



Ex post evaluation of the 2000-2006 ESF support to the Open Method of Coordination in Social Protection and Social Inclusion

VC/2008/0211

Annex 3

Mapping exercise analysis and main results

Extract from the Intermediate Report approved on October 28th 2009 (Chapter 3)

December 2009

OPERATIONAL PROGRAMME ANALYSIS AND MAIN RESULTS

This chapter presents the main results from the mapping exercise of ESF OPs (at national and regional level). This exercise is based on the drafting of a set of Fiches aimed at analysing the coherence and complementarity between ESF and national policies set within the context of the SPSI OMC framework¹.

The analysis entailed a systematic examination of the OPs to assess how the ESF general objectives have been translated into the national/regional operational programmes and to which target groups they are addressed.

Tab. 3.1 summarises the number of Fiches that have been completed during the mapping exercise². It should be noted that:

- Fiches A are Country Fiches which present a general overview of the 25 Countries covered by this evaluation. They are based on the analysis of the country CSF and its update, Mid-term and Update and/or final CSF evaluations, NAPs/NSRs and relevant document concerning Social Protection and Health care issues at country level³;
- Fiches B are OP Fiches which present an analysis of the coherence between ESF and SPSI OMC at the level of macro-interventions and target groups;
- Fiches C are OP Fiches based on a sample of Ops. The analysis presented illustrates the inter-relationship between the ESF and the SPSI OMC in terms of interventions and indicators;
- Fiches D are 'Equal' Project Fiches. They cover a sample of projects that show coherence with OMC in Social Inclusion and Social Protection.

Fiches A, C and D are presented in the Annexes to this Report, while Fiches B are inserted in a database⁴ also annexed.

Tab. 3.1 – Fiches completed

	FICHES A	FICHES B	FICHES C	FICHES D
TOTAL	25	207	61	63

¹ For more details on methodology for WP3 (on desk research), please, refer to the Inception Report, pages 19- 30.

² Ibidem.

³ All the ESF documents refer to 2000-2006 programming period; most of the country CSF for EU15 were approved in 1999; mostly of CSF for New Member States were approved in 2003. ESF Mid-term evaluations were usually drafted in 2003-2004; ESF Final Evaluations were usually drafted in 2005. With regard to NAP/NSRs, the analysis started on the 2001 Document till the 2006-2008.

⁴ Information coming from Fiches B are presented in two databases (one including Fiches B information on ESF OPs analysed and the other including Fiches B information on NAPs/NSRs). For more details, please refer to the methodological note annexed to this Report.

The following paragraphs present the main findings of the Fiches analysis organised according to the main evaluation questions. In particular, at this interim stage, the focus of the analysis (see paragraph 2.1 and 2.2) is concentrated on coherence and complementarity between ESF and SPSI OMC at the level of objectives and interventions (1° and 2° evaluation questions). Nevertheless, some preliminary ESF findings are also provided (see paragraph 2.3 and 2.4) for coherence and complementarity at the level of stakeholders and indicators (3° and 4° evaluation questions); the latter will be further developed in the next steps of the evaluation and outlined in detail in the Final Report.

Given the specific features of the Equal Community Initiative⁵, the findings emerging from the analysis of Equal Fiches (Fiches D) are presented in a separate section of this Report (2.5).

1. Coherence and complementarity by objectives⁶

Overall, the analysis of OP fiches broadly supports the preliminary findings of the literature review and interviews with key informants, with regard to the level and nature of coherence and complementarity between the objectives of the ESF and the OMC SPSI, both at the national level (CSFs analysis present in country fiches A) and national/regional level (OPs analysis present in fiches B).

The following Figures 3.1 and 3.2 show the total number of countries where at least one national ESF objectives was coherent SPSI overarching objectives. The Figures also provide an assessment of the level of coherence. This assessment was made considering the ESF objectives included within ESF Policy Field in relation to the three SPSI overarching objectives.

As the Figures show, coherence is greatest for the First Overarching Objective on social inclusion: that is to say that all the 25 countries analysed have at least one national ESF objective coherent with the 1° social inclusion objective and that the level of coherence is mostly at a high, or medium-high level.

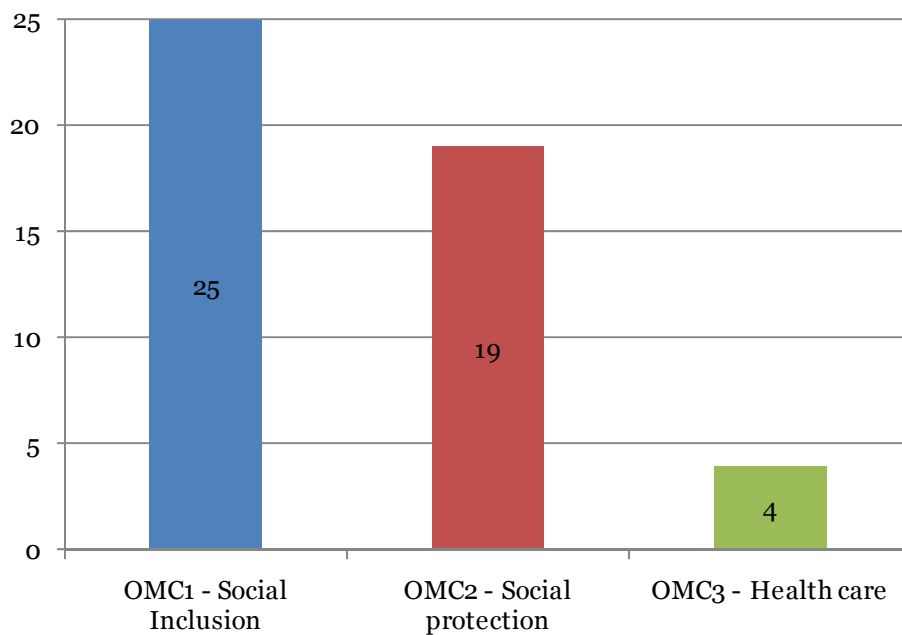
Coherence diminishes when it comes to social protection. There are 19 countries out of 25 that present at least one objective coherent with the Second SPSI Overarching Objectives, but this coherence was identified only in relation to the ESF lifelong learning objective within an active ageing strategy and at a mostly low level (only Finland and Malta present medium level of coherence).

⁵ EQUAL is part of the European Union's strategy for more and better jobs and for ensuring that no-one is denied access to them. Funded by the European Social Fund, this initiative is testing since 2001 new ways of tackling discrimination and inequality experienced by those in work and those looking for a job. EQUAL co-finances activities in all EU Member States. Its mission is to promote a better model for working life by fighting discrimination and exclusion on the basis of gender, racial or ethnic origin, religion or belief, disability, age or sexual orientation. Funded through the European Social Fund (ESF), EQUAL is being implemented in, and between, the Member States up until 2008.

⁶ Information on coherence and complementarity at the level of objectives come from both Fiches A and Fiches B, that is to say both at country and OP level.

Finally, coherence with regard to the Third - healthcare and long- term care - objectives is low. Not only was coherence identified in just 4 countries (Finland, Poland, Portugal and Sweden), but it has been assessed at a low level, associated with the ESF objectives aimed at supporting the modernisation of healthcare sector through training.

Figure 3.1 – Number of countries with at least one ESF objective related to OMC overarching objectives



Source: Our elaboration on fiches A (for each country one or more objectives can be indicated)

Legenda

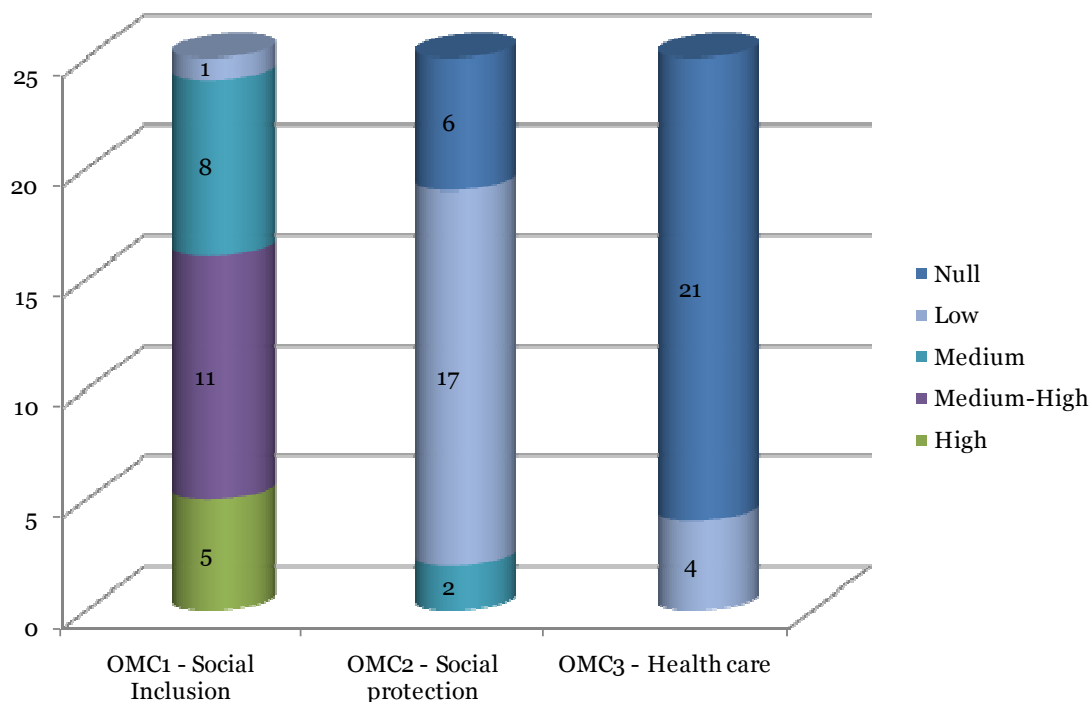
The overarching objectives of the OMC for social protection and social inclusion are:

OMC 1 - A decisive impact on the eradication of poverty and social exclusion

OMC 2 - Adequate and sustainable pensions

OMC 3 - Accessible, high-quality and sustainable healthcare and long-term care

Figure 3.2 - Coherence and complementarity between ESF and SPSI Overarching Objectives



Source: Our elaboration on fiches A (for each country one or more objectives can be indicated)

Legenda

The overarching objectives of the OMC for social protection and social inclusion are:

OMC 1 - A decisive impact on the eradication of poverty and social exclusion

OMC 2 - Adequate and sustainable pensions

OMC 3 - Accessible, high-quality and sustainable healthcare and long-term care

HIGH coherence and complementarity where cross references between both ESF and national objectives and stakeholders exist;

MEDIUM coherence and complementarity where the cross references between the ESF and national policy are referred only to objectives and not on stakeholders and vice versa;

LOW coherence and complementarity where a form of complementarity and coherence is present at least in one level (objectives and stakeholders) but it is very partial

NULL where none ESF objectives refer directly or indirectly to the Overarching objective considered.

In the following pages, the analysis is presented according to each of the three SPSI Overarching Objectives in order to deepen the general conclusions presented above.

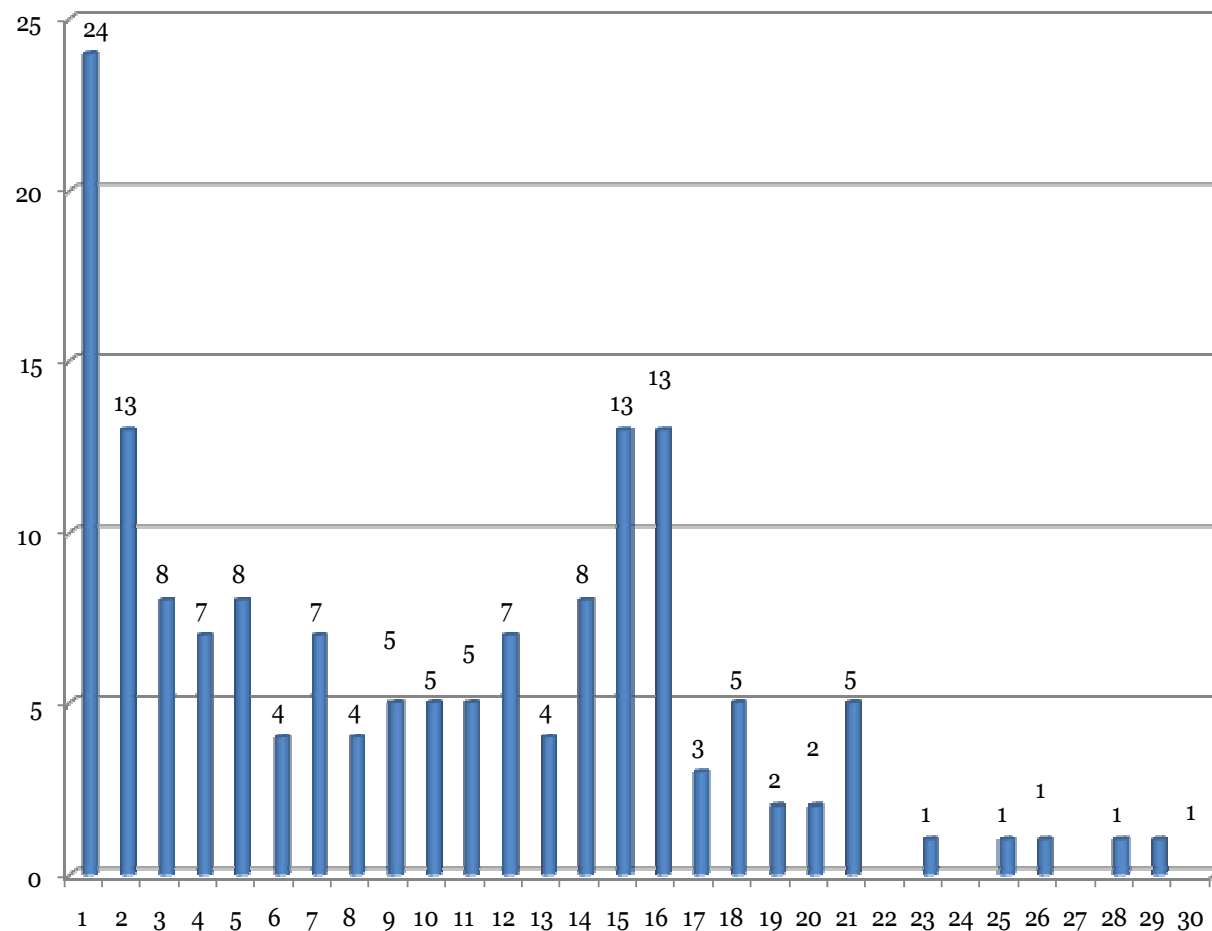
Coherence and complementarity between the ESF and the social inclusion objectives (1st SPSI Overarching Objective)

In this section we look in more detail at how the 1st SPSI Overarching objective was generally translated within national policy objectives (NAPs/NSRs) and within ESF national objectives (CSFs).

The following Figure 3.3 focuses on the extent and nature of coherence between the ESF and SPSI over-arching Objective 1. It *shows the distribution of national policy objectives (in their NAPs/NSRs) related to 1st SPSI Overarching Objective across the countries*. As can be seen, most countries focus in their NAPs/NSRs on the objective of promoting access to employment and mobilising training policies. Importance is also attached to promoting the work-life balance, and social integration of people facing poverty, especially for children and young people.

Significant attention is devoted to housing issues, covering a spectrum of issues including access to decent and sanitary housing; addressing problems of indebtedness, exclusion from school and becoming homeless. The main area where ESF national objectives show a high level of complementarity with the OMC SPSI is in “fighting poverty”.

Figure 3.3 – OMC1 overarching objective (A decisive impact on the eradication of poverty and social exclusion)
 – Number of countries with objectives indicated (NAPs/NSRs)

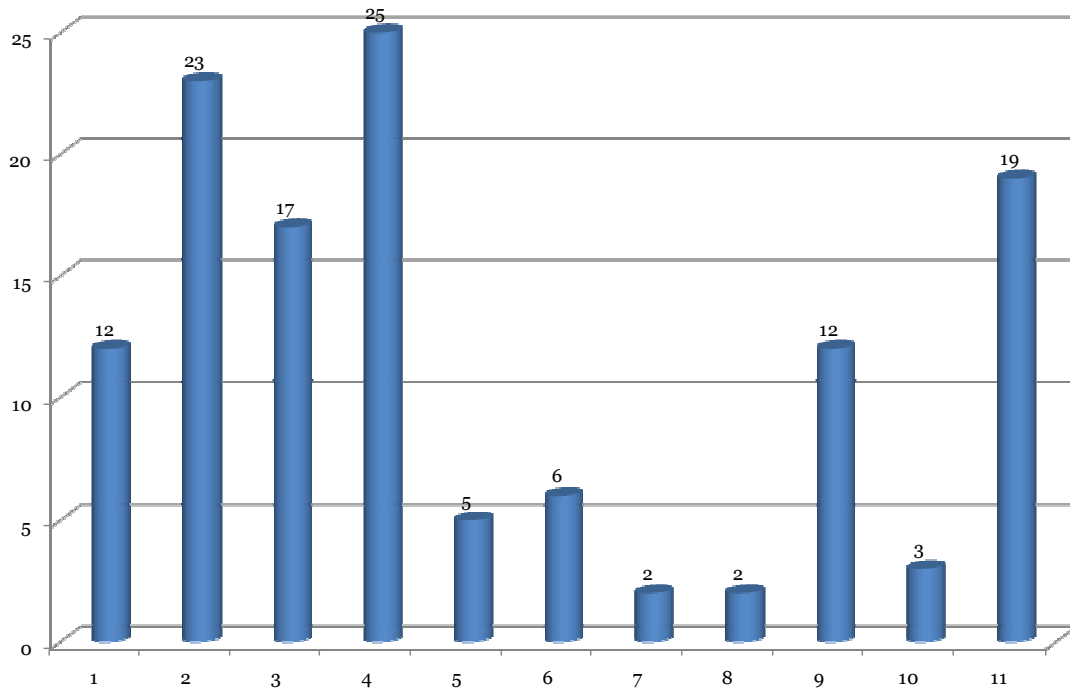


- Legenda**
- 1 Promoting access to employment and mobilising training policies
 - 2 Promoting the reconciliation of work and family life
 - 3 Using the opportunities provided by social economy to promote access to employment
 - 4 Preventing the exclusion of people from the labour market
 - 5 Facilitating access to resources, rights, goods and services for all
 - 6 Organising social protection systems
 - 7 Supporting access to decent and sanitary housing
 - 8 Supporting access to healthcare system
 - 9 Supporting access to education, justice and other public and private services for people at risk of exclusion
 - 10 Preventing the risks of exclusion
 - 11 Exploiting the potential of the knowledge-based society especially for people with disabilities
 - 12 Preventing situations of social exclusion such as indebtedness, exclusion from school and becoming homeless
 - 13 Preserving family solidarity
 - 14 Helping the most vulnerable
 - 15 Promoting social integration of people facing persistent poverty
 - 16 Eliminating social exclusion among children
 - 17 Developing actions in favour of areas marked by exclusion
 - 18 Mobilising relevant bodies
 - 19 Promoting the participation and self-expression of people suffering exclusion
 - 20 Mainstreaming the fight against exclusion into overall policy
 - 21 Promoting dialogue and partnership between all relevant bodies, public and private
 - 22 Preventing and addressing exclusion
 - 23 Promoting participation in the labour market and fighting poverty
 - 24 Coordinating social inclusion policies at all levels of government and relevant actors
 - 25 Ensuring adequate retirement incomes for all and access to pensions
 - 26 Ensuring the financial sustainability of public and private pension schemes
 - 27 Ensuring transparency in pension systems
 - 28 Promoting access for all to adequate health and long-term care
 - 29 Promoting quality in health and long-term care and adapting care
 - 30 Ensuring affordable and financially sustainability for health and long-term care

Source: Our elaboration on fiches A (for each country one or more objectives can be indicated)

A similar analysis was carried out on the extent and nature of coherence between the ESF and SPSI over-arching Objective 1, this time looking at *the distribution of ESF national policy objectives (in their CSFs) related to 1st SPSI Overarching Objective across the countries (Figure 3.4).*

Figure 3.4 – OMC1 overarching objective (A decisive impact on the eradication of poverty and social exclusion) – Number of countries with objectives indicated (ESF)



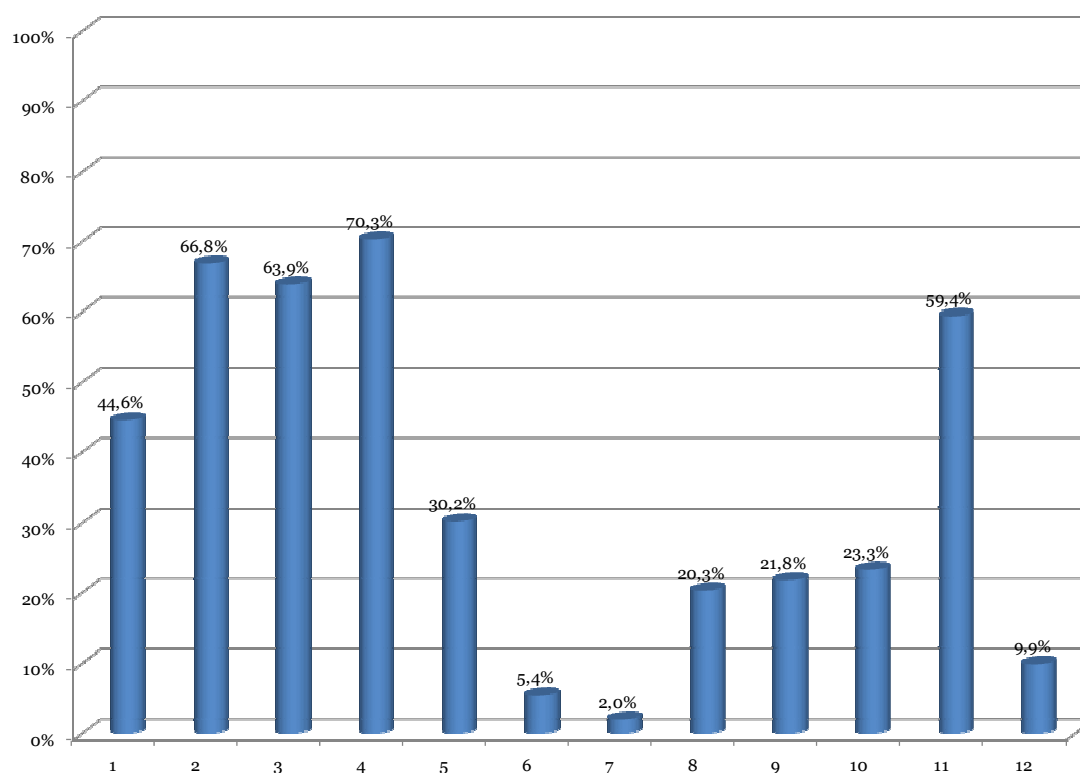
Source: Our elaboration on fiches A (for each country one or more objectives can be indicated)

Legend
1. Developing and promotion of active labour market policies
2. Fighting and preventing long-term unemployment
3. Fighting and preventing unemployment
4. Promoting equal opportunity for all
5. Promoting and improving educational and training system
6. Prevention of early school-leaving
7. Increasing high education
8. Increasing lifelong learning
9. Developing continuous training on workplace
10. Developing entrepreneurship
11. Increasing gender equality
12. No objectives

As Figure 3.4 shows, national ESF objectives (CSFs) show a high coherence with corresponding national objectives as stated in the NAPs/NSRs with regard to both fighting and preventing unemployment, especially when long-term; promoting equal opportunities for all, and increasing gender equality. ESF national objectives concentrate also on developing continuous training in the workplace and developing entrepreneurship, preventing early school leaving and promoting and improving educational and training systems. All these latter aspects may be seen as complementary to the national policy objective of eradicating poverty.

A similar pattern can be seen when looking at *how ESF Objectives as defined in CSFs are operationalised within the single national/regional OPs* of the 25 member states taken into account by this evaluation (see Figure 3.5). This suggests there are few differences between the programmatic “intentions” stated in CSFs and the programmatic “intentions” stated in Ops.

Figure 3.5 – OMC1 overarching objective (A decisive impact on the eradication of poverty and social exclusion) – Percentage of OPs with objectives indicated (ESF)



Source: Our elaboration on fiches B (for each OPs one or more objectives can be indicated)

Legenda

1. Developing and promotion of active labour market policies
2. Fighting and preventing long-term unemployment
3. Fighting and preventing unemployment
4. Promoting equal opportunity for all
5. Promoting and improving educational and training system
6. Prevention of early school-leaving
7. Increasing high education
8. Increasing lifelong learning
9. Developing continuous training on workplace
10. Developing entrepreneurship
11. Increasing gender equality
12. No objectives

In summary, the results of the analysis of both Community Support Frameworks and OPs (regional/single country Operational Programmes) and National Reports on Strategies for Social Protection and Social Inclusion (former NAPs) confirm the results of the *Literature*

review, i.e. there is a high degree of coherence and complementarity between the ESF objectives both stated in CSFs and OPs and the 1^o SPSI overarching objective.

The fact that ESF and the OMC social inclusion objective are coherent with and complement each other reflects the recognition in both instruments that social exclusion is multi-dimensional in scope, causality and effects. If one considers the intrinsic ESF mission, as defined in the 1999 regulation, its' essential remit is to support Member States in combatting unemployment (especially long-term unemployment), to promote active labour market policies, and foster equal opportunities in the labour market as well as supporting vocational training and education for improving workers' skills. There are clear linkages found between ESF national objectives (CSFs) and national policy objectives (NAP/NSRs) that underline how these issues are explicitly associated with poverty issues. Both ESF and the Social OMC share a similar multi-dimensional view of social inclusion to that commonly taken by academics and theorists in the field. These typically envisage social as a combination of access to financial capital (earnings acquired through employment and other sources of income), physical capital (possession of property, neighbourhood infrastructure and assets that facilitate access to education and other societal activities), human capital (education and training) and social capital (social networks and relationships)⁷. Broadly, social inclusion policy takes a similarly multi-dimensional stance and promotes access for all citizens to the labour market, basic resources and social services and to the rights needed for the full participation to the economic, social and cultural life and for enjoying a standard of living and well-being considered normal for the society in which they live⁸.

