groups indicated in the Annual Work Programme; Share of stakeholders acknowledging that the debate on EU employment and social policy and legislation (in general; but mostly that taking place during the events) includes all relevant stakeholders and meets other minimum standards (clarity of issues, adequacy of time to contribute, etc.); Relative frequency (number of instances) of a Member State being involved (as a host or participant) in peer reviews, mutual learning events and exchanges of good practice (e.g. through Mutual Learning Programme, Peer Reviews in SPSI) 	Publicly accessible sources (e.g. Europa.eu website); summaries on action grants from the DEFIS database; Annual Work Programmes; EaSI Stakeholder Survey; lists of participants in EaSI-funded events.
KPI 6. Use of acquired knowledge	<ul style="list-style-type: none"> Share of stakeholders who declare that they have used (or intend to use) the information acquired during the events for policy-making or advocacy; Examples of the actual use of information acquired during the events for policymaking or advocacy. This information is collected via an open question in the survey of participants in EaSI-supported events. 	Monitoring data on grant agreements and contracts; survey of participants in events.
KPI 7. Accessibility of EaSI-funded knowledge and information	<ul style="list-style-type: none"> Visitors (total number and unique) to EaSI-section of Europa.eu website; Bounce rate of visitors to EaSI-section of Europa.eu website; Share of stakeholders claiming that in order to learn about the information and knowledge produced by EaSI they have mostly relied on: <ul style="list-style-type: none"> European Commission website; European Commission newsletter; referrals from colleagues, partners, etc.; conferences, seminars and other events related to the topic; performance monitoring reports; other sources. 	Website monitoring data (DG EMPL IT unit); EaSI Stakeholder Survey.
Immediate Outcome 3: Better conditions for social policy innovation		
KPI 8. Awareness of social policy innovation – indicator from the Annual Management	Share of key EU and national stakeholders who are aware of social policy innovations in the active labour market and social protection policies and their implementation.	EaSI Stakeholder Survey.

Plan (AMP)		
KPI 9. Description of progress regarding social policy innovation projects	Qualitative information on the implementation and results of social policy innovation projects funded through action grant agreements.	Final technical implementation reports of EaSI-funded social policy innovation projects; Reports on projects and organisations funded through EaSI action and operating grants
Immediate Outcome 4: Greater capacity of national and EU organisations		
KPI 10. Capacity of the key EU-level NGO networks to further develop, promote and support the implementation of EU employment and social policy and legislation	<ul style="list-style-type: none"> Share of stakeholders acknowledging that key EU-level NGO networks supported via operating grants are a useful source of information on EU employment and social policy; Examples of how the evidence produced by EaSI-supported EU-level NGO networks contributed to the development of specific policy outputs; This information will be collected in the following ways: 1) from the websites of the supported EU-level NGO networks; 2) from the templates attached to the operating grant agreements; 3) if needed, by direct contacts with the networks, asking them about their contribution to the policy initiatives during the year; Thematic coverage (categories) of the EU employment and social policy priorities by the key EU-level NGO networks. 	Monitoring data on operating grant agreements; publicly accessible sources (e.g. websites of key EU-level NGO networks); work programmes and final reports of the key EU-level NGO networks; EaSI Stakeholder Survey.
KPI 11. Declared effectiveness of capacity building	<ul style="list-style-type: none"> Share of participants (by type of organisation) involved in EaSI-supported activities who declare the change in capacity to further develop, promote and support the implementation of EU employment and social policy and legislation. 	Survey of participants in events.
KPI 12. Active collaboration and partnership between government institutions of the EU and Member States – indicator from AMP	Share of officials working in national, regional and local government institutions indicating that they collaborate actively with government institutions of the EU.	EaSI Stakeholder Survey.

EURES axis

Immediate Outcome 5: Transparent labour market information		
Indicator	Explanation	Data sources
KPI 13. Number of visits to the EURES Job Mobility Portal (monthly average in million) – indicator from AMP	Number of visits to the EURES Job Mobility Portal (monthly average in millions).	EURES Job Mobility Portal (information will be acquired from the DG EMPL IT unit), Single Market Scoreboard.
KPI 14. Number and profile of jobseekers and employers registered in the EURES Job Mobility Platform	<ul style="list-style-type: none"> Total number of jobseekers registered on the EURES site to benefit from portal services; Profile of jobseekers registered in the EURES Job Mobility Platform per country, ESCO occupation, education level, education field; Total number of companies registered on the EURES site to benefit from portal services; Profile of companies registered in the EURES platform per country, size, field of operation (NACE classification). 	EURES website database; Single Market Scoreboard.

KPI 15. Customer satisfaction with EURES Job Mobility Platform	Share of persons (both jobseekers and employers) who have used the EURES Job Mobility Platform and are satisfied.	Dedicated survey among the registered users of the EURES Job Mobility Platform (the survey will be regular, but not annual).
KPI 16. Vacancies posted on EURES as a proportion of national vacancies	Total vacancies shared with EURES divided by the number of vacancies from the central national databases (EURES average).	Single Market Scoreboard; in order to get the data earlier, we will potentially approach the Commission officials to ask for the data.
KPI 17. Effectiveness of learning	<ul style="list-style-type: none"> Total number of participants attending EURES events; Thematic coverage of the mutual learning events and training under EURES axis. 	Publicly accessible sources on the EURES events; Survey of participants in events.
Immediate Outcome 6: Effective provision of services for recruitment and placing of workers		
KPI 18. Number of individual personal contacts of EURES advisers with jobseekers, job changers and employers – indicator from AMP	Total number of individual personal contacts of EURES advisers with jobseekers, job-changers and employers.	EURES Advisors' Monthly Reports; data to be provided by beneficiaries of grant agreements.
KPI 19. Number of contacts per EURES adviser	Number of contacts with jobseekers and employers per EURES adviser	Single Market Scoreboard
KPI 20. Inclusiveness of EURES services	<ul style="list-style-type: none"> Number of EURES advisers (in total and average per country); Number of people per EURES adviser (population divided by number of full-time equivalent EURES advisers); Target groups covered by the projects supported via EURES to implement targeted mobility schemes (including per main recruiting sectors and occupations) 	Monitoring data on grant agreements and contracts; summaries on action grants from the DEFIS database; publicly accessible sources (e.g. Europa.eu website, EURES Job Mobility Portal); Single Market Scoreboard.
KPI 21. Effectiveness of targeted mobility schemes	<ul style="list-style-type: none"> Most recurrent and useful support measures applied under the targeted mobility schemes (project implementers will have to list the three most effective measures); Average cost per placement (project implementers will have to indicate such data in the monitoring templates). 	Monitoring data on grant agreements; final technical implementation reports on action grant agreements.

