



Performance Monitoring Report of the European Union Programme for Employment and Social Innovation (EaSI) 2014

*Monitoring of the Performance of the European
Union Programme for Employment and Social
Innovation (2014-2020)*

This publication is supported by the European Union Programme for Employment and Social Innovation (2014–2020).

This programme is implemented by the European Commission. It was established to contribute to the implementation of the Europe 2020 strategy targets, by providing financial support for the Union's objectives in terms of promoting a high level of quality and sustainable employment, guaranteeing adequate and decent social protection, combating social exclusion and poverty and improving working conditions.

The 7-year programme targets all stakeholders who can help shape the development of appropriate and effective policies, promote geographical mobility, increase the availability and accessibility of microfinance for vulnerable groups across the EU-28, EEA-EFTA and EU candidate and pre-candidate countries.

For more information see: <http://ec.europa.eu/social/main.jsp?catId=1081&langId=en>

Performance Monitoring Report of the European Union Programme for Employment and Social Innovation (EaSI) 2014

**MONITORING OF THE PERFORMANCE OF THE EUROPEAN UNION
PROGRAMME FOR EMPLOYMENT AND SOCIAL INNOVATION (2014-2020)**

European Commission

Directorate-General for Employment, Social Affairs and Inclusion
Unit G2

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Foreword

Despite slow improvements in the economic situation of some of the EU Member States, high unemployment and increased poverty rates remain the core challenges for the coming years. Political decisions and the implementation of EU programmes are needed to address the lack of economic growth, to be implemented together with strong social policies and to advance a strong case for the EU added value of the Commission's action.

The EU programme for employment and social innovation — EaSI — has been established to contribute to the implementation of the Europe 2020 strategy targets, by providing financial support for the Union's objectives in terms of promoting a high level of quality and sustainable employment, guaranteeing adequate and decent social protection, combating social exclusion and poverty and improving working conditions. The EaSI incorporates three existing programmes and extends their coverage: Progress (programme for employment and social solidarity), EURES (European Employment Services) and the European Progress Microfinance Facility. The EaSI will enable the Commission to increase the policy coherence and impact of its instruments, which have common objectives.

During 2014 the EaSI helped to generate evidence to make a significant contribution to EU policy initiatives launched in the field of employment and social affairs. It also supported policy coordination, the sharing of best practice, capacity building and testing of innovative policies. The EaSI (via its EURES axis) contributed to a better functioning of the labour markets by facilitating geographical mobility of workers, providing greater transparency on the labour market and ensuring the clearance of vacancies and applications for employment at European level. Similarly to what is being achieved under the

Progress microfinance, the EaSI aims to increase the availability of and access to microfinance for vulnerable groups and micro-enterprises that will take the form of financial instruments to support microcredit providers reaching out to these groups.

Every year since 2007, the Commission has reported on the performance of the implementation of the activities funded by Progress (2007–13) in line with the results-based management. The EaSI (2014–20) continues this approach, trying to make its activities always more effective and its results more tangible.

With this report the Commission responds to a need of accountability and greater visibility of its activities. It monitors the performance of its actions and incorporates the stakeholders' views on the programme's operations in 2014.

While we are confident that this report will meet readers' expectations, we are always keen to improve. We therefore welcome any feedback, suggestions, comments or questions.



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I. Introduction

1. EASI PROGRAMME AND ITS POLICY CONTEXT

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

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

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

The EaSI is framed by the Europe 2020 Strategy for smart, sustainable and inclusive growth. The Strategy sets out an overarching policy framework for reforming labour markets, modernising social Europe, creating job opportunities, ensuring adequate and sustainable social protection systems and social inclusion, and fostering economic competitiveness. The EaSI programme provides financial support to contribute to the implementation of Europe 2020, including its headline targets,

(1) REGULATION (EU) No 1296/2013.