⁷ Dirk-Jan Omtzigt, Report working paper *Survey on Social Inclusion: theory and policy*, January 2009, http://ec.europa.eu/regional_policy/policy/future/pdf/1_omtzigt_final_formatted.pdf.

⁸European Commission, *Joint Report on Social Inclusion*, 2004, page 10, http://ec.europa.eu/employment_social/spsi/docs/social_inclusion/final_joint_inclusion_report_2003_en.pdf.

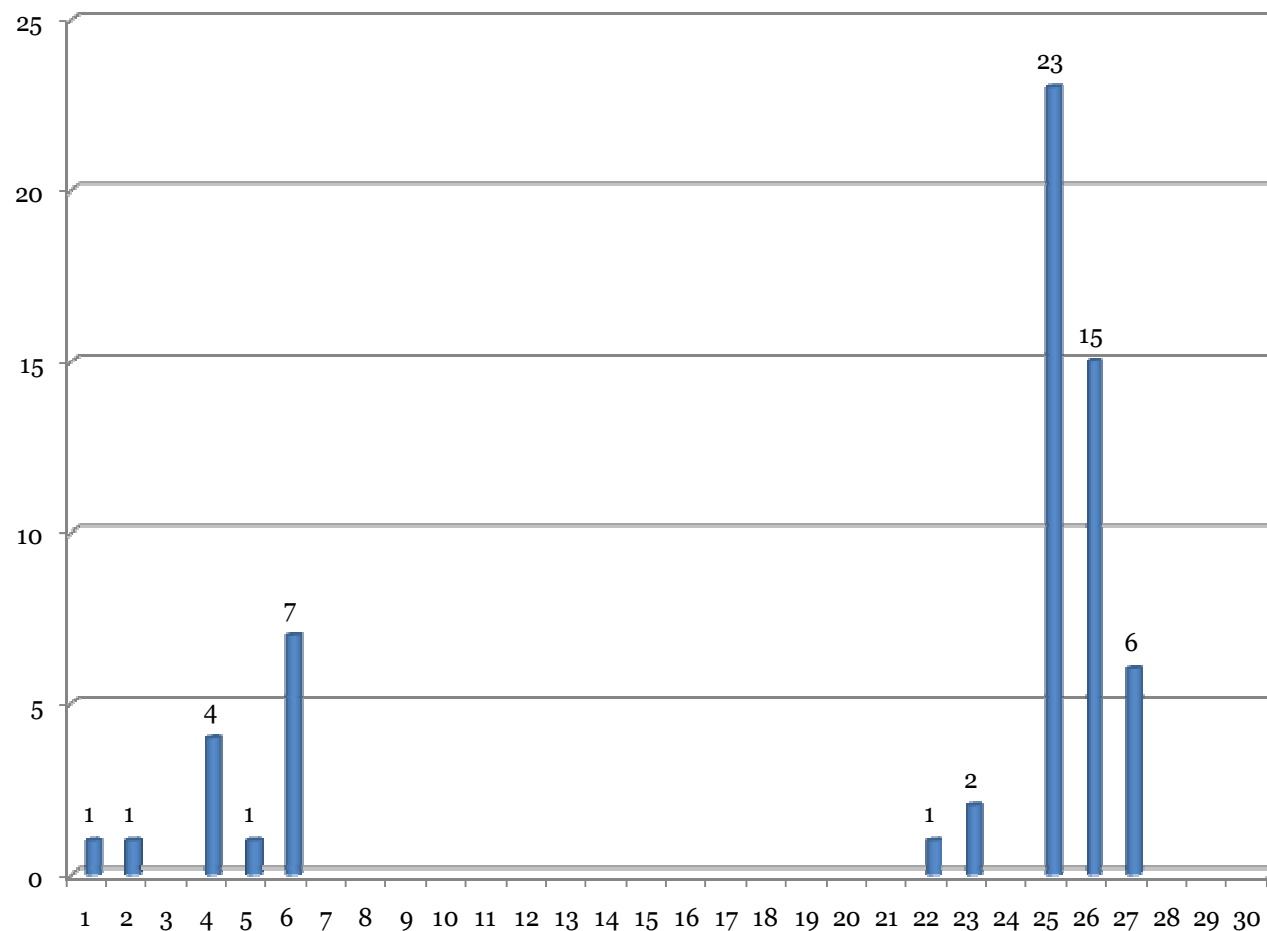
Coherence and complementarity between the ESF objectives and the social protection objectives (2nd SPSI Overarching Objective)

In this section we look in more detail at coherence and complementarity within the context of the 2nd SPSI Overarching objective, by assessing how this Objective was generally translated within national policy objectives (NAPs/NSRs) and within ESF national objectives (CSFs).

At level of national policy objectives (NAPs/NSRs), most of the countries (Figure 3.6) focus on ensuring adequate retirement incomes for all through access to pensions (90% of the countries analysed) and ensuring the financial sustainability of public and private pension schemes. Attention is also given (albeit with less emphasis) to promoting transparency in pension system and to social protection system reform.

The analysis of the ESF national objectives (see Figure 3.7) shows that coherence and complementarity with national policies as stated in NAPs/NSRs in the light of the SPSI 2^o Overarching Objectives is primarily associated with sustainability. Sustainability of social protection is defined in this context to: balancing contributions and benefits in an appropriate and socially fair manner; promoting the affordability and the security of funded and private schemes, and supporting longer working lives and active ageing. In this sense, the use of ESF to support lifelong learning for adults can be seen as an activity that supports both coherence and complementarity.

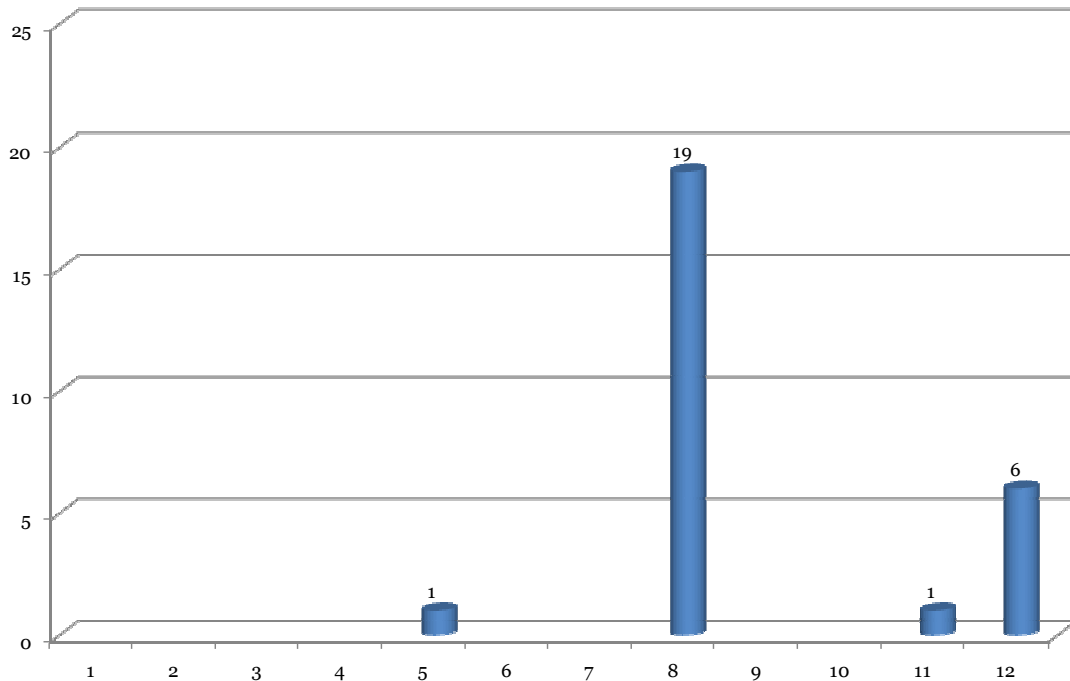
Figure 3.6 – OMC2 overarching objective (Adequate and sustainable pensions) – Number of countries with objectives indicated (NAPs/NSRs)



- Legenda**
- 1 Promoting access to employment and mobilising training policies
 - 2 Promoting the reconciliation of work and family life
 - 3 Using the opportunities provided by social economy to promote access to employment
 - 4 Preventing the exclusion of people from the labour market
 - 5 Facilitating access to resources, rights, goods and services for all
 - 6 Organising social protection systems
 - 7 Supporting access to decent and sanitary housing
 - 8 Supporting access to healthcare system
 - 9 Supporting access to education, justice and other public and private services for people at risk of exclusion
 - 10 Preventing the risks of exclusion
 - 11 Exploiting the potential of the knowledge-based society especially for people with disabilities
 - 12 Preventing situations of social exclusion such as indebtedness, exclusion from school and becoming homeless
 - 13 Preserving family solidarity
 - 14 Helping the most vulnerable
 - 15 Promoting social integration of people facing persistent poverty
 - 16 Eliminating social exclusion among children
 - 17 Developing actions in favour of areas marked by exclusion
 - 18 Mobilising relevant bodies
 - 19 Promoting the participation and self-expression of people suffering exclusion
 - 20 Mainstreaming the fight against exclusion into overall policy
 - 21 Promoting dialogue and partnership between all relevant bodies, public and private
 - 22 Preventing and addressing exclusion
 - 23 Promoting participation in the labour market and fighting poverty
 - 24 Coordinating social inclusion policies at all levels of government and relevant actors
 - 25 Ensuring adequate retirement incomes for all and access to pensions
 - 26 Ensuring the financial sustainability of public and private pension schemes
 - 27 Ensuring transparency in pension systems
 - 28 Promoting access for all to adequate health and long-term care
 - 29 Promoting quality in health and long-term care and adapting care
 - 30 Ensuring affordable and financially sustainability for health and long-term care

Source: Our elaboration on fiches A (for each country one or more objectives can be indicated)

Figure 3.7 – OMC2 overarching objective (Adequate and sustainable pensions) – Number of countries with objectives indicated (ESF)

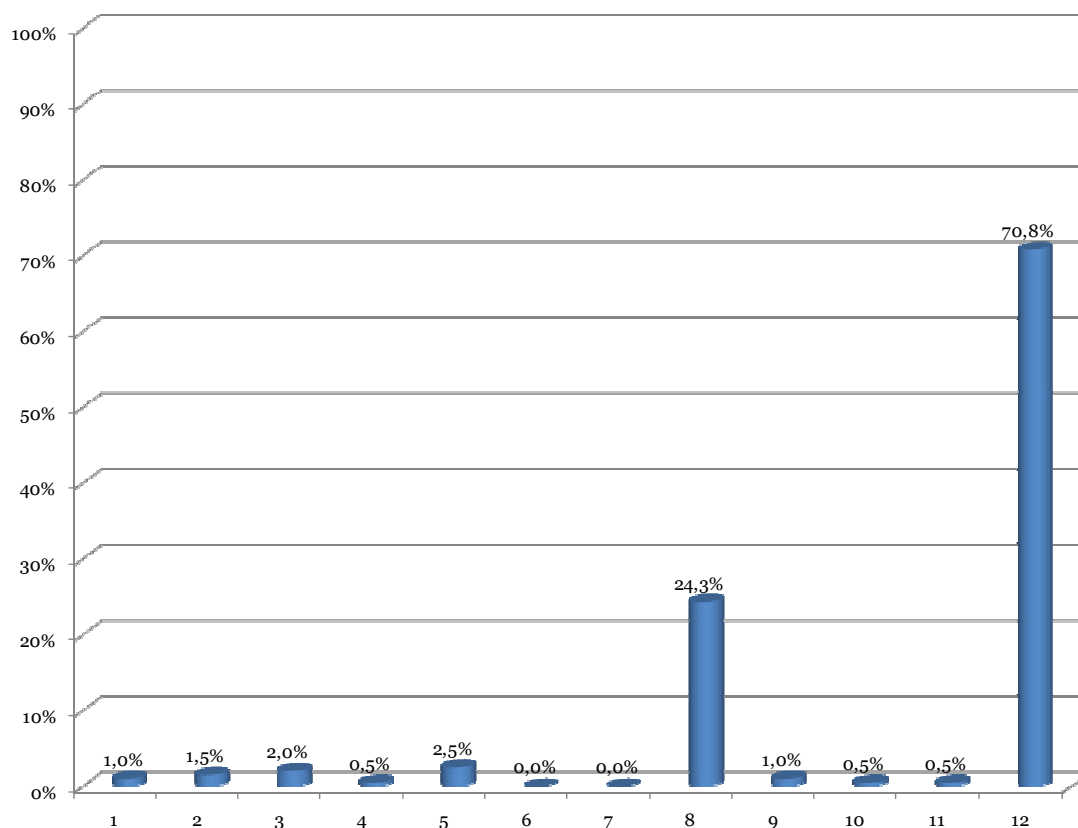


Source: Our elaboration on fiches A (for each country one or more objectives can be indicated)

Legenda	
1.	Developing and promotion of active labour market policies
2.	Fighting and preventing long-term unemployment
3.	Fighting and preventing unemployment
4.	Promoting equal opportunity for all
5.	Promoting and improving educational and training system
6.	Prevention of early school-leaving
7.	Increasing high education
8.	Increasing lifelong learning
9.	Developing continuous training on workplace
10.	Developing entrepreneurship
11.	Increasing gender equality
12.	No objectives

This trends outlined above can also be identified when single national /regional OPs are considered (see Figure 3.8), even though with a lesser degree of emphasis. In particular, less attention has been devoted in single national /regional OPs to supporting longer working lives within an active ageing approach seems, in fact, compared with national CSFs.

Figure 3.8 – OMC2 overarching objective (Adequate and sustainable pensions) – Percentage of OPs with objectives indicated (ESF)



Source: Our elaboration on fiches B (for each OPs one or more objectives can be indicated)

Legenda

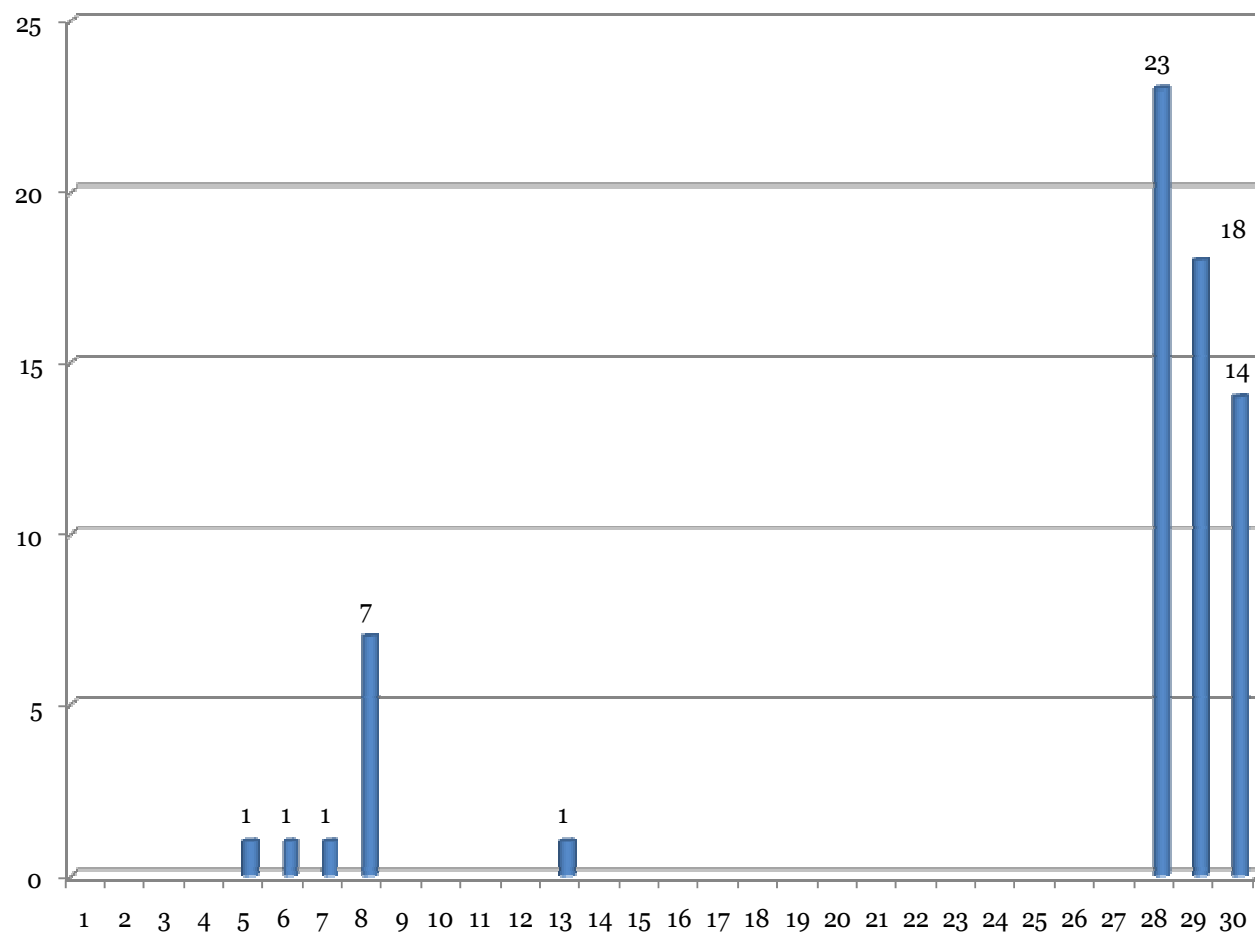
1. Developing and promotion of active labour market policies
2. Fighting and preventing long-term unemployment
3. Fighting and preventing unemployment
4. Promoting equal opportunity for all
5. Promoting and improving educational and training system
6. Prevention of early school-leaving
7. Increasing high education
8. Increasing lifelong learning
9. Developing continuous training on workplace
10. Developing entrepreneurship
11. Increasing gender equality
12. No objectives

Coherence and complementarity between the ESF objectives and healthcare and long term care objectives (3rd SPSI Overarching Objective)

In line with the results of the *Literature review* and the *Interviews with Commission officials* chapters, our detailed analysis of OPs showed a much weaker degree of coherence and complementarity between the ESF objectives and the healthcare and long term care objectives of the OMC SPSI.

In terms of national policy objectives (NAPs/NSRs) (see Figure 3.9) most of the countries focus on promoting access for all to adequate health and long-term care and quality. Ensuring affordable and financially sustainability for health and long-term care is also considered an important issue.

Figure 3.9 – OMC3 overarching objective (Accessible, high-quality and sustainable healthcare and long-term care) – Number of countries with objectives indicated (NAPs/NSRs)

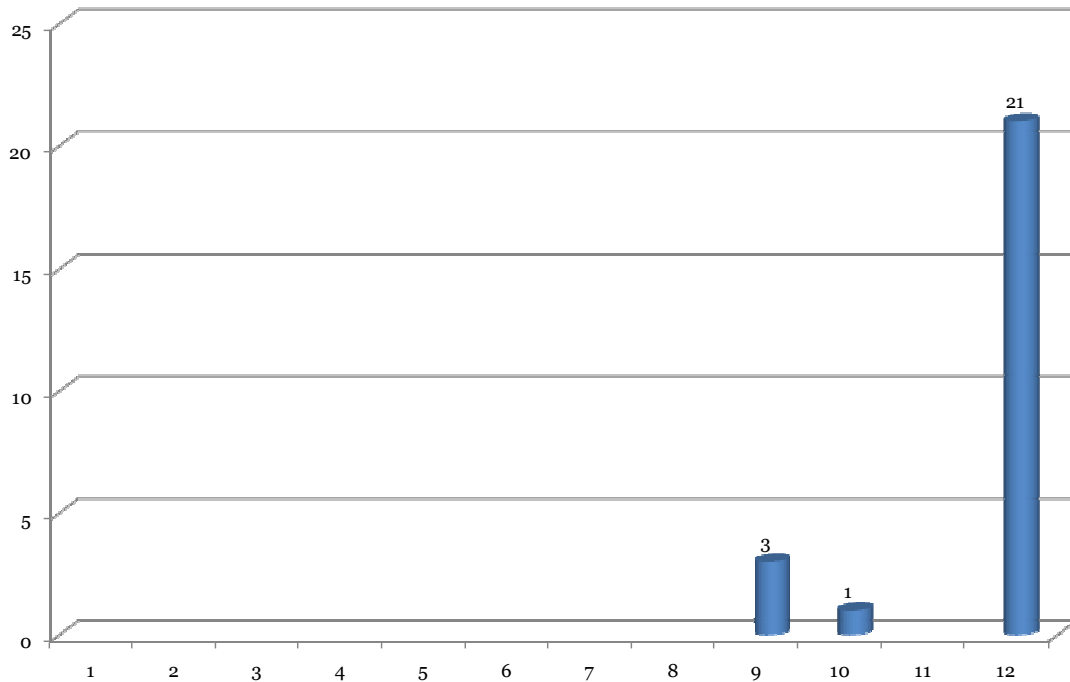


- Legenda**
- 1 Promoting access to employment and mobilising training policies
 - 2 Promoting the reconciliation of work and family life
 - 3 Using the opportunities provided by social economy to promote access to employment
 - 4 Preventing the exclusion of people from the labour market
 - 5 Facilitating access to resources, rights, goods and services for all
 - 6 Organising social protection systems
 - 7 Supporting access to decent and sanitary housing
 - 8 Supporting access to healthcare system
 - 9 Supporting access to education, justice and other public and private services for people at risk of exclusion
 - 10 Preventing the risks of exclusion
 - 11 Exploiting the potential of the knowledge-based society especially for people with disabilities
 - 12 Preventing situations of social exclusion such as indebtedness, exclusion from school and becoming homeless
 - 13 Preserving family solidarity
 - 14 Helping the most vulnerable
 - 15 Promoting social integration of people facing persistent poverty
 - 16 Eliminating social exclusion among children
 - 17 Developing actions in favour of areas marked by exclusion
 - 18 Mobilising relevant bodies
 - 19 Promoting the participation and self-expression of people suffering exclusion
 - 20 Mainstreaming the fight against exclusion into overall policy
 - 21 Promoting dialogue and partnership between all relevant bodies, public and private
 - 22 Preventing and addressing exclusion
 - 23 Promoting participation in the labour market and fighting poverty
 - 24 Coordinating social inclusion policies at all levels of government and relevant actors
 - 25 Ensuring adequate retirement incomes for all and access to pensions
 - 26 Ensuring the financial sustainability of public and private pension schemes
 - 27 Ensuring transparency in pension systems
 - 28 Promoting access for all to adequate health and long-term care
 - 29 Promoting quality in health and long-term care and adapting care
 - 30 Ensuring affordable and financially sustainability for health and long-term care

Source: Our elaboration on fiches A (for each country one or more objectives can be indicated)

The analysis of the ESF national objectives (see Figure 3.10) shows no evidence of coherence and shows low complementarity with regard to training for health workers⁹.

Figure 3.10 – OMC3 overarching objective (Accessible, high-quality and sustainable healthcare and long-term care) – Number of countries with objectives indicated (ESF)



Source: Our elaboration on fiches A (for each country one or more objectives can be indicated)

- Legenda**
1. Developing and promotion of active labour market policies
 2. Fighting and preventing long-term unemployment
 3. Fighting and preventing unemployment
 4. Promoting equal opportunity for all
 5. Promoting and improving educational and training system
 6. Prevention of early school-leaving
 7. Increasing high education
 8. Increasing lifelong learning
 9. Developing continuous training on workplace
 10. Developing entrepreneurship
 11. Increasing gender equality
 12. No objectives

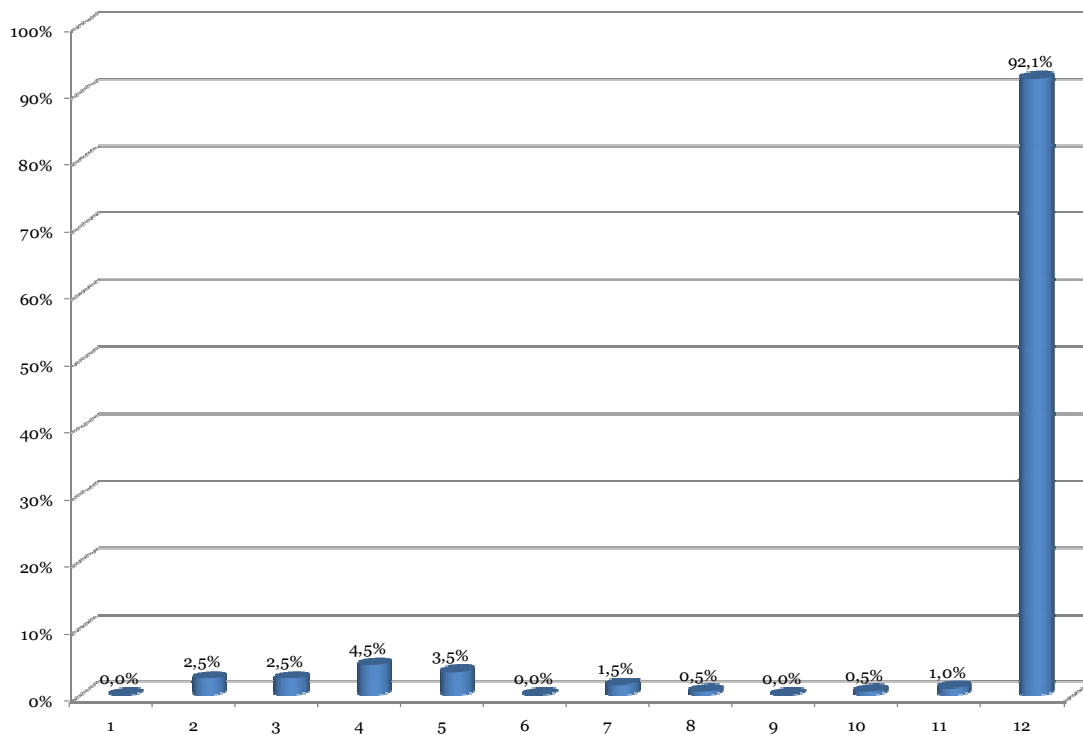
Examples of complementarity were identified in Finland, Poland, Portugal and Sweden. In Finland, the ESF supports the promotion of healthy life styles objectives by developing cooperation between workplaces, rehabilitation centres and occupational healthcare. In Poland, the ESF supports the healthcare objective of developing human resources for the care sector in screening centres and other healthcare institutions. In Portugal, the ESF support to the healthcare objective of promoting good human resources in care sector is higher as there is an

⁹ Considering this lack of coherence between ESF and healthcare and long-term care objectives, this aspect will be further analysed in the next evaluation phases.

entire ESF OP focused on health under the priority *Raise the level of qualification of the Portuguese, promoting employment and social cohesion*. In Sweden, the ESF support concentrates on developing the healthcare system under the local development objective.