Microfinance and Social Entrepreneurship axis

Immediate Outcome 7: Better access to, and the availability of, microfinance		
Indicator	Explanation	Data sources
KPI 22. Availability and size of microloans provided	<ul style="list-style-type: none"> Total number of microloans provided to final beneficiaries with EU support; Volume of microloans (EUR) provided to final beneficiaries. 	EaSI Guarantee Annual operational reports submitted by the European Investment Fund (EIF); Progress Microfinance annual implementation reports submitted by the European Investment Fund (EIF).
KPI 23. Availability of mentoring and training services	Types (categories) of mentoring and training services provided to final beneficiaries.	EaSI Guarantee Ex-post impact data included in the Annual impact reports submitted by the European Investment Fund (EIF). This ex post impact data will be issued on 15/01/2017 (data as at 01/11/2016), 15/01/2019 (data as at 01/11/2018), 15/01/2021 (data as at 01/11/2020) and on 30/04/2024 (data as at

		01/11/2023). Previously this was also reported by the Annual implementation reports on EPMF. In case these reports will not be published anymore for EPMF (due to termination of the programme), we will report only on EaSI Financial Instruments.
KPI 24. Types of supported micro-enterprises	Sector and regional distribution of supported micro-enterprises.	EaSI Guarantee Semi-annual operational reports submitted by the European Investment Fund (EIF); Progress Microfinance annual implementation reports submitted by the European Investment Fund (EIF).
Immediate Outcome 8: Better access to finance for social enterprises		
KPI 25. Availability and size of funding	<ul style="list-style-type: none"> Total number of social enterprises supported; Total volume of funding (EUR) provided to social enterprises. 	EaSI Guarantee Annual operational reports submitted by the European Investment Fund (EIF).
KPI 26. Profile of supported social enterprises	Types of supported social enterprises (according to sector, social purpose, target groups, average loan size).	EaSI Guarantee Annual impact reports submitted by the European Investment Fund (EIF).
Immediate Outcome 9: Stronger institutional capacity of microcredit providers		
KPI 27. Scope of EaSI-funded capacity building	<p>Number of microcredit providers who received support through funding for institutional capacity building.</p> <p>In addition to the number, we will provide a qualitative description of the EaSI-funded capacity building of microcredit providers (only if available).</p>	EaSI Capacity Building Annual operational reports submitted by the European Investment Fund (EIF).

Indicators for Intermediate Outcomes

Intermediate Outcome 1: Stronger ownership of EU objectives		
Indicator	Explanation	Data sources
KPI 28. Stakeholder awareness of the major issues and objectives	Share of stakeholders who feel familiar with the main issues in the policy fields covered by EaSI.	EaSI Stakeholder Survey.
KPI 29. Integration of horizontal issues in the overall policy debate	Share of stakeholders stating that the EU contribution to the integration of the horizontal issues into their respective policy area is moderate or high.	EaSI Stakeholder Survey.
KPI 30. Extent to which horizontal issues were taken into account in EaSI-funded events	Share of participants stating that the event, which they participated in, took into account horizontal issues.	Survey of participants in events.
Intermediate Outcome 2: Facilitation of policy reforms, convergence and capacities for social innovation and mutual learning		
KPI 31. Declared use of social and labour market policy innovation in the implementation of social CSRs and the results of social policy experimentation for policy-making – indicator from AMP	Share of relevant stakeholders who declare that they have used the results of social policy experimentation in the implementation of social CSRs or policymaking, or further social policy experimentation.	EaSI Stakeholder Survey.
KPI 32. Scale-up, transferability and/or	Incidence of up-take of policy innovations that were created with support from EaSI	Documents of policy committees and policy and reporting documents

dissemination of policy innovations (actual and expected)	<p>(examples) in the design and implementation of active labour market and social policies. This information will be collected via the desk research in the EaSI-funded outputs. We will look for the text declaring that EaSI-funded social policy innovations are being up-scaled.</p> <p>We will also analyse the final technical implementation reports (FTIRs) of the action grant agreements to account for the expected up-take of social policy innovations. FTIRs have a specific graph which asks the contractors to provide information about the further use of the project results. In this regard, reports of peer reviews, exchanges of good practices and mutual learning events will be analysed.</p> <p>Examples of policy reforms/policy learning from other Member States informed by EaSI activities and outputs will also be collected via an open question in the survey of participants in EaSI-funded events. Specifically, participants of peer reviews and mutual learning events will be targeted.</p>	submitted by the MSs, notably NRPs and National Social Reports; review of the reports from the networks of independent experts; desk research in the EaSI-funded analytical outputs; final technical implementation reports of the grant agreements; reports from the peer reviews, mutual learning events and exchanges of good practice; Survey of the participants in the events.
Intermediate Outcome 3: Modernisation and effective application of EU law		
KPI 33. Programme's contribution to improvement of the EU legislation	Extent to which, as well as how, the following EaSI-funded outputs contributed to the improvement/review of the EU legislation: <ul style="list-style-type: none"> • policy evidence outputs (including studies, evaluation, monitoring reports, etc.); • information sharing and learning outputs (including trainings of legal practitioners, events, working groups, etc.); • outputs produced under the action grant agreements (projects); • outputs produced under the operating grant agreements (EU-level NGO networks); • outputs produced by the Networks of Independent Experts. 	Publicly accessible sources (e.g. the Europa.eu website); consultation with relevant Commission officials (via the template disseminated by PPMI); quantitative/qualitative monitoring data on grant agreements and contracts; summaries from the DEFIS database; review of the analyses produced by the networks of experts; evaluations of the previous programmes and later of the EaSI programme.
Intermediate Outcome 4: High quality and inclusive EU labour markets open and accessible to all		
KPI 34. Number of placements facilitated	Number of placements facilitated via the targeted mobility schemes, cross-border partnerships and EURES advisors. Data on placements facilitated via the targeted mobility schemes and cross-border partnerships will be collected through the templates attached to the action grant agreements. Data on placements facilitated via EURES advisors network will be collected from the reports of EURES advisors.	EURES advisors' reports; final technical implementation reports on action grant agreements.
KPI 35. Coverage of EURES cross-border partnerships	<ul style="list-style-type: none"> • Review of the cross-border regions covered by EURES cross-border partnerships. A map showing the current coverage of cross-border partnerships will be produced; • Change in the number of cross-border partnerships from the last monitoring report. 	Final technical implementation reports (specifically on the projects implementing cross-border partnerships); desk research on publicly available sources (e.g. websites of cross-border partnerships, etc.)
Intermediate Outcome 5: Increased access to finance for vulnerable persons, micro- and social enterprises		
KPI 36. Proportion of	Proportion of beneficiaries that have created or	Progress Microfinance

