

**Annual implementation report for the Investment for growth and jobs goal  
PART A**

**IDENTIFICATION OF THE ANNUAL IMPLEMENTATION REPORT**

CCI	CCI
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## 2. OVERVIEW OF THE IMPLEMENTATION OF THE OPERATIONAL PROGRAMME (ARTICLE 50(2) AND 111(3)(A) OF REGULATION (EU) NO 1303/2013)

### 2.1. Key information on the implementation of the operational programme for the year concerned, including on financial instruments, with relation to the financial and indicator data.

2018 was the 4th year of implementation of the programme. Important milestones were achieved, particularly in line with the commitments linked to the Performance Framework. 16 projects have been approved in 2018. All 42 approved projects contribute towards the achievement of the majority of the specific objectives of the OP except: improving the labour market participation of women through financial support for the care of dependents in order to facilitate retention and return of women into the Labour Market as well as campaigns; increase the prevalence of self-employment and entrepreneurship as an alternative form of employment through financial incentives and other non-financial support; and improve the efficiency of the judiciary system. Notwithstanding the different calls issued by the MA, no submissions were made for projects proposals under these SOs. The MA will assess what actions are being undertaken through other funds and will report this in the future.

The MA intensified its monitoring of the achievement of indicators as reported by the beneficiaries. Administrative and physical checks were carried out to ensure the correctness of data reporting. Physical and financial progress being reported on is of partially implemented operations as foreseen in Art. 5(3) of the Regulation (EU) no1304/2013. An assessment of any significant problems encountered is elaborated further on under Section 6 of this report. Approved projects reached the total commitment of €137.9M (incl. TA), of which €42.4M have been disbursed. By end 2018, the MA had claimed €32.7M to the Commission (24.7% of the Programme allocation). Out of the 23 submitted projects which were at project selection stage in 2017, 16 projects were officially approved: 4 IP10iv and 12 IP11i. One project did not get sufficient marks at Project Selection stage whilst the remaining 3 projects were withdrawn. Disbursement under all PAs continued to progress. Expenditure under PA1 reached €8.1M (31.1%), PA2, €11.02 (27.3%); PA3, €18.9M (39.8%); PA4 €2.8M (25.5%).

In terms of the performance framework financial milestones, Malta will report that it achieved the milestones. Certified amounts under PA1 reached €7.3M (93%); PA2, €10.5M (96%); PA3 €13.4M (94%); PA4 €2.8M (94%). Similarly, output indicators milestones were reached. Under PA1, *Number of persons supported* 2,590 people were supported exceeding the 250 milestone; *Persons participating in training/support measures* reached a total of 2,749 participants (target - 1,000); PA3, *Persons participating in training/support measures* recorded 4,058 participants (target - 1,600) , and indicator O13 - *Persons participating in tertiary education* reached 829 participants (target - 150); under PA4 CO22 – *number of projects targeting public administrations or public services at national, regional or local level* a total of 12 projects were approved (target - 1). Section 6 of this report provides an assessment of the overachievement of the planned indicator milestones.

16,342 participants benefitted from ESF interventions, with over 8,000 participants benefitting in 2018. 52% were women, 27% were unemployed/inactive. Main contributing projects were *Training for Employment, Youth Guarantee (PA1)*; *The VASTE Programme and Knowledge, Training, Communications and Support Measures in Support of Vulnerable Groups (PA2)*; *One Tablet per Child* and the *IIS Aid Scheme (PA3)*; and *Towards a More Professional Workforce in the Public Administration (PA4)*. A detailed assessment of these projects will be undertaken in the relevant sections of this report. 52% of the participants attended capacity building activities, whilst 48% fall under vulnerable groups. This is an indication of the effort in making the programme have a long-term

impact by building the necessary systems through the supported investments.

The pre-announcement for the 4th call was published in October 2018. The call would be restricted to NGOs, Social partners and Civil society bodies, for projects below €100K. Projects would be submitted under PA2, IP9i with an indicative allocation of €2M and Priority Axis 4, IP11ii with an indicative allocation of €1 Million. The MA plans to launch the call in 2019 using SCOs.

Changes in the OP were finalised and approved by the MC by May 2018. These consisted of the inclusion of the national share within the Performance Framework Milestones; the insertion of baselines/targets under four result indicators necessary for the fulfilment of the ex-ante conditionality G-7; a technical adjustment on the description of the category of region for two output indicators, namely O17 and O6 due to a misprint in the compilation of data; and a change in the nomenclature of two result indicators: R6 (IP8ii) and R8 (IP9i). In view of the inclusion of potential financial instruments, the change included the introduction of an indicative financial allocation under PA3 form of finance *04. Support through financial instruments: loan or equivalent* through a financial shift from form of finance *01 – Non repayable Grants*. The change included the insertion of an explicit reference to the possible use of financial instrument under type of intervention (IPs10ii and 10iii).

In view of SCOs the MA submitted its fourth application for a Delegated Act (DA) to the EC to claim overhead costs in the form of lump sums. The DA is expected to be adopted and published in the OJ of the EU in 2019. Following an update to YG2.0 simplification study carried out in order to better the cost drivers, some of the rates by which the beneficiary receives funds for results obtained were revised. The MA underwent another two systems audits to update the SSUCs for YG2.0 and for scholarships at MQF Level 7 based on historical data taken from the 2007-2013 Programming Period. The outcome of these two audits will lead to two applications to be submitted to the Commission in Q1, 2019 for an updated DA for YG2.0 and a new DA for scholarships under IPs 10ii; 10iii; and 11i. The MA also finalised a simplification study it undertook to establish SSUCs for *Training for Employment* to simplify the process leading to reimbursement and shift towards a more result-oriented approach. The SSUCs were based on the objective information taken from the national minimum wage established through Subsidiary Legislation (SL) 452.71. The MA continued to participate in meetings abroad which included three meetings of the Thematic Network on Simplification to continue increase and share its experience on the use of simplified cost options and other simplification measures that can be applied on the ground.

The MA is also working on simplifying implementation in general. A fiche on how to set up, process and verify staff costs payments was drawn up and discussed with the Programme Auditors and DG Employment in November 2018 to ensure a common understanding of the process and what documentation is required at verification to ensure a consistent and streamlined approach.

### 3. IMPLEMENTATION OF THE PRIORITY AXIS (ARTICLE 50(2) OF REGULATION (EU) NO 1303/2013)

#### 3.1. Overview of the implementation

ID	Priority axis	Key information on the implementation of the priority axis with reference to key developments, significant problems and steps taken to address these problems
PA 1	Investing in the employability and adaptability of human capital	<p>By end 2018, committed amount under PA 1 remained at € 26.7M. By end 2018, €8.1M were disbursed under PA1, representing 31% of the PA allocation. By year end 5,222 participants benefitted from projects implemented under PA1: 2,632 women, 2,993 inactive, 1,867 unemployed and 362 in employment. In 2018, 1,669 participants benefitted from PA1 interventions: 54% women, 70% young people below 25 years, and 83% unemployed/inactive. Activities under IP8i continued to provide a positive contribution targeting job seekers and inactive people, including the long-term unemployed, through Training for Employment (TFE) and the A2E Scheme, whereas IP8ii continued to target the sustainable integration into the labour market of youths through YG.</p> <p>A2E progressed positively with a smooth implementation and high uptake, disbursing circa €4M, exceeding disbursement targets by over €200K till year end, benefitting 1,025 unique participants: 48% women and 25% persons with disabilities.</p> <p>2018 saw the revisions of YG rates using the SSUCs. The MA also applied for a revised delegated act under YG in 2018 (to be completed in 2019). A systems audit on YG started in 2018 (to be finalised in 2019). Under TFE a study was drafted aimed at simplifying the project, setting a number of SSUCs. The 4 schemes under the project adopted these rates which emanated from such study.</p> <p>The investment in the initial years of the programme, in terms of the time and effort needed to establish the applicable SCOs paid well since by the end of year significant volume of payments were successfully processed reflecting the implementation on the ground. This was not possible without the cooperation of all stakeholders involved in the implementation of ESIF in Malta.</p>
PA 2	Towards a more inclusive society	<p>By end 2018, committed amount under PA2 reached €40.3M, €11M (27.3% of PA allocation) were disbursed. 3,138 participants benefitted from PA2: 1,379 women, 747 inactive, 1,492 unemployed and 899 in employment. In 2018, 1,357 participants benefitted from PA2: 56% women, 52% unemployed/inactive and 48% employed. VASTE and the Work Programme Initiative continued their implementation whilst other projects were launched. INK training and job shadowing programme aims to equip vulnerable participants with skills for employment and independent living.</p> <p>Mental Health first aid for youth (NGO, Richmond Foundation) tailored a training programme to reach different cohorts namely educators, employers, youth and youth leaders and secondary and higher secondary students, introducing pilot training in schools with the aim of providing the training to all schools post project. The aim is to train individuals in detecting symptoms of mental illnesses and direct them to seek professional help.</p> <p>Developing Allied Health Capacity to Sustain Health Care Needs, caters for the lacuna in the health sector with regards to allied professions, intended to support vulnerable groups. In 2018, 8 students were sponsored to</p>

ID	Priority axis	Key information on the implementation of the priority axis with reference to key developments, significant problems and steps taken to address these problems
		<p>commence their studies in the UK.</p> <p>The problems encountered under PA2 were in public procurement: complexities of tenders resulted in delays particularly in the preparation of TORs, vetting and in the evaluation process; the lack of response from bidders. To mitigate, the MA co-ordinated on a weekly basis with the central government entity responsible of procurement or the Ministerial procurement units as necessary and organised high-level meetings during which all stakeholders are present to discuss bottlenecks and address them.</p>
PA 3	Investing in people through Education, Training and Life Long Learning	<p>In 2018, 4 projects were approved (IP10iv) bringing the total number of projects to 10. The commitment reached €48.1M. In terms of payment, €18.9M were disbursed (40% of the PA allocation). A total of 6,658 participants of which 3,689 were women participated in training by end of year. In 2018 only, 3,803 participants were given the opportunity to benefit from projects implemented under PA3. The 50% of participants were women. The majority of the participants (97%) were in employment. The One Tablet per Child project (IP10i) concluded the distribution of the third and final phase which went beyond the immediate cohort (i.e. teachers and students) and included related centres and units, such as the resource centre for special Education Needs. After the success, the Endeavour scholarships scheme (IP10ii), issued the fourth call, with the most popular priority area being STEM. Post-doctoral grants were offered through Reach High Scholars Programme (IP10iii): in 2018, 15 awardees were carrying out their research and most finalising the different research activities. The eCommerce training programme started its implementation through holistic training on the eCommerce ecosystem and offering know-how to exploit new business models and market. The Investing in Skills scheme continued to promote access to training and in 2018 supported 2,870 persons with a total investment of €582K for a total of 183 SMEs and 34 large unique enterprises. By end 2018, 660 Grant agreements were signed amounting to €1,1M. Albeit the achievements are positive, the actual take up remains lower than originally foreseen. Thus, an awareness campaign to increase the uptake was lunched and considered successful with a 31% increase in applications.</p>
PA 4	Building the Institutional Administrative Capacity	<p>2018 saw the approval of 12 projects under IP11i. The level of commitment reached €14.8 revealing a surge when compared to 2017. The new projects include actions, such as training, sponsorships, participation in study visits, side international meetings, research / studies as well as various publicity initiatives in the areas of health, transport, finance, education, arts and culture all with the overall aim of improving the day to day roles of public officials within the public administration. Implementation on the ground started leading to a disbursement of €2.8M (26% of PA allocation). As at end 2018, a total of 1324 participants were involved out of which 644 participants were women. Such figures are expected to increase in 2019. Problems encountered relate mainly to procurement processes, caused by non-submission of bids; appeals; over or under budgeting vis-à-vis estimated forecasts which all led to delays in the implementation and subsequently disbursement. To mitigate such problems, one-on-one meetings as well as high-level bilateral meetings were held with relevant stakeholders to discuss and address any</p>



ID	Priority axis	Key information on the implementation of the priority axis with reference to key developments, significant problems and steps taken to address these problems
		<p>issues hindering the implementation. Limited resources coupled with a lack of expertise in procurement within NGOs reflected further delays also in disbursement under IP11ii. Training for NGOs was organised to strengthen their capacity and internal resources. In addition, low disbursement and low uptake of participants as well as savings were registered under this axis. Simplification methods helped to hasten the payment process such as the use of SCOs when processing travel related expenditure. Specific actions aimed at encouraging and increasing the participation.</p>
PA 5	Technical Assistance	<p>Up to end of 2018, €1.6M (20% of PA) were incurred and paid through the system. Throughout 2018, Technical Assistance (TA) supported the overall implementation of the Programme financing costs mainly related to the Implementation of the programme, such as strengthening the capacity of the MA through financing of staff costs for officers working with the MA; support in the organisation of Monitoring Committees' meetings; the Project Selection Committee meetings; high level Bilateral Meetings; and costs related to ICT support services and system related to the management of the Operational Programme concerned.</p> <p>The Annual event, held on 13th December 2018, took place at Esplora, involving a science quest for children whilst also showcasing two ESF videos promoting the use of such funds to the general public. An online campaign also took place promoting these ESF related videos. Bookmarks were also prepared and distributed amongst schools in Malta and Gozo, informing and promoting funds. All these diverse aspects were financed through TA.</p> <p>In the case of Capacity Building measures, training was organised to strengthen the knowledge and expertise of officers, project leaders, beneficiaries, and any other stakeholders involved in the 2014-2020 implementation. These activities included training on Structural Fund Database 14-20, Public Procurement, Green Public Procurement, Fraud indicators and the used of Simplified Cost Options.</p>

### 3.2. Common and programme specific indicators (Article 50(2) of Regulation (EU) No 1303/2013)

#### Priority axes other than technical assistance

Priority axis	PA 1 - Investing in the employability and adaptability of human capital
Investment Priority	8i - Access to employment for job seekers and inactive people, including the long term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility

**Table 2A : Common result indicators for ESF (by priority axis, investment priority, and by category of region). Data on all common ESF result indicators (with and without target) shall be reported broken down by gender. For a Technical Assistance priority axis only those common indicators shall be reported for which a target has been set - PA 1 / 8i**

ID	Indicator	Category of region	Common output indicator used as basis for target setting	Measurement unit for baseline and target	Target value (2023)			Cumulative value			Achievement ratio			2018	
					Total	Men	Women	Total	Men	Women	Total	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	Transition					78.00	47.00	31.00					10.00	5.00
CR02	participants in education/training upon leaving	Transition					63.00	28.00	35.00					4.00	7.00
CR03	participants gaining a qualification upon leaving	Transition					320.00	164.00	156.00					55.00	99.00
CR04	participants in employment, including self-employment, upon leaving	Transition					562.00	265.00	297.00					74.00	110.00
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment , upon leaving	Transition					124.00	73.00	51.00					37.00	34.00
CR06	participants in employment, including self-employment, six months after leaving	Transition					0.00	0.00	0.00					0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	Transition					0.00	0.00	0.00					0.00	0.00
CR08	participants above 54 years of age in employment, including self-employment, six months after leaving	Transition					0.00	0.00	0.00					0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	Transition					0.00	0.00	0.00					0.00	0.00

ID	Indicator	Category of region	2017		2016		2015		2014	
			Men	Women	Men	Women	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	Transition	16.00	10.00	21.00	16.00	0.00	0.00	0.00	0.00
CR02	participants in education/training upon leaving	Transition	10.00	9.00	14.00	19.00	0.00	0.00	0.00	0.00
CR03	participants gaining a qualification upon leaving	Transition	36.00	26.00	73.00	31.00	0.00	0.00	0.00	0.00
CR04	participants in employment, including self-employment, upon leaving	Transition	100.00	106.00	91.00	80.00	0.00	1.00	0.00	0.00
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment , upon leaving	Transition	17.00	6.00	19.00	10.00	0.00	1.00	0.00	0.00
CR06	participants in employment, including self-employment, six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR08	participants above 54 years of age in employment, including self-employment, six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Priority axis	PA 1 - Investing in the employability and adaptability of human capital
Investment Priority	8i - Access to employment for job seekers and inactive people, including the long term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility

### 1.1. Table 2C : Programme specific result indicators for ESF and YEI

ID	Indicator	Category of region	Measurement unit for indicator	Output indicator used as basis for target setting	Measurement unit for baseline and target	Target value (2023)			Achievement ratio			2018						
						Total	Men	Women	Total	Men	Women	Cumulative			Annual total			Qualitative
												Total	Men	Women	Total	Men	Women	
R 1	Participants in employment upon leaving	Transition	Ratio (%)		Ratio	75.00%			32.61			24.46	23.69	24.96%	28.53	30.38	26.88%	
R 2	Increase in the number of participants and employers using PES and EURES services	Transition	Number (Number)		Number	1,700.00			0.00			0.00	0.00	0.00	0.00	0.00	0.00	
R 3	Older workers in employment upon leaving	Transition	Ratio (%)	CO07 above 54 years of age	Ratio	86.00%			16.62			14.29	12.98	16.72%	24.77	23.94	26.32%	
R 4	Women in employment upon leaving	Transition	Ratio (%)		Ratio	75.00%						%	%	%	0.00%	0.00%	0.00%	
R 5	Participants successfully developing a business plan and create an enterprise	Transition	Ratio (%)		Ratio	35.00%						%	%	%	0.00%	0.00%	0.00%	

ID	Indicator	Category of region	2017						2016							
			Cumulative			Annual total			Qualitative	Cumulative			Annual total			Qualitative
			Total	Men	Women	Total	Men	Women		Total	Men	Women	Total	Men	Women	
R 1	Participants in employment upon leaving	Transition	22.46%	21.29%	23.76%	26.62%	26.03%	27.26%		20.03%	18.73%	21.55%	21.13%	20.07%	22.33%	
R 2	Increase in the number of participants and employers using PES and EURES services	Transition	0.00	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00	0.00	0.00	
R 3	Older workers in employment upon leaving	Transition	8.99%	8.28%	10.87%	12.68%	12.24%	13.64%		5.53%	4.03%	8.69%	5.88%	4.35%	9.09%	
R 4	Women in employment upon leaving	Transition	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	
R 5	Participants successfully developing a business plan and create an enterprise	Transition	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	

ID	Indicator	Category of region	2015						2014							
			Cumulative			Annual total			Qualitative	Cumulative			Annual total			Qualitative
			Total	Men	Women	Total	Men	Women		Total	Men	Women	Total	Men	Women	
R 1	Participants in employment upon leaving	Transition	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	
R 2	Increase in the number of participants and employers using PES and EURES services	Transition	0.00	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00	0.00	0.00	
R 3	Older workers in employment upon leaving	Transition	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	
R 4	Women in employment upon leaving	Transition	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	
R 5	Participants successfully developing a business plan and create an enterprise	Transition	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	

Priority axis	PA 1 - Investing in the employability and adaptability of human capital
Investment Priority	8i - Access to employment for job seekers and inactive people, including the long term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility

Table 4A : Common output indicators for the ESF and YEI - PA 1 / 8i

ID	Indicator	Category of region	Target value (2023)			Cumulative value			Achievement ratio			2018		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	Transition				1,383.00	822.00	561.00				242.00	110.00	132.00
CO02	long-term unemployed	Transition				360.00	173.00	187.00				35.00	17.00	18.00
CO03	inactive	Transition				965.00	332.00	633.00				406.00	156.00	250.00
CO04	inactive, not in education or training	Transition				408.00	197.00	211.00				200.00	89.00	111.00
CO05	employed, including self-employed	Transition				242.00	67.00	175.00				203.00	56.00	147.00
CO06	below 25 years of age	Transition				999.00	507.00	492.00				348.00	135.00	213.00
CO07	above 54 years of age	Transition	100.00			146.00	80.00	66.00	1.46			49.00	24.00	25.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Transition				135.00	76.00	59.00				42.00	22.00	20.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Transition				1,353.00	700.00	653.00				323.00	153.00	170.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Transition				955.00	406.00	549.00				396.00	122.00	274.00
CO11	with tertiary education (ISCED 5 to 8)	Transition				282.00	115.00	167.00				132.00	47.00	85.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Transition				97.00	49.00	48.00				51.00	27.00	24.00
CO16	participants with disabilities	Transition				312.00	206.00	106.00				56.00	34.00	22.00
CO17	other disadvantaged	Transition				573.00	275.00	298.00				169.00	75.00	94.00
CO18	homeless or affected by housing exclusion	Transition				3.00	2.00	1.00				2.00	2.00	0.00
CO19	from rural areas	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Transition				2.00						0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Transition				0.00						0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Transition				0.00						0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Transition				0.00						0.00		
	Grand total of participants					2,590.00						851.00		

ID	Indicator	Category of region	2017			2016			2015		
			Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	Transition	447.00	230.00	217.00	647.00	452.00	195.00	47.00	30.00	17.00
CO02	long-term unemployed	Transition	130.00	49.00	81.00	171.00	95.00	76.00	24.00	12.00	12.00
CO03	inactive	Transition	160.00	78.00	82.00	389.00	89.00	300.00	10.00	9.00	1.00
CO04	inactive, not in education or training	Transition	109.00	55.00	54.00	90.00	45.00	45.00	9.00	8.00	1.00
CO05	employed, including self-employed	Transition	34.00	8.00	26.00	5.00	3.00	2.00	0.00	0.00	0.00
CO06	below 25 years of age	Transition	188.00	100.00	88.00	450.00	260.00	190.00	13.00	12.00	1.00
CO07	above 54 years of age	Transition	47.00	29.00	18.00	47.00	25.00	22.00	3.00	2.00	1.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Transition	46.00	28.00	18.00	44.00	24.00	20.00	3.00	2.00	1.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Transition	339.00	184.00	155.00	656.00	339.00	317.00	35.00	24.00	11.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Transition	248.00	108.00	140.00	291.00	163.00	128.00	20.00	13.00	7.00
CO11	with tertiary education (ISCED 5 to 8)	Transition	54.00	24.00	30.00	94.00	42.00	52.00	2.00	2.00	0.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Transition	20.00	7.00	13.00	26.00	15.00	11.00	0.00	0.00	0.00
CO16	participants with disabilities	Transition	89.00	64.00	25.00	134.00	82.00	52.00	33.00	26.00	7.00
CO17	other disadvantaged	Transition	208.00	106.00	102.00	181.00	86.00	95.00	15.00	8.00	7.00
CO18	homeless or affected by housing exclusion	Transition	1.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00
CO19	from rural areas	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Transition	0.00			1.00			1.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Transition	0.00			0.00			0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Transition	0.00			0.00			0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Transition	0.00			0.00			0.00		
	Grand total of participants		641.00			1,041.00			57.00		

ID	Indicator	Category of region	2014		
			Total	Men	Women
CO01	unemployed, including long-term unemployed	Transition	0.00	0.00	0.00
CO02	long-term unemployed	Transition	0.00	0.00	0.00
CO03	inactive	Transition	0.00	0.00	0.00
CO04	inactive, not in education or training	Transition	0.00	0.00	0.00
CO05	employed, including self-employed	Transition	0.00	0.00	0.00
CO06	below 25 years of age	Transition	0.00	0.00	0.00
CO07	above 54 years of age	Transition	0.00	0.00	0.00

CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Transition	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Transition	0.00	0.00	0.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Transition	0.00	0.00	0.00
CO11	with tertiary education (ISCED 5 to 8)	Transition	0.00	0.00	0.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Transition	0.00	0.00	0.00
CO16	participants with disabilities	Transition	0.00	0.00	0.00
CO17	other disadvantaged	Transition	0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	Transition	0.00	0.00	0.00
CO19	from rural areas	Transition	0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Transition	0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Transition	0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Transition	0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Transition	0.00		
	Grand total of participants		0.00		

Priority axis	PA 1 - Investing in the employability and adaptability of human capital
Investment Priority	8i - Access to employment for job seekers and inactive people, including the long term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility

Table 4B: Programme specific output indicators for the ESF and YEI - PA 1

ID	Indicator	Category of region	Measurement unit	Target value (2023)			Cumulative value			Achievement ratio			2018		
				Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
O 1	Persons supported	Transition	Number	2,900.00			2,590.00	1,221.00	1,369.00	0.89			851.00	322.00	529.00
O 2	Capacity building measures for PES and EURES support services	Transition	Number	2.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00
O 3	Persons supported through family friendly measures including through financial support	Transition	Number	100.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00
O 4	Persons participating in entrepreneurship related measures	Transition	Number	180.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00

ID	Indicator	Category of region	2017			2016			2015			2014		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
O 1	Persons supported	Transition	641.00	316.00	325.00	1,041.00	544.00	497.00	57.00	39.00	18.00	0.00	0.00	0.00
O 2	Capacity building measures for PES and EURES support services	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
O 3	Persons supported through family friendly measures including through financial support	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
O 4	Persons participating in entrepreneurship related measures	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Priority axis	PA 1 - Investing in the employability and adaptability of human capital
Investment Priority	8ii - Sustainable integration into the labour market of young people (ESF), in particular those not in employment, education or training, including young people at risk of social exclusion and young people from marginalised communities, including through the implementation of the Youth Guarantee

**Table 2A : Common result indicators for ESF (by priority axis, investment priority, and by category of region). Data on all common ESF result indicators (with and without target) shall be reported broken down by gender. For a Technical Assistance priority axis only those common indicators shall be reported for which a target has been set - PA 1 / 8ii**