The patterns identified above are confirmed by the analysis of the single national/regional OPs (Figure 3.11).

Figure 3.11 – OMC3 overarching objective (Accessible, high-quality and sustainable healthcare and long-term care)– Percentage of OPs with objectives indicated (ESF)



Source: Our elaboration on fiches B (for each OPs one or more objectives can be indicated)

Legenda

1. Developing and promotion of active labour market policies
2. Fighting and preventing long-term unemployment
3. Fighting and preventing unemployment
4. Promoting equal opportunity for all
5. Promoting and improving educational and training system
6. Prevention of early school-leaving
7. Increasing high education
8. Increasing lifelong learning
9. Developing continuous training on workplace
10. Developing entrepreneurship
11. Increasing gender equality
12. No objectives

Summing up: how coherent ESF is with OMC at the level of objectives?

In order to answer the first evaluation question of this evaluation study (how coherent ESF is with OMC at the level of objectives?), the following Table 3.2 shows the inter-relations between ESF Objectives (grouped under ESF Policy Fields as defined in national CSFs) and National Policy Objectives (grouped under NAPs/NSRs Policy Fields)¹⁰.

¹⁰ In the tables, the colour shows the main results.

Tab. 3.2 – Inter-relations between ESF Objective within ESF policy field and National policy objectives by SPSI OMC Overarching Objectives

OMC 1 - SOCIAL INCLUSION	NATIONAL POLICY OBJECTIVES							
ESF OBJECTIVES WITHIN ESF POLICY FIELD	1 - Facilitating participation in employment	2 - Facilitating access to resources and services	3 - Preventing risk of exclusion	4 - Helping the most vulnerable	5 - Mobilizing all relevant bodies	6 - Ensuring adequate and sustainable pensions	7 - Ensuring accessible and high quality health and long term care	Total
<i>A – Active labour market</i>	13,5%	8,5%	5,4%	8,3%	3,7%	0,5%	0,5%	40,4%
<i>B – Social inclusion</i>	6,7%	4,5%	2,7%	4,7%	1,8%	0,3%	0,3%	20,8%
<i>C – Training and education</i>	3,8%	2,9%	1,6%	2,9%	0,5%	0,0%	0,0%	11,7%
<i>D – Adaptability in work organisation</i>	3,9%	2,8%	1,4%	2,5%	0,3%	0,0%	0,0%	10,9%
<i>E – Gender equality opportunity</i>	5,4%	3,3%	2,1%	3,7%	1,1%	0,3%	0,3%	16,2%
No - Objective	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
TOTALE	33,3%	22,0%	13,3%	22,1%	7,3%	1,0%	1,0%	100,0%

OMC 2 - SOCIAL PROTECTION	NATIONAL POLICY OBJECTIVES							
ESF OBJECTIVES WITHIN ESF POLICY FIELD	1 - Facilitating participation in employment	2 - Facilitating access to resources and services	3 - Preventing risk of exclusion	4 - Helping the most vulnerable	5 - Mobilizing all relevant bodies	6 - Ensuring adequate and sustainable pensions	7 - Ensuring accessible and high quality health and long term care	Total
<i>A – Active labour market</i>	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
<i>B – Social inclusion</i>	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
<i>C – Training and education</i>	11,3%	9,7%	0,0%	0,0%	0,0%	54,8%	0,0%	75,8%
<i>D – Adaptability in work organisation</i>	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
<i>E – Gender equality opportunity</i>	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
No - Objective	1,6%	4,8%	0,0%	0,0%	0,0%	17,7%	0,0%	24,2%
TOTALE	12,9%	14,5%	0,0%	0,0%	0,0%	72,6%	0,0%	100,0%

OMC 3 - HEALTH CARE	NATIONAL POLICY OBJECTIVES							
ESF OBJECTIVES WITHIN ESF POLICY FIELD	1 - Facilitating participation in employment	2 - Facilitating access to resources and services	3 - Preventing risk of exclusion	4 - Helping the most vulnerable	5 - Mobilizing all relevant bodies	6 - Ensuring adequate and sustainable pensions	7 - Ensuring accessible and high quality health and long term care	Total
<i>A – Active labour market</i>	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
<i>B – Social inclusion</i>	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
<i>C – Training and education</i>	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
<i>D – Adaptability in work organisation</i>	0,0%	1,5%	0,0%	0,0%	0,0%	0,0%	13,6%	15,2%
<i>E – Gender equality opportunity</i>	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
No - Objective	0,0%	13,6%	1,5%	0,0%	0,0%	0,0%	69,7%	84,8%
TOTALE	0,0%	15,2%	1,5%	0,0%	0,0%	0,0%	83,3%	100,0%

Source: Our elaboration on fiches B (for each OPs one or more objectives can be indicated)

Legenda

The overarching objectives of the OMC for social protection and social inclusion are:

OMC 1 - A decisive impact on the eradication of poverty and social exclusion

OMC 2 - Adequate and sustainable pensions

OMC 3 - Accessible, high-quality and sustainable healthcare and long-term care

Legenda

The overarching objectives of the OMC for social protection and social inclusion are:

OMC 1 - A decisive impact on the eradication of poverty and social exclusion

OMC 2 - Adequate and sustainable pensions

OMC 3 - Accessible, high-quality and sustainable healthcare and long-term care

Legenda ESF objectives

1. *Developing and promotion of active labour market policies*
2. *Fighting and preventing long-term unemployment*
3. *Fighting and preventing unemployment*
4. *Promoting equal opportunity for all*
5. *Promoting and improving educational and training system*
6. *Prevention of early school-leaving*
7. *Increasing high education*
8. *Increasing lifelong learning*
9. *Developing continuous training on workplace*
10. *Developing entrepreneurship*
11. *Increasing gender equality*
12. *No objectives*

Legenda National objectives

- 1 Promoting access to employment and mobilising training policies
- 2 Promoting the reconciliation of work and family life
- 3 Using the opportunities provided by social economy to promote access to employment
- 4 Preventing the exclusion of people from the labour market
- 5 Facilitating access to resources, rights, goods and services for all
- 6 Organising social protection systems
- 7 Supporting access to decent and sanitary housing
- 8 Supporting access to healthcare system
- 9 Supporting access to education, justice and other public and private services for people at risk of exclusion
- 10 Preventing the risks of exclusion
- 11 Exploiting the potential of the knowledge-based society especially for people with disabilities
- 12 Preventing situations of social exclusion such as indebtedness, exclusion from school and becoming homeless
- 13 Preserving family solidarity
- 14 Helping the most vulnerable
- 15 Promoting social integration of people facing persistent poverty
- 16 Eliminating social exclusion among children
- 17 Developing actions in favour of areas marked by exclusion
- 18 Mobilising relevant bodies
- 19 Promoting the participation and self-expression of people suffering exclusion
- 20 Mainstreaming the fight against exclusion into overall policy
- 21 Promoting dialogue and partnership between all relevant bodies, public and private
- 22 Preventing and addressing exclusion
- 23 Promoting participation in the labour market and fighting poverty
- 24 Coordinating social inclusion policies at all levels of government and relevant actors
- 25 Ensuring adequate retirement incomes for all and access to pensions
- 26 Ensuring the financial sustainability of public and private pension schemes
- 27 Ensuring transparency in pension systems
- 28 Promoting access for all to adequate health and long-term care
- 29 Promoting quality in health and long-term care and adapting care
- 30 Ensuring affordable and financial sustainability for health and long-term care

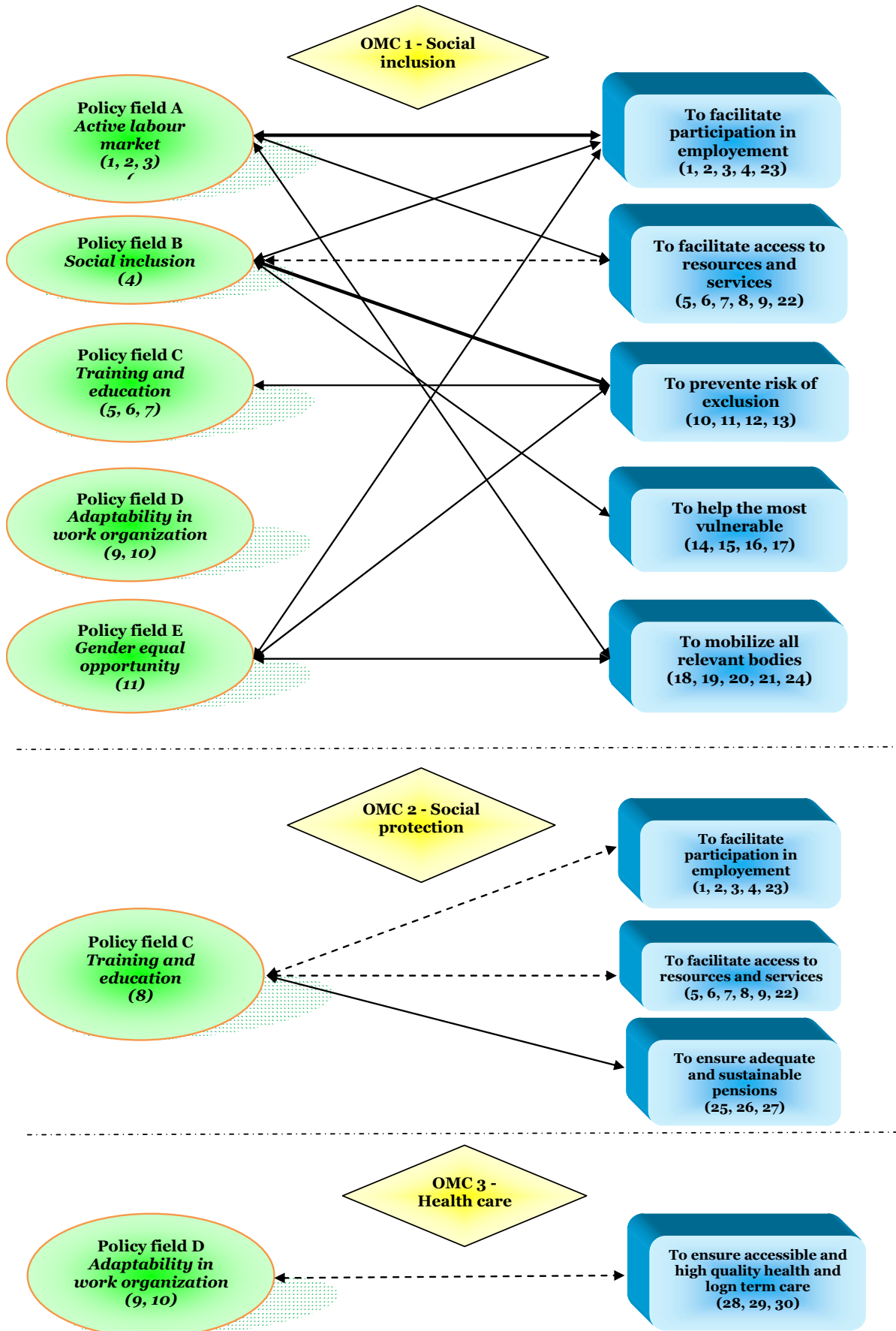
With regard to the 1st SPSI Overarching Objective, all ESF objectives show coherence with the national policy objective of facilitating participation in employment. As expected, the ESF objectives grouped under Policy Field A (active labour market) show consistently high levels of coherence with the first SPSI Overarching Objective of eradicating poverty and social exclusion, but a high degree of coherence was also measured between this objective and policy Field E (Gender equality) and B (social inclusion). Coherence was also identified between the national policy objective of facilitating access to resources and services and Policy Fields A and B (especially through, in both cases, employment services).

With regard to the 2nd SPSI Overarching Objective, the strongest coherence is between the national policy objective of ensuring adequate and sustainable pension and ESF objectives under Policy Field C (Training and Education). All the other national policy objectives show no coherence with ESF objectives, apart from national policy objective of facilitating participation in employment and access to resources and services, where complementarity with ESF objectives under Policy Field C can be identified.

Finally, with regard to the 3rd SPSI Overarching Objective- Accessible, high-quality and sustainable healthcare and long-term care - low coherence was identified between the national policy objective 7 - Ensuring accessible and high quality health and long term care - and the ESF objective under Policy Field D - Adaptability in work organisation.

The following diagram provides an illustrative summary of the relationships outlined above. The thicker the arrows are, the more pronounced is the degree of cohesion between ESF and OMC SPSI objectives.

Scheme 3.1 – How coherent ESF is with SPSI OMC at the level of objectives?

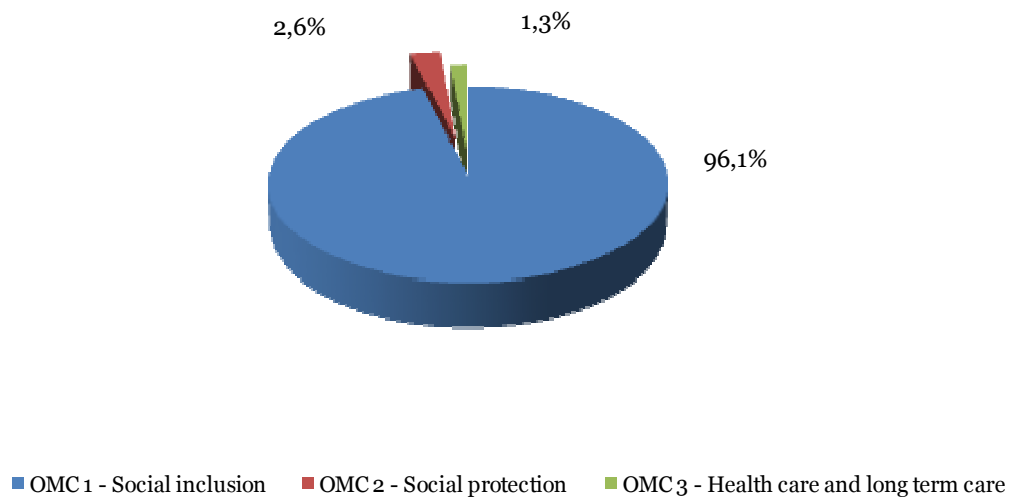


2. Coherence and complementarity of interventions

Analysis by broad type of intervention

The OPs interventions analysis is presented here in line with the classification used in ESF Regulations. This covers three broad categories of intervention: Assistance to persons, Assistance to structures and systems, accompanying measures. All the OPs interventions that were assessed as coherent (at a high, medium high, medium, and low level) with the three SPSI OMC Overarching Objectives are shown in the Figure 3.12. As the Figure shows, the majority of interventions that were assessed as coherent are related to the 1° SPSI OMC Objective (96,1%). This mirrors the conclusions of the analysis of objectives, as outlined above. However, the degree of coherence and complementarity between ESF and OMC is weaker when it comes to interventions than it is for objectives. This is probably due to the fact that, whereas ‘objectives’ can be seen as ‘intentions’ that can be more easily aligned in theory, promoting coherence and complementarity through concrete actions is more difficult.

Figure 3.12 - Percentage of ESF intervention by SPSI OMC objectives



Source: Our elaboration on fiches B

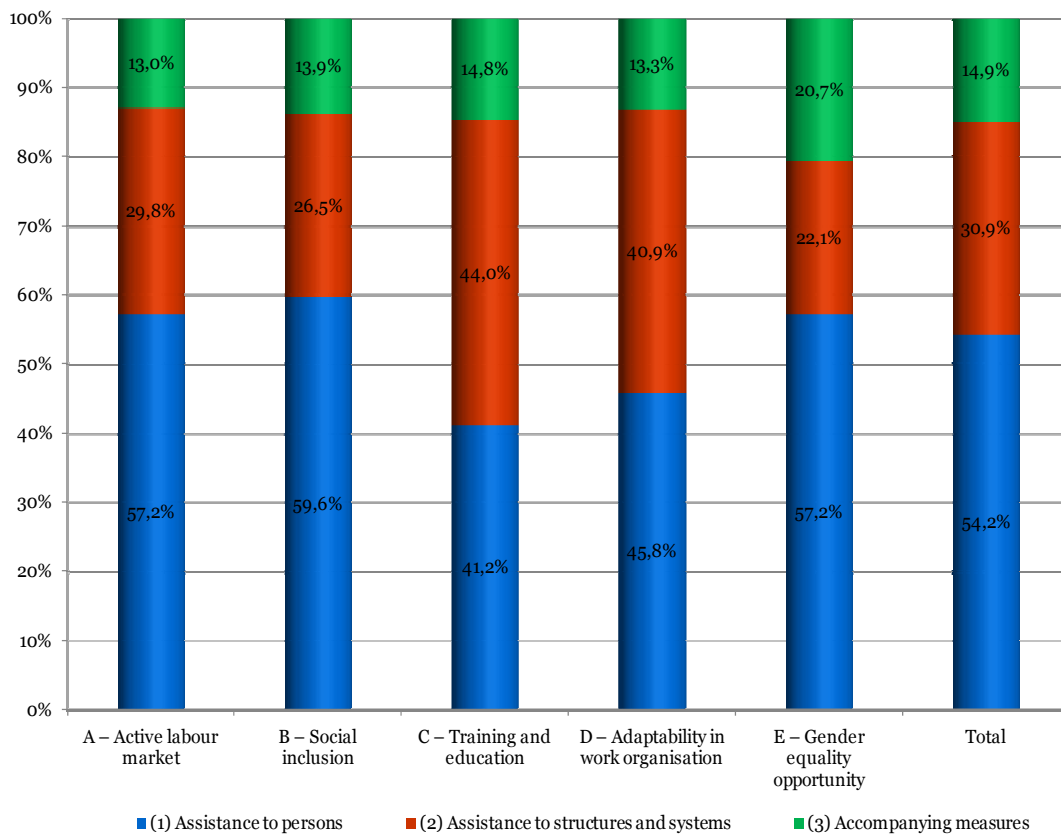
Legenda

The overarching objectives of the OMC for social protection and social inclusion Are:

- 1 - A decisive impact on the eradication of poverty and social exclusion
- 2 - Adequate and sustainable pensions
- 3 - Accessible, high-quality and sustainable healthcare and long-term care

Figure 3.13 shows the distribution of interventions for the First SPSI OMC Objective broken down by type of intervention and ESF policy field. As the Figure shows, overall, the largest category of interventions are comprised of “Assistance to persons” (54,2%) followed by “Assistance to structures and systems” (30,9%) and by “Accompanying measures” (14,9%). This distribution varies slightly across the five ESF Policy Fields.

Figure 3.13 – OMC1 overarching objective (A decisive impact on the eradication of poverty and social exclusion) Distribution of OP interventions by macro intervention typology and ESF policy field



Source: Our elaboration on fiches B

Policy Fields B and E (social inclusion and gender equality) show a higher percentage of “Assistance to Persons” interventions (respectively 59,6% and 57,2%). This reflects the ‘individualist’ orientation of the two policy fields. Policy Field B is aimed at “promoting equal opportunities for all in accessing the labour market, with particular emphasis on those exposed to social exclusion”. In general, actions within this policy field are aimed at tailoring support to the needs of a range of disadvantaged target groups (disabled, immigrants, etc.) Similarly, Policy Field E, which implements “specific measures to improve women’s access to and participation in

the labour market” tends to be characterised by interventions that focus on the personal circumstances of women in situations of economic and social exclusion.

However, Policy Field E also shows a higher proportion of “Accompanying measures” than the other policy fields. This reflects efforts made in interventions to address structural processes that militate against the greater participation of women in the labour market¹¹.

As noted above, only a small proportion of interventions were considered to be coherent with 2° and 3° SPSI OMC Objectives. Of these, the areas where coherence could be established covered:

- for the 2° SPSI OMC Objective (adequate and sustainable pensions), most of the interventions assessed as coherent were “Assistance to persons” interventions (64,7), mainly associated with lifelong training interventions in active ageing;
- for the 3° SPSI OMC Objective (Accessible, high-quality and sustainable healthcare and long-term care) most of the interventions assessed as coherent were “Assistance to structures and systems” interventions aimed at modernising and reorganising the health care sector.

Interventions typologies and related target groups

Figure 3.14 and Table 3.3 show the relationship between type of intervention and target groups addressed. The Figure and Tables show:

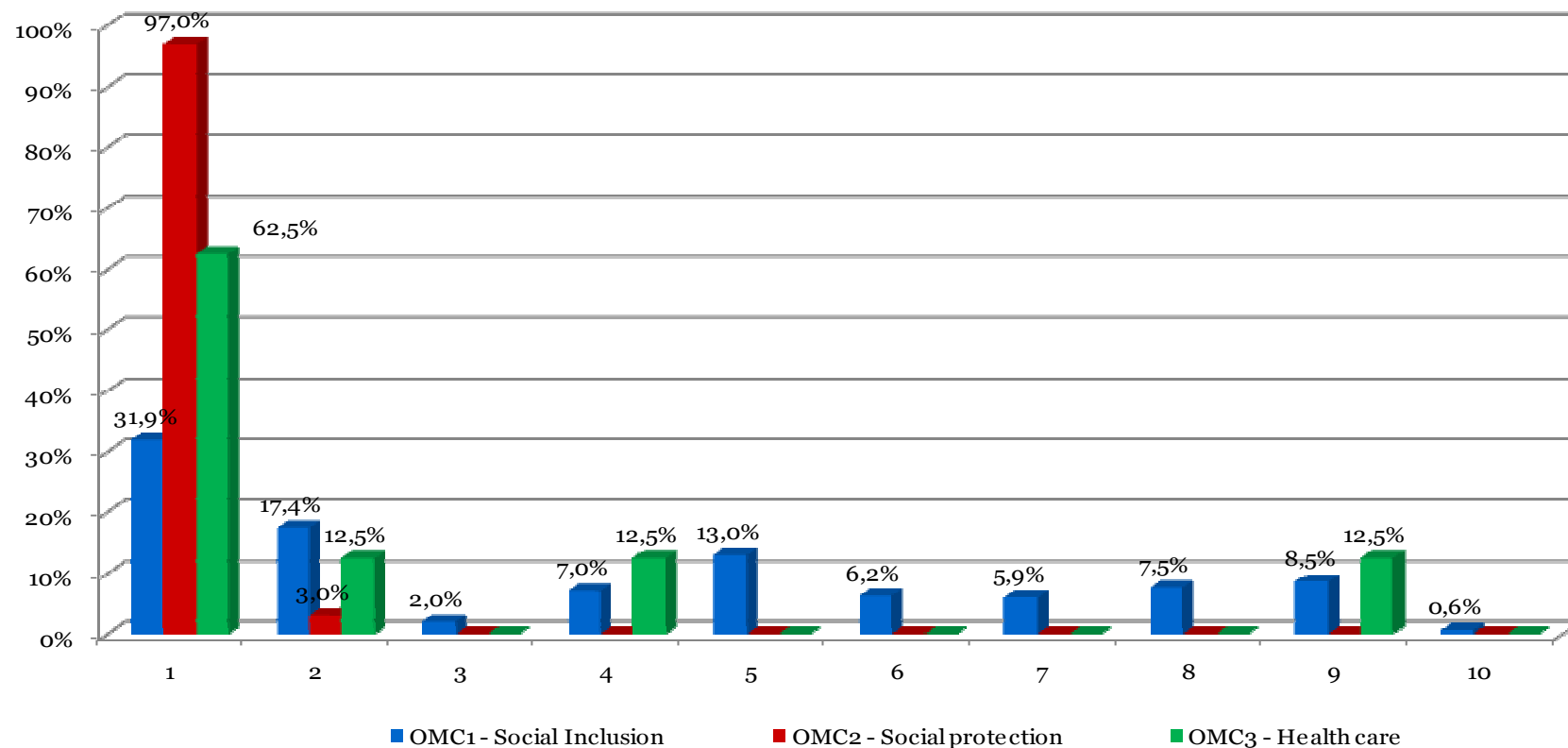
- In the “Assistance to persons” category, training, counselling and orientation and integrated pathways for labour market insertion are the main interventions used to implement activities to support social inclusion. Training is also most frequently used to support social protection objectives (mainly through lifelong learning interventions within an active ageing context) and to support modernising the health-care sector (mainly through training interventions addressed to health-care sector workers or to caregivers).
- Many of the examples of interventions providing training cover basic skills (i.e. initial training) , for example language skills training for immigrants, to support labour market access for unemployed and long-term unemployed, as well as specific target groups such as women, disabled and employed persons that have a “fragile” labour market status.
- Other interventions cover refresher vocational training, particularly aimed at people excluded because of their limited educational attainment. Counselling and orientation is especially used to support women (both unemployed and/or re-entering in the labour market) in gaining access to the labour market. There are a number of examples of

¹¹ Gender equal opportunities need.

initiatives promoted by ESF Programs to support “front-offices”, usually, within Public Employment Centres, specifically addressed to women and ESF has a long tradition (starting from the NOW Initiative) on this kind of intervention.

- Another important kind of intervention covers the use of integrated pathways for labour market access (i.e skills assessment, pre-training, training, work experience, etc.) to support the insertion in the labour market of specific disadvantaged targets groups .