<p>beneficiaries that have created or further developed a business with EU microfinance support that are unemployed or belonging to vulnerable groups – indicator from AMP</p>	<p>further developed a business with EU microfinance that are:</p> <ul style="list-style-type: none"> • unemployed; • older people (55+); • persons under 25-years of age; • women; • with no or only primary education. 	<p>implementation reports – DG EMPL E1; future implementation reports on EaSI financial instrument.</p>
<p>KPI 37. Number of businesses created or consolidated that have benefitted from EU support – indicator from AMP</p>	<p>Number of business created or consolidated that have benefitted from EU support provided via the Microfinance and Social Entrepreneurship axis of the EaSI Programme (i.e. number of beneficiaries who have received a microloan). This indicator will differentiate between the microfinance and social entrepreneurship axes and will estimate the number of businesses created or consolidated separately for each of the axes.</p>	<p>Future implementation reports on EaSI financial instruments; Progress Microfinance implementation reports – DG EMPL E1.</p>
<p>KPI 38. Number of jobs created or maintained</p>	<p>Number of jobs created or maintained through the establishment or development of a business that has benefitted from EU support. This indicator will aim to differentiate between the microfinance and social entrepreneurship axes and will estimate jobs created or maintained separately for each of the axes.</p>	<p>Future implementation reports on EaSI financial instruments; Administrative data/annual implementation reports submitted by microcredit providers; Progress Microfinance implementation reports.</p>

Input and output indicators

The following input indicators were estimated:

Element of the Logical Framework	Indicators	Data source	Contributes to the achievement of:
Financial inputs	1. Amount (in EUR) and share (%) of operational expenditure allocated (planned) and actually committed by: <ul style="list-style-type: none"> - Axes; - Thematic sections under the axes; - Specific objectives/immediate outcomes. 	Programming/execution tables of EaSI	All outputs

The following output indicators were estimated (please note that output indicators were presented in the text of the EaSI Performance Monitoring Reports under the chapters of relevant immediate outcomes/specific objectives):

Outputs of the Programme (based on EaSI Regulation)	Indicators	Data sources	Contributes to the achievement of:
Progress axis			
Output 1: Gathering of data and statistics	Number of quantitative and qualitative databases developed or maintained.	Publicly accessible sources (e.g. Europa.eu website); Quantitative/qualitative monitoring data on grant agreements and contracts; Annual Work Programme.	Immediate Outcome 1: Evidence-based EU policies and legislation.
Output 2: Common methodologies, classifications, micro-simulations, indicators and benchmarks	Number of methodologies, classifications, micro-simulations, indicators and benchmarks produced (by thematic section; distinction between those commissioned by the Commission/produced under grant agreements)	Publicly accessible sources (e.g. Europa.eu website); Quantitative/qualitative monitoring data on grant agreements and contracts.	Immediate Outcome 1: Evidence-based EU policies and legislation.
Output 3: Surveys, studies, analyses, reports and expertise in thematic sections	Number of surveys, studies, analyses and reports (by thematic section; distinction between those commissioned by the Commission/produced under grant agreements).	Publicly accessible sources (e.g. Europa.eu website); Quantitative monitoring data on grant agreements and contracts; Annual Work Programme.	Immediate Outcome 1: Evidence-based EU policies and legislation.
Output 4: Qualitative and quantitative evaluations and impact assessments	Number of evaluations and impact assessment reports (by thematic section; distinction between those commissioned by the Commission/produced under grant agreements).	Publicly accessible sources (e.g. Europa.eu website); Quantitative monitoring data on grant agreements and contracts; direct contact with DG EMPL (only if necessary); Annual Work Programme.	Immediate Outcome 1: Evidence-based EU policies and legislation.
Output 5: Monitoring and assessment	Number of monitoring and assessment reports on the	Publicly accessible sources (e.g. Europa.eu website);	Immediate Outcome 1:

Outputs of the Programme (based on EaSI Regulation)	Indicators	Data sources	Contributes to the achievement of:
reports on the transposition and application of EU law	transposition and application of EU law (by thematic section; distinction between those commissioned by the Commission/produced under grant agreements).	Quantitative monitoring data on grant agreements and contracts; contact with DG EMPL (only if necessary); Annual Work Programme.	Evidence-based EU policies and legislation.
Output 6: Preparation and implementation of social policy experimentation as a method for testing and evaluating innovative solutions with a view to up-scaling them	Number of social policy experimentation projects (action grants; by thematic section).	Publicly accessible sources (e.g. Europa.eu website); Quantitative monitoring data on grant agreements and contracts; Summaries on action grants beneficiaries from the DEFIS database.	Immediate Outcome 3: Better conditions for social policy innovation.
Output 7: Dissemination of the results of the analytical activities	1. Number of activities aimed at disseminating the results of the analytical activities; 2. Number of reports produced as an output of the above-mentioned analytical activities and disseminated.	Quantitative monitoring data on grant agreements and contracts; website monitoring information provided by the DG EMPL IT unit; Annual Work Programme.	Immediate Outcome 1: Evidence-based EU policies and legislation.
Output 8: Exchanges and dissemination of good practice, innovative approaches and experience, peer reviews, benchmarking and mutual learning events	1. Number of exchanges of good practice, peer reviews, mutual learning events (by thematic section; distinction between those commissioned by the Commission/produced under grant agreements); 2. Number of participants in the events (of which: women/men; public/private/NGO sector).	Publicly accessible sources (e.g. Europa.eu website); Quantitative monitoring data on grant agreements and contracts; Annual Work Programme.	Immediate Outcome 2: Effective and inclusive information sharing, mutual learning and dialogue.
Output 9: Council Presidency events, conferences and seminars	1. Number of Council Presidency events, conferences and seminars (by thematic section; distinction between those commissioned by the Commission/produced under grant agreements); 2. Number of participants in the events (of which: women/men; public/private/NGO sector).	Publicly accessible sources (e.g. Europa.eu website; websites of the Presidencies); Quantitative monitoring data on grant agreements and contracts; Annual Work Programme.	Immediate Outcome 2: Effective and inclusive information sharing, mutual learning and dialogue.
Output 10: Training of legal and policy practitioners	1. Number of trainings (by thematic section; distinction between those commissioned by the Commission/produced under grant agreements); 2. Number of participants in the events (of which: women/men).	Publicly accessible sources (e.g. Europa.eu website; Academy of European Law); Quantitative monitoring data on grant agreements and contracts; Annual Work Programme.	Immediate Outcome 2: Effective and inclusive information sharing, mutual learning and dialogue.
Output 11: Drafting and publication of guides, reports and educational material and measures relating to information, communication and media coverage of initiatives supported by the Programme	Number of guides, reports and educational material (by thematic section; distinction between those commissioned by the Commission/produced under grant agreements).	Publicly accessible sources (e.g. Europa.eu website); Quantitative monitoring data on grant agreements and contracts; Annual Work Programme	Immediate Outcome 2: Effective and inclusive information sharing, mutual learning and dialogue.
Output 12: Information and communication activities	1. Number of activities aimed at disseminating the results of peer reviews, exchanges of good practice,	Publicly accessible sources (e.g. Europa.eu website); Quantitative monitoring data on grant agreements	Immediate Outcome 2: Effective and inclusive