ID	Indicator	Category of region	Common output indicator used as basis for target setting	Measurement unit for baseline and target	Target value (2023)			Cumulative value			Achievement ratio			2018	
					Total	Men	Women	Total	Men	Women	Total	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	Transition					178.00	100.00	78.00				36.00	25.00	
CR02	participants in education/training upon leaving	Transition					72.00	29.00	43.00				13.00	14.00	
CR03	participants gaining a qualification upon leaving	Transition					1,543.00	824.00	719.00				405.00	358.00	
CR04	participants in employment, including self-employment, upon leaving	Transition					411.00	215.00	196.00				70.00	56.00	
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment, upon leaving	Transition					138.00	73.00	65.00				45.00	38.00	
CR06	participants in employment, including self-employment, six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR07	participants with an improved labour market situation six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR08	participants above 54 years of age in employment, including self-employment, six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	

ID	Indicator	Category of region	2017		2016		2015		2014	
			Men	Women	Men	Women	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	Transition	34.00	23.00	30.00	30.00	0.00	0.00	0.00	0.00
CR02	participants in education/training upon leaving	Transition	9.00	15.00	7.00	14.00	0.00	0.00	0.00	0.00
CR03	participants gaining a qualification upon leaving	Transition	204.00	183.00	215.00	178.00	0.00	0.00	0.00	0.00
CR04	participants in employment, including self-employment, upon leaving	Transition	74.00	68.00	71.00	72.00	0.00	0.00	0.00	0.00
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment, upon leaving	Transition	28.00	27.00	0.00	0.00	0.00	0.00	0.00	0.00
CR06	participants in employment, including self-employment, six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR08	participants above 54 years of age in employment, including self-employment, six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Priority axis	PA 1 - Investing in the employability and adaptability of human capital
Investment Priority	8ii - Sustainable integration into the labour market of young people (ESF), in particular those not in employment, education or training, including young people at risk of social exclusion and young people from marginalised communities, including through the implementation of the Youth Guarantee

## 1.2. Table 2C : Programme specific result indicators for ESF and YEI

ID	Indicator	Category of region	Measurement unit for indicator	Output indicator used as basis for target setting	Measurement unit for baseline and target	Target value (2023)			Achievement ratio			2018						
						Total	Men	Women	Total	Men	Women	Cumulative			Annual total			Qualitative
R 6	Participants below 25 who are in education/training years gaining a qualification/certification or are in employment, including self employment, upon leaving	Transition	Ratio (%)	CO06 below 25 years of age	Ratio	70.00			117.10			81.97	80.27	82.80%	76.75	75.16	77.75%	
R 7	Participants gaining a qualification/certification upon leaving in up-skilling and re-training programmes	Transition	Ratio (%)		Ratio	87.00						%	%	%	0.00	0.00	0.00%	

ID	Indicator	Category of region	2017						2016									
			Cumulative			Annual total			Qualitative	Cumulative			Annual total			Qualitative		
Total	Men	Women	Total	Men	Women	Total	Men	Women		Total	Men	Women	Total	Men	Women			
R 6	Participants below 25 who are in education/training years gaining a qualification/certification or are in employment, including self employment, upon leaving	Transition	84.32%	82.68%	84.95%	81.04%	79.44%	81.92%				87.09%	85.63%	87.32%	87.09%	85.63%	87.32%	
R 7	Participants gaining a qualification/certification upon leaving in up-skilling and re-training programmes	Transition	%	%	%	0.00%	0.00%	0.00%				%	%	%	0.00%	0.00%	0.00%	

ID	Indicator	Category of region	2015						2014									
			Cumulative			Annual total			Qualitative	Cumulative			Annual total			Qualitative		
Total	Men	Women	Total	Men	Women	Total	Men	Women		Total	Men	Women	Total	Men	Women			
R 6	Participants below 25 who are in education/training years gaining a qualification/certification or are in employment, including self employment, upon leaving	Transition	%	%	%	0.00%	0.00%	0.00%				%	%	%	0.00%	0.00%	0.00%	
R 7	Participants gaining a qualification/certification upon leaving in up-skilling and re-training programmes	Transition	%	%	%	0.00%	0.00%	0.00%				%	%	%	0.00%	0.00%	0.00%	



Priority axis	PA 1 - Investing in the employability and adaptability of human capital
Investment Priority	8ii - Sustainable integration into the labour market of young people (ESF), in particular those not in employment, education or training, including young people at risk of social exclusion and young people from marginalised communities, including through the implementation of the Youth Guarantee

Table 4A : Common output indicators for the ESF and YEI - PA 1 / 8ii

ID	Indicator	Category of region	Target value (2023)			Cumulative value			Achievement ratio			2018		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	Transition				484.00	258.00	226.00				237.00	117.00	120.00
CO02	long-term unemployed	Transition				51.00	28.00	23.00				32.00	13.00	19.00
CO03	inactive	Transition				2,028.00	1,041.00	987.00				506.00	281.00	225.00
CO04	inactive, not in education or training	Transition				192.00	111.00	81.00				49.00	32.00	17.00
CO05	employed, including self-employed	Transition				120.00	70.00	50.00				75.00	42.00	33.00
CO06	below 25 years of age	Transition	2,700.00	0.00	0.00	2,632.00	1,369.00	1,263.00	0.97			818.00	440.00	378.00
CO07	above 54 years of age	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Transition				944.00	521.00	423.00				421.00	239.00	182.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Transition				1,650.00	822.00	828.00				386.00	195.00	191.00
CO11	with tertiary education (ISCED 5 to 8)	Transition				38.00	26.00	12.00				11.00	6.00	5.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Transition				102.00	53.00	49.00				53.00	32.00	21.00
CO16	participants with disabilities	Transition				56.00	33.00	23.00				20.00	13.00	7.00
CO17	other disadvantaged	Transition				138.00	62.00	76.00				35.00	18.00	17.00
CO18	homeless or affected by housing exclusion	Transition				30.00	13.00	17.00				22.00	11.00	11.00
CO19	from rural areas	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Transition				0.00						0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Transition				0.00						0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Transition				1.00						0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Transition				0.00						0.00		
	Grand total of participants					2,632.00						818.00		

ID	Indicator	Category of region	2017			2016			2015		
			Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	Transition	233.00	130.00	103.00	14.00	11.00	3.00	0.00	0.00	0.00
CO02	long-term unemployed	Transition	17.00	13.00	4.00	2.00	2.00	0.00	0.00	0.00	0.00
CO03	inactive	Transition	576.00	298.00	278.00	946.00	462.00	484.00	0.00	0.00	0.00
CO04	inactive, not in education or training	Transition	88.00	51.00	37.00	55.00	28.00	27.00	0.00	0.00	0.00
CO05	employed, including self-employed	Transition	21.00	14.00	7.00	24.00	14.00	10.00	0.00	0.00	0.00
CO06	below 25 years of age	Transition	830.00	442.00	388.00	984.00	487.00	497.00	0.00	0.00	0.00
CO07	above 54 years of age	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Transition	413.00	217.00	196.00	110.00	65.00	45.00	0.00	0.00	0.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Transition	398.00	211.00	187.00	866.00	416.00	450.00	0.00	0.00	0.00
CO11	with tertiary education (ISCED 5 to 8)	Transition	19.00	14.00	5.00	8.00	6.00	2.00	0.00	0.00	0.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Transition	47.00	20.00	27.00	2.00	1.00	1.00	0.00	0.00	0.00
CO16	participants with disabilities	Transition	22.00	12.00	10.00	14.00	8.00	6.00	0.00	0.00	0.00
CO17	other disadvantaged	Transition	90.00	38.00	52.00	13.00	6.00	7.00	0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	Transition	3.00	0.00	3.00	5.00	2.00	3.00	0.00	0.00	0.00
CO19	from rural areas	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Transition	0.00			0.00			0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Transition	0.00			0.00			0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Transition	0.00			1.00			0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Transition	0.00			0.00			0.00		
	Grand total of participants		830.00			984.00			0.00		

ID	Indicator	Category of region	2014		
			Total	Men	Women
CO01	unemployed, including long-term unemployed	Transition	0.00	0.00	0.00
CO02	long-term unemployed	Transition	0.00	0.00	0.00
CO03	inactive	Transition	0.00	0.00	0.00
CO04	inactive, not in education or training	Transition	0.00	0.00	0.00
CO05	employed, including self-employed	Transition	0.00	0.00	0.00
CO06	below 25 years of age	Transition	0.00	0.00	0.00
CO07	above 54 years of age	Transition	0.00	0.00	0.00

CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Transition	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Transition	0.00	0.00	0.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Transition	0.00	0.00	0.00
CO11	with tertiary education (ISCED 5 to 8)	Transition	0.00	0.00	0.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Transition	0.00	0.00	0.00
CO16	participants with disabilities	Transition	0.00	0.00	0.00
CO17	other disadvantaged	Transition	0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	Transition	0.00	0.00	0.00
CO19	from rural areas	Transition	0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Transition	0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Transition	0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Transition	0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Transition	0.00		
	Grand total of participants		0.00		

Priority axis	PA 1 - Investing in the employability and adaptability of human capital
Investment Priority	8ii - Sustainable integration into the labour market of young people (ESF), in particular those not in employment, education or training, including young people at risk of social exclusion and young people from marginalised communities, including through the implementation of the Youth Guarantee

Table 4B: Programme specific output indicators for the ESF and YEI - PA 1

ID	Indicator	Category of region	Measurement unit	Target value (2023)			Cumulative value			Achievement ratio			2018		
				Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
O 5	Persons participating in up-skilling and re-training programmes	Transition	Number	25.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00

ID	Indicator	Category of region	2017			2016			2015			2014		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
O 5	Persons participating in up-skilling and re-training programmes	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Priority axis	PA 2 - Towards a more inclusive society
Investment Priority	9i - Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability

**Table 2A : Common result indicators for ESF (by priority axis, investment priority, and by category of region). Data on all common ESF result indicators (with and without target) shall be reported broken down by gender. For a Technical Assistance priority axis only those common indicators shall be reported for which a target has been set - PA 2 / 9i**

ID	Indicator	Category of region	Common output indicator used as basis for target setting	Measurement unit for baseline and target	Target value (2023)			Cumulative value			Achievement ratio			2018	
					Total	Men	Women	Total	Men	Women	Total	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	Transition					82.00	21.00	61.00				12.00	44.00	
CR02	participants in education/training upon leaving	Transition					99.00	44.00	55.00				28.00	48.00	
CR03	participants gaining a qualification upon leaving	Transition					542.00	296.00	246.00				143.00	148.00	
CR04	participants in employment, including self-employment, upon leaving	Transition					193.00	120.00	73.00				30.00	39.00	
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment, upon leaving	Transition					332.00	225.00	107.00				157.00	83.00	
CR06	participants in employment, including self-employment, six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR07	participants with an improved labour market situation six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR08	participants above 54 years of age in employment, including self-employment, six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	

ID	Indicator	Category of region	2017		2016		2015		2014	
			Men	Women	Men	Women	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	Transition	2.00	16.00	7.00	1.00	0.00	0.00	0.00	0.00
CR02	participants in education/training upon leaving	Transition	15.00	5.00	1.00	2.00	0.00	0.00	0.00	0.00
CR03	participants gaining a qualification upon leaving	Transition	127.00	65.00	26.00	33.00	0.00	0.00	0.00	0.00
CR04	participants in employment, including self-employment, upon leaving	Transition	52.00	25.00	38.00	9.00	0.00	0.00	0.00	0.00
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment, upon leaving	Transition	38.00	17.00	30.00	7.00	0.00	0.00	0.00	0.00
CR06	participants in employment, including self-employment, six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR08	participants above 54 years of age in employment, including self-employment, six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Priority axis	PA 2 - Towards a more inclusive society
Investment Priority	9i - Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability

### 1.3. Table 2C : Programme specific result indicators for ESF and YEI

ID	Indicator	Category of region	Measurement unit for indicator	Output indicator used as basis for target setting	Measurement unit for baseline and target	Target value (2023)			Achievement ratio			2018						
						Total	Men	Women	Total	Men	Women	Cumulative			Annual total			Qualitative
												Total	Men	Women	Total	Men	Women	
R 7	Participants gaining a qualification/certification upon leaving in up-skilling and re-training programmes	Transition	Ratio (%)		Ratio	85.00	%		83.53			71.00	67.00	73.00%	71.00	67.00	73.00%	
R 8	Participants in employment/further study 6 months after leaving	Transition	Ratio (%)		Ratio	45.00	%		40.67			18.30	20.44	13.96%	15.90	18.54	11.83%	
R 9	Participants gaining a qualification/certification upon leaving	Transition	Ratio (%)		Ratio	50.00	%		92.08			46.04	44.79	46.85%	50.16	52.49	46.40%	
R 10	Persons equipped with skills to empower them to move towards de-institutionalisation	Transition	Ratio (%)		Ratio	50.00	%					%	%	%	0.00	0.00	0.00%	
R 11	Improved and introduced support programmes targeting vulnerable groups	Transition	Number (Number)		Number	6.00			0.00			0.00	0.00	0.00	0.00	0.00	0.00	

ID	Indicator	Category of region	2017						2016							
			Cumulative			Annual total			Qualitative	Cumulative			Annual total			Qualitative
			Total	Men	Women	Total	Men	Women		Total	Men	Women	Total	Men	Women	
R 7	Participants gaining a qualification/certification upon leaving in up-skilling and re-training programmes	Transition	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	
R 8	Participants in employment/further study 6 months after leaving	Transition	19.60%	21.26%	15.58%	22.18%	24.46%	17.86%		17.97%	19.77%	13.13%	17.97%	19.77%	13.13%	
R 9	Participants gaining a qualification/certification upon leaving	Transition	43.80%	41.47%	47.19%	52.61%	55.28%	47.56%		38.22%	35.01%	46.80%	38.22%	35.01%	46.80%	
R 10	Persons equipped with skills to empower them to move towards de-institutionalisation	Transition	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	
R 11	Improved and introduced support programmes targeting vulnerable groups	Transition	0.00	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00	0.00	0.00	

ID	Indicator	Category of region	2015						2014							
			Cumulative			Annual total			Qualitative	Cumulative			Annual total			Qualitative
			Total	Men	Women	Total	Men	Women		Total	Men	Women	Total	Men	Women	
R 7	Participants gaining a qualification/certification upon leaving in up-skilling and re-training programmes	Transition	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	
R 8	Participants in employment/further study 6 months after leaving	Transition	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	
R 9	Participants gaining a qualification/certification upon leaving	Transition	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	
R 10	Persons equipped with skills to empower them to move towards de-institutionalisation	Transition	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	
R 11	Improved and introduced support programmes targeting vulnerable groups	Transition	0.00	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00	0.00	0.00	

Priority axis	PA 2 - Towards a more inclusive society
Investment Priority	9i - Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability

Table 4A : Common output indicators for the ESF and YEI - PA 2 / 9i

ID	Indicator	Category of region	Target value (2023)			Cumulative value			Achievement ratio			2018		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	Transition				1,492.00	1,037.00	455.00				300.00	176.00	124.00
CO02	long-term unemployed	Transition				1,128.00	831.00	297.00				105.00	70.00	35.00
CO03	inactive	Transition				747.00	355.00	392.00				404.00	196.00	208.00
CO04	inactive, not in education or training	Transition				56.00	21.00	35.00				35.00	15.00	20.00
CO05	employed, including self-employed	Transition				861.00	353.00	508.00				615.00	208.00	407.00
CO06	below 25 years of age	Transition				552.00	290.00	262.00				279.00	137.00	142.00
CO07	above 54 years of age	Transition				661.00	414.00	247.00				129.00	47.00	82.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Transition				545.00	379.00	166.00				47.00	25.00	22.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Transition				1,989.00	1,259.00	730.00				599.00	329.00	270.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Transition				661.00	331.00	330.00				312.00	126.00	186.00
CO11	with tertiary education (ISCED 5 to 8)	Transition				450.00	155.00	295.00				408.00	125.00	283.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Transition				165.00	89.00	76.00				87.00	38.00	49.00
CO16	participants with disabilities	Transition				836.00	511.00	325.00				321.00	187.00	134.00
CO17	other disadvantaged	Transition				1,309.00	904.00	405.00				339.00	216.00	123.00
CO18	homeless or affected by housing exclusion	Transition				38.00	12.00	26.00				15.00	4.00	11.00
CO19	from rural areas	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Transition				1.00						0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Transition				0.00						0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Transition				6.00						0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Transition				0.00						0.00		
	Grand total of participants					3,100.00						1,319.00		

ID	Indicator	Category of region	2017			2016			2015		
			Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	Transition	309.00	209.00	100.00	883.00	652.00	231.00	0.00	0.00	0.00
CO02	long-term unemployed	Transition	209.00	150.00	59.00	814.00	611.00	203.00	0.00	0.00	0.00
CO03	inactive	Transition	232.00	81.00	151.00	111.00	78.00	33.00	0.00	0.00	0.00
CO04	inactive, not in education or training	Transition	18.00	4.00	14.00	3.00	2.00	1.00	0.00	0.00	0.00
CO05	employed, including self-employed	Transition	149.00	81.00	68.00	97.00	64.00	33.00	0.00	0.00	0.00
CO06	below 25 years of age	Transition	181.00	98.00	83.00	92.00	55.00	37.00	0.00	0.00	0.00
CO07	above 54 years of age	Transition	129.00	80.00	49.00	403.00	287.00	116.00	0.00	0.00	0.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Transition	104.00	70.00	34.00	394.00	284.00	110.00	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Transition	466.00	246.00	220.00	924.00	684.00	240.00	0.00	0.00	0.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Transition	203.00	111.00	92.00	146.00	94.00	52.00	0.00	0.00	0.00
CO11	with tertiary education (ISCED 5 to 8)	Transition	21.00	14.00	7.00	21.00	16.00	5.00	0.00	0.00	0.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Transition	45.00	22.00	23.00	33.00	29.00	4.00	0.00	0.00	0.00
CO16	participants with disabilities	Transition	236.00	147.00	89.00	279.00	177.00	102.00	0.00	0.00	0.00
CO17	other disadvantaged	Transition	293.00	158.00	135.00	677.00	530.00	147.00	0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	Transition	23.00	8.00	15.00	0.00	0.00	0.00	0.00	0.00	0.00
CO19	from rural areas	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Transition	1.00			0.00			0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Transition	0.00			0.00			0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Transition	6.00			0.00			0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Transition	0.00			0.00			0.00		
	Grand total of participants		690.00			1,091.00			0.00		

ID	Indicator	Category of region	2014		
			Total	Men	Women
CO01	unemployed, including long-term unemployed	Transition	0.00	0.00	0.00
CO02	long-term unemployed	Transition	0.00	0.00	0.00
CO03	inactive	Transition	0.00	0.00	0.00
CO04	inactive, not in education or training	Transition	0.00	0.00	0.00
CO05	employed, including self-employed	Transition	0.00	0.00	0.00
CO06	below 25 years of age	Transition	0.00	0.00	0.00
CO07	above 54 years of age	Transition	0.00	0.00	0.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Transition	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Transition	0.00	0.00	0.00

CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Transition	0.00	0.00	0.00
CO11	with tertiary education (ISCED 5 to 8)	Transition	0.00	0.00	0.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Transition	0.00	0.00	0.00
CO16	participants with disabilities	Transition	0.00	0.00	0.00
CO17	other disadvantaged	Transition	0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	Transition	0.00	0.00	0.00
CO19	from rural areas	Transition	0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Transition	0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Transition	0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Transition	0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Transition	0.00		
	Grand total of participants		0.00		

Priority axis	PA 2 - Towards a more inclusive society
Investment Priority	9i - Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability

Table 4B: Programme specific output indicators for the ESF and YEI - PA 2

ID	Indicator	Category of region	Measurement unit	Target value (2023)			Cumulative value			Achievement ratio			2018		
				Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
O 6	Persons participating in training/support measures	Transition	Number	8,500.00			2,749.00	1,667.00	1,082.00	0.32			968.00	502.00	466.00
O 7	Persons supported towards the de-institutionalisation through the provision of skills and support services	Transition	Number	30.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00
O 8	Research activities and campaigns focusing on vulnerable groups so as to improve service delivery	Transition	Number	6.00			1.00	0.00	0.00	0.17			1.00	0.00	0.00
O 9	Persons participating in up-skilling and re-training including partners	Transition	Number	1,200.00			351.00	78.00	273.00	0.29			351.00	78.00	273.00

ID	Indicator	Category of region	2017			2016			2015			2014		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
O 6	Persons participating in training/support measures	Transition	690.00	371.00	319.00	1,091.00	794.00	297.00	0.00	0.00	0.00	0.00	0.00	0.00
O 7	Persons supported towards the de-institutionalisation through the provision of skills and support services	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
O 8	Research activities and campaigns focusing on vulnerable groups so as to improve service delivery	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
O 9	Persons participating in up-skilling and re-training including partners	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00



Priority axis	PA 2 - Towards a more inclusive society
Investment Priority	9iv - Enhancing access to affordable, sustainable and high quality services, including health care and social services of general interest

**Table 2A : Common result indicators for ESF (by priority axis, investment priority, and by category of region). Data on all common ESF result indicators (with and without target) shall be reported broken down by gender. For a Technical Assistance priority axis only those common indicators shall be reported for which a target has been set - PA 2 / 9iv**

ID	Indicator	Category of region	Common output indicator used as basis for target setting	Measurement unit for baseline and target	Target value (2023)			Cumulative value			Achievement ratio			2018	
					Total	Men	Women	Total	Men	Women	Total	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR02	participants in education/training upon leaving	Transition					3.00	1.00	2.00				1.00	2.00	
CR03	participants gaining a qualification upon leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR04	participants in employment, including self-employment, upon leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment , upon leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR06	participants in employment, including self-employment, six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR07	participants with an improved labour market situation six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR08	participants above 54 years of age in employment, including self-employment, six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	

ID	Indicator	Category of region	2017		2016		2015		2014	
			Men	Women	Men	Women	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR02	participants in education/training upon leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR03	participants gaining a qualification upon leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR04	participants in employment, including self-employment, upon leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment , upon leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR06	participants in employment, including self-employment, six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR08	participants above 54 years of age in employment, including self-employment, six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Priority axis	PA 2 - Towards a more inclusive society
Investment Priority	9iv - Enhancing access to affordable, sustainable and high quality services, including health care and social services of general interest

#### 1.4. Table 2C : Programme specific result indicators for ESF and YEI

ID	Indicator	Category of region	Measurement unit for indicator	Output indicator used as basis for target setting	Measurement unit for baseline and target	Target value (2023)			Achievement ratio			2018						
						Total	Men	Women	Total	Men	Women	Cumulative			Annual total			Qualitative
R 7	Participants gaining a qualification/certification upon leaving in up-skilling and re-training programmes	Transition	Ratio (%)		Ratio	85.00	%					%	%	%	78.95	92.86	70.83%	
R 12	Increase in awareness in relation to healthier lifestyles and health and safety at work	Transition	Ratio (%)		Number	50.00						0.00	0.00	0.00%	0.00	0.00	0.00%	

ID	Indicator	Category of region	2017						2016							
			Cumulative			Annual total			Qualitative	Cumulative			Annual total			Qualitative
R 7	Participants gaining a qualification/certification upon leaving in up-skilling and re-training programmes	Transition	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	
R 12	Increase in awareness in relation to healthier lifestyles and health and safety at work	Transition	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

ID	Indicator	Category of region	2015						2014							
			Cumulative			Annual total			Qualitative	Cumulative			Annual total			Qualitative
R 7	Participants gaining a qualification/certification upon leaving in up-skilling and re-training programmes	Transition	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	
R 12	Increase in awareness in relation to healthier lifestyles and health and safety at work	Transition	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

Priority axis	PA 2 - Towards a more inclusive society
Investment Priority	9iv - Enhancing access to affordable, sustainable and high quality services, including health care and social services of general interest

Table 4A : Common output indicators for the ESF and YEI - PA 2 / 9iv

ID	Indicator	Category of region	Target value (2023)			Cumulative value			Achievement ratio			2018		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO02	long-term unemployed	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO03	inactive	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO04	inactive, not in education or training	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO05	employed, including self-employed	Transition				38.00	14.00	24.00				38.00	14.00	24.00
CO06	below 25 years of age	Transition				7.00	1.00	6.00				7.00	1.00	6.00
CO07	above 54 years of age	Transition				5.00	2.00	3.00				5.00	2.00	3.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Transition				7.00	1.00	6.00				7.00	1.00	6.00
CO11	with tertiary education (ISCED 5 to 8)	Transition				31.00	13.00	18.00				31.00	13.00	18.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO16	participants with disabilities	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO17	other disadvantaged	Transition				1.00	0.00	1.00				1.00	0.00	1.00
CO18	homeless or affected by housing exclusion	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO19	from rural areas	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Transition				3.00						0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Transition				0.00						0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Transition				3.00						0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Transition				0.00						0.00		
	Grand total of participants					38.00						38.00		