Figure 3.14 – Assistance to persons: interventions typologies by SPSI OMC overarching objectives



Source: Our elaboration on fiches B

- Legenda**
1. Training
 2. Counseling and orientation
 3. Mediation
 4. Work experiences
 5. Integrated pathways for labor market insertion
 6. Integrated pathway for business start-up
 7. Employment aids
 8. Incentives (to persons)
 9. Incentives (to companies)
 10. Other

- Legenda**
- The overarching objectives of the OMC for social protection and social inclusion are:
- OMC 1 - A decisive impact on the eradication of poverty and social exclusion
 - OMC 2 - Adequate and sustainable pensions
 - OMC 3 - Accessible, high-quality and sustainable healthcare and long-term care

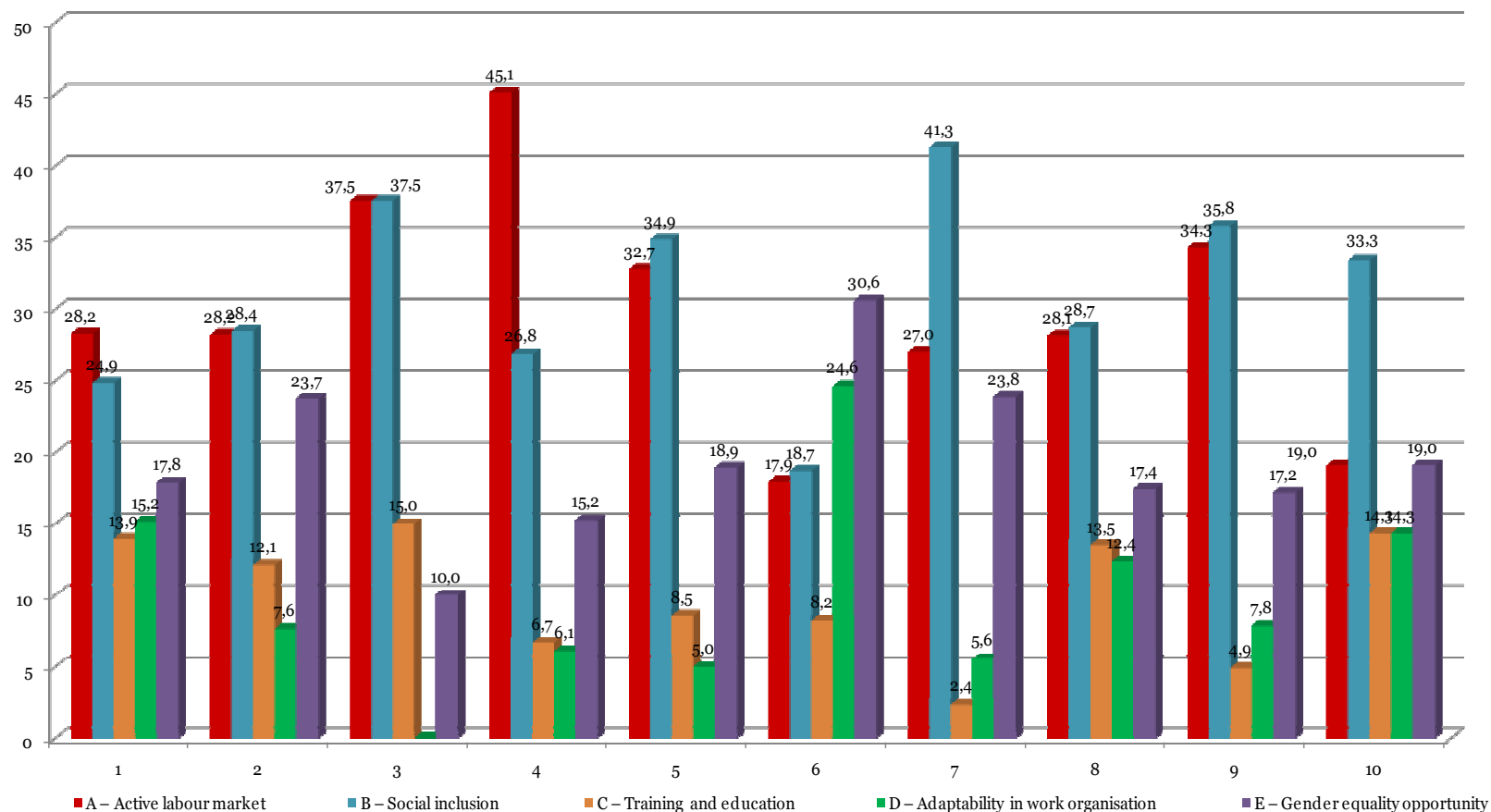
Tab. 3.3 – Assistance to persons: interventions by target groups (row %) (OMC 1 overarching objective - A decisive impact on the eradication of poverty and social exclusion)

<i>INTERVENTIONS</i>	Unemployed persons in general.	Long term unemployed	Unemployed Young people	Older people in general (Employed and unemployed)	Women (in general and unemployed)	Employed persons according to “vulnerable” labour market status	Disadvantaged people in general.	Disabled	Persons being excluded because of personal characteristics	Persons being excluded because of their educational attainment	Persons being excluded because of their background	Young people	Ethnic minority	Migrants	Self employed people	Enterprises	TOTAL
Training	10,4	7,1	6,2	6,2	13,3	5,7	7,6	6,6	3,4	9,0	5,0	5,7	3,7	6,1	1,6	2,2	100,0
Counseling and orientation	9,0	6,8	5,2	5,2	14,4	4,4	7,7	9,4	3,4	7,9	5,0	5,4	3,4	8,7	1,0	3,0	100,0
Mediation	14,5	9,6	2,4	4,8	7,2	3,6	9,6	10,8	1,2	6,0	6,0	7,2	2,4	14,5	0,0	0,0	100,0
Work experiences	10,8	8,2	8,2	7,0	12,8	2,9	7,7	6,2	4,8	9,3	5,3	6,2	4,4	5,3	0,7	0,0	100,0
Integrated pathways for labor market insertion	8,7	8,1	6,0	8,7	12,7	3,3	9,9	8,2	3,3	7,3	5,8	5,8	3,7	7,3	0,9	0,2	100,0
Integrated pathway for business start-up	13,3	6,5	2,9	4,5	22,4	5,5	7,1	4,2	1,0	4,5	4,5	7,5	1,9	6,2	1,9	5,8	100,0
Employment aids	10,6	10,9	8,0	7,7	15,7	6,6	9,9	9,5	2,6	1,5	4,0	2,6	1,5	4,4	1,5	3,3	100,0
Incentives (to persons)	7,8	7,6	7,4	6,7	12,1	6,6	8,8	6,2	3,8	7,4	5,4	5,4	4,2	5,4	4,5	0,7	100,0
Incentives (to companies)	5,2	5,6	5,4	4,9	6,3	4,9	5,6	4,7	4,5	4,4	4,5	4,0	4,4	4,7	1,7	29,0	100,0
Other	7,4	6,3	6,3	6,3	12,6	10,5	8,4	5,3	5,3	6,3	5,3	7,4	5,3	5,3	1,1	1,1	100,0
TOTAL	9,5	7,3	6,1	6,3	13,1	5,0	8,0	7,1	3,5	7,5	5,1	5,5	3,6	6,5	1,6	4,3	100,0

Source: Our elaboration on fiches B

Figure 3.15 shows the relationship between type of intervention in the ‘Assistance to Persons’ macro-category and ESF policy field for the First OMC Over-Archiving Objective. The Figure shows that the distribution by type of intervention varies according to the policy field. Counselling and orientation and integrated pathways for business start-up are particularly used within ESF Policy Field E addressed to improving women’s access to and participation in the labour market. Work-experiences interventions are particularly used within ESF Policy Field A, and addressed to unemployed and long-term unemployed. Integrated pathways for labour market insertion interventions are particularly used within ESF Policy Field B that is addressed to people exposed to social exclusion.

Figure 3.15 – Assistance to persons: interventions typologies by ESF Policy Fields (%) – (OMC 1 overarching objective - A decisive impact on the eradication of poverty and social exclusion)



Source: Our elaboration on fiches B

- Legenda**
- 1 Training
 - 2 Counseling and orientation
 - 3 Mediation
 - 4 Work experiences
 - 5 Integrated pathways for labor market insertion
 - 6 Integrated pathway for business start-up
 - 7 Employment aids
 - 8 Incentives (to persons)
 - 9 Incentives (to companies)
 - 10 Other

Legenda

The overarching objectives of the OMC for social protection and social inclusion are:

OMC 1 - A decisive impact on the eradication of poverty and social exclusion

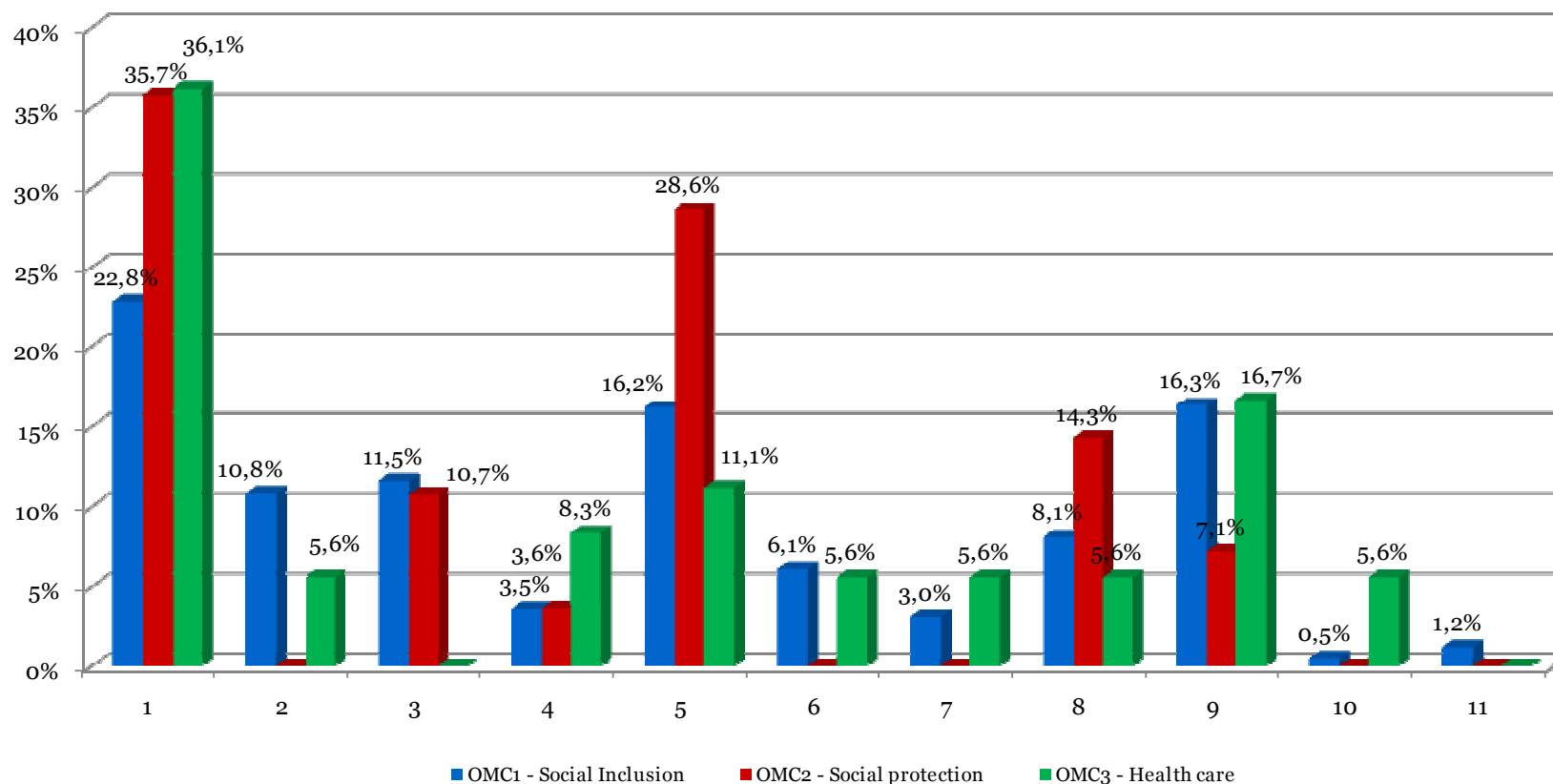
OMC 2 - Adequate and sustainable pensions

OMC 3 - Accessible, high-quality and sustainable healthcare and long-term care

Figure 3.16 and Table 3.4 show the distribution by type of intervention in the “*Assistance to structures and systems*” macro-category for all three OMC Over-Arching Objectives. The Figure and Table shows:

- Networking between different systems/services, training and education systems development, employment services development (especially if considered together with advisory and orientation development) and studies research are the interventions most often used to implement activities to support social inclusion.
- Networking between different systems/services is also the type of intervention most often used to support social protection objectives.
- The most common types of networking activity involve: networking between national institutions, trade unions and enterprises to promote active ageing ;promoting modernisation of the health-care sector (especially to reorganise the long-term care sector with specific attention to family long-term assistance to elderly people and/or disabled). Networking involves mostly public employment services and educational and training institutions, but also includes civil society, NGOs, social services and local government. This suggests that the ESF provides opportunities to support collaborative working between different actors and stakeholders in order to address social inclusion and social protection issues.
- Employment services development and training education systems development have provided opportunities to enable key stakeholders working in partnership to respond to the specific local needs of disadvantaged people in different situations, and to reflect a broad spectrum of stakeholder perspectives. The involvement of civil society and NGOs shows the attention paid by ESF to involve actors usually working directly with social inclusion and social protection issues (e.g. through implementing a memorandum of understanding among different actors dealing with disadvantaged people for their insertion in the labour market).
- Another important category of intervention highlighted by the analysis is Studies and research . This covers: collecting best practices for labour market insertion, action research on the development of organisational working practices to support social inclusion, research on third sectors and its potential).
- Teacher training interventions, though representing a relatively small proportion of interventions, have been an important platform to support systems to design specific training modules to train social workers and cultural mediators.

Figure 3.16 – Assistance to structures and systems: interventions typologies by SPSI OMC overarching objectives



Source: Our elaboration on fiches B

Legenda

1. Networking between different systems/services
2. Advisory and orientation services development
3. Employment services development
4. Statistical and informative systems development
5. Training and education systems development
6. Creation of training/education curricula
7. Certification
8. Teachers training
9. Studies and research
10. Capacity building
11. Other

Legenda

The overarching objectives of the OMC for social protection and social inclusion are:

OMC 1 - A decisive impact on the eradication of poverty and social exclusion

OMC 2 - Adequate and sustainable pensions

OMC 3 - Accessible, high-quality and sustainable healthcare and long-term care

Tab. 3.4 – Assistance to structures and systems: interventions by target groups (row%) (OMC 1 overarching objective - A decisive impact on the eradication of poverty and social exclusion) (1/2)

<i>INTERVEN-TIONS</i>	Unemployed persons in general.	Long term unemployed	Unemployed Young people	Unemployed general (Employed and unemployed)	Older people in general and unemployed	Women (in general and unemployed)	Employed persons according to "vulnerable" labour market status	Disadvantaged people in general.	Disabled	Persons being excluded because of personal characteristics	Persons being excluded because of their educational attainment	Persons being excluded because of their background	Young people	Ethnic minority	Migrants	Self employed people	Enterprises	TOTAL
Networking between different systems/ services	6,1	5,5	3,5	3,7	8,3	3,9	7,2	4,6	4,4	4,8	4,8	4,4	4,8	4,8	2,0	27,1	100,0	
Advisory and orientation services development	3,7	6,2	1,9	4,3	6,2	1,2	6,8	5,6	2,5	5,0	5,6	3,7	3,1	5,6	0,0	38,5	100,0	
Employment services development	8,8	6,9	4,5	5,1	9,9	4,5	9,1	7,7	6,1	5,6	5,3	3,7	5,1	6,9	1,1	9,6	100,0	
Statistical and informative systems development	6,1	4,1	6,1	4,1	16,3	8,2	4,1	0,0	0,0	8,2	0,0	4,1	0,0	0,0	2,0	36,7	100,0	
Training and education systems development	4,7	4,2	3,1	3,7	6,3	3,1	4,7	1,6	2,1	7,3	1,0	4,7	2,6	1,0	1,0	48,7	100,0	
Creation of training/education curricula	2,3	3,4	2,3	1,1	4,6	1,1	2,3	1,1	2,3	13,8	2,3	12,6	4,6	2,3	2,3	41,4	100,0	
Certification	6,5	6,5	6,5	4,8	8,1	3,2	3,2	3,2	4,8	9,7	3,2	6,5	6,5	3,2	1,6	22,6	100,0	
Teachers training	1,4	2,7	6,8	2,7	6,8	1,4	8,2	1,4	2,7	11,0	2,7	8,2	4,1	4,1	1,4	34,2	100,0	
Studies and research	5,1	1,9	2,3	2,3	19,2	2,3	8,9	4,7	1,9	7,9	2,3	2,8	2,8	7,0	0,5	28,0	100,0	
Capacity building	0,0	0,0	0,0	0,0	0,0	0,0	50,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	50,0	100,0	
Other	7,0	5,3	5,3	5,3	7,0	3,5	8,8	8,8	8,8	7,0	5,3	7,0	5,3	5,3	1,8	8,8	100,0	
TOTAL	5,8	5,0	3,7	3,8	9,5	3,4	7,2	4,7	3,9	6,7	3,9	4,7	4,1	4,9	1,3	27,4	100,0	

Tab. 3.4 – Assistance to structures and systems: interventions by beneficiaries (%) (OMC 1 overarching objective - A decisive impact on the eradication of poverty and social exclusion) (2/2)

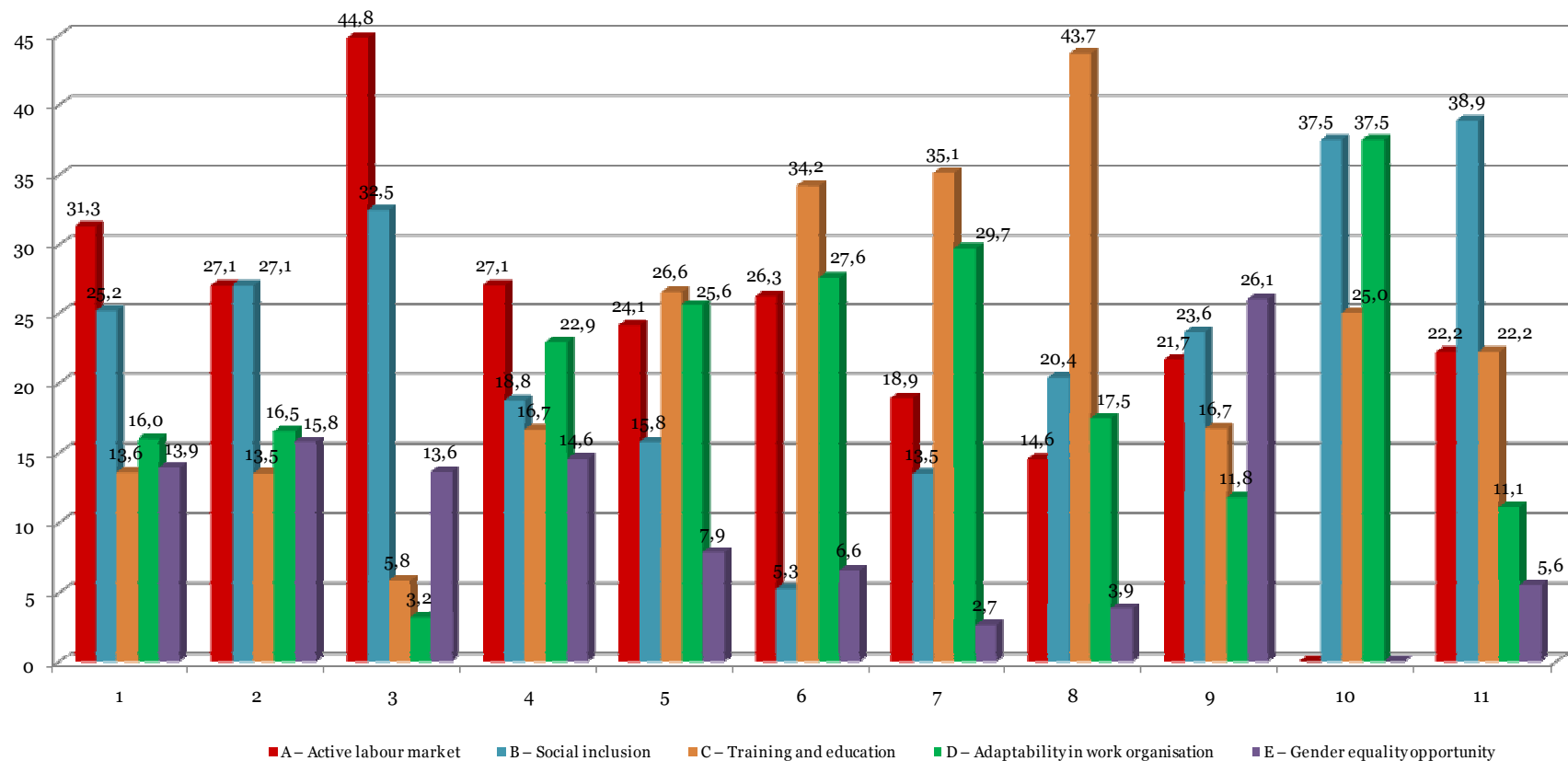
<i>INTERVENTIONS</i>	Central Government	Local Government	Public employment services	Other Public bodies	Educational and training institutions/ Universities	Civil society, NGOs	Social partners	Central Government
Networking between different systems/services	1,3	19,4	20,7	14,0	22,8	18,6	3,1	100,0
Advisory and orientation services development	0,4	19,7	20,1	14,4	23,6	20,8	1,1	100,0
Employment services development	1,6	19,5	24,3	15,6	12,9	19,3	6,9	100,0
Statistical and informative systems development	5,4	18,3	21,5	15,1	22,6	17,2	0,0	100,0
Training and education systems development	1,8	16,1	16,7	12,8	32,8	19,3	0,5	100,0
Creation of training/education curricula	5,3	9,2	15,8	8,6	36,8	23,0	1,3	100,0
Certification	10,0	10,0	12,5	10,0	32,5	22,5	2,5	100,0
Teachers training	3,7	13,1	13,6	11,0	41,4	16,2	1,0	100,0
Studies and research	3,0	18,9	21,8	12,7	23,7	18,6	1,3	100,0
Capacity building	5,6	22,2	5,6	22,2	11,1	33,3	0,0	100,0
Other	8,3	18,8	10,4	18,8	10,4	20,8	12,5	100,0
TOTAL	1,3	19,4	20,7	14,0	22,8	18,6	3,1	100,0

Source: Our elaboration on fiches B

Figure 3.15 provides more detail on the relationship between type of intervention in the 'Assistance to Structures and Systems' macro-category and ESF policy fields for the First OMC Over-Arching Objective. The Figure shows:

- Studies and research are particularly used within ESF Policy Field E addressed to gender equality (ranging from best practices collection; labour market analysis according to gender perspective, etc.).
- Networking between different systems/services, as previously noted, is well represented across all the ESF Policy Fields but particularly within ESF Policy Field A and B (respectively addressing unemployment and long-term unemployment and social exclusion).
- Statistical and informative systems are particularly used within Policy Fields A, B and E, reflecting an increasing awareness of the need to embed systematic monitoring, evaluation and impacts assessment processes and practices within the domain.

Figure 3.17 – Assistance to structures and systems: interventions typologies by ESF Policy Field (%) - (OMC 1 overarching objective - A decisive impact on the eradication of poverty and social exclusion)



Source: Our elaboration on fiches B

Legenda

1. Networking between different systems/services
2. Advisory and orientation services development
3. Employment services development
4. Statistical and informative systems development
5. Training and education systems development
6. Creation of training/education curricula
7. Certification
8. Teachers training
9. Studies and research
10. Capacity building
11. Other

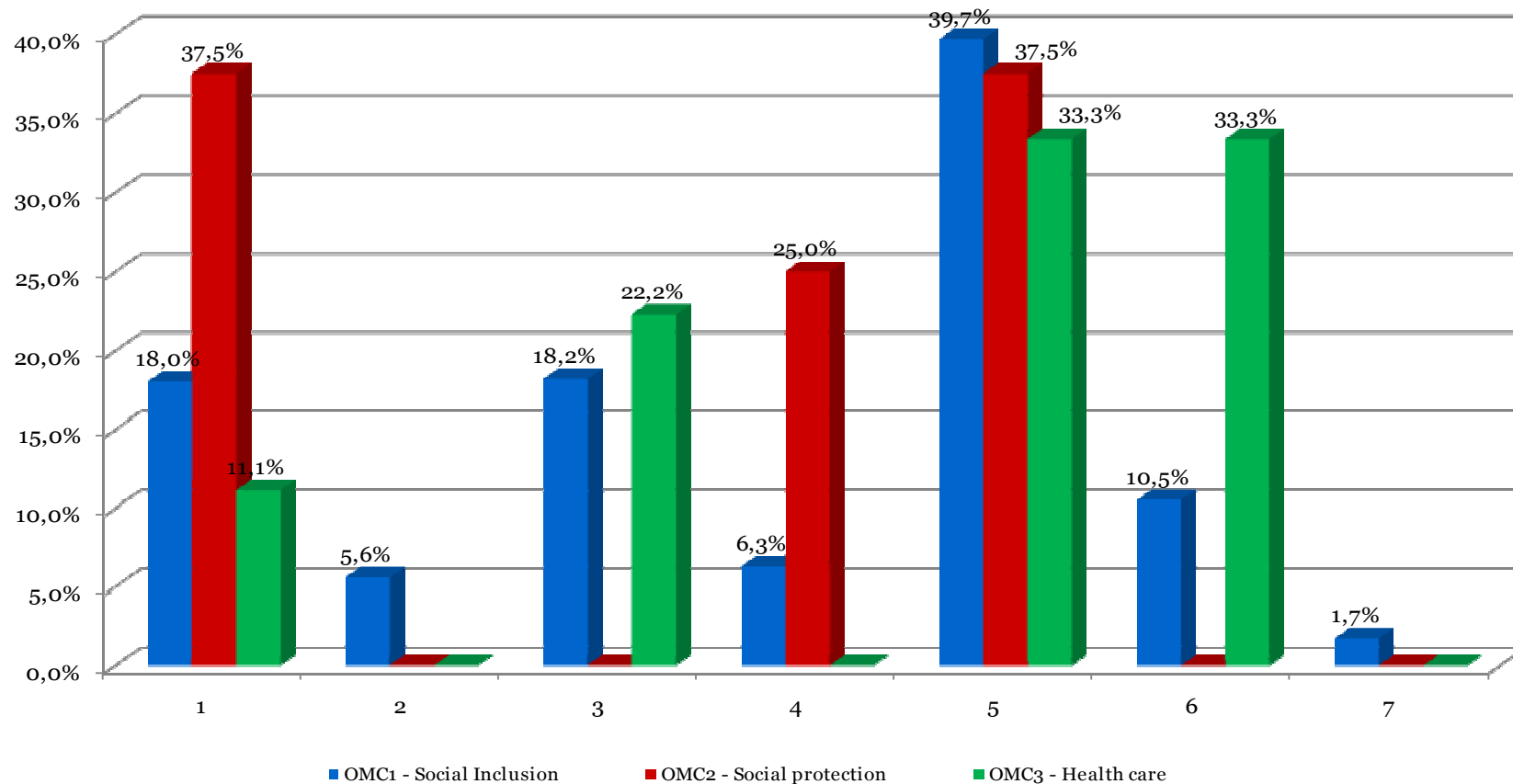
Legenda

The overarching objectives of the OMC for social protection and social inclusion are:
 OMC 1 - A decisive impact on the eradication of poverty and social exclusion
 OMC 2 - Adequate and sustainable pensions
 OMC 3 - Accessible, high-quality and sustainable healthcare and long-term care

Figure 3.18 and Table 3.5 show the distribution of type of intervention in the *Accompanying measures*” macro-category for all three OMC Over-Arching Objectives. The Figure and Tables show:

- Awareness raising interventions, support for adapting work organizations and guidance services are the interventions most often to implement activities to support social inclusion (in this case especially related to women and immigrants).
- Awareness raising interventions is also the kind of intervention most frequently adopted to support social protection objectives (mainly with respect to active ageing) and to address health-care and long-term care issues (e.g. guidelines for the use/access to basic social services especially those related to disabled and elderly people, and for services related to immigrants caregivers).
- Interventions aimed at support for adapting work organizations are most often used in promoting work-life balance (e.g. support for testing tele-working, job sharing, job rotation or other flexible working time or, more generally, aids to design a family friendly environment within firms).