Outputs of the Programme (based on EaSI Regulation)	Indicators	Data sources	Contributes to the achievement of:
	mutual learning events and guides and educational material (by thematic section; distinction between those commissioned by the Commission/produced under grant agreements); 2. Number of reports produced as an output of the above-mentioned activities and disseminated.	and contracts; Annual Work Programme; website monitoring data from DG EMPL IT unit.	information sharing, mutual learning and dialogue.
Output 13: Development and maintenance of information systems in order to exchange and disseminate information on EU policy and legislation and on the labour market	Number of information systems developed and maintained (by thematic section; distinction between those commissioned by the Commission/produced under grant agreements).	Publicly accessible sources (e.g. Europa.eu website); Quantitative monitoring data on grant agreements and contracts; Annual Work Programme.	Immediate Outcome 2: Effective and inclusive information sharing, mutual learning and dialogue.
Output 14: Covering operating costs of key EU-level NGO networks	1. Number of EU-level NGO networks established and maintained (by thematic section); 2. Number of members of each network (by country).	Publicly accessible sources (e.g. Europa.eu website); DG EMPL internal data on the number of framework partnership agreements signed (info from COLI database); Quantitative monitoring data from operating grants; Annual Work Programme.	Immediate Outcome 4: Greater capacity of national and EU organisations.
Output 15: Capacity building of national administrations and specialist services responsible for promoting geographical mobility designated by the member states and microcredit providers	1. Number of capacity building activities organised (by thematic section); 2. Number of participants in these capacity building activities (of them: women/men).	Annual Work Programme; Quantitative monitoring data on grant agreements and contracts.	Immediate Outcome 4: Greater capacity of national and EU organisations.
Output 16: Building up the main actors' capacity to design and implement social policy experimentation	1. Number of capacity building activities organised (by thematic section); 2. Number of participants in these activities (of them: women/men).	Publicly accessible sources (e.g. Europa.eu website); Annual Work Programme; Quantitative monitoring data on grant agreements and contracts	Immediate Outcome 3: Better conditions for social policy innovation.
Output 17: Organisation of working groups of national officials to monitor the implementation of EU law	1. Number of working groups organised (by thematic sections) 2. Number of participants in the working groups (of them: women/men).	Annual Work Programme; Quantitative monitoring data on grant agreements and contracts	Immediate Outcome 4: Greater capacity of national and EU organisations.
Output 18: Networking and cooperation among specialist bodies and other relevant stakeholders, national, regional and local authorities and employment services at European level	1. Number of networking and cooperation activities organised (by thematic section); 2. Number of participants in these activities (of them: women/men; by target groups).	Publicly accessible sources (e.g. Europa.eu website); Annual Work Programme; Quantitative monitoring data on grant agreements and contracts.	Immediate Outcome 4: Greater capacity of national and EU organisations.
Output 19: Funding of European-level observatories, including on key thematic sections	Number of European-level observatories launched and maintained (by thematic section).	Publicly accessible sources (e.g. Europa.eu website); Annual Work Programme.	Immediate Outcome 4: Greater capacity of national and EU organisations.

Outputs of the Programme (based on EaSI Regulation)	Indicators	Data sources	Contributes to the achievement of:
Output 20: Exchange of personnel between national administrations	1. Number of exchanges organised (by country; by organisation; by thematic section); 2. Number of participants in the exchanges (of them: women/men).	Annual Work Programme; Quantitative monitoring data on grant agreements and contracts.	Immediate Outcome 4: Greater capacity of national and EU organisations.

Outputs of the Programme (based on EaSI Regulation)	Indicators	Data sources	Contributes to the achievement of:
EURES axis			
Output 21: Development and the activities of EURES Cross-border partnerships	1. Number of projects carried out by public employment services at national, regional or local level in a border region (action grants); 2. Number of countries participating in projects (by role: leading/partnering); 3. Number of placements facilitated during these projects; 4. Number of jobseekers and employers consulted during these projects.	Publicly accessible sources (e.g. Europa.eu website); Quantitative monitoring data on grant agreements; Summaries on action grants beneficiaries from DEFIS database; Annual Work Programme.	Immediate Outcome 6: Effective provision of services for recruitment and placing of workers.
Output 22: Provision of information, counselling, placement and recruitment services for cross-border workers	Number of persons who received information and counselling services (by target group: job-seeker/employer).	Quantitative monitoring data on grant agreements; Annual Work Programme; EURES Advisors' Monthly Reports.	Immediate Outcome 6: Effective provision of services for recruitment and placing of workers.
Output 23: Development of the multilingual digital platform for the clearance of job vacancies and applications	1. Number of vacancies and applications posted (by country); 2. Number of visits to EURES Job Mobility Portal (by country).	Publicly accessible sources (e.g. EURES Job Mobility Portal; Europa.eu website); Quantitative monitoring data on service contract; Summaries on action grants beneficiaries from DEFIS database; DG EMPL website monitoring data provided by DG EMPL IT unit.	Immediate Outcome 5: Transparent labour market information.
Output 24: Development of targeted mobility schemes to fill job vacancies where labour market shortcomings have been identified	1. Number of projects carried out (by thematic section; by target group); 2. Number of countries participating in projects (by role: leading/partnering); 3. Number of placements facilitated during these projects; 4. Number of jobseekers and employers consulted during these projects.	Publicly accessible sources (e.g. Europa.eu website); Quantitative monitoring data on grant agreements; Summaries on action grants beneficiaries from DEFIS database; Annual Work Programme.	Immediate Outcome 6: Effective provision of services for recruitment and placing of workers.
Output 25: Mutual learning among	1. Number of mutual learning events organised;	Publicly accessible sources (e.g.	Immediate Outcome 5: Transparent

Outputs of the Programme (based on EaSI Regulation)	Indicators	Data sources	Contributes to the achievement of:
EURES actors and training of EURES advisers, including EURES cross-border partnership advisors	2. Number of trainings for EURES advisers organised; 3. Number of participants who took part in mutual learning and training activities (of them: women/men).	Europa.eu website); Quantitative monitoring data on grant agreements and contracts; Annual Work Programme.	labour market information.
Output 26: Information and communication activities to raise awareness of the benefits of geographical and occupational mobility in general and of the activities and services provided by EURES	1. Number of information and communication activities organised (by communication tool, by target audience); 2. Number of participants in these activities (of them: women/men); 3. Number of printed outputs of this information and communication activities (e.g. booklets, posters).	Publicly accessible sources (e.g. Europa.eu website); Quantitative monitoring data on service contracts; Annual Work Programme.	Immediate Outcome 5: Transparent labour market information.