ID	Indicator	Category of region	2017			2016			2015		
			Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO02	long-term unemployed	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO03	inactive	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO04	inactive, not in education or training	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO05	employed, including self-employed	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO06	below 25 years of age	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO07	above 54 years of age	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO11	with tertiary education (ISCED 5 to 8)	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO16	participants with disabilities	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO17	other disadvantaged	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO19	from rural areas	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Transition	3.00			0.00			0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Transition	0.00			0.00			0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Transition	3.00			0.00			0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Transition	0.00			0.00			0.00		
	Grand total of participants					0.00			0.00		

ID	Indicator	Category of region	2014		
			Total	Men	Women
CO01	unemployed, including long-term unemployed	Transition	0.00	0.00	0.00
CO02	long-term unemployed	Transition	0.00	0.00	0.00
CO03	inactive	Transition	0.00	0.00	0.00
CO04	inactive, not in education or training	Transition	0.00	0.00	0.00
CO05	employed, including self-employed	Transition	0.00	0.00	0.00
CO06	below 25 years of age	Transition	0.00	0.00	0.00
CO07	above 54 years of age	Transition	0.00	0.00	0.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Transition	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Transition	0.00	0.00	0.00

CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Transition	0.00	0.00	0.00
CO11	with tertiary education (ISCED 5 to 8)	Transition	0.00	0.00	0.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Transition	0.00	0.00	0.00
CO16	participants with disabilities	Transition	0.00	0.00	0.00
CO17	other disadvantaged	Transition	0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	Transition	0.00	0.00	0.00
CO19	from rural areas	Transition	0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Transition	0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Transition	0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Transition	0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Transition	0.00		
	Grand total of participants		0.00		

Priority axis	PA 2 - Towards a more inclusive society
Investment Priority	9iv - Enhancing access to affordable, sustainable and high quality services, including health care and social services of general interest

Table 4B: Programme specific output indicators for the ESF and YEI - PA 2

ID	Indicator	Category of region	Measurement unit	Target value (2023)			Cumulative value			Achievement ratio			2018		
				Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
O 10	Information activities relating to healthier lifestyles as well as health and safety at work	Transition	Number	3.00			38.00	14.00	24.00	12.67			38.00	14.00	24.00
O 5	Persons participating in up-skilling and re-training programmes	Transition	Number	300.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00

ID	Indicator	Category of region	2017			2016			2015			2014			
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
O 10	Information activities relating to healthier lifestyles as well as health and safety at work	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
O 5	Persons participating in up-skilling and re-training programmes	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Priority axis	PA 3 - Investing in people through Education, Training and Life Long Learning
Investment Priority	10i - Reducing and preventing early school leaving and promoting equal access to good quality early childhood, primary and secondary education including formal, non formal and informal learning pathways for reintegrating into education and training

**Table 2A : Common result indicators for ESF (by priority axis, investment priority, and by category of region). Data on all common ESF result indicators (with and without target) shall be reported broken down by gender. For a Technical Assistance priority axis only those common indicators shall be reported for which a target has been set - PA 3 / 10i**

ID	Indicator	Category of region	Common output indicator used as basis for target setting	Measurement unit for baseline and target	Target value (2023)			Cumulative value			Achievement ratio			2018	
					Total	Men	Women	Total	Men	Women	Total	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR02	participants in education/training upon leaving	Transition					25.00	1.00	24.00				0.00	3.00	
CR03	participants gaining a qualification upon leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR04	participants in employment, including self-employment, upon leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment , upon leaving	Transition					1.00	0.00	1.00				0.00	0.00	
CR06	participants in employment, including self-employment, six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR07	participants with an improved labour market situation six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR08	participants above 54 years of age in employment, including self-employment, six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	

ID	Indicator	Category of region	2017		2016		2015		2014	
			Men	Women	Men	Women	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR02	participants in education/training upon leaving	Transition	0.00	9.00	1.00	12.00	0.00	0.00	0.00	0.00
CR03	participants gaining a qualification upon leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR04	participants in employment, including self-employment, upon leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment , upon leaving	Transition	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00
CR06	participants in employment, including self-employment, six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR08	participants above 54 years of age in employment, including self-employment, six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Priority axis	PA 3 - Investing in people through Education, Training and Life Long Learning
Investment Priority	10i - Reducing and preventing early school leaving and promoting equal access to good quality early childhood, primary and secondary education including formal, non formal and informal learning pathways for reintegrating into education and training

### 1.5. Table 2C : Programme specific result indicators for ESF and YEI

ID	Indicator	Category of region	Measurement indicator	unit for setting	Output indicator used as basis for target	Measurement unit for baseline and target	Target value (2023)			Achievement ratio			2018						
							Total	Men	Women	Total	Men	Women	Cumulative			Annual total			Qualitative
R 7	Participants gaining a qualification/certification upon leaving in up-skilling and re-training programmes	Transition	Ratio (%)		Ratio		87.00			111.34			96.87	98.39	96.57%	97.78	98.30	97.70%	
R 13	Teaching time using digital technologies	Transition	Ratio (%)		Ratio		50.00			42.00			21.00	0.00	0.00%	21.00	0.00	0.00%	
R 14	Improved pupils/students performance upon receiving support	Transition	Ratio (%)		Ratio		40.00						%	%	%	0.00	0.00	0.00%	

ID	Indicator	Category of region	2017						2016							
			Cumulative			Annual total			Qualitative	Cumulative			Annual total			Qualitative
			Total	Men	Women	Total	Men	Women		Total	Men	Women	Total	Men	Women	
R 7	Participants gaining a qualification/certification upon leaving in up-skilling and re-training programmes	Transition	96.28%	98.42%	95.79%	96.63%	98.22%	96.33%		95.98%	98.48%	95.23%	95.98%	98.48%	95.23%	
R 13	Teaching time using digital technologies	Transition	21.00%	0.00%	0.00%	21.00%	0.00%	0.00%		21.00%	0.00%	0.00%	21.00%	0.00%	0.00%	
R 14	Improved pupils/students performance upon receiving support	Transition	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	

ID	Indicator	Category of region	2015						2014							
			Cumulative			Annual total			Qualitative	Cumulative			Annual total			Qualitative
			Total	Men	Women	Total	Men	Women		Total	Men	Women	Total	Men	Women	
R 7	Participants gaining a qualification/certification upon leaving in up-skilling and re-training programmes	Transition	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	
R 13	Teaching time using digital technologies	Transition	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	
R 14	Improved pupils/students performance upon receiving support	Transition	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	

Priority axis	PA 3 - Investing in people through Education, Training and Life Long Learning
Investment Priority	10i - Reducing and preventing early school leaving and promoting equal access to good quality early childhood, primary and secondary education including formal, non formal and informal learning pathways for reintegrating into education and training

Table 4A : Common output indicators for the ESF and YEI - PA 3 / 10i

ID	Indicator	Category of region	Target value (2023)			Cumulative value			Achievement ratio			2018		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO02	long-term unemployed	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO03	inactive	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO04	inactive, not in education or training	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO05	employed, including self-employed	Transition				1,755.00	235.00	1,520.00				687.00	66.00	621.00
CO06	below 25 years of age	Transition				190.00	18.00	172.00				77.00	4.00	73.00
CO07	above 54 years of age	Transition				137.00	13.00	124.00				56.00	3.00	53.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Transition				22.00	3.00	19.00				15.00	1.00	14.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Transition				434.00	43.00	391.00				191.00	8.00	183.00
CO11	with tertiary education (ISCED 5 to 8)	Transition				1,299.00	189.00	1,110.00				481.00	57.00	424.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Transition				5.00	0.00	5.00				1.00	0.00	1.00
CO16	participants with disabilities	Transition				8.00	1.00	7.00				1.00	0.00	1.00
CO17	other disadvantaged	Transition				1.00	0.00	1.00				0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	Transition				1.00	0.00	1.00				0.00	0.00	0.00
CO19	from rural areas	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Transition				1.00						0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Transition				0.00						0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Transition				1.00						0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Transition				0.00						0.00		
	Grand total of participants					1,755.00						687.00		

ID	Indicator	Category of region	2017			2016			2015		
			Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO02	long-term unemployed	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO03	inactive	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO04	inactive, not in education or training	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO05	employed, including self-employed	Transition	496.00	37.00	459.00	572.00	132.00	440.00	0.00	0.00	0.00
CO06	below 25 years of age	Transition	71.00	6.00	65.00	42.00	8.00	34.00	0.00	0.00	0.00
CO07	above 54 years of age	Transition	28.00	0.00	28.00	53.00	10.00	43.00	0.00	0.00	0.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Transition	2.00	0.00	2.00	5.00	2.00	3.00	0.00	0.00	0.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Transition	100.00	0.00	100.00	143.00	35.00	108.00	0.00	0.00	0.00
CO11	with tertiary education (ISCED 5 to 8)	Transition	394.00	37.00	357.00	424.00	95.00	329.00	0.00	0.00	0.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Transition	3.00	0.00	3.00	1.00	0.00	1.00	0.00	0.00	0.00
CO16	participants with disabilities	Transition	1.00	0.00	1.00	6.00	1.00	5.00	0.00	0.00	0.00
CO17	other disadvantaged	Transition	0.00	0.00	0.00	1.00	0.00	1.00	0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	Transition	0.00	0.00	0.00	1.00	0.00	1.00	0.00	0.00	0.00
CO19	from rural areas	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Transition	1.00			0.00			0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Transition	0.00			0.00			0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Transition	1.00			0.00			0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Transition	0.00			0.00			0.00		
	Grand total of participants		496.00			572.00			0.00		

ID	Indicator	Category of region	2014		
			Total	Men	Women
CO01	unemployed, including long-term unemployed	Transition	0.00	0.00	0.00
CO02	long-term unemployed	Transition	0.00	0.00	0.00
CO03	inactive	Transition	0.00	0.00	0.00
CO04	inactive, not in education or training	Transition	0.00	0.00	0.00
CO05	employed, including self-employed	Transition	0.00	0.00	0.00
CO06	below 25 years of age	Transition	0.00	0.00	0.00
CO07	above 54 years of age	Transition	0.00	0.00	0.00



CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Transition	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Transition	0.00	0.00	0.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Transition	0.00	0.00	0.00
CO11	with tertiary education (ISCED 5 to 8)	Transition	0.00	0.00	0.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Transition	0.00	0.00	0.00
CO16	participants with disabilities	Transition	0.00	0.00	0.00
CO17	other disadvantaged	Transition	0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	Transition	0.00	0.00	0.00
CO19	from rural areas	Transition	0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Transition	0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Transition	0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Transition	0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Transition	0.00		
	Grand total of participants		0.00		

Priority axis	PA 3 - Investing in people through Education, Training and Life Long Learning
Investment Priority	10i - Reducing and preventing early school leaving and promoting equal access to good quality early childhood, primary and secondary education including formal, non formal and informal learning pathways for reintegrating into education and training

Table 4B: Programme specific output indicators for the ESF and YEI - PA 3

ID	Indicator	Category of region	Measurement unit	Target value (2023)			Cumulative value			Achievement ratio			2018		
				Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
O 11	The provision of digital technologies to students	Transition	Number	12,000.00			11,479.00	5,797.00	5,682.00	0.96			3,822.00	1,868.00	1,954.00
O 12	Pupils/students supported through monitoring and preventive early school leaving measures	Transition	Number	200.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00
O 5	Persons participating in up-skilling and re-training programmes	Transition	Number	4,500.00			1,755.00	235.00	1,520.00	0.39			687.00	66.00	621.00

ID	Indicator	Category of region	2017			2016			2015			2014		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
O 11	The provision of digital technologies to students	Transition	3,810.00	1,944.00	1,866.00	3,847.00	1,985.00	1,862.00	0.00	0.00	0.00	0.00	0.00	0.00
O 12	Pupils/students supported through monitoring and preventive early school leaving measures	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
O 5	Persons participating in up-skilling and re-training programmes	Transition	496.00	37.00	459.00	572.00	132.00	440.00	0.00	0.00	0.00	0.00	0.00	0.00

Priority axis	PA 3 - Investing in people through Education, Training and Life Long Learning
Investment Priority	10ii - Improving the quality and efficiency of, and access to, tertiary and equivalent education with a view to increasing participation and attainment levels, especially for disadvantaged groups

**Table 2A : Common result indicators for ESF (by priority axis, investment priority, and by category of region). Data on all common ESF result indicators (with and without target) shall be reported broken down by gender. For a Technical Assistance priority axis only those common indicators shall be reported for which a target has been set - PA 3 / 10ii**

ID	Indicator	Category of region	Common output indicator used as basis for target setting	Measurement unit for baseline and target	Target value (2023)			Cumulative value			Achievement ratio			2018	
					Total	Men	Women	Total	Men	Women	Total	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	Transition					24.00	18.00	6.00				5.00	3.00	
CR02	participants in education/training upon leaving	Transition					1.00	1.00	0.00				0.00	0.00	
CR03	participants gaining a qualification upon leaving	Transition					398.00	215.00	183.00				77.00	78.00	
CR04	participants in employment, including self-employment, upon leaving	Transition					83.00	44.00	39.00				14.00	12.00	
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment , upon leaving	Transition					1.00	0.00	1.00				0.00	0.00	
CR06	participants in employment, including self-employment, six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR07	participants with an improved labour market situation six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR08	participants above 54 years of age in employment, including self-employment, six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	

ID	Indicator	Category of region	2017		2016		2015		2014	
			Men	Women	Men	Women	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	Transition	9.00	1.00	4.00	2.00	0.00	0.00	0.00	0.00
CR02	participants in education/training upon leaving	Transition	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00
CR03	participants gaining a qualification upon leaving	Transition	75.00	64.00	63.00	41.00	0.00	0.00	0.00	0.00
CR04	participants in employment, including self-employment, upon leaving	Transition	13.00	15.00	17.00	12.00	0.00	0.00	0.00	0.00
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment , upon leaving	Transition	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00
CR06	participants in employment, including self-employment, six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR08	participants above 54 years of age in employment, including self-employment, six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Priority axis	PA 3 - Investing in people through Education, Training and Life Long Learning
Investment Priority	10ii - Improving the quality and efficiency of, and access to, tertiary and equivalent education with a view to increasing participation and attainment levels, especially for disadvantaged groups

## 1.6. Table 2C : Programme specific result indicators for ESF and YEI

ID	Indicator	Category of region	Measurement unit for	Output indicator used as basis for target setting	Measurement unit for baseline and target	Target value (2023)			Achievement ratio			2018						
						Total	Men	Women	Total	Men	Women	Cumulative			Annual total			Qualitative
R 7	Participants gaining a qualification/certification upon leaving in up-skilling and re-training programmes	Transition	Ratio (%)		Ratio	87.00 %						%	%	%	0.00 %	0.00 %	0.00%	
R 9	Participants gaining a qualification/certification upon leaving	Transition	Ratio (%)		Ratio	85.00 %			24.86			21.13 %	21.59 %	20.47%	43.18 %	43.12 %	43.38%	

ID	Indicator	Category of region	2017							2016						
			Cumulative			Annual total			Qualitative	Cumulative			Annual total			Qualitative
			Total	Men	Women	Total	Men	Women		Total	Men	Women	Total	Men	Women	
R 7	Participants gaining a qualification/certification upon leaving in up-skilling and re-training programmes	Transition	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	
R 9	Participants gaining a qualification/certification upon leaving	Transition	14.02%	13.98%	13.88%	32.38%	34.86%	29.77%		7.20%	7.35%	6.92%	14.88%	16.06%	13.46%	

ID	Indicator	Category of region	2015							2014						
			Cumulative			Annual total			Qualitative	Cumulative			Annual total			Qualitative
			Total	Men	Women	Total	Men	Women		Total	Men	Women	Total	Men	Women	
R 7	Participants gaining a qualification/certification upon leaving in up-skilling and re-training programmes	Transition	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	
R 9	Participants gaining a qualification/certification upon leaving	Transition	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	

Priority axis	PA 3 - Investing in people through Education, Training and Life Long Learning
Investment Priority	10ii - Improving the quality and efficiency of, and access to, tertiary and equivalent education with a view to increasing participation and attainment levels, especially for disadvantaged groups

Table 4A : Common output indicators for the ESF and YEI - PA 3 / 10ii

ID	Indicator	Category of region	Target value (2023)			Cumulative value			Achievement ratio			2018		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	Transition				27.00	19.00	8.00				4.00	3.00	1.00
CO02	long-term unemployed	Transition				3.00	2.00	1.00				3.00	2.00	1.00
CO03	inactive	Transition				443.00	242.00	201.00				84.00	44.00	40.00
CO04	inactive, not in education or training	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO05	employed, including self-employed	Transition				359.00	183.00	176.00				114.00	69.00	45.00
CO06	below 25 years of age	Transition				384.00	204.00	180.00				68.00	37.00	31.00
CO07	above 54 years of age	Transition				11.00	6.00	5.00				5.00	3.00	2.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Transition				1.00	1.00	0.00				0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Transition				4.00	4.00	0.00				4.00	4.00	0.00
CO11	with tertiary education (ISCED 5 to 8)	Transition				825.00	440.00	385.00				198.00	112.00	86.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Transition				32.00	17.00	15.00				11.00	8.00	3.00
CO16	participants with disabilities	Transition				2.00	1.00	1.00				0.00	0.00	0.00
CO17	other disadvantaged	Transition				7.00	4.00	3.00				0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO19	from rural areas	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Transition				0.00						0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Transition				0.00						0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Transition				1.00						0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Transition				0.00						0.00		
	Grand total of participants					829.00						202.00		

ID	Indicator	Category of region	2017			2016			2015		
			Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	Transition	1.00	1.00	0.00	4.00	3.00	1.00	18.00	12.00	6.00
CO02	long-term unemployed	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO03	inactive	Transition	90.00	45.00	45.00	134.00	73.00	61.00	135.00	80.00	55.00
CO04	inactive, not in education or training	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO05	employed, including self-employed	Transition	79.00	33.00	46.00	83.00	38.00	45.00	83.00	43.00	40.00
CO06	below 25 years of age	Transition	76.00	41.00	35.00	124.00	56.00	68.00	116.00	70.00	46.00
CO07	above 54 years of age	Transition	1.00	1.00	0.00	2.00	1.00	1.00	3.00	1.00	2.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Transition	0.00	0.00	0.00	0.00	0.00	0.00	1.00	1.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO11	with tertiary education (ISCED 5 to 8)	Transition	170.00	79.00	91.00	221.00	114.00	107.00	236.00	135.00	101.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Transition	0.00	0.00	0.00	12.00	6.00	6.00	9.00	3.00	6.00
CO16	participants with disabilities	Transition	0.00	0.00	0.00	0.00	0.00	0.00	2.00	1.00	1.00
CO17	other disadvantaged	Transition	0.00	0.00	0.00	2.00	1.00	1.00	5.00	3.00	2.00
CO18	homeless or affected by housing exclusion	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO19	from rural areas	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Transition	0.00			0.00			0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Transition	0.00			0.00			0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Transition	0.00			1.00			0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Transition	0.00			0.00			0.00		
	Grand total of participants		170.00			221.00			236.00		

ID	Indicator	Category of region	2014		
			Total	Men	Women
CO01	unemployed, including long-term unemployed	Transition	0.00	0.00	0.00
CO02	long-term unemployed	Transition	0.00	0.00	0.00
CO03	inactive	Transition	0.00	0.00	0.00
CO04	inactive, not in education or training	Transition	0.00	0.00	0.00
CO05	employed, including self-employed	Transition	0.00	0.00	0.00
CO06	below 25 years of age	Transition	0.00	0.00	0.00
CO07	above 54 years of age	Transition	0.00	0.00	0.00

CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Transition	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Transition	0.00	0.00	0.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Transition	0.00	0.00	0.00
CO11	with tertiary education (ISCED 5 to 8)	Transition	0.00	0.00	0.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Transition	0.00	0.00	0.00
CO16	participants with disabilities	Transition	0.00	0.00	0.00
CO17	other disadvantaged	Transition	0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	Transition	0.00	0.00	0.00
CO19	from rural areas	Transition	0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Transition	0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Transition	0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Transition	0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Transition	0.00		
	Grand total of participants		0.00		

Priority axis	PA 3 - Investing in people through Education, Training and Life Long Learning
Investment Priority	10ii - Improving the quality and efficiency of, and access to, tertiary and equivalent education with a view to increasing participation and attainment levels, especially for disadvantaged groups

Table 4B: Programme specific output indicators for the ESF and YEI - PA 3

ID	Indicator	Category of region	Measurement unit	Target value (2023)			Cumulative value			Achievement ratio			2018		
				Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
O 13	Persons participating in tertiary education	Transition	Number	700.00			829.00	444.00	385.00	1.18			202.00	116.00	86.00
O 14	Persons within tertiary education institutions participating in up-skilling and re-training measures	Transition	Number	50.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00

ID	Indicator	Category of region	2017			2016			2015			2014		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
O 13	Persons participating in tertiary education	Transition	170.00	79.00	91.00	221.00	114.00	107.00	236.00	135.00	101.00	0.00	0.00	0.00
O 14	Persons within tertiary education institutions participating in up-skilling and re-training measures	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Priority axis	PA 3 - Investing in people through Education, Training and Life Long Learning
Investment Priority	10iii - Enhancing equal access to lifelong learning for all age groups in formal, non formal and informal settings, upgrading the knowledge, skills and competences of the workforce, and promoting flexible learning pathways including through career guidance and validation of acquired competences

**Table 2A : Common result indicators for ESF (by priority axis, investment priority, and by category of region). Data on all common ESF result indicators (with and without target) shall be reported broken down by gender. For a Technical Assistance priority axis only those common indicators shall be reported for which a target has been set - PA 3 / 10iii**

ID	Indicator	Category of region	Common output indicator used as basis for target setting	Measurement unit for baseline and target	Target value (2023)			Cumulative value			Achievement ratio			2018	
					Total	Men	Women	Total	Men	Women	Total	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR02	participants in education/training upon leaving	Transition					131.00	71.00	60.00				61.00	47.00	
CR03	participants gaining a qualification upon leaving	Transition					113.00	87.00	26.00				67.00	23.00	
CR04	participants in employment, including self-employment, upon leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment , upon leaving	Transition					13.00	7.00	6.00				5.00	5.00	
CR06	participants in employment, including self-employment, six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR07	participants with an improved labour market situation six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR08	participants above 54 years of age in employment, including self-employment, six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	

ID	Indicator	Category of region	2017		2016		2015		2014	
			Men	Women	Men	Women	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR02	participants in education/training upon leaving	Transition	10.00	13.00	0.00	0.00	0.00	0.00	0.00	0.00
CR03	participants gaining a qualification upon leaving	Transition	20.00	3.00	0.00	0.00	0.00	0.00	0.00	0.00
CR04	participants in employment, including self-employment, upon leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment , upon leaving	Transition	2.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00
CR06	participants in employment, including self-employment, six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR08	participants above 54 years of age in employment, including self-employment, six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00



Priority axis	PA 3 - Investing in people through Education, Training and Life Long Learning
Investment Priority	10iii - Enhancing equal access to lifelong learning for all age groups in formal, non formal and informal settings, upgrading the knowledge, skills and competences of the workforce, and promoting flexible learning pathways including through career guidance and validation of acquired competences

### 1.7. Table 2C : Programme specific result indicators for ESF and YEI

ID	Indicator	Category of region	Measurement unit for indicator	Output indicator used as basis for target setting	Measurement unit for baseline and target	Target value (2023)			Achievement ratio			2018						
						Total	Men	Women	Total	Men	Women	Cumulative			Annual total			Qualitative
R 9	Participants gaining a qualification/certification upon leaving	Transition	Ratio (%)		Ratio	87.00%			78.91			68.65%	68.19%	69.23%	69.86%	69.76%	69.99%	
R 15	Second chance participants gaining a qualification/certification upon leaving	Transition	Ratio (%)		Ratio	75.00%						%	%	%	0.00%	0.00%	0.00%	
R 16	Annual average number of research hours as at 2020	Transition	Number (Hours)		Number	17,200.00			4.33			74,533.00	37,840.00	36,693.00	25,370.00	13,330.00	12,040.00	

ID	Indicator	Category of region	2017						2016							
			Cumulative			Annual total			Qualitative	Cumulative			Annual total			Qualitative
R 9	Participants gaining a qualification/certification upon leaving	Transition	65.56%	63.67%	67.57%	65.56%	63.67%	67.57%		%	%	%	0.00%	0.00%	0.00%	
R 15	Second chance participants gaining a qualification/certification upon leaving	Transition	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	
R 16	Annual average number of research hours as at 2020	Transition	49,163.00	24,510.00	24,653.00	26,803.00	13,760.00	13,043.00		22,360.00	10,750.00	11,610.00	22,360.00	10,750.00	11,610.00	

ID	Indicator	Category of region	2015						2014							
			Cumulative			Annual total			Qualitative	Cumulative			Annual total			Qualitative
R 9	Participants gaining a qualification/certification upon leaving	Transition	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	
R 15	Second chance participants gaining a qualification/certification upon leaving	Transition	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	
R 16	Annual average number of research hours as at 2020	Transition	0.00	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00	0.00	0.00	

Priority axis	PA 3 - Investing in people through Education, Training and Life Long Learning
Investment Priority	10iii - Enhancing equal access to lifelong learning for all age groups in formal, non formal and informal settings, upgrading the knowledge, skills and competences of the workforce, and promoting flexible learning pathways including through career guidance and validation of acquired competences