Figure 3.18 – Accompanying measures: interventions typologies by SPSI OMC overarching objectives



Source: Our elaboration on fiches B

- Legenda**
- 1 Guidance services
 - 2 Tutorial system/mentor
 - 3 Aids for adapting work organizations
 - 4 Aids for adapting training instruments for disable people
 - 5 Awareness raising interventions
 - 6 Care for dependants
 - 7 Transport

- Legenda**
- The overarching objectives of the OMC for social protection and social inclusion are:
- OMC 1 - A decisive impact on the eradication of poverty and social exclusion
 - OMC 2 - Adequate and sustainable pensions
 - OMC 3 - Accessible, high-quality and sustainable healthcare and long-term care

Tab. 3.5 –Accompanying measures: interventions by target groups (row %)(OMC 1 overarching objective - A decisive impact on the eradication of poverty and social exclusion) (1/2)

<i>INTERVEN-TIONS</i>	Unemployed persons in general	Long term unemployed	Unemployed Young people	Older people in general (Employed and unemployed)	Women (in general and unemployed)	Employed persons according to "vulnerable" labour market status	Disadvantaged people in general	Disabled	Persons being excluded because of personal characteristics	Persons being excluded because of their educational attainment	Persons being excluded because of their background	Young people	Ethnic minority	Migrants	Self employed people	Enterprises	TOTAL
Guidance services	13,3	5,0	4,3	5,4	10,4	1,1	7,5	6,1	2,9	10,0	3,6	5,7	1,4	4,7	1,4	17,2	100,0
Tutorial system/mentor	12,3	0,0	3,1	3,1	15,4	4,6	6,2	6,2	0,0	9,2	6,2	6,2	0,0	7,7	1,5	18,5	100,0
Aids for adapting work organizations	9,8	4,1	1,5	5,2	20,6	1,0	4,1	7,7	1,5	4,6	1,0	4,1	0,0	5,2	0,0	29,4	100,0
Aids for adapting training instruments for disable people	9,3	3,5	0,0	4,7	8,1	0,0	12,8	22,1	4,7	7,0	0,0	4,7	4,7	4,7	1,2	12,8	100,0
Awareness raising interventions	9,9	4,7	4,2	5,0	12,9	4,0	7,6	6,1	4,2	6,8	4,0	4,2	3,4	5,7	2,1	15,2	100,0
Care for dependants	10,6	3,7	1,2	3,1	26,1	3,1	8,7	9,9	6,2	5,6	3,7	3,1	3,1	5,6	0,6	5,6	100,0
Transport	21,4	0,0	0,0	0,0	7,1	0,0	28,6	28,6	0,0	0,0	0,0	0,0	0,0	0,0	0,0	14,3	100,0
TOTAL	10,8	4,2	3,2	4,7	14,7	2,7	7,7	8,0	3,6	7,1	3,3	4,4	2,4	5,4	1,4	16,4	100,0

Tab. 3.5 –Accompanying measures: interventions by beneficiaries (%) (OMC 1 overarching objective - A decisive impact on the eradication of poverty and social exclusion) (2/2)

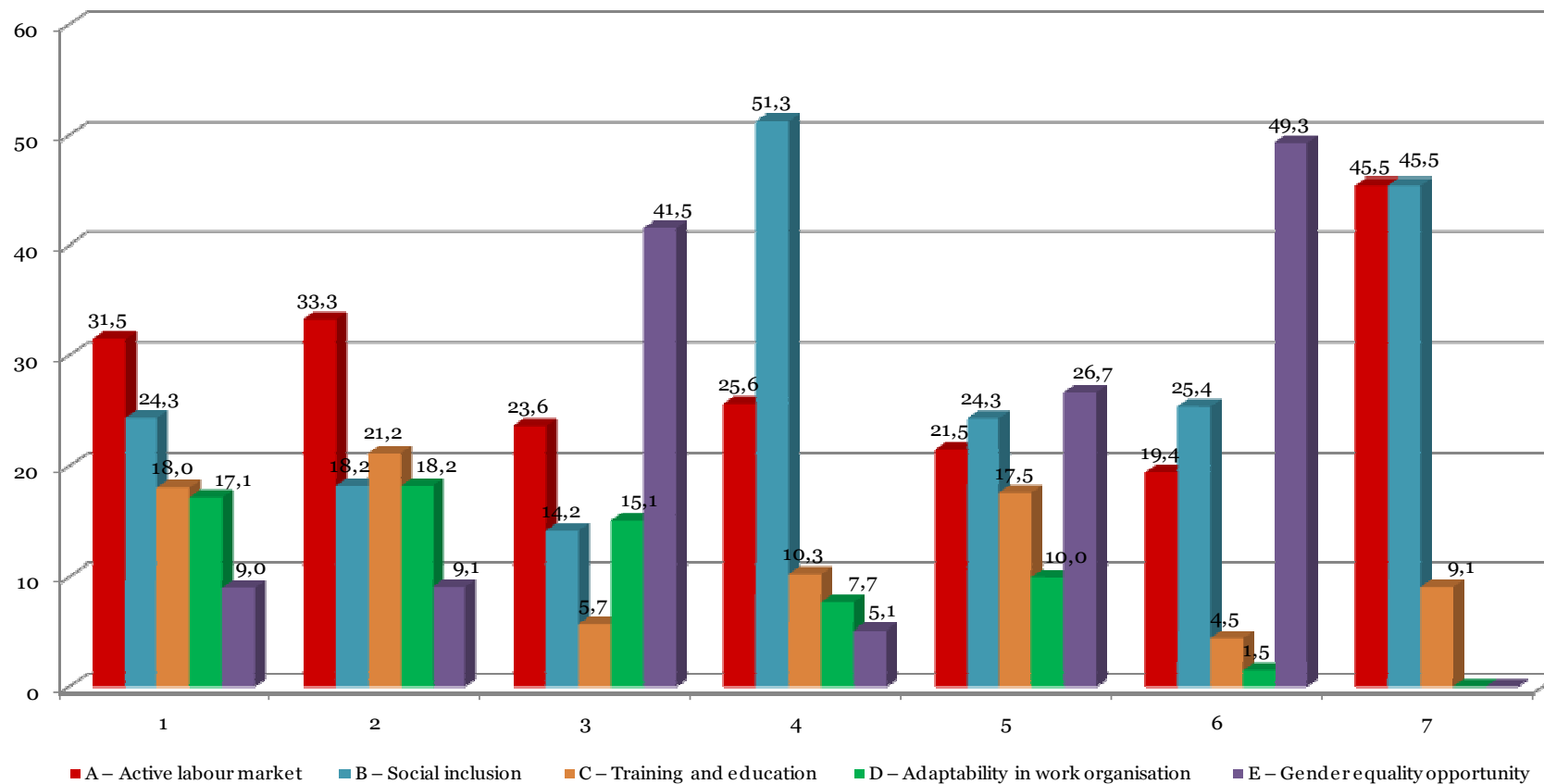
<i>INTERVENTIONS</i>	Central Government	Local Government	Public employment services	Other Public bodies	Educational and training institutions/Universities	Civil society, NGOs + social services + other providers	Social partners	TOTAL
Guidance services	1,0	19,3	18,3	14,7	23,4	21,8	1,5	100,0
Tutorial system/mentor	0,0	19,6	9,8	17,6	31,4	19,6	2,0	100,0
Aids for adapting work organizations	3,0	11,0	24,0	15,0	21,0	23,0	3,0	100,0
Aids for adapting training instruments for disable people	0,0	16,3	16,3	16,3	30,6	16,3	4,1	100,0
Awareness raising interventions	2,6	16,8	16,2	11,3	22,8	26,2	4,2	100,0
Care for dependants	1,2	23,3	12,8	17,4	5,8	23,3	16,3	100,0
Transport	0,0	20,0	20,0	20,0	20,0	20,0	0,0	100,0
TOTAL	1,8	17,5	16,9	13,8	22,0	23,6	4,5	100,0

Source: Our elaboration on fiches B

Figure 3.19 provides more detail on the relationship between type of intervention in the 'Accompanying Measures' macro-category and ESF policy fields for the First OMC Over-Arching Objective. The Figure shows:

- Accompanying measures show wide variation in the type of intervention adopted within different ESF policy fields.
- In Policy Field B (social inclusion), training instruments for disabled people and Transport interventions are well represented
- In Policy Field E (gender equality) Care for dependents and aids for adapting work organisations are the biggest category of interventions
- In Policy Field A (Active Labour Market) the largest category is represented by transport interventions.

Figure 3.19 – Accompanying measures: interventions typologies by ESF Policy Fields (%) (OMC 1 overarching objective - A decisive impact on the eradication of poverty and social exclusion)



Source: Our elaboration on fiches B

Legenda

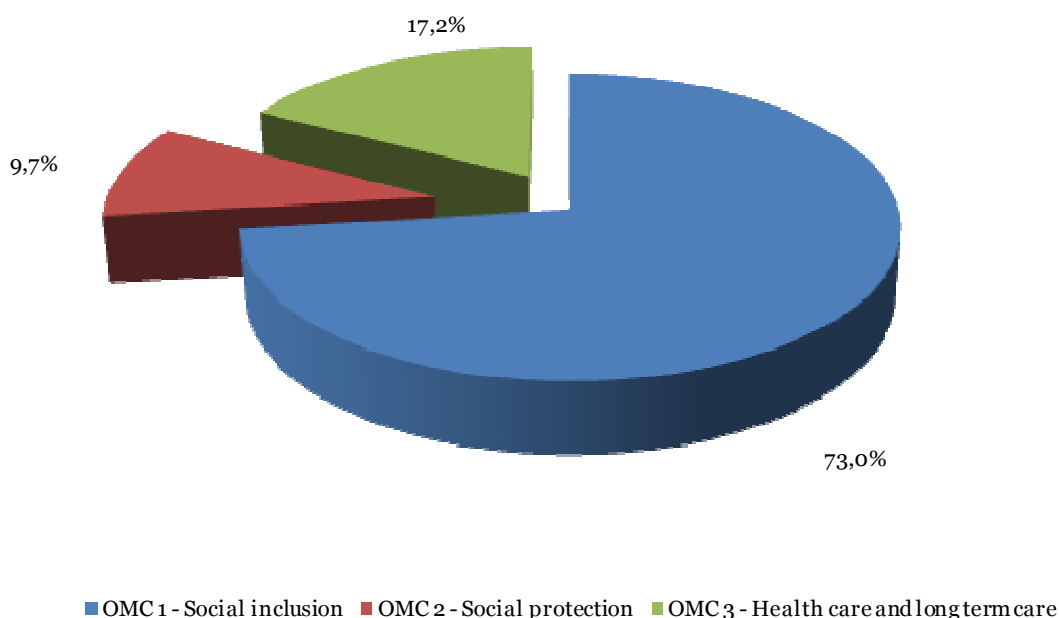
- 1 Guidance services
- 2 Tutorial system/mentor
- 3 Aids for adapting work organizations
- 4 Aids for adapting training instruments for disable people
- 5 Awareness raising interventions
- 6 Care for dependants
- 7 Transport

Analysis of National Interventions

Additional findings on coherence and complementarity were drawn from an analysis of national interventions (i.e those interventions that operationalise SPSI OMC Objectives within NAPs/NSRs). The results are summarised in Figure 3.20. The Figure shows:

- As noted consistently in the preceding discussion, national interventions are overwhelmingly dominated by an orientation to the first SPSI OMC Overarching Objective (social inclusion) – as is the case with 73% of the interventions assessed. This compares with 9.7% of interventions in the ‘social protection’ category and 17% in the ‘healthcare’ category.
- However, it should be noted that this pattern can partly be explained by the time frame of the analysis. Over the period covered by the evaluation - 2000-2006 – it was only in the latter part (2004 for health care issues and 2006 for social protection ones) that specific requirements were imposed for Member States with respect to social protection and health-care.

Figure 3.20 – National interventions by SPSI OMC overarching objectives

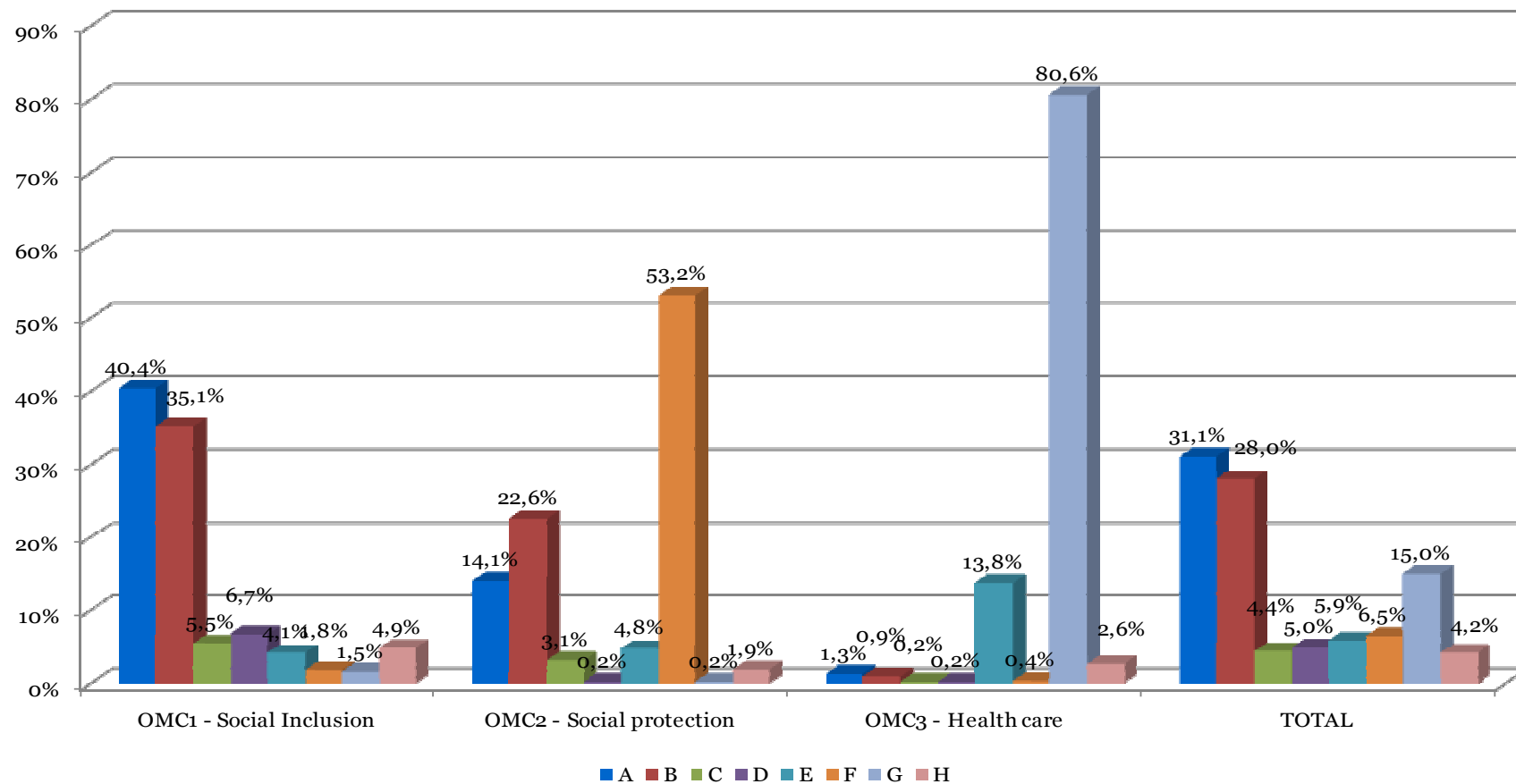


Source: Our elaboration on fiches B

Legenda
 The overarching objectives of the OMC for social protection and social inclusion are:
 OMC 1 - A decisive impact on the eradication of poverty and social exclusion
 OMC 2 - Adequate and sustainable pensions
 OMC 3 - Accessible, high-quality and sustainable healthcare and long-term care

With regard to the macro-intervention typology, Figure 3.21 shows the distribution of national interventions across the three SPSI OMC Overarching Objectives and Tables 3.6 and 3.7 show, respectively, the detailed distribution by type of intervention and with regard to target groups involved.

Figure 3.21 – National macro-interventions by SPSI OMC overarching objectives



Source: Our elaboration on fiches B

Legenda
 A Reducing unemployment and increasing employability
 B Tackling disadvantages in education and training
 C Eradicating poverty and extreme hardship
 D Ensuring decent accommodation
 E Supporting dependent persons in daily activities
 F Modernising social protection
 G Improving access and tackling inequalities in health care
 H Mobilizing all stakeholders

Legenda
 The overarching objectives of the OMC for social protection and social inclusion are:
 OMC 1 - A decisive impact on the eradication of poverty and social exclusion
 OMC 2 - Adequate and sustainable pensions
 OMC 3 - Accessible, high-quality and sustainable healthcare and long-term care

Tab. 3.6 – NAPs/NSRs: interventions by SPSI OMC overarching objectives

MACRO	INTERVENTION	OMC1	OMC2	OMC3	TOTAL
<i>Reducing unemployment and increasing employability</i>	Measures to increase the access to employment services	11,8%	1,5%	18,2%	11,3%
	Measures to improve employment services	11,0%	0,0%	9,1%	10,5%
	Measures to facilitate the matching of supply with demand	10,9%	0,0%	9,1%	10,4%
	Active labour market interventions	12,8%	0,0%	36,4%	12,4%
	Measures to reconcile family and working life	11,2%	0,0%	9,1%	10,7%
	Measures to improve employability by encouraging close relations between school and work	7,9%	0,0%	0,0%	7,5%
	Measures to increase employability of specific vulnerable target groups (women, immigrants, etc.)	25,5%	67,6%	9,1%	27,2%
	Measures to monitor and address discrimination in the labour market	9,0%	30,9%	9,1%	9,9%
		100,0%	100,0%	100,0%	100,0%
<i>Tackling disadvantages in education and training</i>	Measures to increase lifelong learning	12,7%	40,4%	0,0%	14,8%
	Measures to improve the quality of education and training	21,2%	0,0%	12,5%	19,5%
	Measures to improve access for groups “at the margin” (Roma, other ethnic minorities, etc.);	20,9%	0,0%	37,5%	19,4%
	Measures to improve access for immigrants;	0,6%	0,0%	0,0%	0,5%
	Measures to eliminate barriers to education and training for specific disadvantaged groups;	16,3%	0,0%	12,5%	15,0%
	Measures to increase access to higher education	3,2%	0,0%	0,0%	3,0%
	Measures to ensure access to ICT	12,0%	0,0%	12,5%	11,1%
	Measures to discourage early school leaving	9,0%	0,0%	12,5%	8,3%
Measures to foster adult participation in lifelong learning	4,2%	59,6%	12,5%	8,6%	
		100,0%	100,0%	100,0%	100,0%
<i>Eradicating poverty and extreme hardship</i>	Measures to eradicate poverty and in particular child poverty (such as benefits, income integration and measures promoting active inclusion of vulnerable groups)	74,9%	100,0%	100,0%	76,9%
	Measures to tackle homelessness (to improve the collection of data on homelessness; to improve social assistance for homeless)	25,1%	0,0%	0,0%	23,1%
		100,0%	100,0%	100,0%	100,0%
<i>Ensuring decent accommodation</i>	Measures to ensure decent accommodation (to improve access to decent and affordable housing; to prevent the decay of housing; to increase the supply of housing)	90,6%	0,0%	50,0%	89,9%
	Measures in areas and in neighbourhoods affected by situations of high exclusion	9,4%	100,0%	50,0%	10,1%
		100,0%	100,0%	100,0%	100,0%
<i>Supporting dependent persons in daily activities</i>	Measures to support children and to preserve family solidarity	66,7%	8,7%	0,8%	35,4%
	Measures to support the disabled and the elderly at home	26,7%	91,3%	44,9%	39,2%
	Measures to support the access to Long Term care	6,7%	0,0%	54,2%	25,4%
		100,0%	100,0%	100,0%	100,0%

MACRO	INTERVENTION	OMC1	OMC2	OMC3	TOTAL
<i>Modernising social protection</i>	Benefits for vulnerable groups	76,6%	23,3%	66,7%	34,3%
	Measures to contrast early retirement (such as incentives and supports to take up work)	17,2%	42,4%	0,0%	37,0%
	Measure to increase income (minimum wage, minimum insertion income) and pension	1,6%	21,4%	33,3%	17,6%
	Social protection reform	4,7%	12,8%	0,0%	11,1%
		100,0%	100,0%	100,0%	100,0%
<i>Improving access and tackling inequalities in health care</i>	Measures to improve the affordability of health care services for disadvantaged groups	7,3%	0,0%	19,2%	18,3%
	Measures to reduce waiting times for treatment	1,8%	0,0%	11,2%	10,5%
	Measures to reduce geographical disparities of care supply	27,3%	0,0%	11,5%	12,6%
	Measures to improve patient's information and rights	3,6%	0,0%	14,4%	13,6%
	Measures to adapt healthcare services to the needs of disadvantaged group	29,1%	100,0%	27,6%	27,8%
	Measures to develop health programmes for vulnerable categories	30,9%	0,0%	16,3%	17,3%
		100,0%	100,0%	100,0%	100,0%
<i>Mobilizing all stakeholders</i>	Measures to promote the participation and expression of all people in situations of exclusion	30,1%	33,3%	9,1%	28,0%
	Measures to ensure the incorporation of the fight against exclusion in all policies	31,8%	33,3%	4,5%	29,0%
	Measures to promote dialogue and partnership amongst all the private and public bodies	38,1%	33,3%	86,4%	43,0%
		100,0%	100,0%	100,0%	100,0%

Source: Our elaboration on fiches B

Tab. 3.7 – NAPs/NSRs Target groups by macro-interventions typology

TARGET	A	B	C	D	E	F	G	H	TOTAL
Long term unemployed	52,8%	23,1%	2,8%	13,2%	1,0%	3,5%	1,2%	2,5%	100,0%
Unemployed persons in general.	46,5%	40,0%	1,2%	0,8%	0,9%	3,0%	2,1%	5,6%	100,0%
Older people (Employed and Unemployed)	40,9%	24,5%	4,7%	2,7%	1,8%	17,8%	4,3%	3,3%	100,0%
Unemployed Young people	44,3%	28,1%	1,5%	20,0%	1,9%	0,9%	0,9%	2,4%	100,0%
Women (In general and Unemployed)	59,7%	24,6%	1,3%	0,8%	3,7%	1,6%	5,0%	3,3%	100,0%
Disadvantaged people in general.	24,6%	28,1%	5,4%	5,8%	2,6%	11,7%	18,8%	3,1%	100,0%
Persons being excluded because of personal characteristics (for ex. drug-addicts, attention disorders, young with integration problems, etc.).	25,5%	21,8%	1,9%	2,9%	4,7%	5,5%	34,8%	2,8%	100,0%
People with disability	32,8%	22,7%	1,6%	8,0%	8,4%	2,9%	20,6%	2,8%	100,0%
Persons being excluded because of their background (for example, ex-convicts or offenders, ex-drug addicted, disadvantaged background, etc.).	28,2%	38,3%	6,2%	5,9%	2,3%	6,8%	10,4%	2,0%	100,0%
Employed persons according to “vulnerable” labor market status (for ex. seasonal workers, person re-entering, precarious workers, etc.).	47,0%	29,3%	1,2%	4,3%	2,4%	11,6%	2,4%	1,8%	100,0%
Persons being excluded because of their educational attainment and student	26,6%	50,4%	4,5%	4,3%	1,3%	4,2%	7,4%	1,3%	100,0%
People in general	0,0%	0,0%	0,0%	0,0%	0,0%	12,1%	87,9%	0,0%	100,0%
Migrants	42,8%	37,1%	1,5%	10,7%	1,4%	1,6%	2,6%	2,3%	100,0%
Ethnic minority	21,3%	34,6%	4,6%	4,9%	1,5%	8,3%	21,3%	3,4%	100,0%
Young people	42,3%	37,2%	1,2%	4,0%	0,8%	7,2%	4,0%	3,3%	100,0%
Children	22,8%	16,1%	11,5%	4,1%	9,6%	3,9%	28,5%	3,5%	100,0%
Long-term ill people	0,0%	0,0%	0,0%	0,0%	45,7%	0,0%	54,3%	0,0%	100,0%
Homeless people	9,7%	9,2%	29,7%	8,2%	6,7%	11,3%	24,6%	0,5%	100,0%
Elderly people	14,3%	23,2%	3,2%	1,5%	15,8%	9,3%	30,0%	2,6%	100,0%
Single parents	18,7%	10,6%	16,3%	11,4%	3,3%	16,3%	22,8%	0,8%	100,0%
Families	31,4%	10,7%	14,6%	6,1%	12,2%	3,4%	19,0%	2,6%	100,0%
Enterprises	54,4%	36,2%	1,0%	0,7%	1,0%	1,2%	2,2%	3,4%	100,0%
Local Government	42,5%	27,4%	2,3%	1,9%	2,3%	4,7%	5,6%	13,3%	100,0%
Social partners	56,8%	30,5%	2,1%	1,1%	1,4%	2,1%	2,8%	3,2%	100,0%
Educational and training institutions/Universities	35,7%	49,4%	1,4%	0,9%	1,4%	1,9%	2,2%	7,0%	100,0%
Public employment services	51,1%	25,5%	1,7%	1,2%	1,7%	2,4%	3,3%	13,1%	100,0%
Civil society, NGOs + social services + other providers	32,8%	30,0%	1,7%	1,3%	1,4%	2,7%	18,5%	11,6%	100,0%

Source: Our elaboration on fiches B

Legenda

- A Reducing unemployment and increasing employability
- B. Tackling disadvantages in education and training
- C. Eradicating poverty and extreme hardship
- D Ensuring decent accommodation
- E. Supporting dependent persons in daily activities
- F. Modernising social protection G. Improving access and tackling inequalities in health care
- H Mobilizing all stakeholders

Figure 3.21 and Tables 3.6 and 3.7 show:

- For the first SPSI OMC Overarching Objective, the main kinds of interventions implemented cover “Reducing unemployment and increasing employability” and “Tackling disadvantages in education and training”. With Reducing unemployment and increasing employability”, particular emphasis has been put on measures to increase employability of specific vulnerable target groups (women, immigrants, etc.), on measures to facilitate the matching of supply of demand especially for unemployed women, long-term unemployed, disadvantaged people in general, older unemployed, and people with “fragile” labour market status. This suggests a high degree of coherence and complementarity with ESF interventions programmed within ESF Policy Field A and B.
- Similarly, with “Tackling disadvantages in education and training”, the focus is on measures to improve the quality of education and training for similar targets. Again, this suggests a high degree of coherence and complementarity with interventions programmed within ESF Policy Field C.
- For the second SPSI OMC overarching objective, the main kind of intervention represented focuses on “Modernising social protection”. This typically covers benefits for vulnerable groups in particular older workers, and measures to contrast early retirement and pension. There is a low level of coherence with ESF for this category.
- Tackling disadvantages in education and training are also represented (albeit in a smaller proportion). This category shows a high degree of coherence with ESF Policy Field C especially for those interventions regarding life long learning for active ageing.
- For the third SPSI OMC overarching objective, the main kind of intervention represented focuses on: measures to develop health programmes for vulnerable categories such as long-term ill, and disadvantaged people in general, and on measures to reduce geographical disparities of care supply. The coherence with ESF interventions is quite low for this category.