Integrated Guidelines and flagship initiatives. Since the end of 2014 and establishment of the new Commission, the Agenda for Jobs, Growth, Fairness and Democratic Change (Political Guidelines of the new Commission) has put a focus on ensuring that the jobs' creation dimension and more generally the social dimension of the EU is taken into consideration in the process governing the implementation of the EU 2020 Strategy, the European Semester. President Juncker's Political Guidelines include several initiatives in relation to employment and social issues. One of the key strategies for the years to come is to enhance convergence of labour markets across the Eurozone. In addition, stepping up policy reforms in the direction of social investment is needed to modernise social protection systems.

The EaSI programme is managed directly by the Commission (Directorate-General for Employment, Social Affairs and Inclusion); assisted by a Committee, composed of representatives of Member States.

The Programme is implemented on the basis of a work programme adopted every year.

With a view to the regular monitoring of the Programme, the EaSI Regulation foresees that 'the Commission shall draw up an initial qualitative and quantitative monitoring report covering the first year, followed by three reports covering consecutive two-year periods ⁽²⁾. This report is the monitoring report covering the year 2014. It presents the actions taken to launch the Programme as well as the first results for 2014.

A series of actions have been achieved in order to launch the EaSI Programme in 2014, mainly:

- preparation of the work programme 2014 and the launch of its implementation;
- establishment of the EaSI Committee;
- promotion and dissemination of information about the new programme;
- setting up the monitoring system of the EaSI programme.

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

2. LAUNCH OF THE PROGRAMME

2.1. Work Programme 2014

The preparation of the 2014 work programme took place in the context of the post-crisis situation. The financial and economic crisis continued to severely affect the employment and social situation across the EU. Young people in particular have felt the full force of the economic downturn: in December 2012 the youth unemployment rate was 23.4% in the EU, and over 50% in some Member States. Those at risk of poverty or social exclusion accounted for nearly 24% of the population, with wide disparities between countries.

The EU was struggling with many challenges that needed to be addressed:

- high unemployment has already led to all-time high long-term unemployment;
- large job destruction has aggravated low employment;
- at the same time precarious employment has increased and labour mismatches occurred with the rise of structural unemployment;
- the impact of the crisis has seen rising inequality, with the lower income groups hardest hit by job losses;
- the number of young people not in education, employment and training (NEET) expanded;
- poverty and social exclusion has increased, following the rise in jobless households and rise in in-work poverty; household incomes have declined.

The EaSI Work Programme 2014 reacted to the above-mentioned policy challenges. It included a description of the policy context and main activities, a list of activities and the annex to the Commission Decision ⁽³⁾, which was adopted in March 2014.

(3) Commission Decision C (2014)1429 of 12 March 2014.

2.2. EaSI Committee

Three meetings of the EaSI Committee took place in 2014. The rule of procedure was adopted and the Committee discussed a series of issues including the setting up of the monitoring system, which is described in detail below.

2.3. Promotion and dissemination

A new website on EUROPA ⁽⁴⁾ was created to provide information to the relevant stakeholders and the general public. A brochure was published in order to explain the main aims and novelties of the programme.

3. DEFINITION OF THE MONITORING SYSTEM

A contractor was appointed to assist the Commission in delivering the monitoring report and in improving the dissemination of good practices. This process started with a definition of a logical framework for the EaSI programme and establishment of the system to measure EaSI performance, including qualitative and quantitative key performance indicators (KPIs), as well as a description of the baseline situation.

The reconstruction of the **EaSI logical framework** (see Figure 1) was based on the interpretation of legal and policy documents governing the programme. It aims to operationalise the ways in which the programme will contribute to the achievement of its general policy goals ⁽⁵⁾.

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

As a result of the close inter-linkages and spillovers between EU-28 economies and societies, especially in the euro area, adequate policy measures to tackle pressing social and economic

(4) <http://ec.europa.eu/social/main.jsp?langId=en&catId=1081>

(5) Regulation 1296/2013, Article 4.

challenges in one country affect the performance of other countries, as do the lack of such measures. Common actions taken by the EU as a response to the crisis ⁽⁶⁾ proved to be effective. This indicates that **coordinated actions at the EU level are often more effective in addressing common challenges than individual actions** of Member States. The key issue for the EU social and employment policy, within the EU's limits of competence, is therefore that of ensuring collective action and effective policy coordination among the EU Member States.