Table 4A : Common output indicators for the ESF and YEI - PA 3 / 10iii

ID	Indicator	Category of region	Target value (2023)			Cumulative value			Achievement ratio			2018		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	Transition				2.00	2.00	0.00				2.00	2.00	0.00
CO02	long-term unemployed	Transition				1.00	1.00	0.00				1.00	1.00	0.00
CO03	inactive	Transition				22.00	10.00	12.00				6.00	2.00	4.00
CO04	inactive, not in education or training	Transition				2.00	1.00	1.00				2.00	1.00	1.00
CO05	employed, including self-employed	Transition				4,050.00	2,278.00	1,772.00				2,906.00	1,689.00	1,217.00
CO06	below 25 years of age	Transition				498.00	231.00	267.00				327.00	167.00	160.00
CO07	above 54 years of age	Transition				231.00	160.00	71.00				176.00	130.00	46.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Transition				1.00	0.00	1.00				1.00	0.00	1.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Transition				426.00	249.00	177.00				292.00	184.00	108.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Transition				1,618.00	871.00	747.00				1,142.00	634.00	508.00
CO11	with tertiary education (ISCED 5 to 8)	Transition				2,030.00	1,170.00	860.00				1,480.00	875.00	605.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Transition				447.00	234.00	213.00				358.00	191.00	167.00
CO16	participants with disabilities	Transition				43.00	25.00	18.00				31.00	18.00	13.00
CO17	other disadvantaged	Transition				42.00	21.00	21.00				32.00	18.00	14.00
CO18	homeless or affected by housing exclusion	Transition				27.00	14.00	13.00				20.00	12.00	8.00
CO19	from rural areas	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Transition				2.00						0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Transition				0.00						0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Transition				0.00						0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Transition				244.00						183.00		
	Grand total of participants					4,074.00						2,914.00		

ID	Indicator	Category of region	2017			2016			2015		
			Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO02	long-term unemployed	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO03	inactive	Transition	0.00	0.00	0.00	16.00	8.00	8.00	0.00	0.00	0.00
CO04	inactive, not in education or training	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO05	employed, including self-employed	Transition	1,144.00	589.00	555.00	0.00	0.00	0.00	0.00	0.00	0.00
CO06	below 25 years of age	Transition	171.00	64.00	107.00	0.00	0.00	0.00	0.00	0.00	0.00
CO07	above 54 years of age	Transition	55.00	30.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Transition	134.00	65.00	69.00	0.00	0.00	0.00	0.00	0.00	0.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Transition	476.00	237.00	239.00	0.00	0.00	0.00	0.00	0.00	0.00
CO11	with tertiary education (ISCED 5 to 8)	Transition	534.00	287.00	247.00	16.00	8.00	8.00	0.00	0.00	0.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Transition	89.00	43.00	46.00	0.00	0.00	0.00	0.00	0.00	0.00
CO16	participants with disabilities	Transition	12.00	7.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00
CO17	other disadvantaged	Transition	10.00	3.00	7.00	0.00	0.00	0.00	0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	Transition	7.00	2.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00
CO19	from rural areas	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Transition	1.00			1.00			0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Transition	0.00			0.00			0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Transition	0.00			0.00			0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Transition	61.00			0.00			0.00		
	Grand total of participants		1,144.00			16.00			0.00		

ID	Indicator	Category of region	2014		
			Total	Men	Women
CO01	unemployed, including long-term unemployed	Transition	0.00	0.00	0.00
CO02	long-term unemployed	Transition	0.00	0.00	0.00
CO03	inactive	Transition	0.00	0.00	0.00
CO04	inactive, not in education or training	Transition	0.00	0.00	0.00
CO05	employed, including self-employed	Transition	0.00	0.00	0.00
CO06	below 25 years of age	Transition	0.00	0.00	0.00
CO07	above 54 years of age	Transition	0.00	0.00	0.00

CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Transition	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Transition	0.00	0.00	0.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Transition	0.00	0.00	0.00
CO11	with tertiary education (ISCED 5 to 8)	Transition	0.00	0.00	0.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Transition	0.00	0.00	0.00
CO16	participants with disabilities	Transition	0.00	0.00	0.00
CO17	other disadvantaged	Transition	0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	Transition	0.00	0.00	0.00
CO19	from rural areas	Transition	0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Transition	0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Transition	0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Transition	0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Transition	0.00		
	Grand total of participants		0.00		

Priority axis	PA 3 - Investing in people through Education, Training and Life Long Learning
Investment Priority	10iii - Enhancing equal access to lifelong learning for all age groups in formal, non formal and informal settings, upgrading the knowledge, skills and competences of the workforce, and promoting flexible learning pathways including through career guidance and validation of acquired competences

Table 4B: Programme specific output indicators for the ESF and YEI - PA 3

ID	Indicator	Category of region	Measurement unit	Target value (2023)			Cumulative value			Achievement ratio			2018		
				Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
O 15	Persons participating in second chance education programmes	Transition	Number	50.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00
O 16	Number of post-doctoral research and fellowships	Transition	Number	10.00			16.00	8.00	8.00	1.60			0.00	0.00	0.00
O 6	Persons participating in training/support measures	Transition	Number	6,000.00			4,058.00	2,282.00	1,776.00	0.68			2,914.00	1,693.00	1,221.00

ID	Indicator	Category of region	2017			2016			2015			2014		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
O 15	Persons participating in second chance education programmes	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
O 16	Number of post-doctoral research and fellowships	Transition	0.00	0.00	0.00	16.00	8.00	8.00	0.00	0.00	0.00	0.00	0.00	0.00
O 6	Persons participating in training/support measures	Transition	1,144.00	589.00	555.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Priority axis	PA 3 - Investing in people through Education, Training and Life Long Learning
Investment Priority	10iv - Improving the labour market relevance of education and training systems, facilitating the transition from education to work, and strengthening vocational education and training systems and their quality, including through mechanisms for skills anticipation, adaptation of curricula and the establishment and development of work based learning systems, including dual learning systems and apprenticeship schemes

**Table 2A : Common result indicators for ESF (by priority axis, investment priority, and by category of region). Data on all common ESF result indicators (with and without target) shall be reported broken down by gender. For a Technical Assistance priority axis only those common indicators shall be reported for which a target has been set - PA 3 / 10iv**

ID	Indicator	Category of region	Common output indicator used as basis for target setting	Measurement unit for baseline and target	Target value (2023)			Cumulative value			Achievement ratio			2018	
					Total	Men	Women	Total	Men	Women	Total	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR02	participants in education/training upon leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR03	participants gaining a qualification upon leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR04	participants in employment, including self-employment, upon leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment , upon leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR06	participants in employment, including self-employment, six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR07	participants with an improved labour market situation six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR08	participants above 54 years of age in employment, including self-employment, six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	

ID	Indicator	Category of region	2017		2016		2015		2014	
			Men	Women	Men	Women	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR02	participants in education/training upon leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR03	participants gaining a qualification upon leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR04	participants in employment, including self-employment, upon leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment , upon leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR06	participants in employment, including self-employment, six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR08	participants above 54 years of age in employment, including self-employment, six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Priority axis	PA 3 - Investing in people through Education, Training and Life Long Learning
Investment Priority	10iv - Improving the labour market relevance of education and training systems, facilitating the transition from education to work, and strengthening vocational education and training systems and their quality, including through mechanisms for skills anticipation, adaptation of curricula and the establishment and development of work based learning systems, including dual learning systems and apprenticeship schemes

### 1.8. Table 2C : Programme specific result indicators for ESF and YEI

ID	Indicator	Category of region	Measurement unit for indicator	Output indicator used as basis for target setting	Measurement unit for baseline and target	Target value (2023)			Achievement ratio			2018						
						Total	Men	Women	Total	Men	Women	Cumulative			Annual total			Qualitative
R 7	Participants gaining a qualification/certification upon leaving in up-skilling and re-training programmes	Transition	Ratio (%)		Ratio	87.00						%	%	%	0.00	0.00	0.00%	
R 9	Participants gaining a qualification/certification upon leaving	Transition	Ratio (%)		Ratio	87.00						%	%	%	0.00	0.00	0.00%	

ID	Indicator	Category of region	2017						2016							
			Cumulative			Annual total			Qualitative	Cumulative			Annual total			Qualitative
R 7	Participants gaining a qualification/certification upon leaving in up-skilling and re-training programmes	Transition	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	
R 9	Participants gaining a qualification/certification upon leaving	Transition	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	

ID	Indicator	Category of region	2015						2014							
			Cumulative			Annual total			Qualitative	Cumulative			Annual total			Qualitative
R 7	Participants gaining a qualification/certification upon leaving in up-skilling and re-training programmes	Transition	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	
R 9	Participants gaining a qualification/certification upon leaving	Transition	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	

Priority axis	PA 3 - Investing in people through Education, Training and Life Long Learning
Investment Priority	10iv - Improving the labour market relevance of education and training systems, facilitating the transition from education to work, and strengthening vocational education and training systems and their quality, including through mechanisms for skills anticipation, adaptation of curricula and the establishment and development of work based learning systems, including dual learning systems and apprenticeship schemes

Table 4A : Common output indicators for the ESF and YEI - PA 3 / 10iv

ID	Indicator	Category of region	Target value (2023)			Cumulative value			Achievement ratio			2018		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO02	long-term unemployed	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO03	inactive	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO04	inactive, not in education or training	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO05	employed, including self-employed	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO06	below 25 years of age	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO07	above 54 years of age	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO11	with tertiary education (ISCED 5 to 8)	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO16	participants with disabilities	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO17	other disadvantaged	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO19	from rural areas	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Transition				0.00						0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Transition				0.00						0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Transition				0.00						0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Transition				0.00						0.00		
	Grand total of participants					0.00						0.00		

ID	Indicator	Category of region	2017			2016			2015		
			Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO02	long-term unemployed	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO03	inactive	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO04	inactive, not in education or training	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO05	employed, including self-employed	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO06	below 25 years of age	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO07	above 54 years of age	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO11	with tertiary education (ISCED 5 to 8)	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO16	participants with disabilities	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO17	other disadvantaged	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO19	from rural areas	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Transition	0.00			0.00			0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Transition	0.00			0.00			0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Transition	0.00			0.00			0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Transition	0.00			0.00			0.00		
	Grand total of participants		0.00			0.00			0.00		

ID	Indicator	Category of region	2014		
			Total	Men	Women
CO01	unemployed, including long-term unemployed	Transition	0.00	0.00	0.00
CO02	long-term unemployed	Transition	0.00	0.00	0.00
CO03	inactive	Transition	0.00	0.00	0.00
CO04	inactive, not in education or training	Transition	0.00	0.00	0.00
CO05	employed, including self-employed	Transition	0.00	0.00	0.00

CO06	below 25 years of age	Transition	0.00	0.00	0.00
CO07	above 54 years of age	Transition	0.00	0.00	0.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Transition	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Transition	0.00	0.00	0.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Transition	0.00	0.00	0.00
CO11	with tertiary education (ISCED 5 to 8)	Transition	0.00	0.00	0.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Transition	0.00	0.00	0.00
CO16	participants with disabilities	Transition	0.00	0.00	0.00
CO17	other disadvantaged	Transition	0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	Transition	0.00	0.00	0.00
CO19	from rural areas	Transition	0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Transition	0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Transition	0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Transition	0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Transition	0.00		
	Grand total of participants		0.00		



Priority axis	PA 3 - Investing in people through Education, Training and Life Long Learning
Investment Priority	10iv - Improving the labour market relevance of education and training systems, facilitating the transition from education to work, and strengthening vocational education and training systems and their quality, including through mechanisms for skills anticipation, adaptation of curricula and the establishment and development of work based learning systems, including dual learning systems and apprenticeship schemes

Table 4B: Programme specific output indicators for the ESF and YEI - PA 3

ID	Indicator	Category of region	Measurement unit	Target value (2023)			Cumulative value			Achievement ratio			2018		
				Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
O 5	Persons participating in up-skilling and re-training programmes	Transition	Number	400.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00
O 6	Persons participating in training/support measures	Transition	Number	1,400.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00

ID	Indicator	Category of region	2017			2016			2015			2014			
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
O 5	Persons participating in up-skilling and re-training programmes	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
O 6	Persons participating in training/support measures	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Priority axis	PA 4 - Building the Institutional Administrative Capacity
Investment Priority	11i - Investment in institutional capacity and in the efficiency of public administrations and public services at the national, regional and local levels with a view to reforms, better regulation and good governance

**Table 2A : Common result indicators for ESF (by priority axis, investment priority, and by category of region). Data on all common ESF result indicators (with and without target) shall be reported broken down by gender. For a Technical Assistance priority axis only those common indicators shall be reported for which a target has been set - PA 4 / 11i**

ID	Indicator	Category of region	Common output indicator used as basis for target setting	Measurement unit for baseline and target	Target value (2023)			Cumulative value			Achievement ratio			2018	
					Total	Men	Women	Total	Men	Women	Total	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR02	participants in education/training upon leaving	Transition					33.00	14.00	19.00				12.00	18.00	
CR03	participants gaining a qualification upon leaving	Transition					89.00	48.00	41.00				48.00	41.00	
CR04	participants in employment, including self-employment, upon leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment , upon leaving	Transition					6.00	3.00	3.00				3.00	3.00	
CR06	participants in employment, including self-employment, six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR07	participants with an improved labour market situation six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR08	participants above 54 years of age in employment, including self-employment, six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	

ID	Indicator	Category of region	2017		2016		2015		2014	
			Men	Women	Men	Women	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR02	participants in education/training upon leaving	Transition	2.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00
CR03	participants gaining a qualification upon leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR04	participants in employment, including self-employment, upon leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment , upon leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR06	participants in employment, including self-employment, six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR08	participants above 54 years of age in employment, including self-employment, six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Priority axis	PA 4 - Building the Institutional Administrative Capacity
Investment Priority	11i - Investment in institutional capacity and in the efficiency of public administrations and public services at the national, regional and local levels with a view to reforms, better regulation and good governance

### 1.9. Table 2C : Programme specific result indicators for ESF and YEI

ID	Indicator	Category of region	Measurement unit for indicator	Output indicator used as basis for target setting	Measurement unit for baseline and target	Target value (2023)			Achievement ratio			2018						
						Total	Men	Women	Total	Men	Women	Cumulative			Annual total			Qualitative
												Total	Men	Women	Total	Men	Women	
R 9	Participants gaining a qualification/certification upon leaving	Transition	Ratio (%)		Ratio	90.00 %						81.73 %	83.70 %	79.71%	81.73 %	83.70 %	79.71%	
R 17	Number of public bodies/departments with improved processes	Transition	Number (Number)	CO22 number of projects targeting public administrations or public services at national, regional or local level	Number	13.00			0.08			1.00	0.00	0.00	1.00	0.00	0.00	
R 18	Participants gaining a qualification/certification in training related to the judicial reform	Transition	Ratio (%)		Ratio	85.00 %						0.00 %	0.00 %	0.00%	0.00 %	0.00 %	0.00%	

ID	Indicator	Category of region	2017						2016									
			Cumulative			Annual total			Qualitative	Cumulative			Annual total			Qualitative		
			Total	Men	Women	Total	Men	Women		Total	Men	Women	Total	Men	Women			
R 9	Participants gaining a qualification/certification upon leaving	Transition	50.70%	67.39%	20.00%	50.70%	67.39%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
R 17	Number of public bodies/departments with improved processes	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
R 18	Participants gaining a qualification/certification in training related to the judicial reform	Transition	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

ID	Indicator	Category of region	2015						2014									
			Cumulative			Annual total			Qualitative	Cumulative			Annual total			Qualitative		
			Total	Men	Women	Total	Men	Women		Total	Men	Women	Total	Men	Women			
R 9	Participants gaining a qualification/certification upon leaving	Transition	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
R 17	Number of public bodies/departments with improved processes	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
R 18	Participants gaining a qualification/certification in training related to the judicial reform	Transition	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

Priority axis	PA 4 - Building the Institutional Administrative Capacity
Investment Priority	11i - Investment in institutional capacity and in the efficiency of public administrations and public services at the national, regional and local levels with a view to reforms, better regulation and good governance

Table 4A : Common output indicators for the ESF and YEI - PA 4 / 11i

ID	Indicator	Category of region	Target value (2023)			Cumulative value			Achievement ratio			2018		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	Transition				1.00	1.00	0.00				1.00	1.00	0.00
CO02	long-term unemployed	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO03	inactive	Transition				4.00	4.00	0.00				4.00	4.00	0.00
CO04	inactive, not in education or training	Transition				4.00	4.00	0.00				4.00	4.00	0.00
CO05	employed, including self-employed	Transition				1,265.00	639.00	626.00				1,194.00	593.00	601.00
CO06	below 25 years of age	Transition				65.00	33.00	32.00				60.00	28.00	32.00
CO07	above 54 years of age	Transition				98.00	73.00	25.00				91.00	69.00	22.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Transition				4.00	4.00	0.00				4.00	4.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Transition				65.00	34.00	31.00				65.00	34.00	31.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Transition				393.00	163.00	230.00				386.00	159.00	227.00
CO11	with tertiary education (ISCED 5 to 8)	Transition				812.00	447.00	365.00				748.00	405.00	343.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Transition				2.00	0.00	2.00				2.00	0.00	2.00
CO16	participants with disabilities	Transition				15.00	9.00	6.00				15.00	9.00	6.00
CO17	other disadvantaged	Transition				27.00	6.00	21.00				27.00	6.00	21.00
CO18	homeless or affected by housing exclusion	Transition				1.00	1.00	0.00				1.00	1.00	0.00
CO19	from rural areas	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Transition				0.00						0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Transition				0.00						0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Transition	3.00	0.00	0.00	12.00			4.00			12.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Transition				0.00						0.00		
	Grand total of participants					1,270.00						1,199.00		

ID	Indicator	Category of region	2017			2016			2015		
			Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO02	long-term unemployed	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO03	inactive	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO04	inactive, not in education or training	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO05	employed, including self-employed	Transition	71.00	46.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
CO06	below 25 years of age	Transition	5.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO07	above 54 years of age	Transition	7.00	4.00	3.00	0.00	0.00	0.00	0.00	0.00	0.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Transition	7.00	4.00	3.00	0.00	0.00	0.00	0.00	0.00	0.00
CO11	with tertiary education (ISCED 5 to 8)	Transition	64.00	42.00	22.00	0.00	0.00	0.00	0.00	0.00	0.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO16	participants with disabilities	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO17	other disadvantaged	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO19	from rural areas	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Transition	0.00			0.00			0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Transition	0.00			0.00			0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Transition	0.00			0.00			0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Transition	0.00			0.00			0.00		
	Grand total of participants		71.00			0.00			0.00		

ID	Indicator	Category of region	2014		
			Total	Men	Women
CO01	unemployed, including long-term unemployed	Transition	0.00	0.00	0.00
CO02	long-term unemployed	Transition	0.00	0.00	0.00
CO03	inactive	Transition	0.00	0.00	0.00
CO04	inactive, not in education or training	Transition	0.00	0.00	0.00
CO05	employed, including self-employed	Transition	0.00	0.00	0.00
CO06	below 25 years of age	Transition	0.00	0.00	0.00
CO07	above 54 years of age	Transition	0.00	0.00	0.00

CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Transition	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Transition	0.00	0.00	0.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Transition	0.00	0.00	0.00
CO11	with tertiary education (ISCED 5 to 8)	Transition	0.00	0.00	0.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Transition	0.00	0.00	0.00
CO16	participants with disabilities	Transition	0.00	0.00	0.00
CO17	other disadvantaged	Transition	0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	Transition	0.00	0.00	0.00
CO19	from rural areas	Transition	0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Transition	0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Transition	0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Transition	0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Transition	0.00		
	Grand total of participants		0.00		

Priority axis	PA 4 - Building the Institutional Administrative Capacity
Investment Priority	11i - Investment in institutional capacity and in the efficiency of public administrations and public services at the national, regional and local levels with a view to reforms, better regulation and good governance

Table 4B: Programme specific output indicators for the ESF and YEI - PA 4

ID	Indicator	Category of region	Measurement unit	Target value (2023)			Cumulative value			Achievement ratio			2018		
				Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
O 17	Persons participating in training related to the judicial reform	Transition	Number	500.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00
O 6	Persons participating in training/support measures	Transition	Number	3,500.00			1,270.00	644.00	626.00	0.36			1,199.00	598.00	601.00

ID	Indicator	Category of region	2017			2016			2015			2014			
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
O 17	Persons participating in training related to the judicial reform	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
O 6	Persons participating in training/support measures	Transition	71.00	46.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Priority axis	PA 4 - Building the Institutional Administrative Capacity
Investment Priority	11ii - Capacity building for all stakeholders delivering education, lifelong learning, training and employment and social policies, including through sectoral and territorial pacts to mobilise for reform at the national, regional and local levels

**Table 2A : Common result indicators for ESF (by priority axis, investment priority, and by category of region). Data on all common ESF result indicators (with and without target) shall be reported broken down by gender. For a Technical Assistance priority axis only those common indicators shall be reported for which a target has been set - PA 4 / 11ii**

ID	Indicator	Category of region	Common output indicator used as basis for target setting	Measurement unit for baseline and target	Target value (2023)			Cumulative value			Achievement ratio			2018	
					Total	Men	Women	Total	Men	Women	Total	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	Transition					1.00	1.00	0.00				1.00	0.00	
CR02	participants in education/training upon leaving	Transition					30.00	21.00	9.00				21.00	9.00	
CR03	participants gaining a qualification upon leaving	Transition					1.00	1.00	0.00				1.00	0.00	
CR04	participants in employment, including self-employment, upon leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment , upon leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR06	participants in employment, including self-employment, six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR07	participants with an improved labour market situation six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR08	participants above 54 years of age in employment, including self-employment, six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	Transition					0.00	0.00	0.00				0.00	0.00	

ID	Indicator	Category of region	2017		2016		2015		2014	
			Men	Women	Men	Women	Men	Women	Men	Women
CR01	inactive participants engaged in job searching upon leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR02	participants in education/training upon leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR03	participants gaining a qualification upon leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR04	participants in employment, including self-employment, upon leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR05	disadvantaged participants engaged in job searching, education/ training, gaining a qualification, or in employment, including self-employment , upon leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR06	participants in employment, including self-employment, six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR07	participants with an improved labour market situation six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR08	participants above 54 years of age in employment, including self-employment, six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CR09	disadvantaged participants in employment, including self-employment, six months after leaving	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Priority axis	PA 4 - Building the Institutional Administrative Capacity
Investment Priority	11ii - Capacity building for all stakeholders delivering education, lifelong learning, training and employment and social policies, including through sectoral and territorial pacts to mobilise for reform at the national, regional and local levels

### 1.10. Table 2C : Programme specific result indicators for ESF and YEI

ID	Indicator	Category of region	Measurement unit for indicator	Output indicator used as basis for target setting	Measurement unit for baseline and target	Target value (2023)			Achievement ratio			2018						
						Total	Men	Women	Total	Men	Women	Cumulative			Annual total			Qualitative
R 19	Participants within stakeholder organisations delivering ESF related policies gaining a qualification/certification upon leaving	Transition	Ratio (%)		Ratio	40.00 %			134.25			53.70 %	58.33 %	44.44%	53.70 %	58.33 %	44.44%	

ID	Indicator	Category of region	2017						2016							
			Cumulative			Annual total			Qualitative	Cumulative			Annual total			Qualitative
R 19	Participants within stakeholder organisations delivering ESF related policies gaining a qualification/certification upon leaving	Transition	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	

ID	Indicator	Category of region	2015						2014							
			Cumulative			Annual total			Qualitative	Cumulative			Annual total			Qualitative
R 19	Participants within stakeholder organisations delivering ESF related policies gaining a qualification/certification upon leaving	Transition	%	%	%	0.00%	0.00%	0.00%		%	%	%	0.00%	0.00%	0.00%	



Priority axis	PA 4 - Building the Institutional Administrative Capacity
Investment Priority	11ii - Capacity building for all stakeholders delivering education, lifelong learning, training and employment and social policies, including through sectoral and territorial pacts to mobilise for reform at the national, regional and local levels

Table 4A : Common output indicators for the ESF and YEI - PA 4 / 11ii

ID	Indicator	Category of region	Target value (2023)			Cumulative value			Achievement ratio			2018		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
CO01	unemployed, including long-term unemployed	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO02	long-term unemployed	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO03	inactive	Transition				3.00	2.00	1.00				3.00	2.00	1.00
CO04	inactive, not in education or training	Transition				1.00	0.00	1.00				1.00	0.00	1.00
CO05	employed, including self-employed	Transition				51.00	34.00	17.00				51.00	34.00	17.00
CO06	below 25 years of age	Transition				4.00	3.00	1.00				4.00	3.00	1.00
CO07	above 54 years of age	Transition				8.00	3.00	5.00				8.00	3.00	5.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Transition				20.00	9.00	11.00				20.00	9.00	11.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Transition				15.00	13.00	2.00				15.00	13.00	2.00
CO11	with tertiary education (ISCED 5 to 8)	Transition				19.00	14.00	5.00				19.00	14.00	5.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO16	participants with disabilities	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO17	other disadvantaged	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO19	from rural areas	Transition				0.00	0.00	0.00				0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Transition				2.00						0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Transition				0.00						0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Transition				1.00						0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Transition				0.00						0.00		
	Grand total of participants					54.00						54.00		