Summing up: how coherent ESF is with OMC at the level of interventions?

In order to answer to the second evaluation question of this evaluation study (how coherent ESF is with OMC at the level of intervention?), the following Table (3.8) shows the inter-relation between ESF and NAPs/NSRs. The results are consistent with the conclusions reported above for the literature review and the interviews with key informants. The Table shows:

For the 1st SPSI Overarching Objectives, the clear evidence of coherence and complementarity previously identified between the national policy objectives of reducing unemployment and increasing employability as well as tackling disadvantages in education and training with ESF

objectives within Policy Field A Active Labour Market), and B (Social Inclusion) can also be identified when interventions are taken into account.

However, the level of coherence and complementarity between ESF and the social OMC is weaker for interventions than for objectives. This re-affirms the difficulties previously identified in operationalising objectives into interventions.

Similar trends are evident also with regard to the 2nd and the 3rd SPSI Overarching Objectives.

Summing up:

- ESF can be considered coherent with the first SPSI OMC overarching objective - a decisive impact on the eradication of poverty and social exclusion - at the level of interventions. A high degree of coherence can also be established at the level of target groups, particularly unemployed, long term unemployed, disadvantaged people in general and other vulnerable groups such as women and immigrants.
- This coherence is particularly high with regard to ESF Policy Fields A (Active Labour Market), B (Social Inclusion) and E (Gender Equality);
- Little evidence of coherence and complementarity can be demonstrated between ESF and the second and third SPSI OMC overarching objectives (Adequate and sustainable pensions, and Accessible, high-quality and sustainable healthcare and long-term care)

Tab. 3.8 – ESF intervention within ESF policy field and National policy intervention in the OPs, by SPSI OMC overarching objectives

OMC 1 - SOCIAL INCLUSION	NATIONAL POLICY INTERVENTION									
ESF INTERVENTION WITHIN ESF POLICY FIELD	A	B	C	D	E	F	G	H	Null	Total
<i>A – Active labour market</i>	16,8%	6,3%	0,3%	0,2%	0,0%	0,6%	0,2%	0,9%	0,0%	25,4%
<i>B – Social inclusion</i>	10,2%	9,8%	0,7%	0,2%	0,5%	0,9%	0,9%	0,8%	0,0%	23,9%
<i>C – Training and education</i>	2,0%	8,2%	0,1%	0,1%	0,0%	0,1%	0,1%	0,7%	0,1%	11,3%
<i>D – Adaptability in work organisation</i>	1,6%	4,4%	0,0%	0,1%	0,0%	0,0%	0,0%	0,2%	0,7%	7,0%
<i>E – Gender equality opportunity</i>	6,3%	3,0%	0,0%	0,0%	0,8%	0,1%	0,2%	0,1%	0,0%	10,6%
No - Objective	3,1%	3,3%	4,3%	5,9%	2,5%	0,2%	0,2%	2,2%	0,0%	21,7%
Total	39,9%	35,0%	5,5%	6,5%	3,9%	1,9%	1,5%	4,9%	0,8%	100,0%
OMC 2 - SOCIAL PROTECTION	NATIONAL POLICY INTERVENTION									
ESF INTERVENTION WITHIN ESF POLICY FIELD	A	B	C	D	E	F	G	H	Null	Total
<i>A – Active labour market</i>	0,0%	0,8%	0,0%	0,0%	0,4%	1,4%	0,0%	0,0%	0,0%	2,7%
<i>B – Social inclusion</i>	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
<i>C – Training and education</i>	0,6%	10,7%	0,0%	0,0%	0,2%	17,7%	0,0%	0,6%	0,0%	29,9%
<i>D – Adaptability in work organisation</i>	2,3%	1,4%	0,0%	0,0%	0,2%	1,9%	0,0%	0,0%	0,0%	5,8%
<i>E – Gender equality opportunity</i>	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
No - Objective	11,1%	9,5%	3,1%	0,2%	3,9%	32,0%	0,2%	1,2%	0,4%	61,6%
Total	14,0%	22,5%	3,1%	0,2%	4,7%	53,0%	0,2%	1,9%	0,4%	100,0%
OMC 3 – HEALTH CARE	NATIONAL POLICY INTERVENTION									
ESF INTERVENTION WITHIN ESF POLICY FIELD	A	B	C	D	E	F	G	H	Null	Total
<i>A – Active labour market</i>	0,2%	0,1%	0,0%	0,0%	0,0%	0,0%	1,7%	0,1%	0,0%	2,2%
<i>B – Social inclusion</i>	0,3%	0,6%	0,1%	0,1%	0,1%	0,1%	2,2%	0,0%	0,0%	3,6%
<i>C – Training and education</i>	0,0%	0,0%	0,0%	0,0%	0,1%	0,0%	1,1%	0,1%	0,0%	1,4%
<i>D – Adaptability in work organisation</i>	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
<i>E – Gender equality opportunity</i>	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,2%	0,0%	0,0%	0,2%
No - Objective	0,7%	0,2%	0,1%	0,1%	13,3%	0,2%	75,4%	2,3%	0,2%	92,7%
Totale complessivo	1,3%	0,9%	0,2%	0,2%	13,5%	0,3%	80,7%	2,5%	0,2%	100,0%

Source: Our elaboration on fiches B

Legenda NATIONAL POLICY INTERVENTION

- A Reducing unemployment and increasing employability*
- B. Tackling disadvantages in education and training*
- C. Eradicating poverty and extreme hardship*
- D Ensuring decent accommodation*
- E. Supporting dependent persons in daily activities*
- F. Modernising social protection G. Improving access and tackling inequalities in health care*
- H Mobilizing all stakeholders*

Legenda

The overarching objectives of the OMC for social protection and social inclusion are:

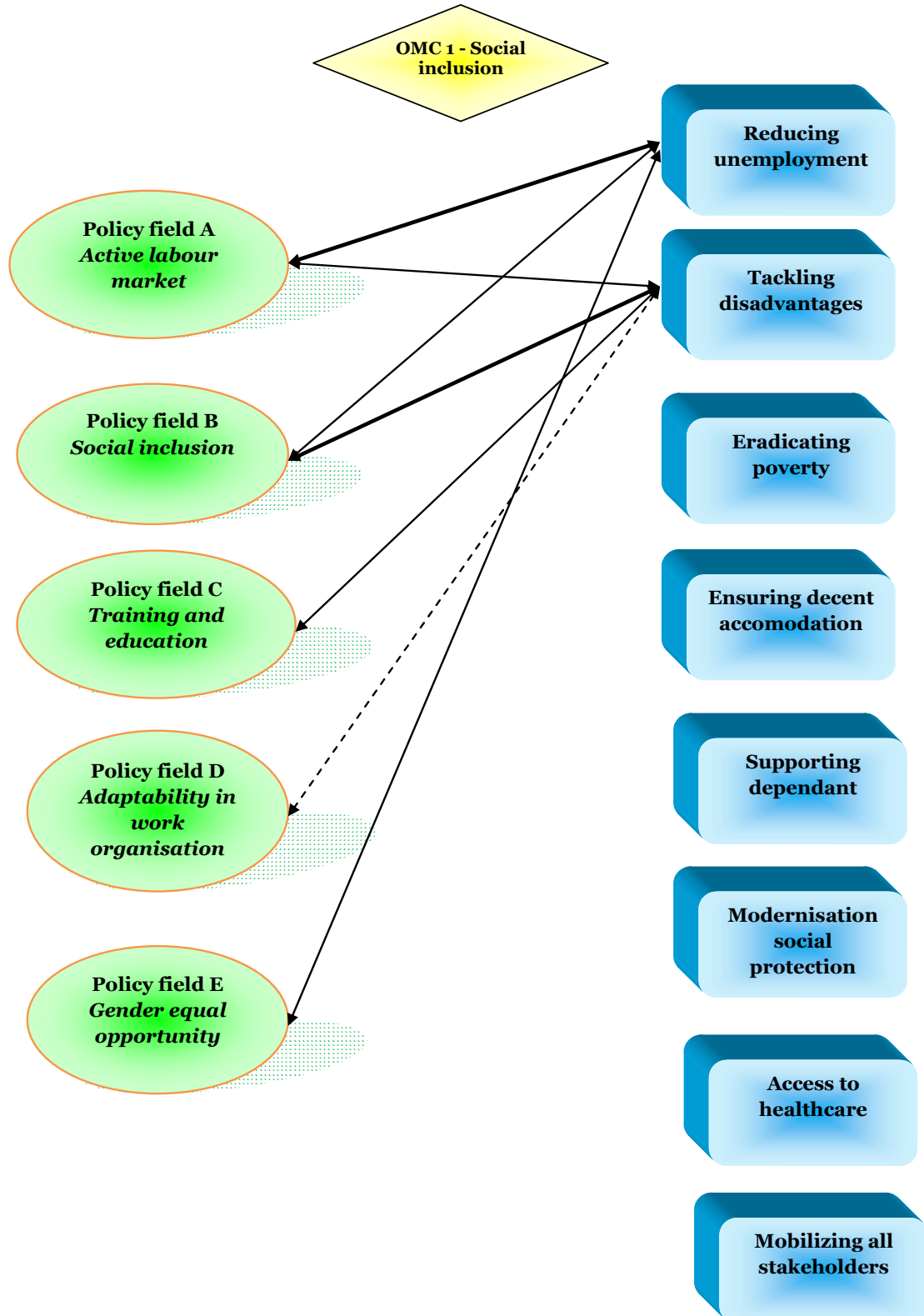
OMC 1 - A decisive impact on the eradication of poverty and social exclusion

OMC 2 - Adequate and sustainable pensions

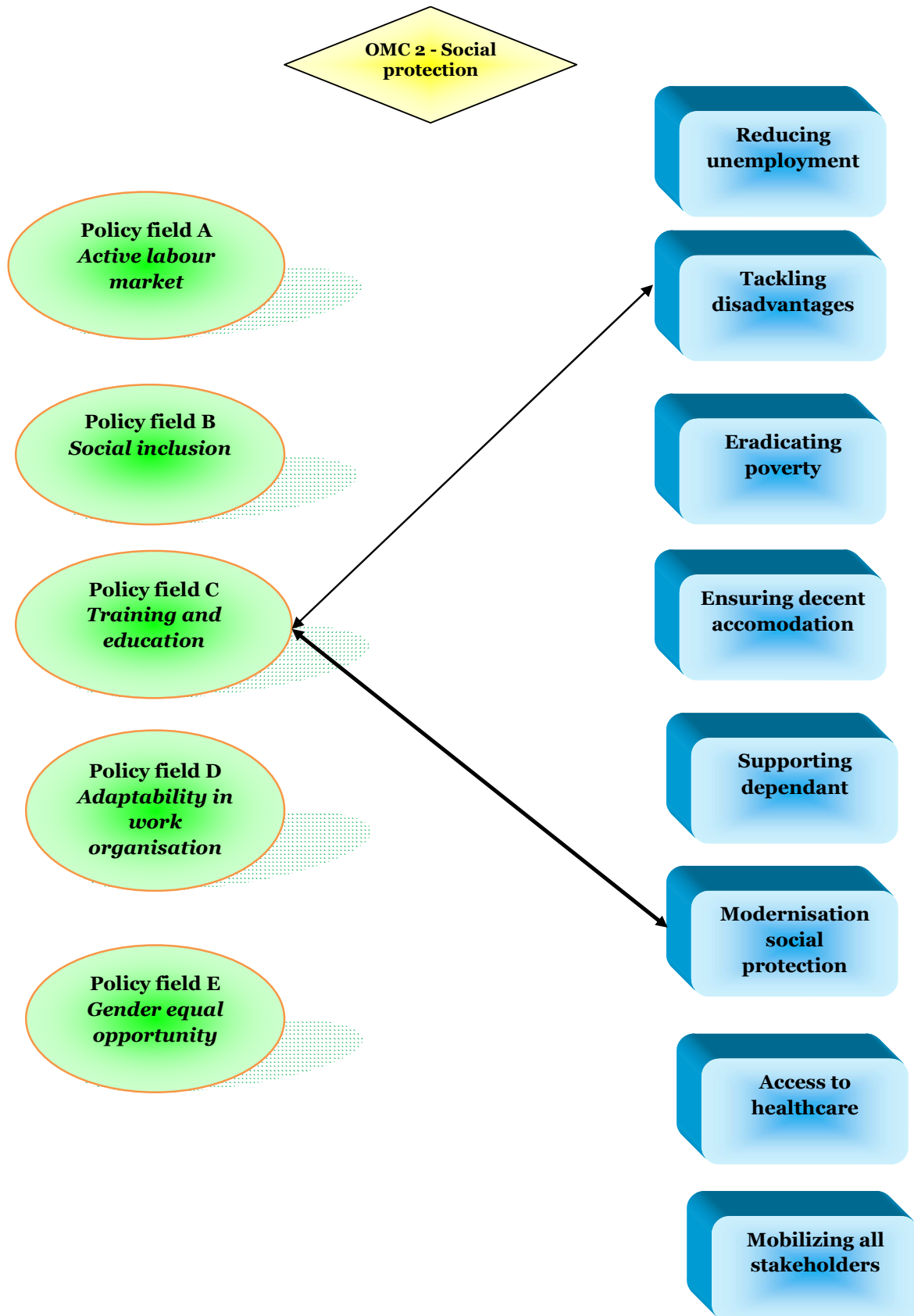
OMC 3 - Accessible, high-quality and sustainable healthcare and long-term care

The following diagram provides an illustrative summary of the relationships outlined above. The thicker the arrows are, the more pronounced is the degree of cohesion between ESF and OMC SPSI objectives .

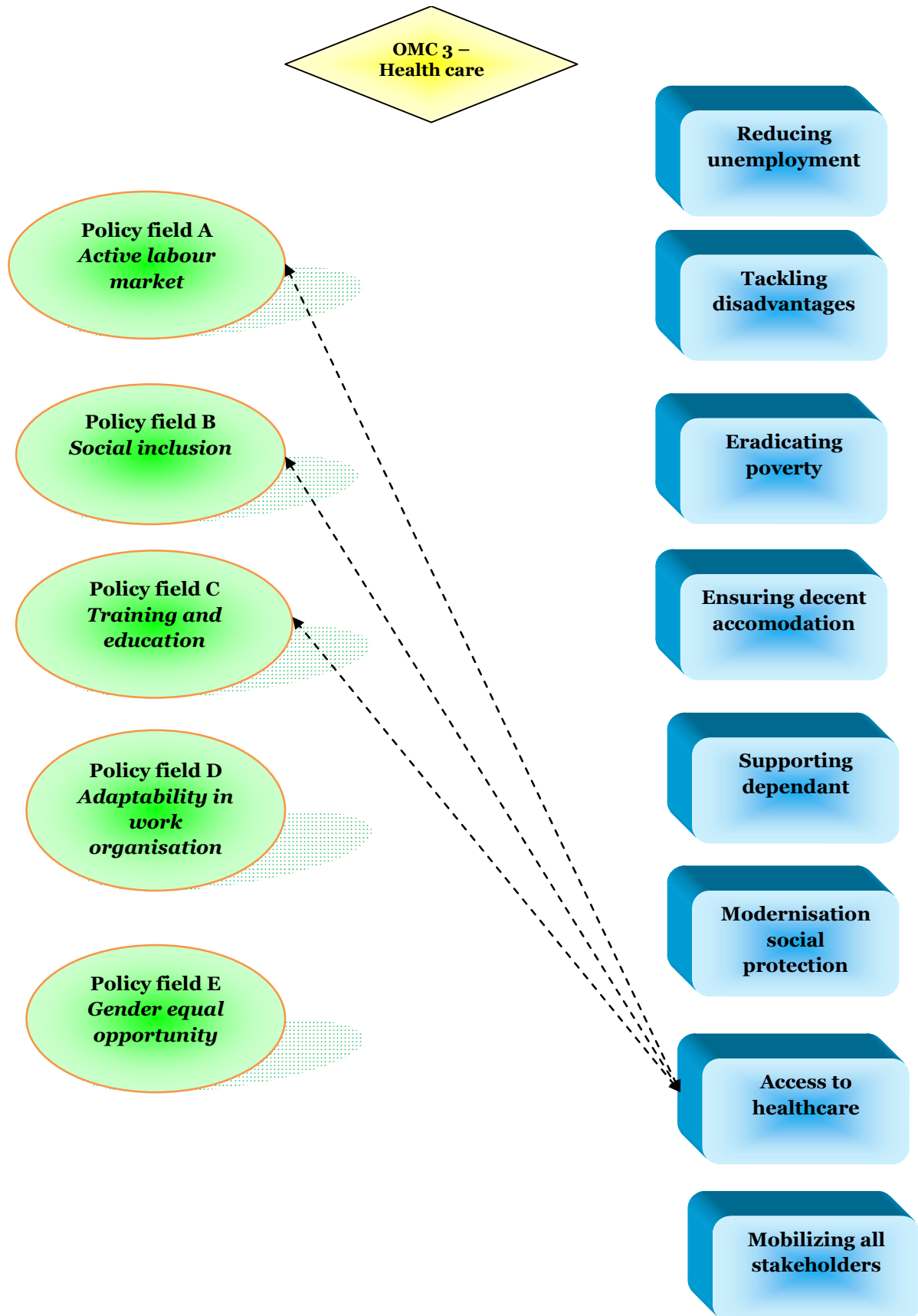
Scheme 3.2 – How coherent is the ESF with OMC1 – Social inclusion at the level of interventions?



Scheme 3.3 – How coherent is the ESF with OMC2 – Social protection at the level of interventions?



Scheme 3.4 – How coherent is the ESF with OMC3 – Health care at the level of interventions?



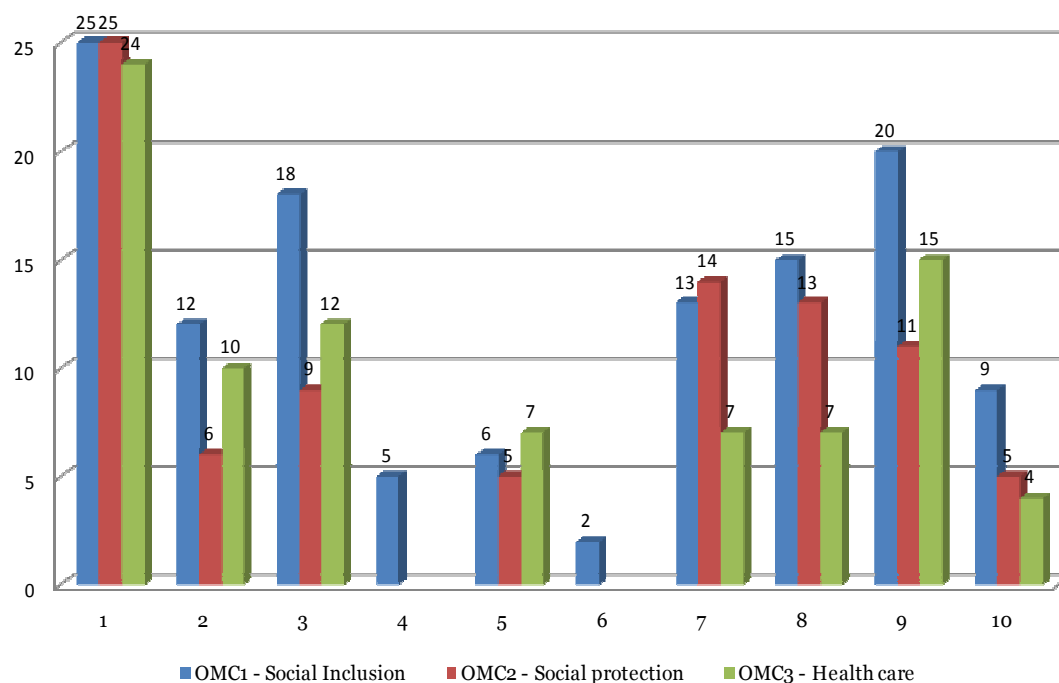
3. Coherence and complementarity by stakeholders

The analysis of national policy documents (NAPs/NSRs) looked also at the main stakeholder groups involved in the OMC¹² at the national level of the 25 countries. The analysis confirmed the literature review findings discussed above. Figure 3.22 shows the results of the analysis. The Figure shows:

- Ministries constitute the larger stakeholder group represented in all three OMC Objective areas
- NGOs and civil society organisations make up the second biggest group of stakeholders, except for OMC2 – social protection – where employers associations and trade unions are more numerous
- Employers associations and trade unions are broadly equally represented across the three OMC objectives
- Development Agencies and Public Employment Services are the least well-represented of the stakeholder groups. They are recorded only within OMC1 – social inclusion.

¹² Main stakeholders were indicated in Country Fiches A both in relation to ESF and NAP/NSRs. For a better specification of the kind of involvement, please refer, to Country Fiches A annexed to this Report.

Figure 3.22 – Stakeholders involved in NAPs/NSRs, by SPSP OMC overarching objectives (number of countries)



Source: Our elaboration on fiches A (for each country one or more stakeholder can be indicated)

Legenda

1. National ministries
2. Regions/autonomous Community
3. Local government (province, municipality)
4. Public employment services
5. Other public institutions
6. Development agencies
7. Employers representatives ass.
8. Trade unions
9. NGO/Third sector/Civil society
10. Universities, Educ. and Research inst.

Legenda

The overarching objectives of the OMC for social protection and social inclusion are:

OMC 1 - A decisive impact on the eradication of poverty and social exclusion

OMC 2 - Adequate and sustainable pensions

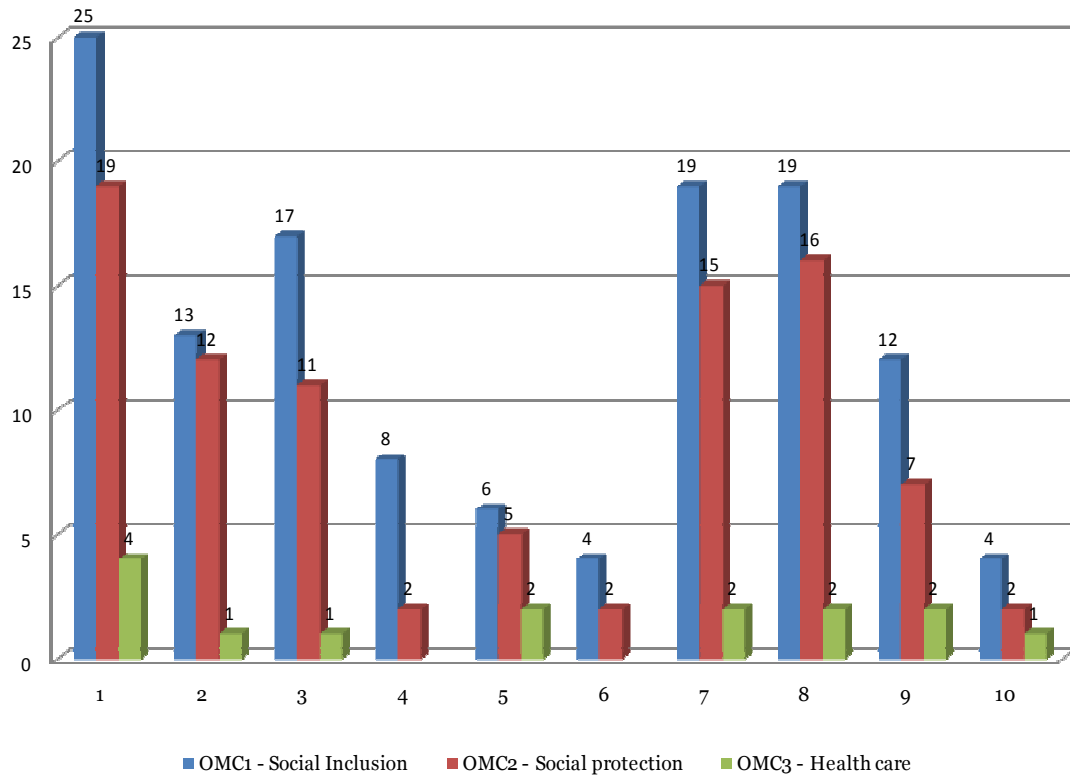
OMC 3 - Accessible, high-quality and sustainable healthcare and long-term care

- In keeping with the patterns described in the preceding sections, not all the OMC objectives show the same level of stakeholders' involvement. Stakeholders' involvement appears more pronounced with regard to the social inclusion objective and less pronounced in the case of pensions and healthcare and long-term care. For example, in 80% of the countries taken into account by the evaluation, the decision making process involving implementation of social inclusion objectives was undertaken with the participation of civil society/third sector centres. This diminishes to 60% in the case of healthcare and 44% in the case of pensions.
- A similar pattern was noted when looking at the involvement of universities/research centres in the 25 member states. This sector was involved in 36% of the countries in the case of social inclusion objectives, in 20% in the case of pensions and in 16% in the case of healthcare and long-term care.