Outputs of the Programme (based on EaSI Regulation)	Indicators	Data sources	Contributes to the achievement of:
Microfinance and Social Entrepreneurship axis			
Output 27: Support to microfinance intermediaries	1. Number of guarantees and counter-guarantees disbursed to microcredit providers; 2. Number of funded instruments disbursed to microcredit providers (by type); 3. Number of microcredit providers supported (by country).	Administrative data/annual implementation reports submitted by the European Investment Fund (EIF).	Immediate Outcome 7: Better access to, and availability of microfinance.
Output 28: Support to social enterprises	1. Number of guarantees and counter-guarantees disbursed to investors in social enterprises; 2. Number of funded instruments disbursed to investors in social enterprises (by type); 3. Number of grants disbursed to investors in social enterprises; 4. Number of investors in social enterprises supported (by country; by area of expertise).	Administrative data/annual implementation reports submitted by the European Investment Fund (EIF).	Immediate Outcome 8: Better access to finance for social enterprises.
Output 29: Building up institutional capacity of microcredit providers	1. Number of capacity building activities; 2. Number of microcredit providers supported (by country).	Administrative data/annual implementation reports submitted by the European Investment Fund (EIF).	Immediate Outcome 9: Stronger institutional capacity of microcredit providers.

ANNEX 2. CATALOGUE OF OUTPUTS PRODUCED WITH THE FINANCIAL SUPPORT FROM THE PROGRAMME FOR EMPLOYMENT AND SOCIAL INNOVATION (EASI) IN 2015-2016

This catalogue is a collection of all tangible outputs (e.g. reports, databases, events) of the programme produced in 2015 and 2016. Outputs, which were initiated in 2015-2016 but not delivered before the end of 2016, are not included. They will be included in the catalogue of outputs for the next year. Outputs are structured according to programme's axes and different types of activities. The catalogue was developed by using publicly accessible sources (e.g. Europa.eu website), Annual Work Programmes, activity reports, and data on grant agreements and contracts. It was revised and approved by the relevant officials from DG EMPL of the European Commission. The catalogue also includes a separate part on the contribution of Easi outputs to policy and legislative initiatives in 2015 and 2016.

1. LIST OF OUTPUTS

PROGRESS AXIS: EMPLOYMENT

Policy evidence	
Databases	Classification of European Skills, Competences, Qualifications and Occupations(ESCO): 1) taxonomy in all EU languages of > 5000 occupations, 6000 skills (competences) and creation of a qualifications pillar; 2) creation and maintenance of > 100,000 links between the pillars; 3) creation of the management structure, board, maintenance committee, > 4 structural reference groups (https://ec.europa.eu/esco/home)
	Labour Force Survey 2016 ad-hoc module on youth in the labour market, 2015
	Labour Market Policy database (Eurostat)
	Data collection for monitoring Youth Guarantee schemes (covering years 2014 and 2015)
OECD	How are refugees faring on the labour market in Europe? Working Paper, September 2016
	Policy brief on scaling the impact of social enterprises, September 2016
	Policy Brief on Expanding Networks for Inclusive Entrepreneurship, April 2015
	Policy Brief on Sustaining Self-employment - Entrepreneurial Activities in Europe, May 2015
	Policy Brief on Informal Entrepreneurship, April 2015
	Inclusive Business Creation - Good Practice Compendium, June 2016
	Policy Brief on Social Impact Measurement for Social Enterprises - Policies for Social Entrepreneurship, August 2015
European Network of Public Employment Services (PES)	Measuring customer satisfaction with PES - Increasing PES effectiveness by meeting customer needs, May 2016
	Practitioner's toolkit to assist PES with the development of customer satisfaction measurement systems, May 2016
	Bottleneck vacancies 2015, 2016
	Report on PES Implementation of the Youth Guarantee, 2015, 2016
	Cost-benefit analysis of remedial interventions for the long-term unemployed, August 2016
	Assessment Report on PES capacity, 2015, 2016
European Employment Policy Observatory (EEPO)	The role of social partners in the design and implementation of policies and reforms, July 2016
	The minimum wages system in Belgium. The mismatch in Brussels' Region , April 2015
	European Employment Policy Observatory Literature Review Service, March 2015
Studies and analyses	Updating of the Labour Market Model, October 2016
	The impact of unemployment on heart disease and stroke mortality in European Union countries, June 2016
	Duration of unemployment and self-perceived health in Europe, June 2016
	Study on the feasibility of the monitoring framework for the Council Recommendation on long-term unemployment and accompanying methodological manual - September 2016 (not in the public domain)
	Addressing youth unemployment in the EU, February 2015 (a Youth Guarantee leaflet)
Other publications (prepared by	Analytical Web Note 7/2015 - Measuring skills mismatch (2016)
	Analytical Web Note 2/2016 - Analysis of the Youth Guarantee in EU Member States (2016)

DG EMPL)	Analytical Web Note 1/2016 - Labour Market Transitions (2016)
	Analytical Web Note 2/2015 - Benchmarks for the assessment of wage developments (2015)
	Analytical Web Note 3/2015 - Demography Report (2015)
	Analytical Web Note 4/2015 - Trends in poverty and social exclusion (2012-2014) (2015)
	Analytical Web Note 5/2015 - Latest trends in social protection expenditure (2015)
	Analytical Web Note 6/2015 - High and rising inequalities; what can be done about it (at EU level)? (2015)
Flagship Publications of DG EMPL	Employment and Social Developments in Europe - Quarterly Review, August 2016
	Employment and Social Developments in Europe - Quarterly Reviews 2015: Spring, Summer, Autumn, Winter editions
	Employment and Social Developments in Europe - Quarterly Reviews 2016: Spring, Summer, Autumn editions
	Employment and Social Developments in Europe 2015 - Annual Review
	Labour Market and Wage Developments in Europe 2016
	Labour Market and Wage Developments in Europe 2015

Events	
European Network of Public Employment Services (PES network)	6 th PES Network Board meeting, Bratislava, December 2016 (Slovak Presidency meeting)
	Thematic Review Workshop "Sustainable integration into the labour market", Denmark, 24-25 November 2016
	Follow-up Visit "Modernising PES through supportive data and IT strategies", 22 November 2016
	Meeting of the Advisors for European PES Affairs (AFEPA), Brussels, 20-21 October 2016
	PES Network Seminar "Change management and continuous improvement", 4 October 2016
	Learning Exchange on 'Integration of young people not in education, employment or training (NEETs)', Brussels, September 2016
	Thematic Review Workshop "Modernising PES through supportive data and IT strategies", Croatia, 6-7 July 2016
	5 th PES Network Board meeting, Amsterdam, June 2016 (Dutch Presidency meeting)
	PES Network Conference "Integration of the long-term unemployed", 3 June 2016
	European Employer's Day (EED), 4-15 April 2016, Europe
	Meeting of the Advisors for European PES Affairs (AFEPA), Brussels, 10-11 March 2016
	4 th PES Network Board meeting, Luxembourg, December 2015 (Luxembourg Presidency meeting)
	PES Network Board discussion of refugee situation, December 2015
	Meeting of the Advisors for European PES Affairs (AFEPA), Brussels, 29-30 October 2015
	Workshop "Organizing an European Employer's Day", Brussels, 24 September 2015
	Public hearing of the European Parliament, Brussels, 15 June 2015
	3 rd PES Network Board meeting, Riga, June 2015 (Latvian Presidency meeting)
Meeting of the Advisors for European PES Affairs (AFEPA), Brussels, 19-20 March 2015	
Thematic events (MLP)	Measures to support the integration of asylum seekers and refugees, Brussels, 22 June 2016
	Expert Workshop on 'Measures to address labour market segmentation', Ljubljana, Slovenia, 9 November 2015
	Upskilling Unemployed Adults, Brussels, June 2015
Peer reviews (MLP)	Peer Review on 'Human Capital in Poland – labour market research project for 2016-2023', Warsaw, Poland, November 2016
	Peer Review on 'Approaches to integrate long-term unemployed persons', Berlin, Germany, October 2016
	Peer Review on 'Methods for forecasting skills needs for the economy', Dublin, Ireland, 13-14 June 2016
	Peer Review on 'Labour market inclusion of international protection applicants and beneficiaries', Madrid, Spain, 23-24 May 2016
	Peer Review on 'The Guarantee for Youth' (a particular measure within the broader context of the Youth Guarantee), Paris, France, 7-8 April 2016
	Peer Review on 'Universal Credit', London, United Kingdom, 30 November-1 December 2015
	Peer Review on 'Dismissal Law 2.0. How to promote work-to-work transitions and sustainable labour relations?' The Hague, Netherlands, 22 -23 October 2015
	Peer Review on 'Strategies for Employment Policy reform. Implementation challenges in decentralised countries' Madrid, Spain, 5-6 October 2015