ID	Indicator	Category of region	2017			2016			2015					
			Total	Men	Women	Total	Men	Women	Total	Men	Women			
CO01	unemployed, including long-term unemployed	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO02	long-term unemployed	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO03	inactive	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO04	inactive, not in education or training	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO05	employed, including self-employed	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO06	below 25 years of age	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO07	above 54 years of age	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO11	with tertiary education (ISCED 5 to 8)	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO16	participants with disabilities	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO17	other disadvantaged	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO19	from rural areas	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Transition	2.00				0.00					0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Transition	0.00				0.00					0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Transition	1.00				0.00					0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Transition	0.00				0.00					0.00		
	Grand total of participants						0.00					0.00		

ID	Indicator	Category of region	2014		
			Total	Men	Women
CO01	unemployed, including long-term unemployed	Transition	0.00	0.00	0.00
CO02	long-term unemployed	Transition	0.00	0.00	0.00
CO03	inactive	Transition	0.00	0.00	0.00
CO04	inactive, not in education or training	Transition	0.00	0.00	0.00
CO05	employed, including self-employed	Transition	0.00	0.00	0.00
CO06	below 25 years of age	Transition	0.00	0.00	0.00
CO07	above 54 years of age	Transition	0.00	0.00	0.00

CO08	above 54 years of age who are unemployed, including long term unemployed, or inactive not in education or training	Transition	0.00	0.00	0.00
CO09	with primary (ISCED 1) or lower secondary education (ISCED 2)	Transition	0.00	0.00	0.00
CO10	with upper secondary (ISCED 3) or post-secondary education (ISCED 4)	Transition	0.00	0.00	0.00
CO11	with tertiary education (ISCED 5 to 8)	Transition	0.00	0.00	0.00
CO15	migrants, participants with a foreign background, minorities (including marginalised communities such as the Roma)	Transition	0.00	0.00	0.00
CO16	participants with disabilities	Transition	0.00	0.00	0.00
CO17	other disadvantaged	Transition	0.00	0.00	0.00
CO18	homeless or affected by housing exclusion	Transition	0.00	0.00	0.00
CO19	from rural areas	Transition	0.00	0.00	0.00
CO20	number of projects fully or partially implemented by social partners or non-governmental organisations	Transition	0.00		
CO21	number of projects dedicated at sustainable participation and progress of women in employment	Transition	0.00		
CO22	number of projects targeting public administrations or public services at national, regional or local level	Transition	0.00		
CO23	number of supported micro, small and medium-sized enterprises (including cooperative enterprises, enterprises of the social economy)	Transition	0.00		
	Grand total of participants		0.00		

Priority axis	PA 4 - Building the Institutional Administrative Capacity
Investment Priority	11 ii - Capacity building for all stakeholders delivering education, lifelong learning, training and employment and social policies, including through sectoral and territorial pacts to mobilise for reform at the national, regional and local levels

Table 4B: Programme specific output indicators for the ESF and YEI - PA 4

ID	Indicator	Category of region	Measurement unit	Target value (2023)			Cumulative value			Achievement ratio			2018		
				Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
O 18	Participants within stakeholder organisations delivering ESF related policies	Transition	Number	500.00			54.00	36.00	18.00	0.11			54.00	36.00	18.00

ID	Indicator	Category of region	2017			2016			2015			2014			
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
O 18	Participants within stakeholder organisations delivering ESF related policies	Transition	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

## Priority axes for technical assistance

Priority axis	PA 5 - Technical Assistance
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**Table 4A : Common output indicators for the ESF and YEI - PA 5**

ID	Indicator	Category of region	Target value (2023)			Cumulative value			Achievement ratio			2018		
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women

ID	Indicator	Category of region	2017			2016			2015		
			Total	Men	Women	Total	Men	Women	Total	Men	Women

ID	Indicator	Category of region	2014		
			Total	Men	Women

**Table 4B: Programme specific output indicators for the ESF and YEI - PA 5**

ID	Indicator	Category of region	Measurement unit	Target value (2023)			Cumulative value			Achievement ratio			2018		
				Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
TASO1	Number of persons trained		Number	250.00			236.00	108.00	128.00	0.94			31.00	11.00	20.00
TASO2	Number of evaluations carried out		Number	4.00			1.00	0.00	0.00	0.25			0.00	0.00	0.00
TASO3	Number of publicity measures undertaken		Number	25.00			8.00	0.00	0.00	0.32			2.00	0.00	0.00
TASO4	Number of studies/research activities carried out		Number	4.00			0.00	0.00	0.00	0.00			0.00	0.00	0.00

ID	Indicator	Category of region	2017			2016			2015			2014			
			Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
TASO1	Number of persons trained		40.00	20.00	20.00	165.00	77.00	88.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TASO2	Number of evaluations carried out		1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TASO3	Number of publicity measures undertaken		2.00	0.00	0.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TASO4	Number of studies/research activities carried out		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Table 5: Information on the milestones and targets defined in the performance framework**

Priority axis	Ind type	ID	Indicator	Measurement unit	Fund	Category of region	2018 Cum total	2018 Cum men	2018 Cum women	2018 Annual total	2018 Annual total men	2018 Annual total women
PA 1	F	FI 1	Financial Indicator	Euro	ESF	Transition	7,271,592.54					
PA 1	O	O 1	Persons supported	Number	ESF	Transition	2,590.00	1,221.00	1,369.00	851.00	322.00	529.00
PA 2	F	FI 1	Financial Indicator	Euro	ESF	Transition	10,463,176.52					
PA 2	O	O 6	Persons participating in training/support measures	Number	ESF	Transition	2,749.00	1,667.00	1,082.00	968.00	502.00	466.00
PA 3	F	FI 1	Financial Indicator	Euro	ESF	Transition	13,358,431.02					
PA 3	O	O 13	Persons participating in tertiary education	Number	ESF	Transition	829.00	444.00	385.00	202.00	116.00	86.00
PA 3	O	O 6	Persons participating in training/support measures	Number	ESF	Transition	4,058.00	2,282.00	1,776.00	2,914.00	1,693.00	1,221.00
PA 4	O	CO22	number of projects targeting public administrations or public services at national, regional or local level	Number	ESF	Transition	13.00			12.00		
PA 4	F	FI 1	Financial Indicator	Euro	ESF	Transition	2,797,586.30					

Priority axis	Ind type	ID	Indicator	Measurement unit	Fund	Category of region	2017 Cum total	2016 Cum total	2015 Cum total	Observations
PA 1	F	FI 1	Financial Indicator	Euro	ESF	Transition	0.00	0.00	0.00	
PA 1	O	O 1	Persons supported	Number	ESF	Transition	1,739.00	1,098.00	57.00	
PA 2	F	FI 1	Financial Indicator	Euro	ESF	Transition	0.00	0.00	0.00	
PA 2	O	O 6	Persons participating in training/support measures	Number	ESF	Transition	1,781.00	1,091.00	0.00	
PA 3	F	FI 1	Financial Indicator	Euro	ESF	Transition	6,785,245.69	0.00	0.00	
PA 3	O	O 13	Persons participating in tertiary education	Number	ESF	Transition	627.00	457.00	236.00	
PA 3	O	O 6	Persons participating in training/support measures	Number	ESF	Transition	1,144.00	0.00	0.00	
PA 4	O	CO22	number of projects targeting public administrations or public services at national, regional or local level	Number	ESF	Transition	1.00	0.00	0.00	
PA 4	F	FI 1	Financial Indicator	Euro	ESF	Transition	0.00	0.00	0.00	

Priority axis	Ind type	ID	Indicator	Measurement unit	Fund	Category of region	2014 Cum total
PA 1	F	FI 1	Financial Indicator	Euro	ESF	Transition	0.00
PA 1	O	O 1	Persons supported	Number	ESF	Transition	0.00
PA 2	F	FI 1	Financial Indicator	Euro	ESF	Transition	0.00
PA 2	O	O 6	Persons participating in training/support measures	Number	ESF	Transition	0.00
PA 3	F	FI 1	Financial Indicator	Euro	ESF	Transition	0.00
PA 3	O	O 13	Persons participating in tertiary education	Number	ESF	Transition	0.00
PA 3	O	O 6	Persons participating in training/support measures	Number	ESF	Transition	0.00
PA 4	O	CO22	number of projects targeting public administrations or public services at national, regional or local level	Number	ESF	Transition	0.00
PA 4	F	FI 1	Financial Indicator	Euro	ESF	Transition	0.00

Priority axis	Ind type	ID	Indicator	Measurement unit	Fund	Category of region	Milestone for 2018 total	Milestone for 2018 men	Milestone for 2018 women	Final target (2023) total	Final target (2023) men	Final target (2023) women
PA 1	F	FI 1	Financial Indicator	Euro	ESF	Transition	7,819,554.30			26,000,000.00		
PA 1	O	O 1	Persons supported	Number	ESF	Transition	250			2,900.00		
PA 2	F	FI 1	Financial Indicator	Euro	ESF	Transition	10,868,152.59			40,000,000.00		
PA 2	O	O 6	Persons participating in training/support measures	Number	ESF	Transition	1000			8,500.00		
PA 3	F	FI 1	Financial Indicator	Euro	ESF	Transition	14,288,118.43			47,424,810.00		
PA 3	O	O 13	Persons participating in tertiary education	Number	ESF	Transition	150			700.00		
PA 3	O	O 6	Persons participating in training/support measures	Number	ESF	Transition	1600			7,400.00		
PA 4	O	CO22	number of projects targeting public administrations or public services at national, regional or local level	Number	ESF	Transition	1			3.00		
PA 4	F	FI 1	Financial Indicator	Euro	ESF	Transition	2,988,741.96			11,000,000.00		

### 3.4 Financial data (Article 50(2) of Regulation (EU) No 1303/2013)

**Table 6: Financial information at priority axis and programme level**

(as set out in Table 1 of Annex II to Commission Implementing Regulation (EU) No 1011/2014 (Model for the transmission of financial data))

Priority axis	Fund	Category of region	Calculation basis	Total fund	Co-financing rate	Total eligible cost of operations selected for support	Proportion of the total allocation covered with selected operations	Public eligible cost of operations selected for support	Total eligible expenditure declared by beneficiaries to the managing authority	Proportion of the total allocation covered by eligible expenditure declared by beneficiaries	Number of operations selected	Total eligible expenditure incurred by beneficiaries and paid by 31/12/2018 and certified to the Commission
PA 1	ESF	Transition	Public	26,000,000.00	80.00%	26,695,899.00	102.68%	26,695,899.00	8,096,737.00	31.14%	3	7,271,592.54
PA 2	ESF	Transition	Public	40,000,000.00	80.00%	40,493,708.40	101.23%	40,375,718.55	10,900,822.41	27.25%	13	10,463,176.52
PA 3	ESF	Transition	Public	47,424,810.00	80.00%	48,134,673.40	101.50%	48,134,673.40	18,876,682.14	39.80%	10	13,358,431.02
PA 4	ESF	Transition	Public	11,000,000.00	80.00%	14,808,961.85	134.63%	14,752,447.35	2,807,500.50	25.52%	15	2,797,586.30
PA 5	ESF	Transition	Public	7,942,000.00	80.00%	7,942,000.00	100.00%	7,942,000.00	1,592,725.93	20.05%	1	
<b>Total</b>	<b>ESF</b>	<b>Transition</b>		<b>132,366,810.00</b>	<b>80.00%</b>	<b>138,075,242.65</b>	<b>104.31%</b>	<b>137,900,738.30</b>	<b>42,274,467.98</b>	<b>31.94%</b>	<b>42</b>	<b>33,890,786.38</b>
<b>Grand total</b>				<b>132,366,810.00</b>	<b>80.00%</b>	<b>138,075,242.65</b>	<b>104.31%</b>	<b>137,900,738.30</b>	<b>42,274,467.98</b>	<b>31.94%</b>	<b>42</b>	<b>33,890,786.38</b>

**Table 7: Breakdown of the cumulative financial data by category of intervention for the ERDF, the ESF and the Cohesion Fund (Article 112(1) and (2) of Regulation (EU) No 1303/2013 and Article 5 of Regulation (EU) No 1304/2013)**

Priority axis	Characteristics of expenditure		Categorisation dimensions								Financial data			
	Fund	Category of region	Intervention field	Form of finance	Territorial dimension	Territorial delivery mechanism	Thematic objective dimension	ESF secondary theme	Economic dimension	Location dimension	Total eligible cost of operations selected for support	Public eligible cost of operations selected for support	Total eligible expenditure declared by beneficiaries to the managing authority	Number of operations selected
PA 1	ESF	Transition	102	01	07	07		08	19	MT001	21,574,006.00	21,574,006.00	6,306,722.90	2
PA 1	ESF	Transition	103	01	07	07		08	19	MT001	5,121,893.00	5,121,893.00	1,790,014.10	1
PA 2	ESF	Transition	109	01	06	07		02, 06, 08	21	MT001	32,622,272.40	32,545,801.82	1,894,598.14	9
PA 2	ESF	Transition	112	01	07	07		02, 08	20	MT001	7,871,436.00	7,829,916.73	9,006,224.27	4
PA 3	ESF	Transition	115	01	07	07		05	19	MT001	9,958,742.00	9,958,742.00	7,704,913.57	1
PA 3	ESF	Transition	116	01	07	07		04	19	MT001	14,581,698.00	14,581,698.00	8,187,928.79	2
PA 3	ESF	Transition	117	01	07	07		03, 04, 05	19	MT001	13,361,410.00	13,361,410.00	2,983,839.78	3
PA 3	ESF	Transition	118	01	07	07		04, 08	19	MT001	10,232,823.40	10,232,823.40	0.00	4
PA 4	ESF	Transition	119	01	06	07		02, 08	19	MT002	14,391,807.35	14,391,807.35	2,713,948.00	12
PA 4	ESF	Transition	120	01	07	07		02, 08	24	MT001	417,154.50	360,640.00	93,552.50	3
PA 5	ESF	Transition	121	01	07	07		02, 08	24	MT001	6,591,860.00	6,591,860.00	1,555,046.77	1
PA 5	ESF	Transition	122	01	07	07		08	24	MT001	635,360.00	635,360.00	9,544.36	1
PA 5	ESF	Transition	123	01	07	07		08	24	MT001	714,780.00	714,780.00	28,134.80	1



**Table 8: The use made of cross-financing**

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<b>Use of cross-financing</b>	<b>Priority axis</b>	<b>The amount of EU support envisaged to be used for cross financing based on selected operations (EUR)</b>	<b>As a share of the EU support to the priority axis (%) (3/EU support to priority axis*100)</b>	<b>The amount of EU support used under cross financing based on eligible expenditure declared by the beneficiary to the managing authority (EUR)</b>	<b>As a share of the EU support to the priority axis (%) (5/EU support to priority axis*100)</b>
Costs eligible for support under the ERDF, but supported from the ESF	PA 1	0.00		0.00	
Costs eligible for support under the ERDF, but supported from the ESF	PA 2	884,735.12	2.94%	414,266.27	1.38%
Costs eligible for support under the ERDF, but supported from the ESF	PA 3	0.00		0.00	
Costs eligible for support under the ERDF, but supported from the ESF	PA 4	0.00		0.00	
Costs eligible for support under the ERDF, but supported from the ESF	PA 5	0.00		0.00	

**Table 10: Expenditure incurred outside the Union (ESF)**

The amount of expenditure envisaged to be incurred outside the Union under thematic objectives 8 and 10 based on selected operations (EUR)	Share of the total financial allocation (Union and national contribution) to the ESF programme or the ESF part of a multi-fund programme (%) (1/total financial allocation (Union and national contribution) to the ESF programme or the ESF part of a multi-fund programme*100)	Eligible expenditure incurred outside the Union declared by the beneficiary to the managing authority (EUR)	Share of the total financial allocation (Union and national contribution) to the ESF programme or the ESF part of a multi-fund programme (%) (3/total financial allocation (Union and national contribution) to the ESF programme or the ESF part of a multi-fund programme*100)
0.00		0.00	

#### 4. SYNTHESIS OF THE EVALUATIONS

Synthesis of the findings of all evaluations of the programme that have become available during the previous financial year, with reference of name and reference period of the evaluation reports used

##### **Evaluations at EU Level**

During the course of 2018, the MA participated in a questionnaire by DG Employment which was conducted as part of a pilot and feasibility study on the sustainability and effectiveness of results for ESF participants (2014-2020) using counterfactual impact assessment for evaluation purposes. The study focused on three interventions under thematic objective 8 and 10 in relation to: long-term unemployed; early school leavers and unemployed people. The Questionnaire also focused on the data sources that could be potentially considered to conduct a CIE. A reply was submitted on 8th May 2018.

The MA also provided its reply to an ECA survey on Managing Authorities' and Intermediate Bodies' design and implementation of anti-fraud measures in EU Cohesion Policy on the 31st August 2018. The survey formed part of a performance audit carried out by the ECA to assess whether Programme Authorities properly manage anti-fraud measures in EU Cohesion policy spending. The survey targeted five main areas, being fraud risk assessment, fraud prevention, fraud detection, fraud response and reporting to the Commission.

##### **Assessment of data on participants and their progress, six months following their participation in ESF projects**

The Managing Authority has contracted the National Statistics Office to conduct research in order to collect data from participants of ESF interventions in terms of labour situation, educational attainment, skills and on whether the intervention met the overall expectation of the participants. The main objective is to assess the profession and educational end of persons participating in ESF interventions up to six months after its successful completion. The study is being conducted through a series of 5 waves during this programming period will assist to put forward short to medium observations about the improvement to individuals' lives and opportunities brought by ESF projects.

Data was collected by means of the Computer Assisted Telephone Interviewing (CATI) which is a telephone surveying technique in which the interviewer follows a script provided by software application. Since the participants details are randomly selected and distributed between then different interviews, this comprehensive data collection process reduces interviewers' bias to a minimum and lead to more accuracy in data collection. This question were designed to ascertain their current status in the labour market, the short and long terms outcomes of the interventions and the respondent's own perception on ESF. The target population of the first wave consisted of all participants, namely 9,279 who had benefitted from ESF interventions between 1st January 2015 and 30th June 2018. Out of these, a net sample of 1,521 was selected, using stratified random approach to ensure a representative count by sex, age group, employment status, educational attainment, disadvantaged status and district. In addition to this, quotas were used throughout the data collection phase to ensure that the required number of persons from each sub-group is selected. The representative sample reflects a confidence level of 95% ± 2% error rate.

In terms of the general characteristics of the population, 51.4% of participants were males and 55% of the

total population were between 25-54 years. 32.7% of participants had an ISCED level of 1-2, whilst 31.2% had an ISCED level of 5-8. Out of the employed population 41.9% registered an improved labour market situation. The main outcomes of this study are as follows:

- In terms of the change in labour status following ESF intervention, a total of 4,504 participants were either unemployed or inactive at entry, of these 41.1% became employed. Out the participants who become employed, 50.7% of them considered ESF interventions as causative of the positive change in labour status.
- A total 4,793 participants were employed at entry, of which 41.8% registered an improved labour market situation. 49.1% of participants who registered an improved situation believe improvement would not have occurred without ESF intervention.
- 91.8% of the total participants experienced improved skills and knowledge as a result of their participation in the ESF intervention.

In terms of the general characteristics of the population, 51.4% of participants were males and 55% of the total population were between 25-54 years. 32.7% of participants had an ISCED level of 1-2, whilst 31.2% had an ISCED level of 5-8. Out of the employed population 41.9% registered an improved labour market situation. The main outcomes of this study are as follows:

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- A total 4,793 participants were employed at entry, of which 41.8% registered an improved labour market situation. 49.1% of participants who registered an improved situation believe improvement would not have occurred without ESF intervention.
- 91.8% of the total participants experienced improved skills and knowledge as a result of their participation in the ESF intervention. In terms of improvement in educational attainment, 30% of the total participants registered a change in their educational status.

Although 91.8% of participants reported a positive outcome with respect to the impact of the intervention on their skills and knowledge. 34.2% of participants who were unemployed at entry have reported that the main reason for unemployment was the misalignment of skills with the skills required in the available vacant posts. The MA will discuss with the beneficiaries in order to assess together to which extent the type of training being offered is matching the current demand in the market so to ensure that interventions aimed at unemployed or improving labour market status of participants focus on providing more skills and technical knowledge which are relevant to the current market needs. The aim is to ensure that the MA together with beneficiaries interventions ensure that actions funded keep to be effective in improving labour market status of participants focus on providing more skills and technical knowledge which are relevant to the current market needs and appropriate to the target groups. It is important to ensure that training offered is relevant to the needs of the market and it meets the employment criteria of potential employers. Furthermore, out of the 32.7% participants who at entry level had an ISCED level of 1-2, one third reported a change in their educational attainment. In view of this result, the MA will assess, together with the beneficiaries, the reason of such achievement, in order to have a better understanding of the causes, which might be linked to the target groups supported. In terms of the overall contribution to ESF, 94.1% of the participants stated that ESF met their overall expectation, hence it can be concluded that for the first wave the study has provided a positive insight into the type of support offered through the

European Social Fund (ESF) Programme and its longer-term impact on individuals' employment outcomes through exploring participant experiences

### Programme Result Indicators

With regard to the programme result indicators it is to be noted that since the beginning, reporting on the achievements under these result indicators have been collated in absolute numbers from the beneficiaries and then converted in percentages in the AIR. The method of calculation of the proportion reported in a given year is cumulative and based on the proportion of all participants that have achieved the relevant result and the total number of people that have received and are still receiving the support as at the end of the given year. Thus, the percentage of the successful participation reported is calculated not only on those that have completed the course but also on the ongoing participants. This approach results in reporting a lower percentage of successful participants when there are significant number of participants for whom results are not available since they are still participating in a funded activity. However, the results will increase at the end of the operation.

Name	Fund	From month	From year	To month	To year	Type of evaluation	Thematic objective	Topic	Findings
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## 6 ISSUES AFFECTING THE PERFORMANCE OF THE PROGRAMME AND MEASURES TAKEN (ARTICLE 50(2) OF REGULATION (EU) No 1303/2013)

### (a) Issues which affect the performance of the programme and the measures taken

During 2018, the biggest challenges faced in the implementation of the Programme were related to the achievement of the N+3 targets and of the financial and indicator milestones in relation to the performance framework. With reference to Project Selection, despite the process was lengthy, the programme was committed in full by the end of 2018, (104 % committed as at end 2018). Therefore, although the process can be improved, this does not present an issue. In order to absorb any potential savings that will be registered in the future, the Managing Authority plans to launch 1 more open call, under PA 2 and PA 4 in 2019 targeting especially small projects to be presented by NGOs and social partners.

Notwithstanding the overall level of commitment, some specific objectives and indicators across the priority axes have not been addressed through any of the projects submitted for support. This is mainly due to the lack of valid submissions of proposals. The MA has encouraged the submission of projects from the relevant organisations which as explained in section 6b has not produced the expected results. Thus the MA will carry out an in-depth analysis in order to assess if there is relevance to maintain the indicators within the OP, in case that there are no national actions being funded to address the given area or undertake a modification of the programme to align the areas of the OP investments to the actions relevant to the programme taking into consideration the context identified. On the other hand, it should be noted that the performance indicators milestones have registered significant overachievements due to the methodology adopted at programming stage when setting the milestones to be achieved by 2018. At that time, in fact, the rationale was looking at the proportion of the level of certification achieved by end of 2011 taking into consideration the correlation between expenditure and corresponding achievement (indicators) and then apply the same proportion to determine from the overall target the relevant milestones. This method did not take into consideration the level of experience of beneficiaries, nor the potential for the use of Simplified Cost Options. It should be also stated that some of the actions supported under the 2007-2013 and on which the milestones and targets were set, a number of difficulties in the initial years were identified and were then used as a reference for the setting up of the milestones.

Procurement continued to present significant challenges. As described in the analysis of the progress under each priority axes, a persist challenge in the implementation is related to public procurement. In this area problem encountered is the relatively high number of unsuccessful tendering procedures, tender procedures that had to be cancelled and re-issued because bidders were **administratively or technically not compliant**. Other tender procedures suffered from extensive delays because of **appeals** lodged during the tendering process or after the recommendations by the evaluation committee are communicated to interested parties. In certain cases, **the lack of bids** submitted necessitated a second publication. The reason behind it is the result of a complex interaction of a number of issues, including the often **delicate and at times complicated nature of the tenders**, as well as the territorial constraints of the market, despite the openness of the Maltese economy. In fact, the country's size limitation not only causes a problem to economic operators but also to the Beneficiary and the Department of Contracts since the cancellation and re-issuing of tenders as well as the appeals are very time-consuming processes and have obviously resulted in delays in the implementation schedule of several projects. One should note that procurement by NGOs presents challenges of its own especially due to the limited expertise by NGOs in dealing with procurement. In order to address this complex, and multifaceted problem, the MA continued

to take a pro-active approach and during 2018, provided training in order to equip all the stakeholders, involved in the projects' implementation phase, with guidance on the European rules and principles as set in the Public Procurement Directives and ultimately increase awareness and knowledge thereof. The main objectives of this training course were to improve the understanding and awareness of public sector procurement; assess the different procurement practices including the different tendering stages; (iv) maintain awareness of the need for compliancy together with discussing the most frequent procurement errors/infringement and how to avoid them.