- However, trade unions and employees' associations show broadly similar levels of participation, with 56% of countries indicating participation social protections objectives and 54% in the case of social inclusion objectives.
- Overall, the breadth of participation varies from country to country. Even in the case of the social inclusion objective, not all the countries involve all the relevant social actors (NGOs, universities, trade unions, etc) in the decision-making and implementation process. Participation seems to be shaped by the particular 'political culture' of different member states, depending, for example on the degree of centralisation and de-centralisation of decision-making.

This picture is mirrored to a large extent when the participation of ESF stakeholders involved in the decision –making and implementation of objectives corresponding to the OMC SPSI national objectives is analysed. As Figure 3.23 shows, there is a much greater concentration of involvement across the broad spectrum of stakeholder groups in OMC SPSI objective 1 – social inclusion – than Objectives 2 and 3 - pensions or healthcare. Across all three objectives, national ministries, employers associations and trades unions constitute the largest groups of participants.

Figure 3.23 – Stakeholders involved in ESF, by SPSI OMC overarching objectives (number of countries)



Source: Our elaboration on fiches A (for each country one or more stakeholder can be indicated)

Legenda
1. National ministries
2. Regions/autonomous Community
3. Local government (province, municipality)
4. Public employment services
5. Other public institutions
6. Development agencies
7. Employers representatives ass.
8. Trade unions
9. NGO/Third sector/Civil society
10. Universities, Educ. and Research inst.

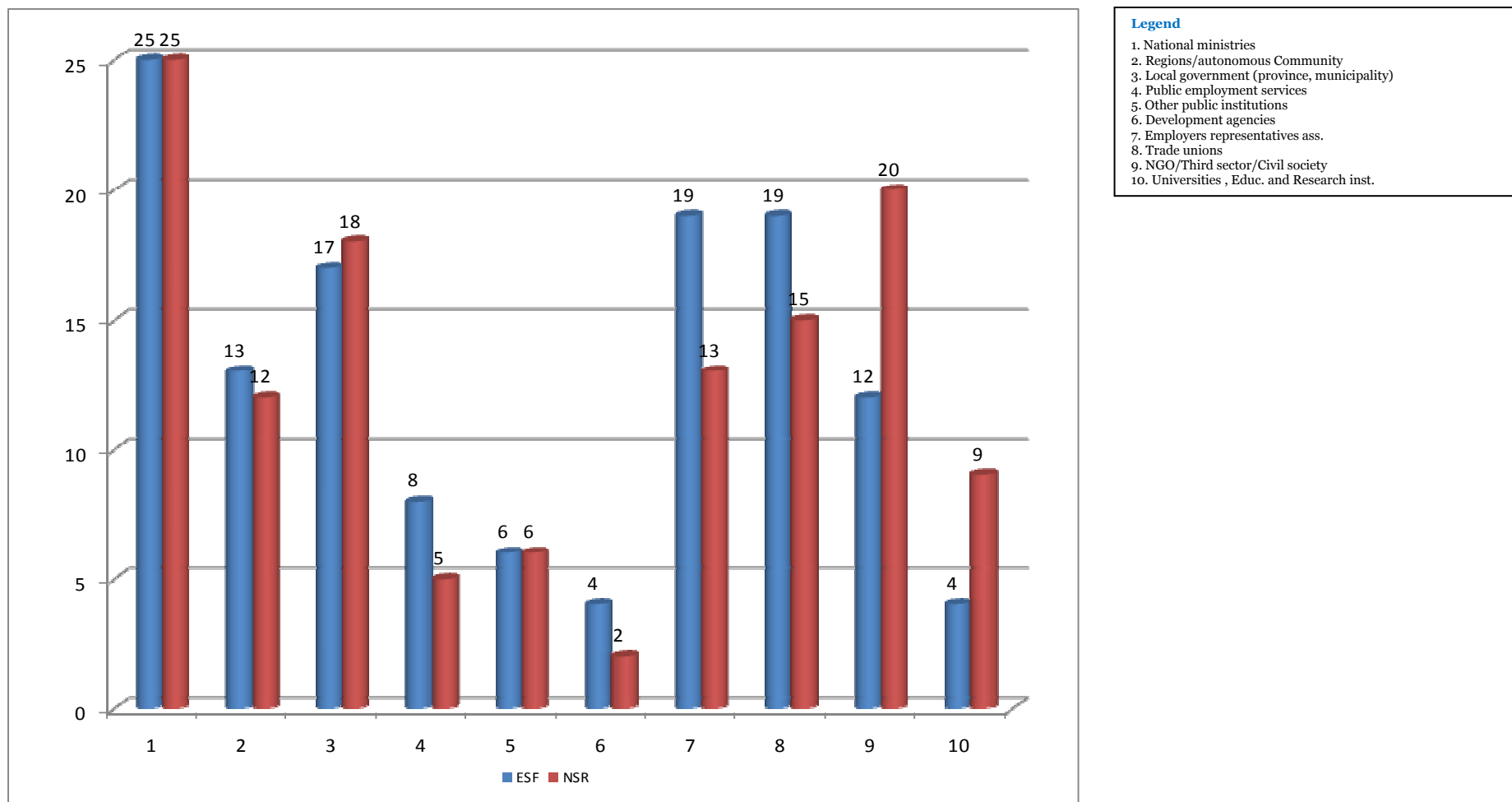
Legenda
The overarching objectives of the OMC for social protection and social inclusion are:
OMC 1 - A decisive impact on the eradication of poverty and social exclusion
OMC 2 - Adequate and sustainable pensions
OMC 3 - Accessible, high-quality and sustainable healthcare and long-term care

Figures 3.24 to 3.26 summarise the overall picture regarding stakeholder involvement in NAP/NSR and ESF, across the three over-arching OMC objectives. The Figures show:

- There is a far higher representation of a broad spectrum of stakeholders in NAP/NSR and ESF in Objective 1 – social inclusion – than in Objective 2 (pensions) or 3 (healthcare). Objective 1 shows a high level of coherence and complementarity with ESF in terms of stakeholder involvement. However, coherence and complementarity is weaker with regard to the participation of employers associations, NGOs, trade unions and universities.

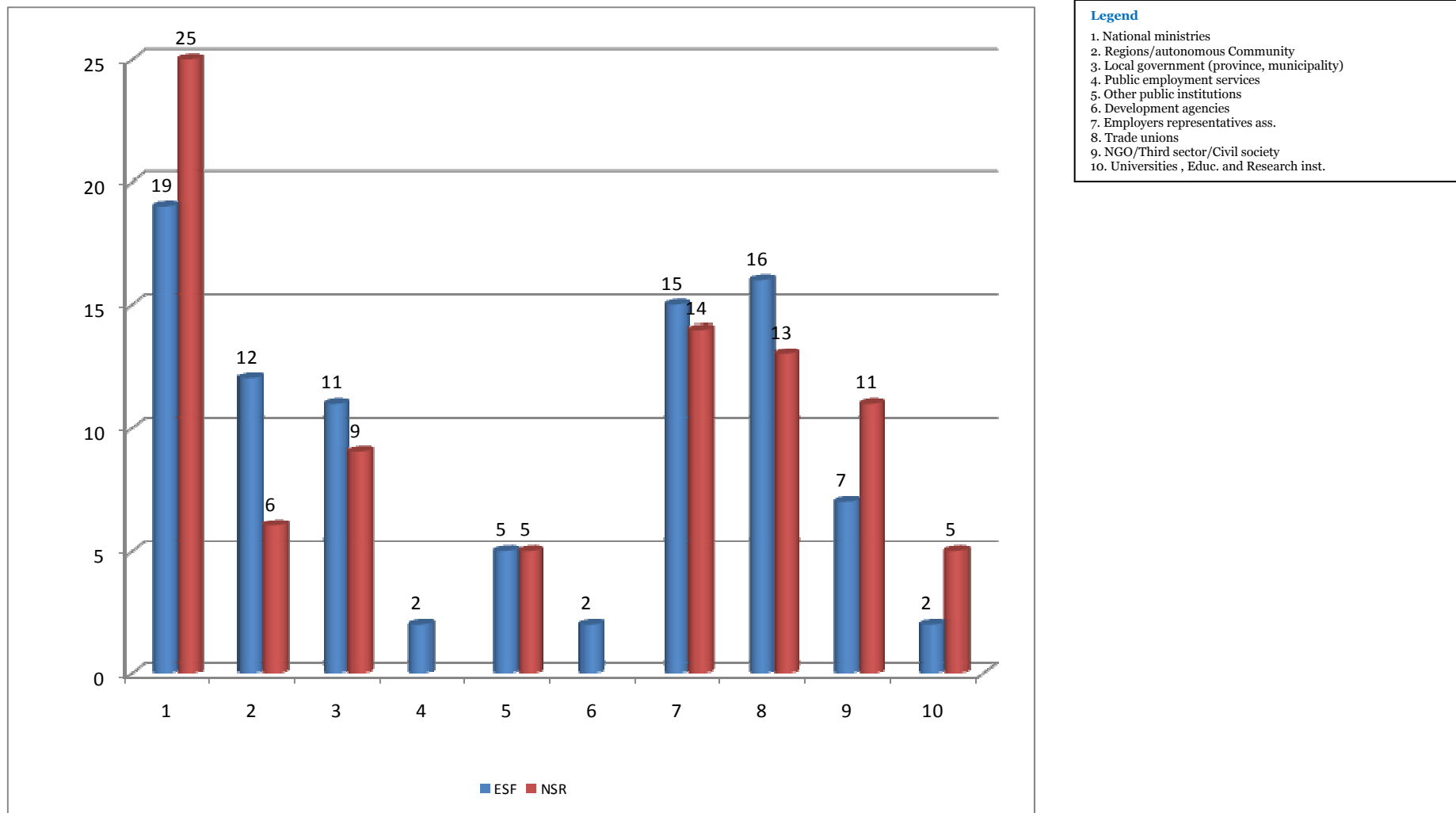
- Coherence and complementarity is weaker for Objective 2 (pensions), particularly with regard to the involvement of regional authorities, public employment services and NGOs.
- Coherence and complementarity is weakest for Objective 3 (healthcare) across the spectrum of stakeholder groups.

Figure 3.24 – Stakeholders involvement in NAP/NSR and ESF – OMC 1 overarching objective - A decisive impact on the eradication of poverty and social exclusion (number of countries)



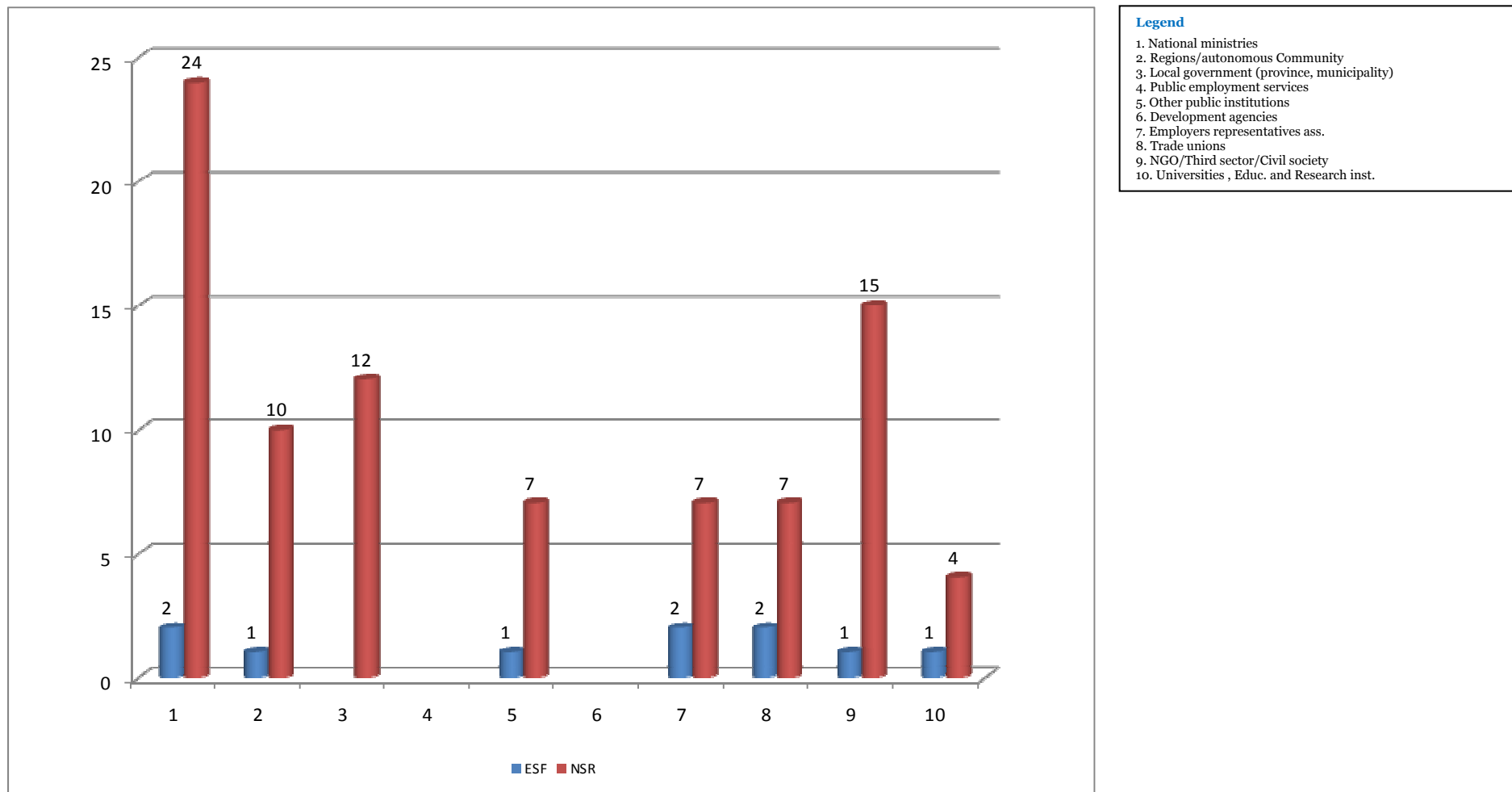
Source: Our elaboration on fiches A (for each country one or more stakeholder can be indicated)

Figure 3.25 – Stakeholders involvement in NAP/NSR and ESF –SPSI OMC 2 overarching objective - Adequate and sustainable pensions objectives (number of countries)



Source: Our elaboration on fiches A (for each country one or more stakeholder can be indicated)

Figure 3.26 - Stakeholders involvement in NAP/NSR and ESF – SPSI OMC 3 Overarching objective - Accessible, high-quality and sustainable healthcare and long-term care (number of countries)



Source: Our elaboration on fiches A (for each country one or more stakeholder can be indicated)

4. Coherence and complementarity by indicators

As noted above, our assessment of the coherence between OP and national indicators in the light of OMC Overarching objectives is limited in this Report and will be expanded in the Final Report, following completion of planned evaluation activities.

The literature review and key informant interviews have already underlined a general lack of coherence between ESF and indicators as operationalised within NAPs/NSRs. This lack of coherence is mainly due to the contrasting characteristics of the indicators themselves. This in turn is a reflection of their contrasting purposes. ESF indicators aim primarily to monitor and evaluate the programme implementation at different stages in its evolution. The unit of analysis is typically the actions/interventions implemented during the programming period. OMC indicators, on the contrary, primarily aim to describe and analyse broader structural phenomena, processes and trends. The unit of analysis is typically the member state.

However, as shown in the following table (Table 3.9), it is possible to see a coherence with regard to the two key dimensions that are mostly related to the ESF mission: labour market and education.

Tab. 3.9- Coherence of indicators use

	High	M-High	Medium	L-medium	Low	Null	tot
1 - Poverty	0,0%	0,0%	0,0%	0,0%	40,0%	60,0%	100,0%
2 - Labour market	49,2%	25,4%	23,8%	0,0%	0,0%	1,6%	100,0%
3 - Healthcare	0,0%	0,0%	0,0%	0,0%	11,4%	88,6%	100,0%
4 - Social protection	0,0%	0,0%	11,4%	0,0%	37,1%	51,4%	100,0%
5 - Education	11,4%	11,4%	34,3%	2,9%	8,6%	31,4%	100,0%
Totale complessivo	12,0%	7,4%	13,7%	0,6%	19,4%	46,9%	100,0%

Source: Our elaboration on fiches C

As Table 3.9 shows, the boxes highlighted in blue show a significant portion of OPs classified as high to medium high coherence for labour market indicators (over 98%) and education (56%), whereas for poverty the highlighted boxes show 100% of OPs classified as low or null coherence, and for social protection indicators 88% classified as low or null coherence.

In detail, the following national indicators are identified in most of the OPs analysed.

Access to labour market	Access to labour market	EU: People living in jobless households
	Access to labour market	EU: Employment rate
	Unemployment rate	EU: Long term unemployment rate
	Employment of older workers	EU: Employment rate of older workers
	Participation in labour market	EU: Activity rate
	Participation in labour market	EU: Effective labour market exit age
	Regional cohesion	NAT: Regional disparities – coefficient of variation of employment rates

Moreover, at the OPs level, the set of indicators has been improved adding output indicators used to monitor the activities and the target in the implementation of the programme, such as *Number of people involved in interventions disaggregated by socio-demographic variables (sex, age, level of qualifications, etc.), number of hours per type of programme, ecc..*

A medium level of coherence can also be identified in the **Access to education** field.

The majority of objectives and interventions in OPs with relevance to similar objectives/interventions in NAP/NSR are focused mainly on young people and students, as well as education and training institutions. The kinds of interventions for these target groups are training, tutoring and measure aimed at reinforce the education and training systems.

As a result, at least 50% of OPs show a medium and high coherence for OP and national indicators set against OMC Overarching objectives and indicators.

In terms of indicators, these OPs incorporate in particular indicators related to the analysis of the characteristics of young and students, focusing on level of education (in some cases disaggregation by age is available, as well as nationality/immigrants/ethnic minorities characteristics, while gender is not always indicated) and the characteristics of disadvantaged (early school leaver or those at risk of early leaving).

Access to education	Educational outcome and human capital formation	EU: Early school leavers
	Educational outcome and human capital formation	EU: Persons with low educational attainment
	Educational outcome and human capital formation	EU: Low reading literacy performance of pupils

Additional tables disaggregated by groups of countries

Center: Austria, Belgium, Germany, France, Ireland, Luxembourg, UK

North: Denmark, Finland, The Netherlands, Sweden

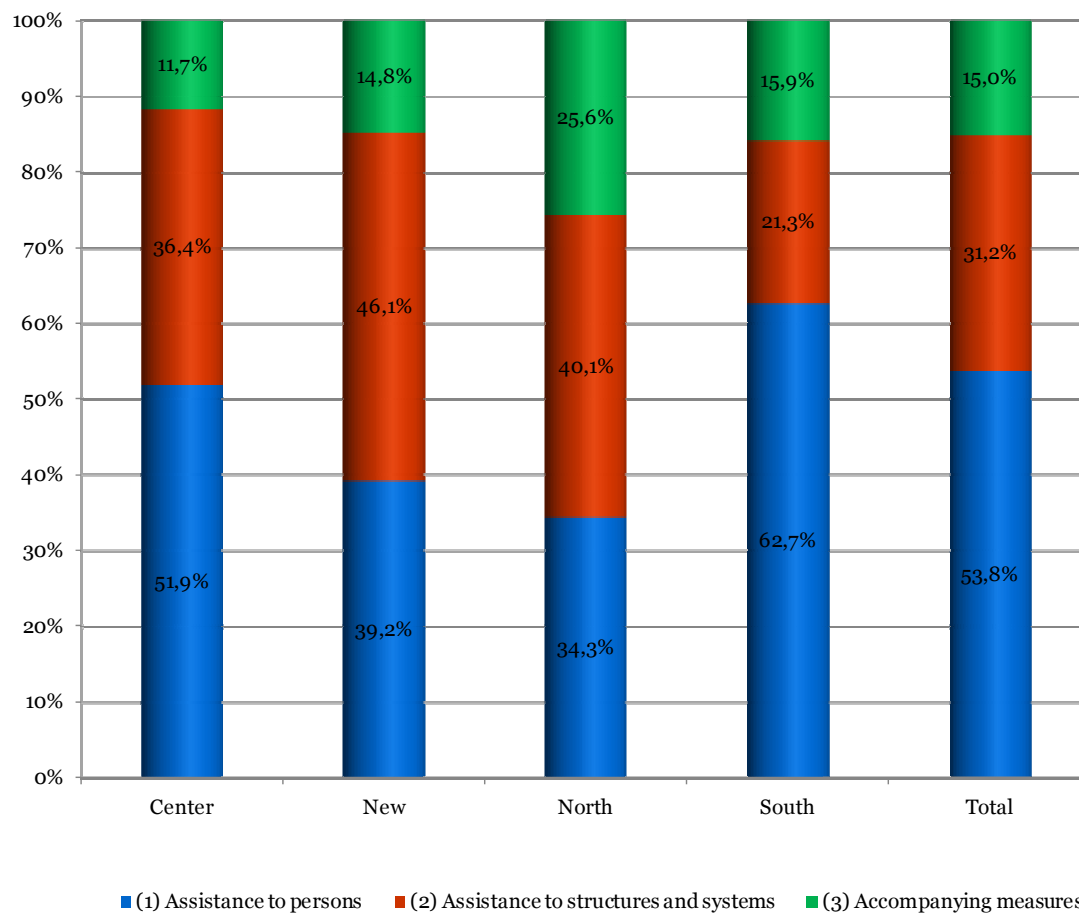
South: Italy, Spain, Portugal, Greece

New: Cyprus, Czech Rep., Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Slovenia, Slovakia

Tab. A1 - OMC 1 ESF - % of interventions by type and GROUP of COUNTRIES

Group of MS	(1) Assistance to persons	(2) Assistance to structures and systems	(3) Accompanying measures
Center	51,9%	36,4%	11,7%
New	39,2%	46,1%	14,8%
North	34,3%	40,1%	25,6%
South	62,7%	21,3%	15,9%
Total	53,8%	31,2%	15,0%

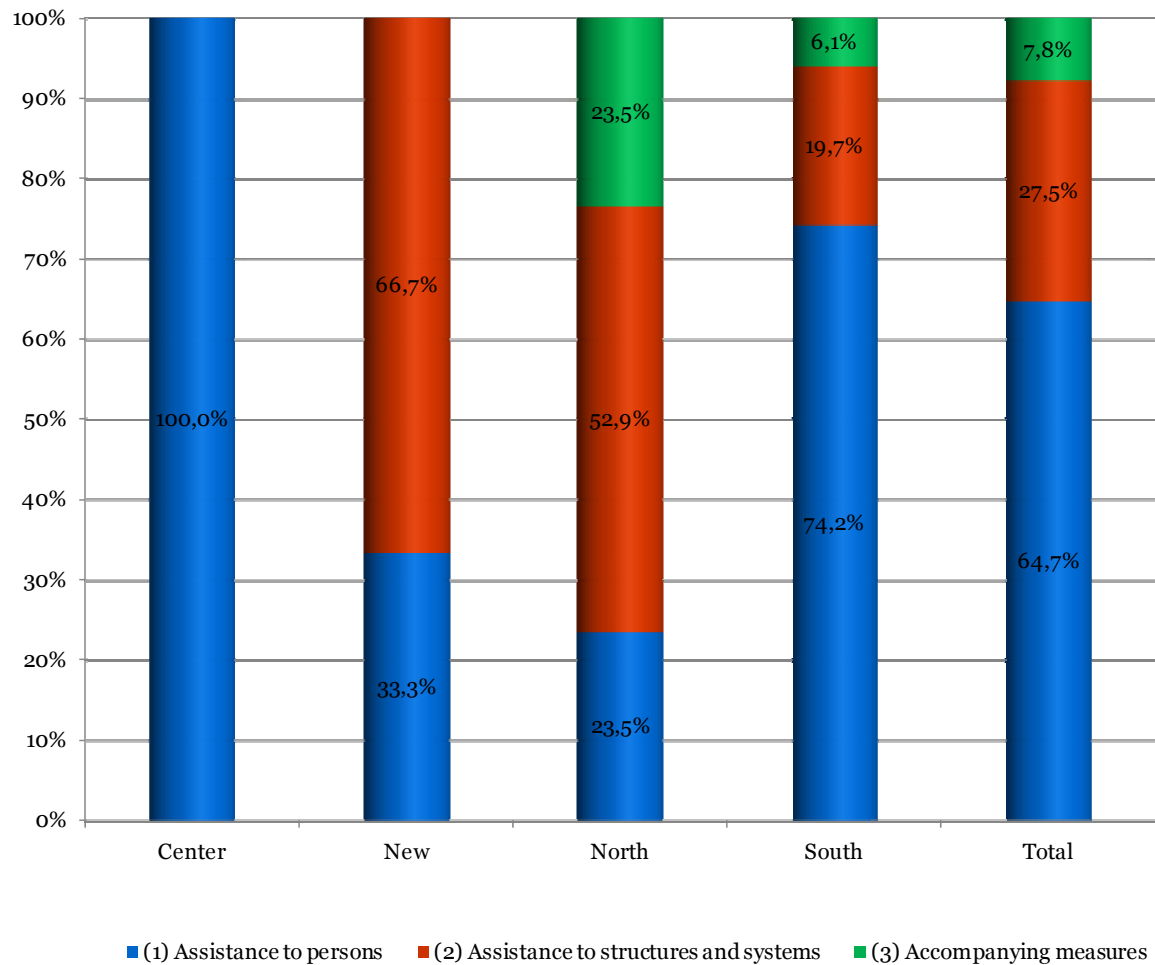
Source: Our elaboration on fiches B



Tab. A2 - OMC 2 ESF - % of interventions by type and GROUP of COUNTRIES

Group of MS	(1) Assistance to persons	(2) Assistance to structures and systems	(3) Accompanying measures
Center	100,0%	0,0%	0,0%
New	33,3%	66,7%	0,0%
North	23,5%	52,9%	23,5%
South	74,2%	19,7%	6,1%
Total	64,7%	27,5%	7,8%