	Peer Review on 'Targeting NEETs – key ingredients for successful partnerships in improving labour market participation' Oslo, Norway, 24 - 25 September 2015
	Peer Review on Making Work Pay for Mothers, St Julian's, Malta, 18-19 May 2015
Learning exchanges (MLP)	Learning Exchange on 'Integration of young people not in education, employment or training (NEETs)', 27-28 September 2016, Brussels (Belgium)
	High Level Learning Exchange on 'Designing and implementing effective strategies to support the integration and retention in the labour market of youth at risk', 18-19 February 2016, Stockholm (Sweden)
	Learning Exchange on 'the use of ICT/e-services to improve employment and social security administration services', 3 February 2016, London (UK)
	Learning Exchange on 'Measures to support older workers', 10 November 2015, Ljubljana (Slovenia)
	Learning Exchange on 'Minimum wages in the framework of collective bargaining systems', 11 September 2015, London (UK)
Dissemination seminars (MLP)	Dissemination Seminar - The value of mutual learning in policy making, 9 December 2016, Brussels (Belgium)
Thematic synthesis reports (MLP)	Annual Thematic Synthesis Report 2016, November 2016
	Annual Thematic Synthesis Report 2015. Key policy messages from the activities, January 2016
Conferences and other events	Conference "Intelligent Machines and the Future of Recruitment", Amsterdam, June 2016 (presentation of the ESCO classification)
	New Skills Agenda for Europe - Launch event, Brussels, June 2016
	Workshop: How can the ESF contribute more effectively to the reduction of long-term unemployment, Brussels, March 2016
	Conference Employment and Social Developments in Europe Review 2015 Brussels, January 2016
	European Alliance for Apprenticeships, October 2015

PROGRESS AXIS: SOCIAL PROTECTION AND SOCIAL INCLUSION

Policy evidence	
EESSI	Electronic Exchange of Social Security Information (EESSI) is an IT system that will help social security bodies across the EU exchange information more rapidly and securely – as required by EU regulations on social security coordination. (http://ec.europa.eu/social/main.jsp?catId=869)
European Social Policy Network (ESPN)	Synthesis Report: Retirement regimes for workers in arduous or hazardous jobs in Europe - A study of national policies, October 2016 35 ESPN Thematic Reports on retirement regimes for workers in arduous or hazardous jobs – studies of national policies, May 2016
	Synthesis Report: Work-life balance measures for persons of working age with dependent relatives in Europe - A study of national policies, June 2016 35 ESPN Thematic Reports
	Synthesis Report: Minimum income schemes in Europe - A study of national policies, January 2016 35 ESPN Thematic Reports
	Synthesis Report: Integrated support for the long-term unemployed - A study of national policies, June 2015 36 ESPN Thematic Reports May 2015
	Synthesis Report: Social Investment in Europe - A study of national policies, April 2015 36 ESPN Thematic Reports on Social Investment, January 2015
	69 ESPN Flash Reports in 2016
	65 ESPN Flash Reports in 2015
EUROMOD	EUROMOD – a tax benefits micro –simulation model
	10 research papers and 14 working papers in 2016
	6 research papers and 18 working papers in 2015
	34 publications in 2016
	34 publications in 2015
	Research note 4/2016: Low incentives to work at the extensive and intensive margin in selected EU countries Research note 3/2016: Making work pay A conceptual paper
Studies, analyses	Social Community Teams against Poverty - Synthesis Report, June 2016
	Prevention and early intervention services to address children at risk of poverty - Synthesis Report, June 2016
	Synthesis report - Peer Review in Hungary: Conditional cash transfers and their impact on children, May 2016
	Synthesis report - Peer Review in the Czech Republic: Provision of quality early childcare services, May 2016
	Synthesis report - Peer Review on child poverty consultation platforms, April 2015
	Synthesis report - Peer Review on Social Impact Assessment, April 2015

	Synthesis report - Innovative practices with marginalised families at risk of having their children taken into care, 2015
	Synthesis report - Peer Review on long-term care – the problem of sustainable financing, March 2015
	Inferring migrations: traditional methods and new approaches based on mobile phone, social media, and other big data, June 2016
	The Active Ageing Index and its extension to the regional level, May 2015
	Social policy innovation – Meeting the social needs of citizens, March 2015
	Social protection systems in the EU: financing arrangements and the effectiveness and efficiency of resource allocation, March 2015
European Platform for Investing in Children (EPIC)	Using Evidence to Strengthen Policies for Investing in Children (Evidence guide), 2016 Supporting Effective Implementation of Evidence-Based Practices (A resource guide for child serving organisations), 2016 An online collection of Evidence based practices EPIC policy brief: Paternity and parental leave policies across the European Union, 2016 EPIC policy brief: Education of EU migrant children in EU Member States, 2016 EPIC policy brief: Maternity Policies. Trade-offs between labour market demands and health benefits for children, 2016 EPIC policy brief: Education of migrant children. Education policy responses for the inclusion of migrant children in Europe, 2016 EPIC policy brief: Early Childhood Education and Care (ECEC) and its long-term effects on educational and labour market outcomes, 2016 EPIC policy brief: Quality and impact of Centre-based Early Childhood Education and Care, 2016 EPIC policy brief: The Role of the European Social Fund in Supporting Childcare Provision in the European Union, 2016
Periodicals	Publication of Social Agenda journal, issues 40 - 46