The payment process has also been a cause for slight delays in the process. The paperwork related to the processing of payments related to ESF projects as well as to the time-consuming verification process of the payments by the MA and the IB (the latter in case of aid schemes) is a general difficulty. Most projects are very fragmented requiring very detailed monitoring and lengthy checks (with validations and cross-checks of various documents) assuming substantial capacity at both the Beneficiary as well as MA levels. Nevertheless, in order to mitigate against this the MA has worked on the adoption of simplified cost options under the most fragmented projects. However, the decision making process and the ex-ante assessment is very time consuming, resulting in a steep learning curve for all stakeholders involved. However, in the long run there is a common understanding that the SCOs allow a more efficient and effective use of the same resources.

As reported in previous years, in 2018 the recruitment of professionals to manage the projects remained a challenge, either because of limited expertise in very technical areas or conditions tied to the post including duration of the posts would not be attractive enough for the right candidates. This situation results in delays in implementation that consequently lead to a corresponding delay in the physical progress of the projects with the resulting slower submission of payment claims under the Programme. Within this context, Beneficiary organisations are still encouraged to seek alternative solutions to the recruitment challenge. Considering that 2018 was an important year for the achievement of the N+3 targets, the MA put considerable emphasis on the verification checks and the certification of expenditure. However, in view of the performance indicator and financial milestones, the MA also had to place substantial focus on the monitoring of the actual implementation on the ground. The volume of work related to the complexity of some procurement processes, as well as the time-consuming verification process of the payments by the MA and the IB (in case of aid schemes) were quite challenging and also resulted in delays in certification level reached by end 2018.



(b) An assessment of whether progress made towards targets is sufficient to ensure their fulfilment, indicating any remedial actions taken or planned, where appropriate.

The analysis of the implementation included in this report is showing the Programme success both in financial and physical terms which led to the full achievements of the performance milestones by end of 2018. However, some specific objectives and indicators remained not addressed albeit the commitment level has overachieved the allocation. Specifically, as at end of 2018, there are no projects contributing to the following indicators: **Priority Axis 1:** Capacity building measures for PES and EURES support services to enhance job mobility (IP8i); Persons supported through family friendly measures, including through financial support (IP8i); O4 Persons participating in entrepreneurship related measures financial support(IP8i); **Priority axis 2:** Persons supported towards de-institutionalisation through the provision of skills and support services (IP9i); **Priority axis 3:** Pupils/students supported through monitoring and preventive early school leaving measures (IP10i); Persons within tertiary education institutions participating in up-skilling and re-skilling measures (IP10ii) and Persons participating in second chance education programmes (IP10iii) **Priority axis 4:** Persons participating in training related to the judiciary reform.

In order to remedy this situation, the MA, since the programme's inception, has encouraged the relevant stakeholders to submit valid proposals. This was done not only during the relevant calls' time-windows by specifically inviting them to the info-sessions for potential applicants but also by organising *ad hoc* bilateral meetings where technical information on the strategy of OPII and the ESF support, as well as on the implementation on the ground was provided. This effort has resulted in some cases in the submission of proposals which have been eventually withdrawn soon after (such as EURES project) or in the lack of submissions due to the capacity situation of important stakeholders which resulted too weak to embark on the implementation of an ESF project. In view of the envisaged savings which might be registered and given that some issues are still high on Government's agenda (such as reducing the level of early school leaving which remains the highest in the EU) the MA is exploring whether, within approved projects, where a project's team is already consolidated and experienced, additional actions can be funded which will allow to address those specific objectives and indicators.

## **7. CITIZEN'S SUMMARY**

A citizen's summary of the contents of the annual and the final implementation reports shall be made public and uploaded as a separate file in the form of annex to the annual and the final implementation report

You can upload/find the Citizen's summary under General > Documents in the SFC2014 application

**8. REPORT ON THE IMPLEMENTATION OF FINANCIAL INSTRUMENTS**

**9. OPTIONAL FOR THE REPORT TO BE SUBMITTED IN 2016, NOT APPLICABLE TO OTHER LIGHT REPORTS: ACTIONS TAKEN TO FULFILL EX-ANTE CONDITIONALITIES**

Table 14: Actions taken to fulfil applicable general ex-ante conditionalities

General ex-ante conditionality	Criteria not fulfilled	Actions taken	Deadline	Bodies responsible	Action completed by the deadline	Criteria fulfilled	Expected date for full implementation of remaining actions	Commentary
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Table 15: Actions taken to fulfil applicable thematic ex-ante conditionalities

General ex-ante conditionality	Criteria not fulfilled	Actions taken	Deadline	Bodies responsible	Action completed by the deadline	Criteria fulfilled	Expected date for full implementation of remaining actions	Commentary
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## 10. PROGRESS IN PREPARATION AND IMPLEMENTATION OF MAJOR PROJECTS AND JOINT ACTION PLANS (ARTICLE 101(H) AND 111(3) OF REGULATION (EU) NO 1303/2013)

### 10.1. Major projects

Table 12: Major projects

Project	CCI	Status of MP	Total investments	Total eligible costs	Planned notification submission date	Date of tacit agreement approval by Commission	Planned start of implementation (year, quarter)	Planned completion date	Priority Axis / Investment priorities	Current state of realisation — financial progress (% of expenditure certified to Commission compared to total eligible cost)	Current state of realisation — physical progress Main implementation stage of the project	Main outputs	Date of signature of first works contract	Observations
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**Significant problems encountered in implementing major projects and measures taken to overcome them**

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**Any change planned in the list of major projects in the operational programme**

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## 10.2. Joint action plans

### Progress in the implementation of different stages of joint action plans

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Table 13: Joint action plans (JAP)

Title of the JAP	CCI	Stage of implementation of JAP	Total eligible costs	Total public support	OP contribution to JAP	Priority axis	Type of JAP	[Planned] submission to the Commission	[Planned] start of implementation	[Planned] completion	Main outputs and results	Total eligible expenditure certified to the Commission	Observations
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**Significant problems encountered and measures taken to overcome them**

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**PART B**  
**REPORTING SUBMITTED IN YEARS 2017, 2019 AND FINAL IMPLEMENTATION REPORT**  
**(Article 50(4), 111(3) and (4) of regulation (EU) No 1303/2013)**

**11. ASSESSMENT OF THE IMPLEMENTATION OF THE OPERATIONAL PROGRAMME**  
**(ARTICLES 50(4) AND 111(4) OF REGULATION (EU) NO 1303/2013)**

**11.1. Information in Part A and achieving objectives of the programme (Article 50(4) of Regulation (EU) No 1303/2013)**

Priority axis	PA 1 - Investing in the employability and adaptability of human capital
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PA1 contributes towards the Smart Growth Priority and the Youth on the Move Flagship Initiative. This is being achieved through measures supporting youth employability, promoting entrepreneurship and the implementation of job exposure schemes in order to promote the employability of the Maltese labour force, thereby increasing the employment rate. Furthermore, PA1 aims to address the Malta's 70% employment target (participation rate) by 2020 as well as CSRs linked to improve labour market participation of women and continue promotion of flexible work arrangements through training and education, bridging the gap between supply and demand and introducing active labour market initiatives. The first investment priority, 8i under this PA aims to increase access to employment for job seekers and inactive people including the long term unemployed and people far from the labour market. This is mainly done through local employment initiatives and support for labour mobility. Both the scheme entitled 'A2E' and mainstream project entitled 'Training for Employment' address this IP. On the other hand, IP8ii aims to improve sustainable integration into the labour market of young people, in particular those not in employment, education or training, including young people at risk of social exclusion and young people from marginalised communities, including through the implementation of preventative and corrective actions through the Youth Guarantee. Job seekers/workers and inactive people including older workers and women are among the main target groups of the first investment priority whereas youth, youth workers and other persons working with young people are mainly targeted under the second investment priority.

As at the end of 2018, PA1 continued to register great progress under both IP8i and IP8ii. Through one project and A2E, the total amount committed under IP8i stood at €21.5M, with 2,590 persons from different target groups benefitting from activities aimed at increasing their employment participation. Of these 739 participants were in employment upon leaving. With a total investment of €5.1, addressing the increasing trend in youth unemployment, the only project under IP8ii is providing a multi-facet approach to support youth employability. By end 2018, 2,632 participants below 25 received assistance, of which 2020 gained a qualification/certification or were in employment/self-employment, upon leaving. PA1 physical progress registered a considerable progress through the two mainstream projects and the scheme, with a total commitment of €26.7M. The slight over-commitment on PA1 in part mitigates savings usually registered during the course of implementation. By end of 2018, €8.1M were disbursed, amounting to 31.1% of the overall financial allocation of the PA.

A total of €7.3M were certified by June 2019, reaching 93% of the financial performance milestone (€7.8M). In terms of the performance indicator tied to the performance framework milestone, the *number of persons supported* targeted at 250 was remarkably exceeded, reaching a total of 2,590. An explanation of the reasons for overachievement is explained in Section 6.

As outlined in Section 3 by end 2018, a considerable progress was registered with regards to the number

of persons benefitting from PA 1 activities with 5,222 people supported of which 50% were women. In terms of result, 29% of the people supported were in employment upon leaving.

As at end 2018, **A2E**, being implemented under IP8i continued to progress positively. This scheme continued to encourage employers to recruit individuals who, due to preconceived perceptions are likely to be excluded from the labour market. Take up of grants continued at a steady pace. The total number of Applications received by the IB as at the end of 2018 is of 675 applications received from employers to employ 1,623 participants. Up to December 2018 496 grants were signed with a value of circa €6.7M. Overall, 1,058 persons received support by the end of the year. Person that had been unemployed/inactive for the previous 24 months during, Persons who are registered disabled person under national law and is not in full-time employment were those that were supported most through the scheme reflecting 31% and 35% of participants, respectively. 109 participants (71 males and 38 females) were above 54 years of age. The total disbursement under A2E was €3.9M till end 2018. The IB carried out 3,990 visits at 506 different employers, 80% of which were unannounced.

Under IP8i, the project entitled '**Training for Employment**' also continued to progress positively. The various schemes, namely the Traineeship Scheme, Work Exposure Scheme Work Placement Scheme and the Developing skills scheme (Training Pays scheme) continued to be implemented efficiently. Although each scheme has its specific purpose their overall target group continued to address both the unemployed or inactive.

The traineeship scheme exposes jobseekers with no qualifications and lack of work experience to vocational training by addressing a combination of theoretical knowledge and practice in order to help them obtain the knowledge, skills and competences required to find and secure employment. On the other hand, the Work Exposure Scheme facilitates the transition from unemployment to employment where it offers hands-on training in a real working environment. This in particular caters for trainees who possess a qualification but lack work experience. The Work Placement Scheme like the prior 2 schemes also enables trainees to acquire first-hand experience in the health care sector. Another scheme is the Developing Skills Scheme where individuals are continuously encouraged to further their educational attainments irrespective of their employment status to keep abreast with new methodologies, techniques, technologies to help them find or retain employment or possibly shift to a better job. In this regard, by 2018, 29% of the trainees placed under the Work Exposure Scheme the Traineeship Scheme or the Work Placement Scheme managed to find employment within 4 weeks from end of scheme. While under the Developing Skills Scheme there were 83 persons who were either inactive or unemployed at the time when they submitted their application form, 22 individuals out of the 83 unemployed managed to find employment. 7 managed to find employment within 4 weeks after the completion of their course.

In addition, during 2018, the Occupation Handbook had been launched which provides accurate and detailed information on the occupations available in the Maltese economy contributing towards increased mobility and reducing the probability of unemployment. Moreover, during 2018 a research study on Arduous and Hazardous Jobs had also been implemented. This enables Jobsplus and other policy makers to be in a better position to provide services that could facilitate the re-deployment of persons working in arduous and hazardous jobs.

Under IP 8ii the **Youth Guarantee** as at end 2018 continued to be implemented. In effect, by end of 2018 a total of 2632 youths have benefited from this project.

This project's main aim is to provide training and personalised assistance to youths at risk of social exclusion and youths that are at risk of becoming long-term unemployed. In 2018 various activities were implemented including the: NEET activation scheme, ICT Summer Classes, MCAST Preventative classes and SEC Preventative Classes.

The NEET Activation Scheme II which was launched in Quarter 4 2016 saw the organisation of 36 training groups throughout 2017 and 2018. The scheme has profiled 336 youths with 111 participants achieving a training certificate accredited at MQF Level 2. Moreover 90 participants successfully finished the scheme completely by the end of 2018.

The ICT summer course, as was that of 2017, provided two types of courses. The MQF level 2 course which provided a more practical and hands on experience for those who would find the ECDL experience too difficult, and the Standard ECDL Course. The introduction of a profiling system ensured that applicants were provided the most beneficial training possible. This resulted in 23 participants who attained the MQF Level 2 Certification, together with 69 participants attaining the ECDL certification.

89 students made use of the MCAST Preventive classes initiative offered by Youth Guarantee, with 81 achieving full qualification or progressing with the education and hence the project avoided the risk that these youth become NEET if they had dropped out from MCAST.

Throughout 2018, 588 participants benefitted from the services SEC Preventive Classes initiative with 433 registering a mark improvement.

Whilst in the case of the aid scheme, the delegated act was in place by end 2017, the two mainstream projects, had the SCO groundwork at different stages, thus despite progress on the ground in terms of activities being fully in progress, the methods by which beneficiaries will be paid for milestones attained were still being established. However, 2018 brought about a significant positive change under both the TFE and the Youth Guarantee. To this effect, milestones and rates were established allowing for payments to be processed utilising SCOs under both the TFE and the Youth Guarantee. This undoubtedly has hastened the payment process eliminating considerable administrative burdens when linked to the payment process.

The majority of this PA is expected to continue to be implemented utilising SCOs.

The establishment of SCOs undoubtedly involved a lengthy learning curve for both Beneficiaries and stakeholders involved due to a change in methods of payment resulting in delays in payments. Still this delay was fully recovered in 2018.

As can be seen, the physical and financial progress under this PA was remarkable. However, whilst the projects under implementation target relevant specific objectives, two of the objectives remain unaddressed as mentioned under Section 2. The MA will undertake an analysis in order to have a better understanding of the reason and propose the most appropriate way forward which should give visibility of

the adequate remedial actions to be taken by end 2019.

The take-up of supported activities under ESF.01.001 and ESF.01.002 was slower than expected. In order to increase awareness among potential applicants on the supported actions, the Beneficiaries launched a marketing campaign on social media.

Priority axis

PA 2 - Towards a more inclusive society

PA2 contributes towards the Europe 2020 target of fighting poverty. Measures implemented under this PA are targeting people facing various challenges with the aim to empower them and help them become active contributors to the economy through employment, hence improving their life prospects. Furthermore a number of actions under this PA are focusing on the promotion of healthy lifestyles, raising awareness on health and safety at work along with the up-skilling, re-skilling and training of health and care professionals and workers. By end 2018, 13 projects were approved and ongoing. The amount committed under this PA is €40.3M, which includes a slight overcommitment over the PA allocation to mitigate against potential savings registered during implementation. The total amount disbursed by end 2018, was €11M representing 27% of the total PA allocation. A total of €10.5M were certified, reaching 96% of the financial performance milestone (€10.9M). In terms of the performance indicator tied to the performance framework milestone, the number of *persons participating in training/support measures* targeted at 1000 was exceeded reaching a total of 2749. An explanation of the reasons for overachievement is explained in Section 6. Disbursement under IP 9i as year end reached €1.8M.

By end 2018 a total of 3138 participants benefitted from training opportunities under PA2 with 2749 participants contributing towards the indicator *persons participating in training/support measures* (IP9i) whilst 389 participants benefitted from projects targeting the *upskilling and re-training* of individuals (IP9i, IP9iv). The 9 projects under IP9i (€28.9M) and the 4 projects under IP9iv (€11.4M) are providing vulnerable individuals with improved life chances opportunities, including capacity building of support systems.

Under IP 9i, 437 participants were in *employment/further study six months after leaving* (29% women); 1379 participants *gained a qualification/certification upon leaving* (36% women). Through this IP, ESF is supporting 836 persons with disability and 1271 persons with other disadvantages. 1492 unemployed and 747 inactive individuals benefitted from projects aiming at providing support by enhancing work opportunities.

With a total investment of €11M, *ESF02.048 - The VASTE Programme* has a single overall strategic objective to set up and sustain a number of actions and improved services, focused on enhancing and promoting the skills and abilities of the targeted people in line with the IP so as to reduce the risk of poverty of these persons. The main activity of the project is the development of the first official Vocational Multi-Disciplinary Assessment Centre, providing reliable, holistic and multidisciplinary team assessments to persons with vulnerability seeking employment through training and professional help. With an aim to address the development need *lack of tailor-made education, training and support services to support vulnerable groups*, this project is reaching out to inactive vulnerable individuals, who will first benefit from a comprehensive vocational assessment to identify their specific training needs and eventually offered an extensive pre/sheltered-employment training. This will eventually lead to sustaining

long-term employment, with an aim to *decrease the number of persons at risk of poverty, social exclusion, and persons facing severe material deprivation*. The project also addresses the development need *skills gaps and updating of skills and knowledge of professionals* training in mental health, first aid and in supporting individuals with disabilities at the workplace is provided to job coaches and senior job coaches.

Similarly Jobsplus continued with the implementation of *ESF.02.056 Work Programme Initiative* (€2.1M) with an aim to provide vulnerable individuals with improved life chances opportunities, enhancing the employability prospects of the long-term unemployed by providing one-to-one profiling sessions leading to tailor-made training courses followed by work placements.

With an investment of €3.8M ESF is investing in *Knowledge, Training, Communications and Support Measures in Support of Vulnerable Groups (ESF02.063)*. This is an umbrella project, seeking to combat poverty, whilst enhancing active inclusion. The Ministry for the Family, Children's Rights and Social Solidarity (MFCS), in collaboration with entities (national and transnational) is providing training for persons working with disadvantaged groups. The project is also providing home based therapeutic services in order to identify the needs and appropriate interventions to multi-stressed families in the communities. Through this service a 'family preservation model', has been adopted whereby therapeutic work targeting 'at risk' families aim to restore healthy functioning and mitigate risks to children. Ultimately, this service aims to give vulnerable individuals with improved life chances opportunities for integration within society and in the labour market.

The main objective of *ESF02.064 Participation for Employment at CCF: Social Inclusion through Education and Training* is the active inclusion of prison inmates within the labour market and society in general through education and training. The project aims at supporting inmates to evaluate their skills, strengths and weaknesses, in order to formulate a sentence plan that supports them in reaching their goals. The project focuses on four main areas, considered as interrelated: Education, Holistic Wellbeing, Restorative Justice Measures, and Housing and Employment, giving an innovative element to this project, all having a direct impact on their chance of engagement into the labour market as well as facilitating their social resettlement. The project is supporting CCF in providing the best service provision by drawing on local research, foreign expertise, and formulation of policies, quality assurance measures and training programmes for inmates, correctional officers, professionals, teachers, NGOs and prospective employers.

*ESF02.049 Mental Health First Aid for Youth*, led by Richmond Foundation started being implemented in 2018 with an investment of circa €291K. The project, through training material, online resources, and training equips a variety of target groups as Mental Health First Aiders. The project is reaching educators, to be able to help students; secondary and higher secondary students, to be able to seek help and also to reach out to those schoolmates in need to help; employers, to help young employees at work; and youth and youth leaders, to be able to help and reach out to their peers. The project aims to equip its participants with knowledge in noticing and reacting to signs, symptoms and risk factors of mental illnesses and addictions; identify multiple types of professional and self-help resources for individuals with a mental illness and addiction; and increase their confidence in and likelihood to help an individual distress and show increased mental wellness themselves. Through a research study Richmond Foundation also aims to measure increased awareness among the persons trained, as well as identify the type of interventions made by the trained mental health first aiders within 6 months (short term impact) and 2 years (long term impact) from completion of the training course.



Investment Priority 9iv under PA2 aims at enhancing the health and care service delivery through training for the health and care professionals/workers as well as measures intended to reduce health inequalities through actions to promote healthier lifestyles, and health and safety at work. Ultimately through projects under this IP individuals will be provided with knowledge and healthier lifestyle options and made aware of health and safety issues at the workplace. Additionally, projects should strengthen the capacity building of systems and structures within the health and care services. Disbursement under IP 9iv by year end reached €9M.

The aim of *ESF02.065 Establishing a National Platform to Address Social Determinants of Health* (€2.5M), is to legally establish a National Platform under the auspices of the Lifestyles Advisory Council appointed by the Minister for Health, whose role would include advocating for a Health in all policies approach and advising on SDH matters. Through qualitative and quantitative research studies, an in-depth analysis on the social determinants of health in Malta and their impact on health inequalities and how they can be addressed within the local scenario have been carried out in 2018. The results of the studies are determining those inequalities that would be targeted through awareness campaigns, for the general public and health sector professionals respectively. Information sessions and job shadowing at the World Health Organisation funded through this project are helping to increase local expertise. Capacity building to educators is leading to a better understanding of the social environments and their effects on students' health.

With an investment of circa €2.2M, *ESF02.053 Developing Allied Health Capacity to Sustain Health Care Needs* is intended to enable the Allied Health Care Services Directorate to invest in a sustainable health system. Currently in Malta there is a dire shortage of highly skilled allied health workers in specialised areas namely prosthetics, orthotics, orthoptics, optometry and clinical physiology (cardiac, respiratory and neurophysiology). The Beneficiary aims to train an adequate number of professionals such that they can meet the emerging needs of the health sector in Malta. In 2018, 8 students started their studies in Optometry, Orthoptics and genetic counselling, offered by a number of foreign universities.

As previously mentioned, in Section 3, procurement delays have significantly affected the progress of projects falling under PA2. Beneficiaries experienced delays in the preparation of TORs and in the evaluation processes due to the complexities of tenders. In order to mitigate such matters, the MA sought to organise bilateral meetings involving all stakeholder concerned with an aim to accelerate the process. Despite the introduction of simplified cost options in payments related particularly to salaries and travel, the payment processing as well as certification of payments under this PA took some time to kick off. However, once standardised payment systems were established, milestones started to be reached.

Priority axis	PA 3 - Investing in people through Education, Training and Life Long Learning
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PA 3 is directly contributing towards improving the educational experience and its relevance to the labour market with the aim to limit the number of young people that leave education too early and increase the participation in post-graduate studies. The following investments were supported: one project under IP10i, amounting to €9.9M, aiming at reducing the early school leaving rate, which has provided over 11,000 tablets to students and trained over 1,500 teachers to make effective teaching use of these devices. Level of disbursement under IP 10i as at end of year reached € 7.7M. Two projects are approved under IP10ii (€14.5M), aiming at increasing participation and attainment levels to tertiary or equivalent education. As a

result, 812 participants were involved in tertiary education out of which over 300 gained qualification/certification upon leaving. Level of disbursement under IP 10ii as at end of year reached €8.1 M. Two projects and one scheme are under implementation under IP10iii, with an overall investment of €13.3M aiming at increasing participation in LLL with a view to upgrade competencies/qualifications/skills of the workforce as well as increasing competitiveness of enterprises. As a result, over 2,900 participants were engaged in training/support measures out of which 2085 gained a qualification/certification and over 20,000 hours of research studies effectively recorded. Level of disbursement under IP 10iii as at end of year reached €2.9M. Four newly approved projects under IP10iv approved in 2019, aim at facilitating the transition from education to work, with a total investment of €10.2M. No disbursement was registered by projects under this IP these were at their initial stages of implementation.

By end of 2018, a total commitment of €48.1M was registered under this PA, which similar to other PAs includes a slight overcommitment. A total of €18.9M equivalent to 39.8% of the PA allocation was disbursed under PA3. It should be noted that a total of €13.4M were certified, reaching 94% of the financial performance milestone (€14.2M). In terms of the performance indicators tied to the performance framework milestone, the number of *persons participating in tertiary education* targeted at 150 was exceeded, reaching a total of 829, whilst the indicator *persons participating in training/support measures* targeted at 1,600 remarkably reached a total of 4,058. An explanation of the reasons for overachievement is explained in Section 6

As at end 2018, a total of 6,658 participants benefitted from operations under this PA of which 55.4% were women. 1,072 participants were below 25 years of age whilst 379 participants were above 54 years of age. A total of 1755 persons contributed towards the indicator *persons participating in up-skilling and re-training programmes* (IP10i). The indicator *persons participating in training/support measures* (IP10iii) recorded a remarkable achievement of 4,058 participants whereby the IIS scheme was the major contributor.