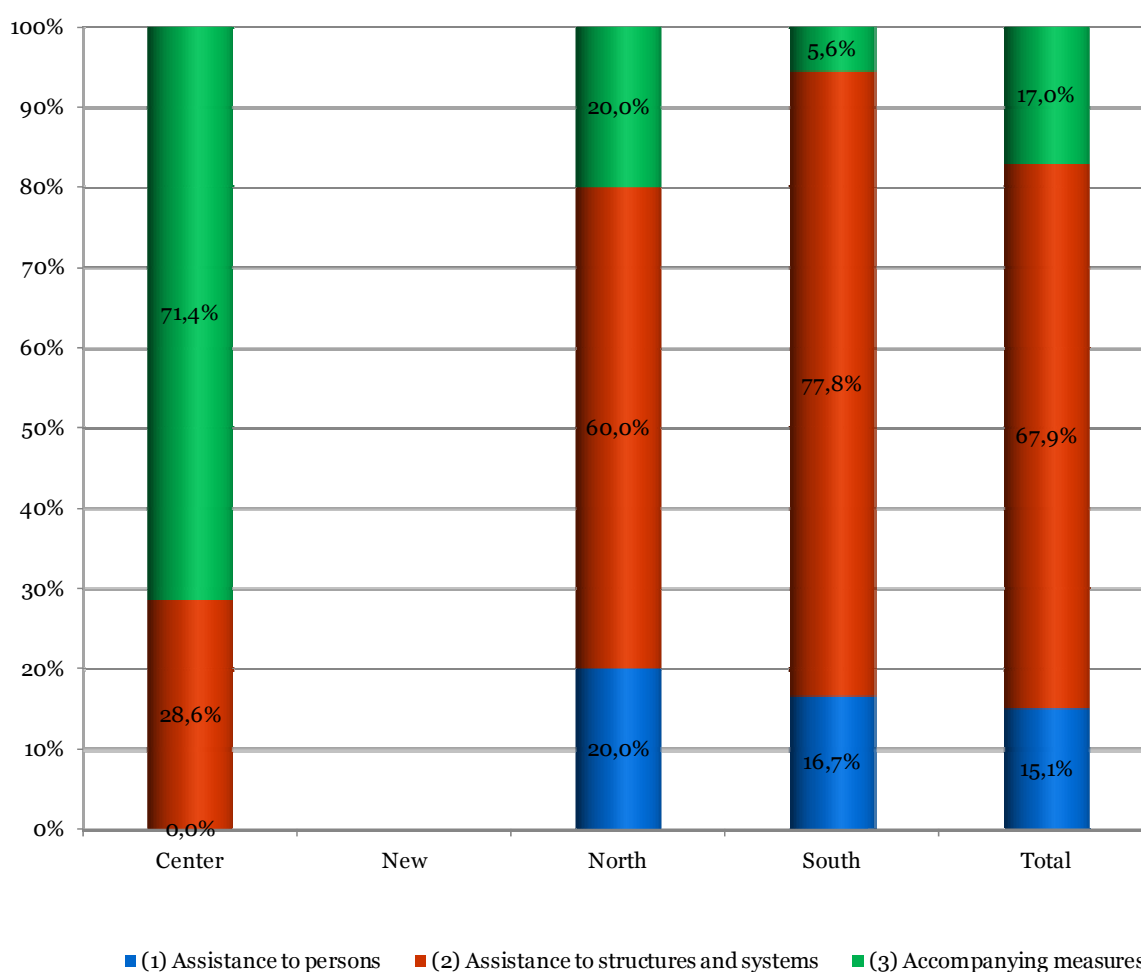
Source: Our elaboration on fiches B



Tab. A3 - OMC 3 ESF - % of interventions by type and GROUP of COUNTRIES

Group of MS	(1) Assistance to persons	(2) Assistance to structures and systems	(3) Accompanying measures
Center	0,0%	28,6%	71,4%
New	-	-	-
North	20,0%	60,0%	20,0%
South	16,7%	77,8%	5,6%
Total	15,1%	67,9%	17,0%

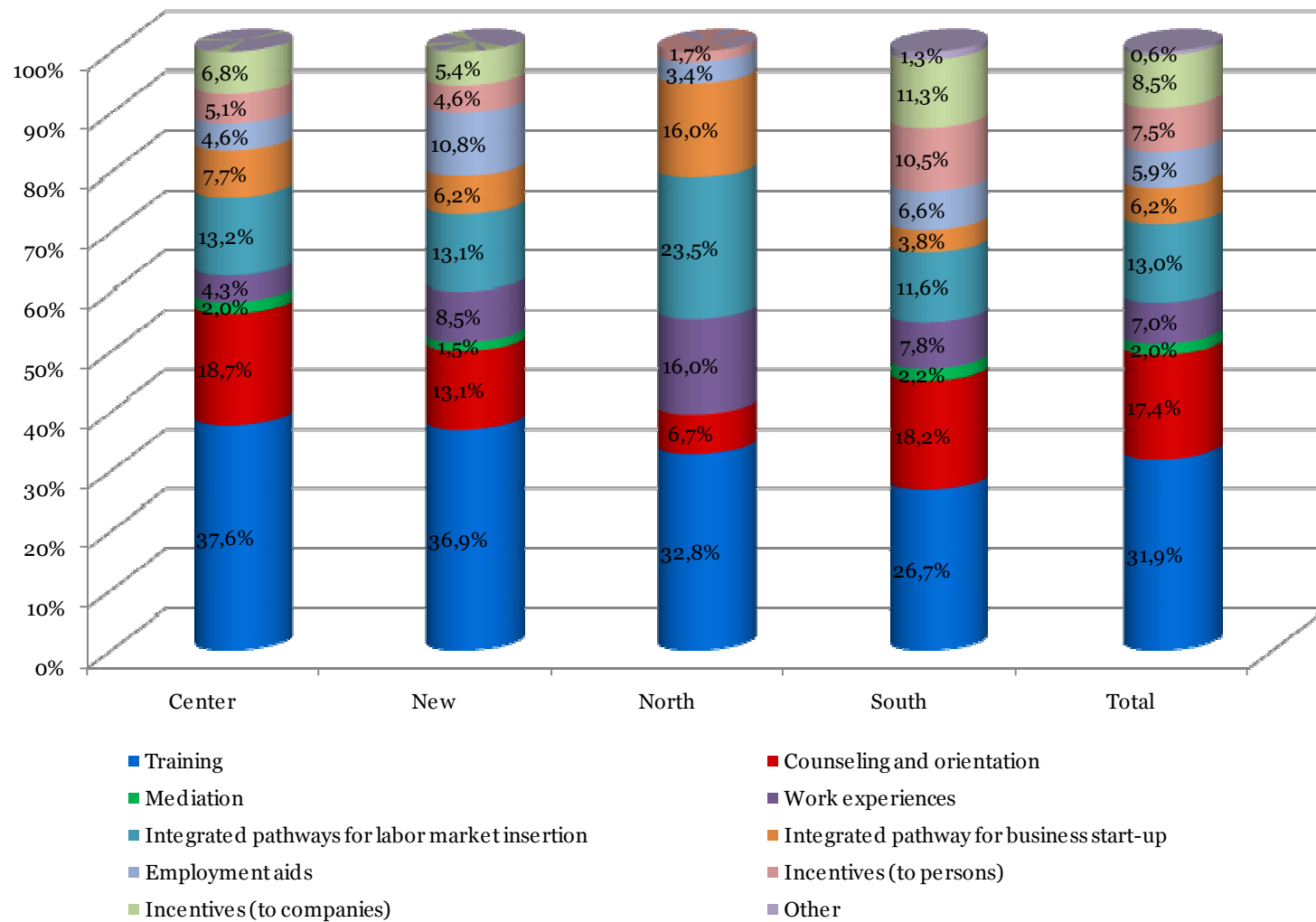
Source: Our elaboration on fiches B



Tab. A4 - ASSISTANCE TO PERSONS: Typology of interventions by GROUP of COUNTRIES - OMC1

Cod.	Typology of interventions	Center	New	North	South	Total
A1	Training	37,6%	36,9%	32,8%	26,7%	31,9%
A2	Counseling and orientation	18,7%	13,1%	6,7%	18,2%	17,4%
A3	Mediation	2,0%	1,5%	0,0%	2,2%	2,0%
A4	Work experiences	4,3%	8,5%	16,0%	7,8%	7,0%
A5	Integrated pathways for labor market insertion	13,2%	13,1%	23,5%	11,6%	13,0%
A6	Integrated pathway for business start-up	7,7%	6,2%	16,0%	3,8%	6,2%
A7	Employment aids	4,6%	10,8%	3,4%	6,6%	5,9%
A81	Incentives (to persons)	5,1%	4,6%	1,7%	10,5%	7,5%
A82	Incentives (to companies)	6,8%	5,4%	0,0%	11,3%	8,5%
A20	Other	0,0%	0,0%	0,0%	1,3%	0,6%
Total		100,0%	100,0%	100,0%	100,0%	100,0%

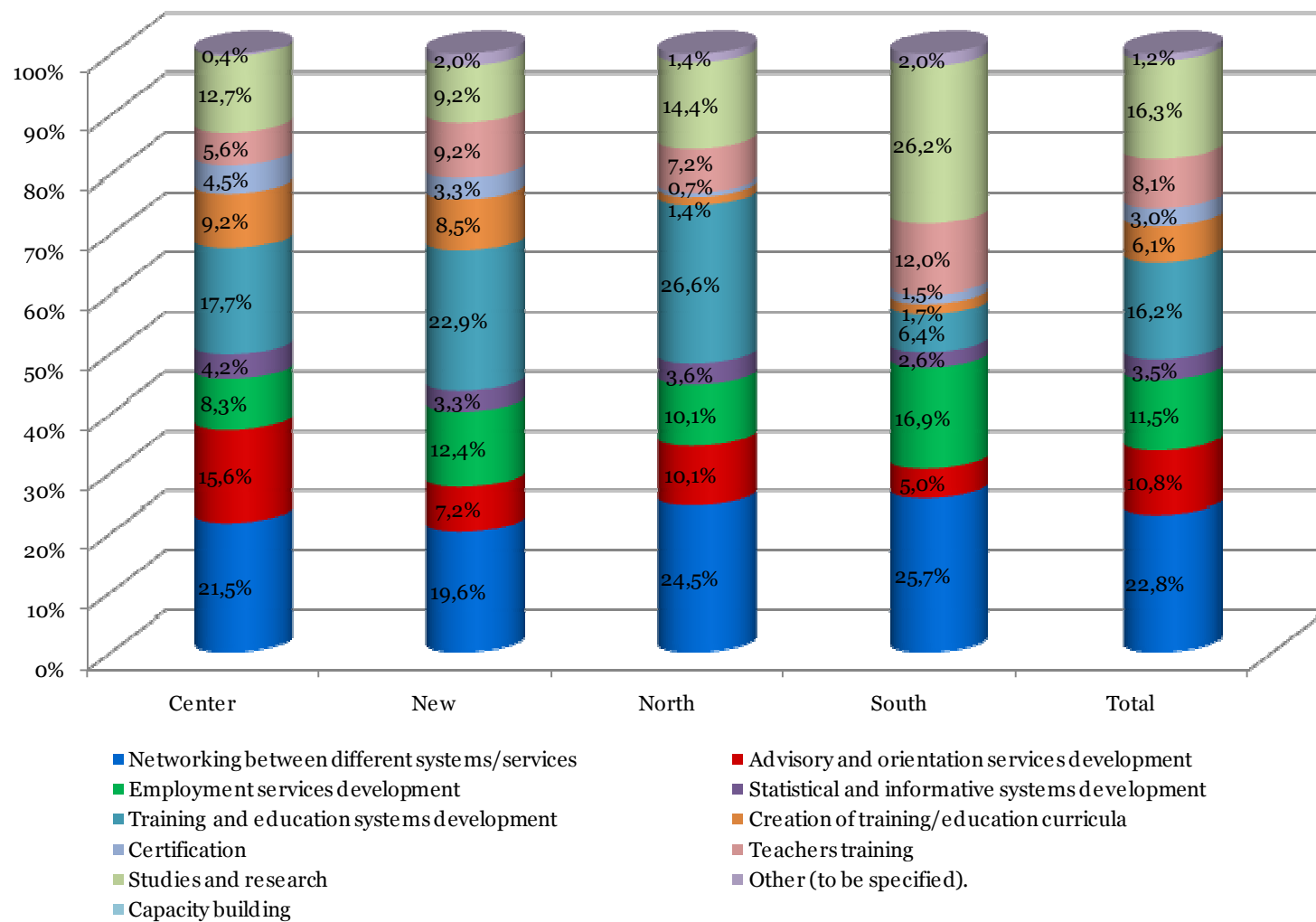
Source: Our elaboration on fiches B



Tab. A5 - ASSISTANCE TO STRUCTURE AND SYSTEMS: Typology of interventions by GROUP of COUNTRIES - OMC1

Cod.	Tipology of interventions	Center	New	North	South	Total
<i>B1</i>	Networking between different systems/services	21,5%	19,6%	24,5%	25,7%	22,8%
<i>B2</i>	Advisory and orientation services development	15,6%	7,2%	10,1%	5,0%	10,8%
<i>B3</i>	Employment services development	8,3%	12,4%	10,1%	16,9%	11,5%
<i>B4</i>	Statistical and informative systems development	4,2%	3,3%	3,6%	2,6%	3,5%
<i>B5</i>	Training and education systems development	17,7%	22,9%	26,6%	6,4%	16,2%
<i>B6</i>	Creation of training/education curricula	9,2%	8,5%	1,4%	1,7%	6,1%
<i>B7</i>	Certification	4,5%	3,3%	0,7%	1,5%	3,0%
<i>B8</i>	Teachers training	5,6%	9,2%	7,2%	12,0%	8,1%
<i>B9</i>	Studies and research	12,7%	9,2%	14,4%	26,2%	16,3%
<i>B10</i>	Capacity building					
<i>B20</i>	Other (to be specified).	0,4%	2,0%	1,4%	2,0%	1,2%
Total		100,0%	100,0%	100,0%	100,0%	100,0%

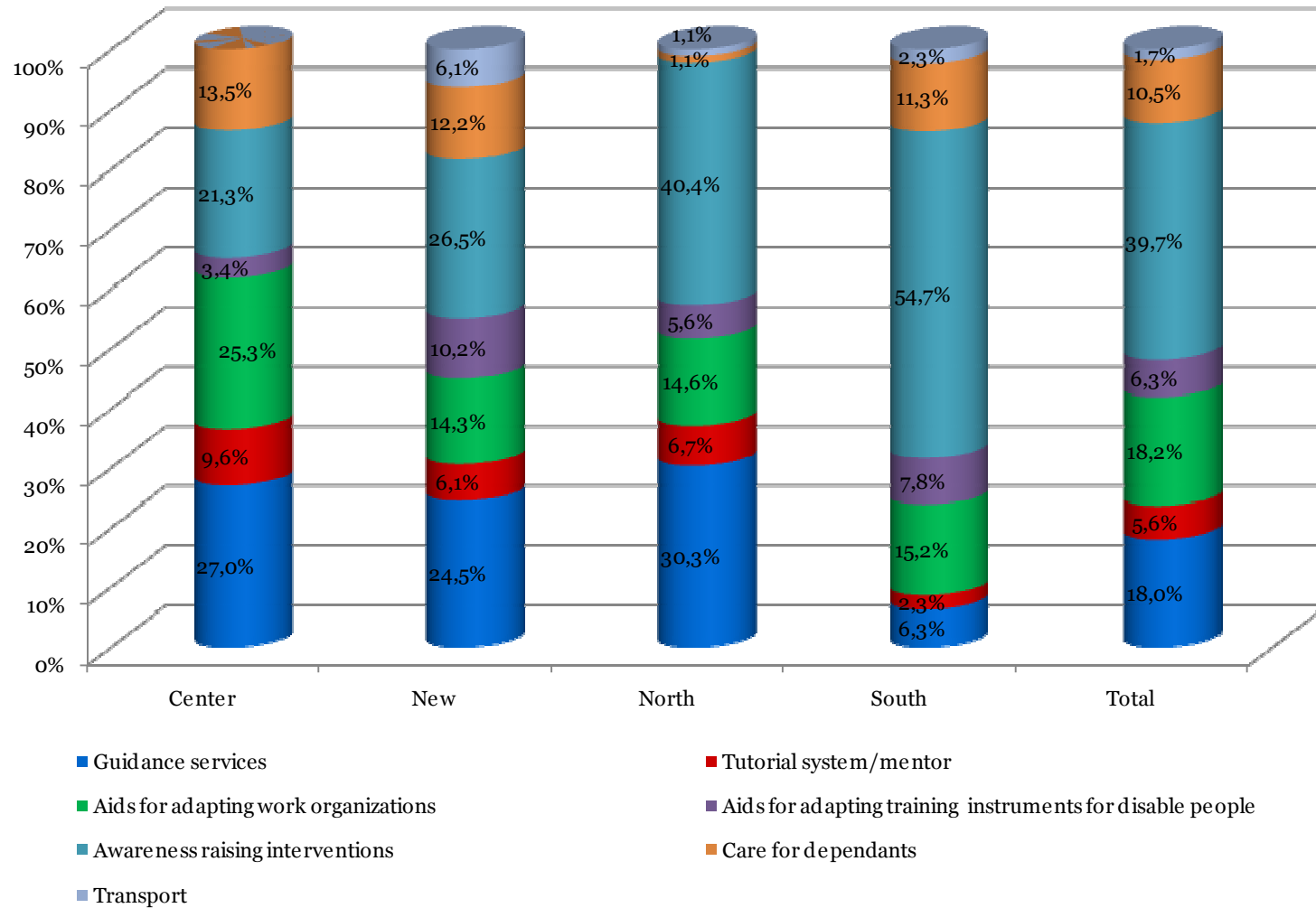
Source: Our elaboration on fiches B



Tab. A6 - ACCOMPAYINING MEASURES: Tipology of interventions by GROUP of COUNTRIES - OMC1

Cod.	Tipology of interventions	Center	New	North	South	Total
<i>C1</i>	Guidance services	27,0%	24,5%	30,3%	6,3%	18,0%
<i>C2</i>	Tutorial system/mentor	9,6%	6,1%	6,7%	2,3%	5,6%
<i>C3</i>	Aids for adapting work organizations	25,3%	14,3%	14,6%	15,2%	18,2%
<i>C4</i>	Aids for adapting training instruments for disable people	3,4%	10,2%	5,6%	7,8%	6,3%
<i>C5</i>	Awareness raising interventions	21,3%	26,5%	40,4%	54,7%	39,7%
<i>C6</i>	Care for dependants	13,5%	12,2%	1,1%	11,3%	10,5%
<i>C7</i>	Transport	0,0%	6,1%	1,1%	2,3%	1,7%
Total		100,0%	100,0%	100,0%	100,0%	100,0%

Source: Our elaboration on fiches B



Tab. A7 - ASSISTANCE TO PERSONS: TARGET by GROUP of COUNTRIES - OMC1

	Center	New	North	South	Total
Unemployed persons in general	11,1%	11,5%	17,8%	7,4%	9,5%
Disadvantaged people in general	7,5%	7,8%	5,8%	8,5%	8,0%
Unemployed Young people	4,5%	5,6%	5,1%	7,1%	6,1%
Older people (Employed and Unemployed)	5,9%	5,9%	12,2%	5,9%	6,3%
Women (in general and unemployed)	13,7%	9,0%	12,9%	13,4%	13,1%
Employed persons according to "vulnerable" labor market status (for ex. seasonal workers, person re-entering, precarious workers, etc.)	5,1%	8,0%	0,0%	5,1%	5,0%
Long term unemployed	7,5%	9,2%	8,5%	6,8%	7,3%
Persons being excluded because of their background (for example, ex-convicts or offenders, ex-drug addicted, disadvantaged background, etc.)	4,7%	7,3%	1,9%	5,3%	5,1%
Persons being excluded because of personal characteristics (for ex. drug-addicts, attention disorders, young with integration problems, etc.)	2,3%	3,8%	1,9%	4,3%	3,5%
Persons being excluded because of their educational attainment (for ex. low qualifications, students at risk of early school leaving, etc.) and student	8,7%	6,1%	10,0%	6,8%	7,5%
Disabled	6,2%	6,8%	5,4%	7,8%	7,1%
Young people	8,7%	4,2%	4,9%	4,2%	5,5%
Ethnic minority	1,3%	5,6%	2,7%	4,7%	3,6%
Migrants	4,8%	3,3%	8,0%	7,7%	6,5%
Self employed people	2,0%	2,6%	1,0%	1,3%	1,6%
Entreprises	6,2%	3,5%	1,9%	3,8%	4,3%
Total	100,0%	100,0%	100,0%	100,0%	100,0%

Source: Our elaboration on fiches B

Tab. A8 - ASSISTANCE TO STRUCTURES AND SYSTEMS: TARGET by GROUP of COUNTRIES - OMC1

	Center	New	North	South	Total
Unemployed persons in general	2,8%	5,9%	5,8%	8,0%	6,0%
Disadvantaged people in general	3,7%	8,0%	5,8%	9,3%	7,2%
Unemployed Young people	2,1%	2,1%	0,0%	5,7%	3,7%
Older people (Employed and Unemployed)	2,8%	1,7%	0,0%	5,6%	3,8%
Women (in general and unemployed)	7,6%	1,7%	0,0%	14,2%	9,5%
Employed persons according to "vulnerable" labor market status (for ex. seasonal workers, person re-entering, precarious workers, etc.)	1,3%	3,4%	0,0%	5,1%	3,4%
Long term unemployed	4,3%	7,6%	2,5%	5,1%	5,0%
Persons being excluded because of their background (for example, ex-convicts or offenders, ex-drug addicted, disadvantaged background, etc.)	2,1%	5,5%	0,0%	5,1%	3,9%
Persons being excluded because of personal characteristics (for ex. drug-addicts, attention disorders, young with integration problems, etc.)	1,7%	5,1%	0,0%	5,5%	3,9%
Persons being excluded because of their educational attainment (for ex. low qualifications, students at risk of early school leaving, etc.) and student	5,4%	8,9%	8,3%	6,7%	6,7%
Disabled	2,6%	3,4%	0,0%	7,1%	4,7%
Young people	3,7%	10,1%	0,0%	4,5%	4,7%
Ethnic minority	1,1%	11,0%	0,0%	4,7%	4,1%
Migrants	2,2%	4,6%	0,0%	7,3%	4,9%
Self employed people	0,4%	1,3%	0,0%	2,0%	1,3%
Entreprises	56,2%	19,8%	77,7%	3,8%	27,4%
Total	100,0%	100,0%	100,0%	100,0%	100,0%

Source: Our elaboration on fiches B

Tab. A9 - ACCOMPANYING MEASURES: TARGET by GROUP of COUNTRIES - OMC1

	Center	New	North	South	Total
Unemployed persons in general	7,2%	21,8%	21,8%	6,8%	10,8%
Disadvantaged people in general	5,1%	3,8%	10,3%	9,1%	7,7%
Unemployed Young people	1,5%	4,5%	3,4%	3,8%	3,2%
Older people (Employed and Unemployed)	3,8%	3,8%	7,3%	4,7%	4,8%
Women (in general and unemployed)	21,5%	9,0%	7,3%	14,5%	14,7%
Employed persons according to "vulnerable" labor market status (for ex. seasonal workers, person re-entering, precarious workers, etc.)	1,3%	3,0%	0,0%	4,4%	2,7%
Long term unemployed	6,2%	4,5%	2,1%	3,8%	4,2%
Persons being excluded because of their background (for example, ex-convicts or offenders, ex-drug addicted, disadvantaged background, etc.)	2,8%	4,5%	0,0%	4,5%	3,3%
Persons being excluded because of personal characteristics (for ex. drug-addicts, attention disorders, young with integration problems, etc.)	1,3%	3,8%	2,6%	5,3%	3,6%
Persons being excluded because of their educational attainment (for ex. low qualifications, students at risk of early school leaving, etc.) and student	6,7%	6,8%	7,7%	7,1%	7,0%
Disabled	5,6%	15,8%	3,8%	9,2%	8,0%
Young people	6,2%	7,5%	2,6%	3,5%	4,4%
Ethnic minority	1,3%	1,5%	0,0%	4,1%	2,4%
Migrants	4,9%	0,8%	6,0%	6,3%	5,4%
Self employed people	1,8%	0,0%	0,0%	2,0%	1,4%
Entreprises	22,8%	9,0%	25,2%	11,0%	16,4%
Total	100,0%	100,0%	100,0%	100,0%	100,0%

Source: Our elaboration on fiches B