Events	
Conferences and other events	Annual Convention for Inclusive Growth 2016, Brussels, March 2016
	Making the European Pillar of Social Rights a reality for Europe's families: mind the gap, Brussels (COFACE event), October 2016
	A joint EU-OECD conference: Identifying ways of raising effective retirement ages, Brussels, May 2016
Peer reviews in social protection and social inclusion	Peer Review in Germany: Active Ageing Index at the local level, April 2016
	Peer Review in Belgium: Housing First, March 2016
	Peer Review in Ireland: Prevention and early intervention services to address children at risk of poverty, February 2016
	Peer Review in the Netherlands: Social community teams against poverty, January 2016
	Peer Review in the Czech Republic: Provision of quality early childcare services, November 2015
	Peer Review in Hungary: Conditional cash transfers and their impact on children, October 2015
Presidency conferences	Peer Review in Belgium: Children First – pilot local consultation platforms on child poverty, January 2015
	Meeting of the Mutual Information System on Social Protection (MISSOC) network, Bratislava (Slovakia), November 2016 (Slovak Presidency event)
	Meeting of the Mutual Information System on Social Protection (MISSOC) network, Amsterdam (the Netherlands), June 2016 (Dutch Presidency event)
	Meeting of the Mutual Information System on Social Protection (MISSOC) network, Luxembourg, October 2015 (Luxembourg Presidency event)
	Meeting of the Mutual Information System on Social Protection (MISSOC) network, Riga (Latvia), May 2015 (Latvian Presidency event)
	The 24th European Social Services Conference, the Hague, the Netherlands, June 2016 (organised by the European Social Network in association with Netherlands Presidency)
	The 23rd European Social Services Conference, Lisbon (Portugal), July 2015 (organised by the European Social Network in association with Luxembourg Presidency).
	15th European Meeting of People Experiencing Poverty, Brussels, November 2016 (organised by the European Anti-Poverty Network in association with Slovak Presidency)
A Strategic Dialogue meeting with people experiencing poverty, Brussels, November 2015 (organised by the European Anti-Poverty Network in association with Luxembourg Presidency)	

PROGRESS AXIS: WORKING CONDITIONS

Policy evidence	
Data and statistics	Development of European statistics on occupational diseases (subdelegation to ESTAT)
	Database on transnational company agreements (cooperation with the ILO)
Studies, analyses,	Posting of Workers Directive – current situation and challenges, June 2016

reports	Non-binding guide to good practice for implementing Directive 2013/35/EU Electromagnetic Fields - Volume 1 - Practical guide, 2015
	Non-binding guide to good practice for implementing Directive 2013/35/EU Electromagnetic Fields - Volume 2 - Case studies, 2015
	Non-binding guide to good practice for implementing Directive 2013/35/EU Electromagnetic Fields - Guide for SMEs, 2015
	REFIT study to support evaluation of the Written Statement Directive (91/533/EC), 2016
	An Ad Hoc Statistical Analysis on Short Term Mobility – Economic Value of Posting of Workers. The impact of intra-EU cross-border services, with special attention to the construction sector, 2016
	Study to collect updated information for a limited number of substances with a view to analyse the health, socio-economic and environmental impacts in connection with possible amendments of Directive 2004/37/EC on the protection of workers from the risks related to exposure to carcinogens or mutagens at work
	Experts of the Scientific Committee for Occupational Exposure Limits to Chemical Agents – Individual contracts
Contributions	Contribution to the International Agency for Research on Cancer (IARC) Monographs Programme: Volume 113: 2,4-Dichlorophenoxyacetic acid (2,4-D) and Some Organochlorine Insecticides, 2016 Volume 110: Some Chemicals Used as Solvents and in Polymer Manufacture, 2016 Volume 109: Outdoor Air Pollution, 2016 Volume 108: Some Drugs and Herbal Products, 2016 Volume 107: Polychlorinated Biphenyls and Polybrominated Biphenyls, 2016
	Contribution to the international Commission on Non-Ionizing Radiation Protection: A Closer Look at the Thresholds of Thermal Damage (Workshop report), 2016
	Contribution to the international Programme on Chemical Safety (WHO) Guideline Review Group Meeting: guidelines for the prevention and management of lead poisoning, London (the UK), December 2016
	Contribution to the international Programme on Chemical Safety (WHO): Meeting on Immunotoxicity associated with exposure to Nanomaterials, Bilthoven (the Netherlands), 30 March - 1 April 2016
	EEPO
European centre of expertise in the field of labour law, employment and labour market policies (ECE)	European Platform tackling undeclared work Member State Factsheets and Synthesis Report
	Monthly Flash Reports on Labour Law, December 2016 Summary and country reports, December 2016

Events	
Presidency conferences	68 th SLIC meeting and the thematic day conference "Effective Interaction of Labour Inspectorates: Control vs Advice" , Riga (Latvia), May 2015 (Latvian Presidency event)
	69 th SLIC meeting, Luxembourg, November 2015 (Luxembourg Presidency event)
	70 th SLIC meeting and the thematic day conference "Prevention and control of exposure to dangerous substances", Amsterdam, May 2016 (Dutch Presidency event)
	71 st SLIC meeting and the thematic day conference "Ageing workforce and changes in the labour market – role of labour inspection", Slovakia, November 2016 (Slovak Presidency event)
	OSH Conference "A Better Preventive Culture in a New Labour Market", Bratislava (Slovakia), October 2016 (Slovak Presidency event)
	OSH Conference "From the Strategic Framework Towards Effective Implementation – OSH can be Simple and Entertaining", April 2015, Riga (Latvia) (Latvian Presidency event)
Meetings	6. The European Platform on Undeclared Work - First plenary meeting in Brussels, October 2016
	The launch event of the European Platform on Undeclared Work, Brussels, May 2016
	Meeting of Directors General for Industrial Relations, Bratislava (Slovakia), May 2016
	Meeting of Directors General for Industrial Relations, Luxembourg, May 2015
	Meeting of Directors General for Industrial Relations, Amsterdam (the Netherlands), November 2015
	12 th high-level meeting between the European Commission and the International Labour Organization (ILO), Brussels, 30 September and 1 October 2015
European Labour Law Network (till 2015) replaced by ECE - European Centre of Expertise (as from May 2016)	8th Annual Legal Seminar "Digitalisation and Labour Law", the Hague (the Netherlands), November 2015
	Expert seminar on labour law collective redundancies and restructuring, Brussels, December 2016

PROGRESS AXIS: CROSS-CUTTING ISSUES

Policy evidence	
Databases	Database on Labour Market Policies (LMP): Public expenditure on LMP interventions, Participants in LMP interventions, LMP indicators, Persons registered with Public Employment Services
Studies	Performance Monitoring Report of the European Union Programme for Employment and Social Innovation (EaSI) 2014, June 2015
	Report on projects and organisations supported by the European Commission in the areas of employment, social affairs and inclusion in 2013-2016, Report 5, July 2016
	Monitoring good practices in the areas of employment, social affairs and inclusion, Report 4, April 2016
	Monitoring good practices in the areas of employment, social affairs and inclusion, Report 3, January 2016
	Monitoring good practices in the areas of employment, social affairs and inclusion, Report 2, May 2015
	Proposed Approaches to Social Impact Measurement January 2015
	Make a difference – Drop'pin and go far, February 2016