IP10i aims at reducing and preventing early school leaving and promoting access to good quality primary education. Through the distribution of over 15,000 tablets financed under this IP from *ESF.03.059 One Tablet per Child* project and an all-inclusive digital technology experience as an educational tool, the Ministry for Education and Employment (MEDE) continued to equip the nation's youngsters and youth with the skills needed for future employability prospects. In addition, by recognising the role of the parents/guardians as crucial for the educational development of the child, the BN provided training to engage them on their role in the educational life of their children highlighting the importance of digital education in today's world. Through this process, learning will continue to be supported even when the children are at home. Furthermore, the project also recognised that it was essential for the educators to be well equipped with the necessary skills and knowledge to be confident in using the tablet and all the pedagogical facilities in order to apply a coordinated approach in the operation of the project in the classroom setting. With an emphasis on improving the quality and efficiency of, and access to, tertiary education, IP10ii addresses the need to increase participation at tertiary education. Through *ESF03.003 Development of Training programmes at MQF level 7*, MCAST is developing and delivering MQF Level 7 courses with an investment of €3.3M. In tandem, MCAST is building its internal capacity by encouraging its academic staff to utilise scholarships and grants available nationally to further their studies at postgraduate and doctoral levels. In 2018 MCAST engaged Academic Consultants to advise and assist MCAST Senior Management in taking key decisions related to the structuring of the Vocational Masters Programmes. In October 2018 MCAST launched two Master Programmes for which 26 Students started their studies in the Master of Science in Lean Enterprise Course and 28 students enrolled for the Master of

Science in Information Technology and Systems programme.

Following the success of the first three calls under the ESF.03.015 scholarships scheme another call was issued in 2018 whereby 148 contracts have been awarded for a total amount of c. €1.5M. The most popular priority areas remain STEM (science, technology, engineering and mathematics) followed by financial services and life sciences. Along the years 775 participated in tertiary education through this initiative out of which 372 are women. Till end year 2018 358 have gained qualification.

IP10iii aims at upgrading the knowledge skills and competences of the workforce through life-long learning. With an aim to support enterprises to remain competitive through training, IIS finances the training of persons actively participating in the Maltese Labour Market. *IIS Aid Scheme* focuses on upgrading the knowledge, skills and competences of the workforce through grants provided to employers to train their staff both locally and abroad. The scheme aims at bridging the gap between current skills and any skills gap identified by employers and at promoting access to the training of the workforce. By the end of 2018 a total of 1,108 applications were received of which 660 have signed a grant agreement.

In 2018 four projects were approved under IP10iv investing a total of €20.2M in operations aimed at strengthening vocational education and training systems with the aim of increasing participation in further and higher education and addressing the dropout rate from VET institutions, whilst reducing labour market mismatches.

As the main VET institution, MCAST will be addressing the need to ensure that VET remains relevant to market requirements as well as addressing gaps and updating skills and knowledge of professionals and other persons working in VET structures through an investment of €6.7M under IP10iv. With an aim to consolidate its structures as an indispensable pre-requisite to address short-comings within the context of the National Apprenticeship Scheme and Work-based Learning (WBL), MCAST will be implementing the project entitled *Achieving Vocational Excellence Through Enhanced Work Based Learning (ESF03.081)*.

The Malta Film Commission through its project *ESF03.088 Strengthening the Film Industry through Vocational Training* will be strengthening the Vocational Education and Training (VET) system at further and higher level in relation to film, as well as providing a highly skilled and adaptable workforce in the local film industry. A Skills Gap Analysis will identify the gaps within the film industry, upon which a VET curriculum and a preparatory VET programme will be developed and delivered to educators and experts in the film industry, using a train-the-trainer approach. This will also include the delivery of the first run of courses to undergraduate and part-time students at MCAST, through classroom-based methods and mentored traineeships. Through its partnership with MCAST, the Malta Film Commission will ensure continuity, sustainability and relevance of the courses in relation to industry needs. A preparatory programme in film literacy will be developed and delivered to “pre-VET” students at secondary level to provide early exposure to this alternative pathway.

By addressing the IP’s aim to facilitate the transition from education to work, *ESF03.089 Enhancing Postgraduate Medical Training through Training the Trainers* aims to improve postgraduate medical training through the provision of courses to the clinical specialists who supervise trainee doctors during their work whilst also developing a form of organised apprenticeship. The supervisors themselves will receive training on how best to perform their role as trainers. Training co-ordinators of different specialities will benefit from this project by gaining experience through a period they will spend abroad in

a medical training institution of international repute. All the postgraduate training structure is maintained through effective support provided by the staff of the Postgraduate Medical Training Centre. These will be given the opportunity to gain further experience in this field by being exposed to similar organisation structures abroad. This will provide them with valuable experience and help in building a network with other EU institutions.

In line with the new Skills Agenda for Europe, *ESF03.090 My Journey* aims to instigate a holistic change within the educational environment with the intent of making obligatory schooling more complimentary to both the teaching and learning of Vocational and Applied Learning Subjects. This foresees the creation of learning opportunities that increase the potential attainment of learners' basic and functional skills at the onset of the learning experience and later on during formal schooling. The aim is to adapt and strengthen educators with the necessary transversal skills that facilitate and compliment an effective transition for learners into VET subjects. Core subject attainment is also being strengthened to ensure that VET instruction is affectively achieved.

Priority axis	PA 4 - Building the Institutional Administrative Capacity
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Addressing the evolving needs of a modern economy is critical to ensure economic development and social cohesion. Therefore, initiatives being implemented under this Priority Axis are fundamental in ensuring a successful performance of the public administration which is undoubtedly the important dimension. Such investment also aims to help contribute towards the Sustainable Growth Europe 2020 Priority, mainly through the Flagship Initiative of an Industrial Policy for the globalisation era. Measures foreseen through this Priority Axis will also support the Inclusive Growth Priority of the Europe 2020 strategy. Furthermore, Government will also seek to invest in the capacity of all stakeholders including social partners and civil society organisations involved in the social dialogue. By the end of 2018, the selection process of 3rd call for OP II Project Proposals which included Priority Axis 4, IP 11i and 11ii was concluded. Twelve projects with a total investment amounting to 14.3M are providing support for investment in institutional capacity and in the efficiency of public administrations and public services at the national, regional and local levels with a view to reforms, better regulation and good governance as well as improving the efficiency of the judicial system. As a result 1270 public officers were offered training to improve their skills and competences and 1038 gained qualification by end of year.

On the other hand, the 3 projects under IP 11ii, with an overall allocation of over €350K, aim to increase capacity building for all stakeholders delivering education, lifelong learning, training and employment and social policies, including through sectoral and territorial pacts to mobilise for reform at the national, regional and local levels. During this call, the Managing Authority made available all the funds under PA 4 (€11M).

As already indicated in Section 3, during 2018 conditional letters for the twelve projects addressing IP 11i were issued. In addition, all projects under IP 11i and 11ii were approved in 2018 and all relevant Preliminary Agreements signed. Thus, this allowed for the implementation of the majority of projects to commence during 2018. It is also to be noted that during 2018, *ESF.04.074* entitled '*Helping your business from A-Z*' was withdrawn leaving a total of 15 projects under PA4 to be implemented in various

areas ranging from health, finance, education, arts and culture.

Therefore, as at end 2018 the total amount of projects committed under PA4 amounted to €14.8M highlighting an over-commitment on the PA as a whole in order to mitigate any savings for which this PA generally faces. By year end, €2.8M were disbursed under PA4 which amounts to 25.5% of the PA allocation. It should be noted that a total of €2.8M were certified, reaching 94% of the financial performance milestone (€2.9M). In terms of the performance indicator tied to the performance framework milestone, the *number of projects targeting public administrations or public services at national, regional or local level*, targeted at 1 was exceeded with 12 projects being approved under IP11i. An explanation of the reasons for overachievement is explained in Section 6.

Interventions under IP 11i target the whole public administration including Ministries, Divisions, Departments, Public Sector Entities and Authorities. In addition, this IP also targets Local Government and the Judiciary aiming to improve service delivery at the local level. On the other hand, IP 11ii targets the social and civil partners and the relevant Government bodies within the Public Administration involved in the delivery of education, lifelong learning, training and employment and social policies. Notwithstanding the fact that the majority of projects commenced implementation during 2018 still till the end of 2018 a number of persons were already benefitting positively from initiatives under this Priority Axis. To this end, as at end 2018 a total of 1324 participants have already benefited from Projects being implemented under Priority Axis 4 of which 644 participants were women, 7 were inactive, 1 unemployed and 1316 in employment. Such figures are expected to see an increase in 2019, once project implementation continues to peak. By end of 2018, out of the 12 projects being implemented under IP 11i results were witnessed mainly under 6 projects. The reason being that for many initiatives / training was still not being carried out since 2018 mainly involved the preparatory actions under such projects. On the other hand, under 11ii, 2 projects witnessed results till year end.

As at end 2018, 3 projects are currently being implemented under IP11ii mainly by MEUSAC, GRTU and GWU with a total public eligible value of circa €0.4M with the overall aim of carrying out beneficial training, job-shadowing and various capacity building events. Although each project amounts to less than €200K and are small in nature, nonetheless success has already been registered. In fact, by end of 2018, the project ESF.04.086 entitled 'Engage: Enhancing Stakeholder Participation in Social Dialogue' aims to improve stakeholder engagement in Malta at various levels including a more active participation by stakeholders in the EU decision-making process and in tapping EU funds as an important resource to strengthen their capacity to engage in social dialogue. This has already targeted 46 participants out of a total of the targeted 56 persons who have attended one of the three modules offered in the training program. This is equivalent to a participation rate of 82%. The stakeholder engagement analysis which was completed by end December 2018 identified which tools and methodologies should be used to ensure that MEUSAC's services are in line with the needs of stakeholders so that they can be equipped with the necessary socio-economic technical expertise to engage in social dialogue in Malta.

As at end 2018, 15 projects were being implemented under IP11i mainly by the Planning Authority, MITA, NSO, People and Standards Division, Arts Council Malta, the Ministry for Health, NAO, MEDE as well as the MEAE with a total of 1270 benefitting from such initiatives.

Implementation was well underway in many of these projects. *ESF.04.085 - Towards a More Professional Workforce in the Public Administration* aims to train of public officers in various areas both through

national and international events having a public eligible value of €3.7M. Public officers have the opportunity to learn through academic sponsorships, seminars, conferences, training and placements, and put into practice the knowledge gained at their place of work. Till 2018 the project has seen full commitment on two of its main activities: namely international events and call for academic sponsorships with a very positive disbursement exceeding its disbursement targets for the year 2018. To this effect till year end 709 have benefitted under this project.

The project *ESF.04.078 - Mystery Shopper* which was also very well into implementation by the end of 2018 aims at improving the customer experience at the various service stations throughout the Ministries and Departments across the Public Service. Through detailed reporting, customer service deficiencies will be identified and subsequently addressed, resulting in a more efficient and professional service. Identifying the training required for such an improvement is crucial. Mystery Shopping is a unique tool which provides information that cannot be gathered through any other means. This project potentially involves all the service stations within Public Service Departments, which members of the public can access in order to obtain a face-to-face service such as healthcare, social security, etc. The objectives of this project are but not limited to improving customer service for the benefit of the citizen, identifying training and development needs for Public Officers in the Public Administration, and providing a sustainable service of excellence. Numerous results have already been achieved with a number of reports being finalised till year end bringing about the successful implementation of a number of recommendations. In this regard, under the area of health and community care eleven reports were submitted for locations within Mater Dei Hospital, SAMOC, St. Luke's Hospital, and Primary Healthcare centres. This resulted in the successful implementation of 57 recommendations, targeting areas of customer privacy/confidentiality, online accessibility, training, and directional signage. In the area of tax and finance, six reports were produced for five service sites within MFIN. 19 recommendations were put forward for implementation. In the area of Social Welfare, Equality and Social Inclusion the first report has been finalised in December 2018 on 4 service sites. 15 recommendations were made to improve both the face-to-face and online service delivery. In the area of Work and Employment Services, 7 monthly reports were finalised by end of December 2018 on 7 service sites. In total, 33 recommendations for improvement were made and resolved by the end of 2018. In the area of Economy, Business and Trade 6 reports were finalised on 6 service sites, which resulted in the 22 recommendations for improvement being made and resolved by the end of 2018.

Similar to the other PAs, the physical and financial progress under this PA gained momentum in 2018. Whilst the projects under implementation target relevant specific objectives, it should be noted that one of the objectives remains unaddressed as mentioned under Section 2. The MA will undertake an analysis to have a better understanding of the reason and propose the most appropriate way forward.

Priority axis

PA 5 - Technical Assistance

Throughout 2017 and 2018 Technical Assistance (TA) continued to support and facilitate the overall implementation of the European Social Fund (ESF) Programme optimising the Programme's quality and efficiency. By 2018, €1.6M in actual expenditure were incurred and paid through the system of the total €7.9M allocated to the ESF Programme, with 81% (€1.3M) of the total €1.6M going towards expenditure related to Human Resources and other staff costs. In relation to capacity building measures, these

consisted mainly of the participation in training and conferences to enhance the knowledge on specific areas related to the management, verification and control of the funds for the MA staff. Training sessions were also provided by the MA, through the use of TA funds for staff, beneficiaries, Local Councils, NGOs, intermediate bodies and other main stakeholders involved in the programme implementation. In 2017 and 2018 the MA continued to coordinate and deliver training on Structural Fund Database 14-20, provided training for New Recruits, and trained officials in Public Procurement, Green Public Procurement, Electronic Public Procurement System, Fraud and Simplified Cost Options. Since the start of the programming period the MA trained over 200 unique participants of which approximately 70 were trained in 2017 and 2018. TA also supported the participation of overseas training by MA and other officials involved in the implementation of ESIF in Malta. Finally, the 7th meeting of the ESF Simplification Thematic Network was hosted in Malta in December 2017. Several delegates from across the EU were present for Thematic Network which was financed through the TA. All these activities were implemented with a view to optimise the programme's delivery in line with regulatory requirements and procedures. Although the actions implemented under TA were numerous, the level of disbursement achieved as at the end of 2018 remained below the expectations. This is mainly due to the low staffing level which was registered within the main stakeholders, including the MA, during the first years of implementation. It is however envisaged a surge in spending under this TA in the upcoming years in view of the actions planned under the communication and evaluation plans as well as the strengthening of the capacity of the main stakeholders.

With regards to information and publicity, TA funds were primarily used to publicise calls for project proposals and to support communication activities by the MA. During the Maltese Presidency of the Council of the European Union, the ESF MA organised an ESF Conference: Past, Present, Future in Gozo on the 23-24 March 2017. This was an event supported by the European Commission and TA funds and was coordinated to mark the 60 years of the ESF. Accompanying the conference was an ESF exhibition, which presented the evolution of the programme, highlighting a number of success stories. The same exhibition was later open to the general public between 18-28 April 2017 in Hastings Garden, Valletta as part of the Annual Event of the programme, which in 2017 consisted in the ESF 60th year exhibition together with an online campaign and an info desk which aspects of were also supported through TA.

In 2018, the MA organised the Annual Event at Esplora, Malta. This event was made up of a science quest aimed for children in grade 4,5,6. At the Annual event two ESF videos which were intended for the general public were also showcased, promoting the use of these funds. On the day, over 400 children and 500 adults attended. Furthermore an online campaign also took place during 2018 and continued being implemented during 2019 promoting these ESF related videos. These videos were created to promote and increase awareness of ESF for both the general-public and any interested stakeholders. Bookmarks were also prepared and 44,570 were distributed amongst school children in Malta and Gozo, informing and promoting EU funds. All these diverse aspects, and other promotional material and information were financed through TA.

With regards to the evaluation, TA supported the organisation and participation of evaluation meetings. Furthermore, TA also covered costs related to the attendance of the Evaluation Network Meeting and DG EMPL Evaluation Partnership Meeting.

Most of the work in these areas was largely carried out by PPCD as Managing Authority and co-ordinator of Cohesion Funds in Malta.

**11.2. Specific actions taken to promote equality between men and women and to prevent discrimination, in particular accessibility for persons with disabilities, and the arrangements implemented to ensure the integration of the gender perspective in the operational programme and operations (Articles 50(4) and 111(4), second subparagraph, (e) of Regulation (EU) No 1303/2013)**

In line with Articles 7 and 8 of the ESF Regulation (EU) 1304/2013, the promotion of equal opportunities, and in particular of gender equality, is at the heart of Operational Programme II. All interventions under OP II must demonstrate commitment to respect the principles of non-discrimination and Equal Opportunities. The cross-cutting criteria for selection of the projects include the effective integration of the equal opportunities (and sustainable development in the proposed project). Given the importance of this area for ESF in particular, it has been included not only as a horizontal priority across all the Priority Axes, but also been integrated into the strategy of this OP as a priority under PAs 1 and 2 aiming to promote an equal and inclusive labour market.

As at end of 2018 out of the 16,342 participants supported, 8,344 (51%) were women and, 4,120 (25%) were disadvantaged out of which, 1272 (31%) were disabled and 850 (21%) were migrants. The considerable participation of these groups is indicative of how the actions proposed by ESF projects are concretely encouraging their involvement.

In order to have a solid approach towards this theme, the MA considers the importance of the involvement of the National Commission for the Promotion of Equality (NCPE) and the Commission for the Rights of Persons with Disability (CRPD) to provide support in the implementation of ESF projects. At planning stage, potential beneficiaries are encouraged to liaise with NCPE and CRPD in order to identify possible measures that can be implemented within the project to promote equality. These were invited to the information sessions prior to the launch of calls to encourage applicants to consult them at the drafting stage ensuring that the intervention is in line with the legal framework.

The list below provides an overview of the measures that Beneficiaries of projects approved in 2018 have committed to:

1. Diversification of the training programmes offered on apprenticeship, developed so attract both genders. (ESF 03.081)
2. The setting up of MCAST Emulative Centres, for everyone to achieve the level of skills required by the market (ESF 03.081);
3. Awareness raising on diversity and ethics at the workplace (ESF 04.076)
4. The design and provision of live web training, to cater for persons with personal and family responsibilities, and persons with disability, as these do not need to be present on campus and during working hours to access the information and services (ESF 04.094);
5. Advertising and/or marketing of any sort within the project to be free from stereotypes and any form of discrimination (ESF 03.088; 04.072) and avoiding discriminatory or patronising language conveying victimisation or heroism of disabled persons (ESF 03.089).

Commitments taken are monitored. One example concerns ESF 02.048 'The VASTE Programme'. The project's design revolves around the concept to promote and uphold the basic principle of giving all



vulnerable audiences different training whereby specific tools will be used as required to facilitate training. In addition, sheltered work and supported employment routes will give the added opportunity to eligible participants to enter into the labour market'. Other positive initiatives undertaken in various projects, include the distribution of training material according to the needs of participants and when requested based on trainees' requirements making information more easily available.

### **11.3. Sustainable development (Articles 50(4) and 111(4), second subparagraph, (f) of Regulation (EU) No 1303/2013)**

Malta is one of the few countries having a specific Sustainable Development framework model in place which is underpinned by the Sustainable Development Act (Chapter 521). This legislative framework mandates Government to “mainstream Sustainable Development across the workings of Government, to raise awareness of sustainable development issues and practices across society”. Sustainable development is a regulatory cross cutting theme for all Structural Fund programmes. The MA has continued to encourage the contribution of ESF projects towards this theme making aware Project Applicants at the onset, as part of the application process, that economic growth, environmental protection and social cohesion must move forward in a mutually reinforcing manner. The above has evidently been seen as an incentive for potential beneficiaries and, in fact, all projects approved in 2018, had proposed actions addressing sustainable development.

In the area of environment, the actions proposed are focused on the environment itself and on environmental awareness raising efforts. Some of the measures proposed include: increasing awareness of energy and water conservation; ensuring that training rooms and offices are environmental friendly equipped with energy saving lighting and equipment and full use of natural light is made; use of websites and emails to disseminate documents and to communicate.

In the area of economic growth and social cohesion, projects approved under both axes 3 and 4 are supporting actions which are considered to be crucial for establishing a skilled workforce able to sustain economic and social growth as well as increase productivity. In this regard, projects approved in 2018 under axis 3 aim at developing an education strategy focusing on Vocational Education and Training (VET) that meets the dual challenge of adapting to new market changes and ensuring our workforce remains internationally competitive, for example through the setting up of six emulative centres within MCAST with the main aim to tackle labour market mismatches and provide students with innovative work-based competences by simulating real working environments (ESF.03.0081) or through adapting and strengthen educators with the necessary transversal skills that facilitate and compliment an effective transition for learners into VET subjects (ESF.03.0090). Projects approved under axis 4 are supporting actions that recognise the important role that government and public administrations can play in promoting sustained economic growth and sustainable development. It also recognized the need for strengthened public administrative and financial management capacities in order to ensure a civil service that is responsive to the needs of the people, by improving the quality of health care services and set new standards for the delivery of public health care in Malta and Gozo; upscaling existing skills of public officers to reach better outcomes on evidence-based policy; introducing new technologies to deliver public service; identifying training and development needs for Public Officers in the Public Administration, carrying out campaigns and research aiming at adapting services to the changes in society. All these actions would increase the productivity, decreasing excessive bureaucracy of the workforce and create a more economically robust society.

**11.4. Reporting on support used for climate change objectives (Article 50(4) of Regulation (EU) No 1303/2013)**

<b>Priority axis</b>	<b>Amount of support to be used for climate change objectives (EUR)</b>	<b>Proportion of total allocation to the operational programme (%)</b>
<b>Total</b>	<b>0.00</b>	<b>0.00%</b>

**11.5. Role of partners in the implementation of the programme**

The ESIF Programmes are managed by the Planning and Priorities Coordination Division within the Ministry for European Affairs and Equality, but various partners are involved in the implementation thereof. At Programme design stage, partners are involved in the identification of priorities and contents through consultations as explained in the Partnership Agreement. At implementation stage, partners are involved in the monitoring through their appointment on the the Monitoring Committee (MC), set up for the OP in line with Article 47 of Regulation (EU) No 1303/2013. The MC is composed of Government representatives, socio-economic partners (representing trade unions and employers' associations), the European Commission, and civil society organisations which give voice to the bodies working in the area of equal opportunities, social inclusion and the environmental sector. The MC meets twice a year and assesses the implementation and efficient spending of the funds under OPII while providing the business and civil society sectors' dimension to the process.

The partnership principle requires the implementation of the partnership and multi-level governance principle. The Inter-Ministerial Co-ordination Committee (IMCC) established in order to enhance synergies and co-ordination between the different funding mechanisms as well as avoid overlap and duplication of effort and resources. In July 2017, the IMCC has met and the meeting was an opportunity to provide a general overview of the Programmes and the implementation's structures of the Managing Authorities as well as to disseminate and gain some technical information on the setting up of a system for data exchange. The IMCC will be convened again in 2019 to provide an overview of operations under implementation and discuss potentiall overlappings.

The Managing Authority continues to support applicants to involve partners to take part in the Programme, particularly joint proposals between government and non-government organizations. With this in mind, during the preliminary stages applicants are asked to include partners in their project proposals and therefore taking advantage of additional marks during the project selection process.

Taking into examination the projects approved in 2018, one notes that out of the sixteen (16) projects approved in 2018, eleven (11) are undertaking activities in collaboration with one or more partner (local or transnational). During the year under review, the Partners' role and participation in the projects' implementation varied in degree such as drafting and finalising the course content; being involved in meetings and providing advice, contributing in research and analysis; supporting in the development of activities.

Concrete examples where the partners were directly involved in the implementation of the project activities include ESF 03.059 'Malta Union of Teachers' which has a very active role under the OTPC as it continuously ensures that the teachers' role is being safeguarded at the workplace supporting the online training on the use of tablets which is being provided by the Directorate for Digital Literacy and Transversal Skills; ESF.03.0090 where the involvement of MCAST becomes crucial to attainment of the objectives and allows secondary school students to blend relevant and quality academic, applied and vocational subjects, in a personalised and inclusive learning environment enabling them to reach their full potential.

## **12. OBLIGATORY INFORMATION AND ASSESSMENT ACCORDING TO ARTICLE 111(4), FIRST SUBPARAGRAPH, (A) AND (B), OF REGULATION (EU) No 1303/2013**

### **12.1. Progress in implementation of the evaluation plan and the follow-up given to the findings of evaluations**

The Managing Authority organised an Evaluation Steering Group meeting on 27th September 2018. The ESG was instrumental in presenting two evaluation studies that were to be launched by the MA in the following months, being the study on ‘Collecting data on participants and their progress, six months following their participation in ESF projects’ and, the ‘First Review Assessment of the European Structural Investment Funds 2014-2020’. The main objective was to ensure an effective coordination of evaluation activities and enable the flow of information amongst stakeholders.

The Review Assessment of the European Structural Investment Funds (ESIF) 2014-2020 forms part of the list of evaluations as presented in the Monitoring and Evaluation Strategy 2014-2020, for the ERDF, CF and ESF. Such assessment has the objective of: (i) analysing the processes and practices involved in the implementation of the Operational Programmes related to ERDF, CF and ESF; (ii) assessing the underlying processes related to organisational structures, portfolio of projects, relevant procedures, internal practice. The approach to be taken for this assessment is based on an analytical framework, being guided by a set of evaluation questions and criteria using both qualitative and quantitative techniques. The aim is that of assessing to what extent current key processes are optimal, and whether there are bottlenecks that can be addressed for the improvement of the system. A key element is to identify areas where the system may be improved, including the identification of best practices which will contribute to the post-2020 Programme.

The assessment will cover the key processes in relation to the implementation of EU Funds in Malta, which processes have been divided into three stages, as follows: Stage 1 covering the processes involved from Call for Applications, to project application and assessment, to the signing of the preliminary agreement /grant agreement, and; Stage 2 covering Project Management; Stage 3 covering Project Monitoring In terms of data sources, data and information will be obtained through the Structural Funds Database, national statistics, /or strategic reports, as applicable. This data will be complemented by desk research, interviews, online surveys, one-to-one interviews, workshops and focus groups, as needed. An online survey will be circulated among Beneficiaries of ESIF to gather qualitative and quantitative data. Surveys may be further complemented by one-to-one interviews.

During 2018 a draft inception report was prepared whereby the methodology to be used and the various data sources was identified. This report also elaborated on the key phases of assessment by providing a description of the tasks/activities to be carried out under each phase and the overall project timeline. The beginning of 2019 will be characterised mainly with preliminary research relating to this study. Subsequently interviews with stakeholders are expected to be carried out in Q2 2019 followed by an analysis of data gathered together with workshops in order to present the findings and conclusions to stakeholders for validation purposes. The first draft of the report will be available in Q3 2019. This will provide important feedback to ongoing discussions in the process leading to post-2020.

#### **Evaluation Plan**

In 2019, the MA will undertake an update to the Evaluation Plan in order to reflect the pace of implementation of the Programmes which were slower than expected. Such delays in the projects’

implementation had an impact on the timings of the evaluation. The proposed changes will include amongst others the revision of thematic evaluation questions which will be revised to reflect the selected projects, therefore be more specific. Moreover, general amendments will be made to articulate or clarify certain matters, as well as structure the Strategy in a more comprehensive way

Status	Name	Fund	Year of finalizing evaluation	Type of evaluation	Thematic objective	Topic	Findings (in case of executed)	Follow up (in case of executed)
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## **12.2. The results of the information and publicity measures of the Funds carried out under the communication strategy**

### **Information and Publicity measures carried out by the Managing Authority**

In order to continue ensuring consistency and standardisation in the message being conveyed by all the stakeholders involved in the implementation of the programmes, the MA continued assisting the beneficiaries on a daily basis in drawing up their communication and publicity activities and in ensuring they carry out the responsibilities and requirements set by the Implementing Regulation.

#### **Annual Event 2018**

In line with the relevant EU Regulations, for the 2018 annual event, PPCD - in close collaboration with the Ministry for Education and Employment - organised an educational event specifically aimed at school children to become aware of the contribution EU funded projects make to our daily lives. This event was also aimed at providing an educational experience to students in an interactive manner during which children were engaged in a Science quest at Esplora Interactive Science Centre at Bighi during which students could use their tablets. The quest linked the tablet to Esplora exhibits to enhance the children's learning experience. Thanks to this activity the children became familiar with both an European Regional Development Fund project, Esplora (ERDF311) which was funded under the Operational Programme I 2007-13; and the One Tablet per Child project (ESF03.059) which is funded under the Operational Programme II 2014-20. The activity was held for children in Years 4, 5 & 6 and their families on 13th December. Throughout the day, 4 activities were organised, 1 every 2 hours, starting from 10am with the last starting at 4 pm. A total of 501 adults and 435 children took part in this activity. Through this activity students had the opportunity to input ideas and interact on their own. This is the perfect exercise for kids with different abilities. As a result the MA received positive feedback with testimonials stating: "Thank you very much for giving all the children including my son the opportunity to go to Esplora and do the quest, and experiment with the equipment available there together with the tables. We really enjoyed it and learned a lot from it. Thanks and hope that this will only be the start of a very good initiative to get our children to find out more about science and history..... This event was very well planned."

#### **Cohesion 30 Flagship Project**

As part of the celebrations of the 30th anniversary of Cohesion Policy, the European Commission designed an exhibition featuring a total of 30 funded projects implemented across all Member States. Together with other Member States, Malta hosted the Cohesion 30 Emblematic Projects Exhibition between the 1st and 20th December 2018 at Esplora Interactive Science Centre, which featured also in the exhibition.

#### **Did you know? campaign**

As part of the 'Did you know?' campaign' activities organised with the aim to further increase the awareness of EU funding and the difference which EU funds make to our daily lives, the MA distributed bookmarks amongst all school children at primary and secondary level in Malta. The decision to focus on

bookmarks rather than on other mediums was taken on the basis that a bookmarks would be useful for school children and, at the same time, provide an effective way to diffuse the promotion and create more awareness on EU-funded projects related mainly to education, VET and lifelong learning. To date, the bookmarks were distributed to over 42,000 school children. It is also expected that bookmarks will continue to be distributed to the general public during open events.

In addition, as part of this campaign, two videos have been developed with the aim of increasing awareness amongst the general public of the benefits that European Social Fund projects are able to bring to our daily lives. The videos focused on the remarkable potential that ESF projects offering training and work exposure have to expand the employment prospects and to create opportunities for youths.

In order to achieve a successful dissemination of the information and an effective communication a social media campaign was launched. In addition, the videos continue to spread across the internet and were projected throughout the annual event held at Esplora in December.

### **Websites and Facebook Page**

In line with Art. 115(2) of CPR, during 2018, the list of approved projects and beneficiaries uploaded on the MA's website on the following link: [eufunds.gov.mt](http://eufunds.gov.mt) continued to be updated in order to ensure transparency concerning support from the Funds. During this reporting period, the MA continued using its Facebook page IIFY, on which the pre-announcement for Call 3 was. In addition, the MA uploaded posts and snippets of information on events and new projects being launched throughout the year. In order to have a wider outreach, the MA continued monitoring the PPCD's e-mail helpdesk queries on a daily basis.

### **European Networks**

In line with Art. 117 (4) of CPR, the European Commission organised a joined INFORM and INIO networks between 30th May and 1st June 2018 in Crete, Greece to which MA officers attended. This was an opportunity to discuss the challenges in implementing and communicating the European Social Rights Pillar through ESF, gain updates on the new reformed cohesion policy, *finding* synergies and connections between regional, national, EU-wide campaigns; sharing experience on organizing events, open days, open doors and develop a strong digital presence.

### **Information and Publicity measures undertaken by Beneficiaries**

The analysis of information and publicity measures undertaken by OPII Beneficiaries is important in the context of Malta and its size. In fact, the MA considers the publicity activities carried out by the Beneficiaries to the Programme as being an extension of its concerted efforts at providing factual



information on the extent of the Union's support.

The target groups addressed by the Beneficiaries range from attracting potential participants in participating in the training / courses being offered, as well as the general public when the Beneficiaries communicated the activities carried out and results achieved through the support received. Beneficiaries use various forms of information and publicity activities. The type of publicity measures used reflects the nature of the projects co-financed under ESF which lend themselves better to print, audio-visual and online media and signage in the form of posters that are used in campaigns and during organised trainings. Promotional items were also very opportune in the case of ESF projects given that these materials were usually handed out at training sessions held under the respective projects.

**13. ACTIONS TAKEN TO FULFILL EX-ANTE CONDITIONALITIES (ARTICLE 50(4) OF REGULATION (EU) No 1303/2013) (MAY BE INCLUDED IN REPORT TO BE SUBMITTED IN 2016 (SEE POINT 9 ABOVE). REQUIRED IN REPORT SUBMITTED IN 2017) OPTION: PROGRESS REPORT**

**14. ADDITIONAL INFORMATION WHICH MAY BE ADDED DEPENDING ON THE CONTENT AND OBJECTIVES OF THE OPERATIONAL PROGRAMME (ARTICLE 111(4), SECOND SUBPARAGRAPH, (A), (B), (C), (D), (G) AND (H), OF REGULATION (EU) No 1303/2013)**

**14.1. Progress in the implementation of the integrated approach to territorial development, including development of regions facing demographic challenges and permanent or natural handicaps, integrated territorial investments, sustainable urban development, and community led local development under the operational programme**

**14.2. Progress in the implementation of actions to reinforce the capacity of Member State authorities and beneficiaries to administer and use the Funds**

The MA continued its focus on strengthening the capacity of the stakeholders involved in the administration and use of the Funds. A number of training events and seminars were organised targeted specifically at the MA's personnel, project beneficiaries as well as stakeholders. These included activities relating to the public procurement directive, combatting fraud in EU funding, management verifications, visual identity requirements, risk management and changes relating to the omnibus regulation. In total, throughout the year under review, the various capacity building activities involved 146 participants.

With regards to the public procurement regulations, during 2018 the MA organised a series of 4 training sessions. Each session had a duration of 3 full consecutive days for which a total of 74 attendees were present. Such sessions were mainly targeted to a number of stakeholders which included officers from the Managing Authority and different Contracting Authorities including Government Ministries, entities, Non Government Organisations and Local Councils.

On the effective implementation of proportionate anti-fraud measures, the MA liaised with Commission services to continue extracting information from the Structural Funds Database 14-20 and upload it on Arachne. Arachne is an integrated IT tool for data mining and data enrichment which supports the MA in its administrative controls and management checks of the ESI funds. Further training on the use of Arachne for MA personnel by the European Commission was organised in 2019.

As part of its efforts to strengthen internal capacity, the MA launched recruitment calls for the engagement of EU Fund Support Officers, Programme Officers, Programme Managers and Chief Coordinators during 2018 in view of the continuous calls for project proposals launched and the implementation of the Operational Programme.

During 2018, the MA continued to increase its efforts to implement more simplified cost options (SCOs) on the ground. A fiche on how to set up, process and verify staff costs payments was agreed to with Commission services in November 2018 to ensure a common understanding of how Malta claims staff costs. Following the approval of the fiche, the MA's management verification templates were updated, and two workshops were held in March 2018 with different stakeholders to explain the new methodology and the checks involved.

### 14.3. Progress in the implementation of any interregional and transnational actions

OPII seeks to encourage transnational partnerships, particularly when combined with innovation. As at end 2018 there were three (3) projects under implementation that have a transnational dimension. These mainly concern public organisations in the areas of health, employment, training, public administration and culture. Transnational activities under these projects include the training in cultural leadership, training on employment of persons with disability, research and analysis in setting standards for the health sector. The actions include both students participating in foreign training abroad and foreign experts visiting Malta. The transnational partners are coming from Ireland, Netherlands and UK. In addition, the MA has also participated to transnational events in 2018, such as the ESF transnational platform seminar, held on 18-19 June in Brussels aiming at taking stock of the lessons learnt in the implementation of the ESF since 2014 and pave the way for the future, by looking at how the ESF in its remaining years and its successor, the ESF+, can be used to financially support the implementation of the European Pillar of Social Rights, as well as to address current challenges. In addition to that, the MA is member of the ESF Simplification Thematic Network. The main aim of this TN is to establish a community of experts in which MSs have the opportunity to share knowledge and practices, learn from each other, develop and test ideas and solutions in a “safe environment”, define proposals and put forward topics for discussion and consideration. In 2018, three meetings were held for the ESF Simplification Thematic Network as follows: 8th meeting held on 15th and 15th March in Athens. The aim was to discuss the implementation of EU level SCOs, draft budgets, Guidance Note on SCOs and organising a meeting with the national AAs. The 9th meeting was held on 26th and 27th June in Prague with the aim: to introduce national AAs to the TN and the work being carried out, to bring national AAs on board in order to enhance collaboration at national level and to focus on the work of the sub-groups. The 10th meeting was held on 25th and 26th October in Lisbon, with the aim to further strengthen the concept of ex ante assessment by audit authorities, discuss the state of play of DAs and EU level SCOs and report back on meetings of the sub groups held. Meetings were attended by the MA along with the AA.

### 14.4. Where appropriate, the contribution to macro-regional and sea basin strategies

As stipulated by the Regulation (EU) No 1303/2013, article 27(3) on the "content of programmes", article 96(3)(e) on the "content, adoption and amendment of operational programmes under the Investment for growth and jobs goal", article 111(3), article 111(4)(d) on "implementation reports for the Investment for growth and jobs goal", and Annex 1, section 7.3 on "contribution of mainstream programmes to macro-regional and sea-basin strategies, this programme contributes to MRS(s) and/or SBS:

- EU Strategy for the Baltic Sea Region (EUSBSR)
- EU Strategy for the Danube Region (EUSDR)
- EU Strategy for the Adriatic and Ionian Region (EUSAIR)
- EU Strategy for the Alpine Region (EUSALP)
- Atlantic Sea Basin Strategy (ATLSBS)

#### **14.5. Progress in the implementation of actions in the field of social innovation, where appropriate**

Social Innovation means developing new ideas, services and models to better address social issues and it is included as a cross cutting principle across the Operational Programme. The objective is to encourage market uptake of innovative solutions and stimulate employment.

Under OPII, projects that meet the principle of social innovation, as defined under the Priority Axes, stand to gain additional points in the selection process. As at the end of 2018, there were eleven (11) project approved contributing to social innovation with an overall investment of circa €1.3Mil. Such projects were deemed to be proposing new ideas, create social relationships and form new collaborations, in order to improve education, employability, adaptability and promote social inclusion, which in certain cases include the adoption of technological innovations. In this regard, some examples of social innovative aspects proposed by the newly approved projects include: specific capacity building sessions and extensive review of the health inequalities status in Malta, involving the collaboration of all stakeholders (government officials, NGOs and the general public) to develop the necessary skills and tools to promote healthier lifestyles; new Government services through the introduction of innovative mobile devices; development of specialised training programmes for various Health Professions. Some innovative approaches being proposed will also be integrated into mainstream policy and practice and might serve to render more effective the reform process in certain fields. In this regard, through ESF 04.084 the Ministry of Health aims to institute reforms within the public health care system to achieve more efficiency and to promote a more robust governance framework geared towards its current and future responsibilities as funder, commissioner and regulator of public and private health care services and care in Malta and Gozo.

#### **14.6. Progress in the implementation of measures to address the specific needs of geographical areas most affected by poverty or of target groups at highest risk of poverty discrimination or social exclusion, with special regard to marginalised communities and persons with disabilities, long term unemployment and young people not in employment including, where appropriate, the financial resources used**

**PART C REPORTING SUBMITTED IN YEAR 2019 AND FINAL IMPLEMENTATION  
REPORT (Article 50(5) of Regulation (EU) No 1303/2013)**

**15. FINANCIAL INFORMATION AT PRIORITY AXIS AND PROGRAMME LEVEL  
(ARTICLES 21(2) AND 22(7) OF REGULATION (EU) NO 1303/2013)**

## 16. SMART, SUSTAINABLE AND INCLUSIVE GROWTH (OPTION PROGRESS REPORT)

Information on and assessment of the programme contribution to achieving the Union strategy for smart, sustainable and inclusive growth.

The implementation and monitoring of the Europe 2020 Strategy is guided and steered via five interrelated headline targets. The national targets, which reflect Malta's contribution towards the EU 2020 targets, are presented in Annex I. In view of the progress towards the national targets under the Europe 2020 strategy, whilst in the case of employment, tertiary educational attainment and energy Malta has met/is on track to meet its targets, additional efforts are needed to achieve the targets for raising R&D expenditure, reducing early school leavers, poverty, greenhouse emissions and improving energy efficiency. The objectives of the Programme are in line with Malta's Europe 2020 targets and strategy for smart, sustainable and inclusive growth, focusing on employment, social inclusion, education and capacity building.

Priority Axis 1 *Investing in the employability and adaptability of human capital* will directly contribute to Malta's EU 2020 target for employment as it seeks to improve the employment prospects of job seekers and inactive persons as well as to provide support for labour mobility. The *Access to Employment (A2E) Scheme* (ESF.01.S1) provides employment aid to enterprises in Malta and Gozo to promote the recruitment of the more challenged amongst jobseekers and inactive persons. It aims to enhance employment opportunities for job seekers/workers with a view to improving employment prospects and increasing participation of older workers in the labour market. The scheme aims to support a total of 1675 individuals as well as 75 participants above 54 years of age. In addition, the *Training for Employment* (ESF.01.001) project aims to facilitate access to the development of knowledge, skills and competences of the working age population, with the objective of improving the employment levels and labour mobility, through incentives for employers and support measures for jobseekers/workers. The targeted number of individuals aimed to be supported by this project is 3650.

Moreover, through measures targeting investment in youth employability and youth guarantees, Priority Axis 1 also makes a direct contribution towards the social inclusion targets, as the youth are considered vulnerable members of society and at the risk of social exclusion especially those youth that do not do the transition to employment. The *Youth Guarantee* (ESF.01.002) project provides training and personalised assistance to youths at risk of social exclusion and youths that are at risk of becoming long-term unemployed, with the objective of smoothing the transition of youth from education to employment. This project aims to reach 3445 young people below 25 years of age.

Such interventions targeting youths under this priority axis will also have an indirect positive contribution towards reducing early-school leavers, as youths will have greater support to continue their educational path beyond formal schooling as well as towards the social inclusion target through measures such as providing access to employment and support for labour mobility, as this will enhance the employability of such members of society, enabling them to integrate successfully within the labour market.

The objectives and planned actions under Priority Axis 2 *Towards a more inclusive society* are geared towards enabling people, experiencing poverty and social inclusion to live in dignity and take active part in society. The *Vaste Programme* (ESF.02.048) aims at developing the first official Vocational Multi-Disciplinary Assessment Centre to provide holistic assessments to persons with vulnerability seeking employment through the creation of multiple training options leading to several employment options. The *'Developing Allied Health Capacity to Sustain Health Care Needs'* (ESF.02.053) will enhance the health and care service delivery through training for the health and care professionals/workers as well as measures intended to reduce health inequalities through actions to promote healthier lifestyles and health and safety at work. The focus on healthcare through measures such as ensuring sustainable work practices

for healthier and longer working lives, will also indirectly contribute towards the employment target.

Priority axis 2 will also contribute highly to the target for social inclusion through the project '*INK: Person-focused inclusion project*' (ESF.02.054), which aims to maximise the abilities of persons with disability, supporting their chances of inclusion in the labour market and strengthening their social engagement. Such interventions, will have a direct contribution towards both the targets for employment and social inclusion, with spill over effects on the target for education.

Measures such as the provision of education, training and actions to support better integration will empower citizens to seize opportunities that will improve their life chances and improve their job prospects, thereby directly contributing towards the employment target. Through '*Adding value: Nurturing Learning Journeys at the MCAST Foundation College*' (ESF.02.058), MCAST aims to provide flexible teaching approaches, innovative technologies and mentoring to engage vulnerable students to allow them the chance to learn in a more appropriate manner catered for their needs. This will also create for tailor made journeys for youths that have left compulsory education and are at risk of leaving without the minimum qualifications that will enable them to enter effectively in the labour market.

Collectively, these projects together with other interventions are targetting over 6,700 people thus decreasing the number of those at risk of poverty, and social exclusion, while increasing tailor made education, training and support services to support vulnerable groups, including children and their parents. The projects being supported through the programme reduce skill gaps, by updating the skills and knowledge of professionals and other persons working with vulnerable groups. Furthermore, these projects enhance access to affordable, sustainable and high-quality services, including health care and social services of general interest.

With respect to Priority Axis 3 *Investing in people through education, training and lifelong learning* measures contribute positively towards the education targets, with specific reference to measures on ESL and tertiary education. These clearly contribute to Malta's targets for reducing the number of early school leavers and increasing the number of 30-34 year olds who have completed third level education.

The '*Development of Training Programmes at MQF level 7*' will facilitate access to tertiary education through grants and other forms of assistance and actions to improve the quality of tertiary education programmes, with the aim of increasing participation and attainment levels at the tertiary level. Through this project, MCAST shall be seeking to acquire the services of high-level professionals and/or educational institutions so as to develop and deliver MQF Level 7 courses, while encouraging the uptake of further studies at postgraduate and doctoral levels by its academic staff.

In addition, the '*Reach High Scholars Programme Post-Doctoral Grants*' (ESF.03.009) provides an opportunity to recently graduated doctoral students to propose research projects with Higher Education Institutions in Europe, within a varied set of prioritized fields. Such project contributes to the upgrading of knowledge, skills and competences of the workforce through increased participation in Lifelong Learning (LLL), including Post-Doctoral Studies by providing Malta's first ever Post-Doctorate Research Grant Scheme. In addition, the '*ENDEAVOUR Scholarships*' Scheme (ESF.03.015) supports good quality tertiary education and ensures that the Maltese labour market is supplied with the right individuals, guaranteeing that it is in a better position to compete at an international level. This project thus targets two objectives, that of facilitating access to tertiary education and upgrading the workforce through LLL.

Some of the actions supported under this PA will also positively contribute to the targets for research and development as well as the development of innovation in the area of , climate change and energy.



Moreover, the investment in human capital through the provision of post-doctoral research fellowship programmes will contribute towards the research and development target and create a culture of research.

Another objective under PA3 is to reduce early school leaving (ESL) through monitoring and preventive measures as well as the enhancement of the education experience including the provision of electronic tablets and related e-content development. This investment priority also aims to improve literacy outcomes and invest in capacity building of education systems and structures as well as provide training to parents. This objective is being met by the ‘One Tablet Per Child – OTPC’ project, which aims to provide a technical and pedagogical framework for tablets to be effectively used in a teaching and learning environment.

Measures identified under Priority Axis 3 will also have a positive impact on employment and employment prospects. The reduction in ESL, increased participation in tertiary education, participation in lifelong learning and more relevant vocational education training systems will support a more skilled workforce and hence higher prospects for better employment. All approved projects under implementation are targeting to improve the educational level of over 7,400 participants, not including those targeted under newly approved projects under IP 10iv. The ‘*Investing in skills (IIS)*’ (ESF.03.S1) scheme promotes training of persons actively participating in the Maltese Labour Market with the aim of increasing productivity and enhance adaptability of 6,000 people. Ultimately, the project aims to increase participation in Lifelong Learning (LLL) with a view to upgrading the competencies, qualifications and skills of the workforce to foster employability and adaptability, as well as increase competitiveness of enterprises.

Measures identified under Priority Axis 3 are also expected to have indirect and spill over effects on social inclusion as measures addressing tertiary education, lifelong learning and vocational education and training are expected to enhance prospects for those targeted by such measures and will support increased social integration.

Interventions under Priority Axis 4 amongst others support investment for social partners and civil society bodies to develop the necessary socio-economic technical expertise and strengthen the capacity of stakeholders involved in social dialogue. Projects targeting this objective include *Improving the General Workers’ Union Capacity for Better Social Dialogue* (ESF.04.076), which aims to strengthen the capacity of the General Worker’s Union (GWU) when engaged in social dialogue with government. In addition, through ‘Engage: Enhancing Stakeholder participation in Social Dialogue’ (ESF.04.086), stakeholder engagement in Malta at various levels will improve to ensure a more active participation by stakeholders in the EU decision-making process and in tapping EU funds as an important to strengthen their capacity to engage in social dialogue.

Under PA 4 investment in institutional administrative capacity is on the one hand concerned with strengthening capacity building for all stakeholders delivering education, LLL, training and employment and social policies, and measures such as continuous investment in human capital will thus indirectly contribute towards the education target and towards social inclusion. Several projects aim to strengthen the role and capacity of the public administration, with a view to improving the efficiency of public service delivery through improved leadership and better utilization of public resources as well as simplification and better regulation. These projects include the *SpatialTrain Scholarships Programme* (ESF.04.071), which aims to provide quality tertiary education in the field of geospatial technology (geomatics) to the public administration within government entities, and the *PA+* (ESF.04.073), which aims to strengthen the institutional and administrative capacity of the Planning Authority and other public and local authorities to ensure the effective implementation of planning-related reformed procedures.

To further strengthen the role and capacity of public administration a number of training is being provided to a number of public officers through national and international events in order to provide the opportunity to learn through academic sponsorships, seminars, conferences, training and placements and put into practice the knowledge gained at their place of work. Measures for strengthening the role of public administration will also have positive spill over effects on education, as a reduction in bureaucracy could contribute to overcoming barriers to educational activities and social integration. Such measures will also indirectly contribute to increased employment as the simplification and reduction of bureaucracy could lead to lower administrative burdens for firms, leading to greater efficiency and economic activity and hence employment and possible research and development. Moreover, spill over effects on employment are also expected as enhancing institutional administrative capacity would involve the need to employ dedicated experts, increasing job opportunities in this regard.

From the analysis provided it can be concluded that the interventions being financed under OP II contribute in a positive manner to the Europe 2020 Strategy in terms of achieving smart, sustainable and inclusive growth, taking into account national needs. Since ESF contributes Europe's main instruments for strengthening economic and social cohesion, reducing economic and social disparities and promoting sustainable development, the focus of ESF interventions under OP II will aim to continue on the progress achieved to date in terms of employment, education, lifelong learning and social inclusion inclusive society for the 2014-2020 period.

**17. ISSUES AFFECTING THE PERFORMANCE OF THE PROGRAMME AND MEASURES TAKEN — PERFORMANCE FRAMEWORK (ARTICLE 50(2) OF REGULATION (EU) No 1303/2013)**

Where the assessment of progress made with regard to the milestones and targets set out in the performance framework demonstrates that certain milestones and targets have not been achieved, Member States should outline the underlying reasons for failure to achieve these milestones in the report of 2019 (for milestones) and in the final implementation report (for targets).

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## DOCUMENTS

Document title	Document type	Document date	Local reference	Commission reference	Files	Sent date	Sent By
Citizens'summary	Citizens' summary	26-Jul-2019		Ares(2019)4975732	Citizens' summary	30-Jul-2019	nvassajn

**LATEST VALIDATION RESULTS**

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Info		Implementation report version has been validated