Events	
Conferences and other events	#ESDE2015 conference: A review of employment and social developments in Europe in 2015, Brussels, 21 January 2016
	3 rd Ministerial Conference on Employment and Labour, Jordan, September 2016
	5 th meeting of the Union for the Mediterranean High Level Working Group on Employment and Labour, Brussels, April 2016
	4 th Meeting of the Union for the Mediterranean High Level Working Group on Employment and Labour, Brussels, January 2015
	EU - China Seminars
	5 th ASEM Labour and Employment Ministers meeting "Towards Sustainable Social Development in Asia and Europe: A joint Vision for Decent Work and Social Protection", Sofia (Bulgaria), December 2015
	The 4 th ASEM Social Partners' Forum, Sofia (Bulgaria), December 2015
Information and communication activities	Information and awareness activities, seminars, meetings, workshops
	Pilot awareness raising activities on Youth Guarantee schemes in FI, LV, PT and RO, March-September 2015

EURES AXIS

Policy evidence	
EURES Job Mobility Portal	Public consultation on Your First EURES job mobility
Other publications	Jobseekers & Employers' Guide 2015, May 2015
	Your first EURES job - Leaflet – edition, May 2015
	EURES European (online) Job Days - Broadening work horizons, June 2016

Events	
Conferences and other events	European Alliance for Apprenticeships, October 2015

MICROFINANCE AND SOCIAL ENTREPRENEURSHIP AXIS

Policy evidence	
Practical guide on social enterprise finance	A recipe book for social finance: A practical guide on designing and implementing initiatives to develop social finance instruments and markets, January 2015

2. CONTRIBUTION OF EASI OUTPUTS TO POLICY AND LEGISLATIVE INITIATIVES IN 2015-2016 (A SUMMARY)

Policy area	Contribution of EaSI outputs to policy and legislative initiatives
Country Specific Recommendations in the framework of Europe 2020	
Employment	European Employment Policy Observatory (EEPO) reviews and reports Peer Reviews in the framework of the Mutual Learning Programme Activities of the Public Employment Services (PES) network
SPSI	Reports from the European Social Policy Network Mutual Information System on Social Protection (MISSOC) Database on Labour Market Policies (LMP) EUROMOD - Tax-benefit mode EC/OECD project for a multi-country database on benefit recipient
Cross-cutting	Database on Labour Market Policies (LMP database) OECD joint analysis of Labour Market Policies (LMP) Small scale studies
Implementation of the Employment Package	
Employment	Classification of European Skills, Competences, Qualifications and Occupations (ESCO) Labour Force Survey 2016 ad-hoc module on youth in the labour market European Employment Policy Observatory (EEPO) reviews Mutual Learning Programme Employment and Social Developments in Europe reports 2015, 2016 Labour Market and Wage Developments in Europe reports 2015, 2016 Annual Conferences for dissemination and discussion of findings of ESDE reports
Implementation of the Youth Employment Package/ Youth Guarantee	
Employment	Labour Force Survey 2016 ad-hoc module on youth in the labour market, 2015 Data collection for monitoring Youth Guarantee schemes (covering years 2014 and 2015) Report on PES Implementation of the Youth Guarantee, 2015, 2016 Addressing youth unemployment in the EU, February 2015 (a Youth Guarantee leaflet) Analytical Web Note 2/2016 - Analysis of the Youth Guarantee in EU Member States (2016) Peer Review on 'The Guarantee for Youth' (a particular measure within the broader context of the Youth Guarantee), Paris, France, 7-8 April 2016 Pilot awareness raising activities on Youth Guarantee schemes in FI, LV, PT and RO, March-September 2015
Implementation of the Social Investment Package	
SPSI	Monitoring, development and deployment of the Electronic Exchange of Social Security Information (EESSI) Activities of the Social Policy Network Presidency Meetings of the Mutual Information System on Social Protection (MISSOC) Peer Review Programme to support policy reforms in the Member States Monitoring the implementation of the EC Recommendation on Investing in Children C(2013)7782013 Rec - through an online platform (EPIC) Calls for proposals on social innovation 2015, 2016
Cross-cutting	EaSI monitoring report 2015 and reports on projects
Support to the European Platform against Poverty and Social Exclusion COM(2010)758	
SPSI	Support to Social NGO Networks at EU level to contribute to Europe 2020 and SIP implementation Involving stakeholders in the implementation of EU2020 Strategy (EAPAP)
Support to the implementation of the EP and Council Decision on enhanced cooperation between PES	
Employment	Public Employment Services (PES) network support Public Employment Services (PES) network board - Presidency meetings
Implementation of the EU Strategic Framework on Health and Safety at Work 2014-2020	
Working conditions	Development of European Statistics on Occupational Diseases – OSH Information System (Scoreboard), subdelegated to ESTAT Presidency conferences in the field of OSH Contribution to the International Programme on Chemical Safety (WHO) Contribution to the International Agency for Research on Cancer (IARC) Monographs Programme Contribution to the work of the International Commission on Non-Ionizing Radiation Protection (ICNIRP) Study to gather the information necessary to further amend Directive 2004/37/EC Study on further amending Directive 2004/37/EC (2nd step) on carcinogens The Senior Labour Inspectors' Committee (SLIC) Campaigns 2015, 2016 Committee Senior Labour Inspectors-Thematic Days-Plenary meetings (Presidency Events)
Enforcement directive in the field of posting of workers	
Working conditions	Call for proposals in the field of posting of workers
Monitoring the application of EU Law	
Working conditions	Activities of the European Labour Law Network (till 2015) replaced by the European Centre of Expertise, ECE (from May 2016) Meetings of experts groups in the field of labour law

	Monthly Flash Reports on Labour Law, December 2016 Summary and country reports, December 2016
Proposal for a Decision on the establishment of a European Platform in the field of undeclared work	
Working conditions	Activities of the European Platform on Undeclared Work improve the capacity of the Commission to develop initiatives in the field of undeclared work, employment package and decent work agenda
Facilitating discussions between Member States and European Commission	
Cross-cutting	Meetings of the Union for Mediterranean Employment and Labour Working Group (2015, 2016)
Working conditions	Meetings of the Group of Directors General for Industrial Relations (2015, 2016)
Contribution to labour mobility issues	
EURES	Supporting labour mobility through EURES network: EURES Helpdesk, web-intranet, EURES portal, EURES training, EURES communication activities and EURES network meetings Supporting fair mobility in the cross-border regions through EURES Cross-border partnerships Supporting intra-EU labour mobility in the EEA countries through EURES Network co-operation with EEA countries DROP` IN@EURES project
Implementation of EaSI third axis (microfinance and social entrepreneurship)	
Microfinance	Technical assistance for microfinance institutions Adaptation of JASMINE online (Joint Action to Support Micro-finance Institutions in Europe), EaSI MicPro (Ex-JASMINE online)
Social entrepreneurship	Social entrepreneurship finance instrument Support to networks promoting microfinance and social enterprise finance

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