While actions to tackle the current socioeconomic problems are still primarily the responsibility of the Member States and regions and have to be taken closest to the citizens at national and sub-national levels, the EU has a role to play in putting the need for specific reforms on the agenda, informing about barriers to change and opportunities to overcome them, ensuring that existing European level rules are complied with, stimulating sharing of good practices and mutual learning, and, especially, supporting social policy innovation and Europe-wide approaches, where there is a clear value added for EU-level intervention.

Figure 1 provides a graphical presentation of the EaSI logical framework. It follows the expected effects approach, where objectives stated in the EaSI Regulation (general and specific ones) are translated into expected effects (intermediate and immediate outcomes) before being presented as a logical model. Achievement of the immediate outcomes contributes to achievement of one or more intermediate outcomes, while achievement of the latter subsequently contributes to achievement of the ultimate outcome.

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

Progress axis:

1. evidence-based EU policies and legislation;

(6) For instance, through the adoption of the European Economic Recovery Plan and common action to stabilise the banking system.

2. effective and inclusive information sharing, mutual learning and dialogue;
3. better conditions for social policy innovation;
4. greater capacities of national and EU organisations;

EURES axis:

5. transparent labour market information;
6. effective provision of services for recruitment and placing of workers;

Microfinance and Social Entrepreneurship axis:

7. better access to, and availability of, microfinance;
8. better access to finance for social enterprises;
9. stronger institutional capacity of micro-credit providers.

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

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

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

- pay particular attention to vulnerable groups, such as young people;
- promote equality between women and men;

- combat discrimination based on sex, racial or ethnic origin, religion or belief, disability or sexual orientation;
- promote a high level of quality and sustainable employment, guarantee adequate and decent social protection, combat long-term unemployment and fight against poverty and social exclusion.

The **EaSI performance monitoring system** establishes:

- *performance expectations*, i.e. explanation what does it mean to achieve a given outcome, which the programme is expected to contribute to. Performance expectations are presented in the text of this report as short statements about the impact which is expected from the programme under each outcome;
- a limited number of *key performance indicators* for each of the outcomes to measure the programme's performance. The proposed indicators are consistent with the SMART and RACER principles for defining objectives and indicators;
- the baseline values of the proposed indicators;
- description of the system to gather and store information.

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

1. The Stakeholder Survey aimed to collect overall opinions of EaSI stakeholders (including EU and national policy and decision-makers, civil society, independent experts and other relevant groups) regarding the operation of the programme and usefulness of its outputs. Overall, 10 737 invitations were sent to participate in the Stakeholder Survey under all three axes ⁽⁷⁾. In total, 1 662 responses were received. The response rate of the EaSI Stakeholder Survey was around 17,3%.

2. A survey of participants in EaSI-supported events aimed to assess the value of these events and the usability of their results. Overall, 3 670 invitations were sent to participate in the survey ⁽⁸⁾. In total, 863 responses were received. The response rate of the survey was around 24,2%.

This EaSI Performance Monitoring Report presents the results achieved by the programme in 2014; it focuses on the delivered products (outputs) and the benefits they brought in 2014, i.e. on the achievement of the immediate (Chapter 2) and intermediate (Chapter 3) outcomes. Chapter 4 provides consolidated information on financial inputs (planned and actual commitments). In addition:

Annex 1: presents the EaSI performance monitoring framework;

Annex 2: provides the catalogue of outputs delivered in 2014 under each axis of the EaSI programme and indicates the contribution of these outputs to policy and legislative initiatives;

It is important to note that 2014 is the first year of the programme implementation. Therefore, while many planned activities have been launched in 2014, only a moderate number of them have actually finished. In most cases an activity launched in the year 'n' is only ending one, two or more years after it has started. Mainly events or publications of studies are taking place in the year on which the financial commitment is done. A project implemented under a call for proposals could take several years to be finalised. All the ongoing activities will be reported in the future EaSI performance monitoring reports once they are finished.

As a result, this report, where relevant, also reviews activities implemented in 2014 under the predecessor programmes PROGRESS, EURES and Progress Microfinance Facility, and thereby show a connection between those programmes and their successor EaSI (this is always clearly indicated in the text).

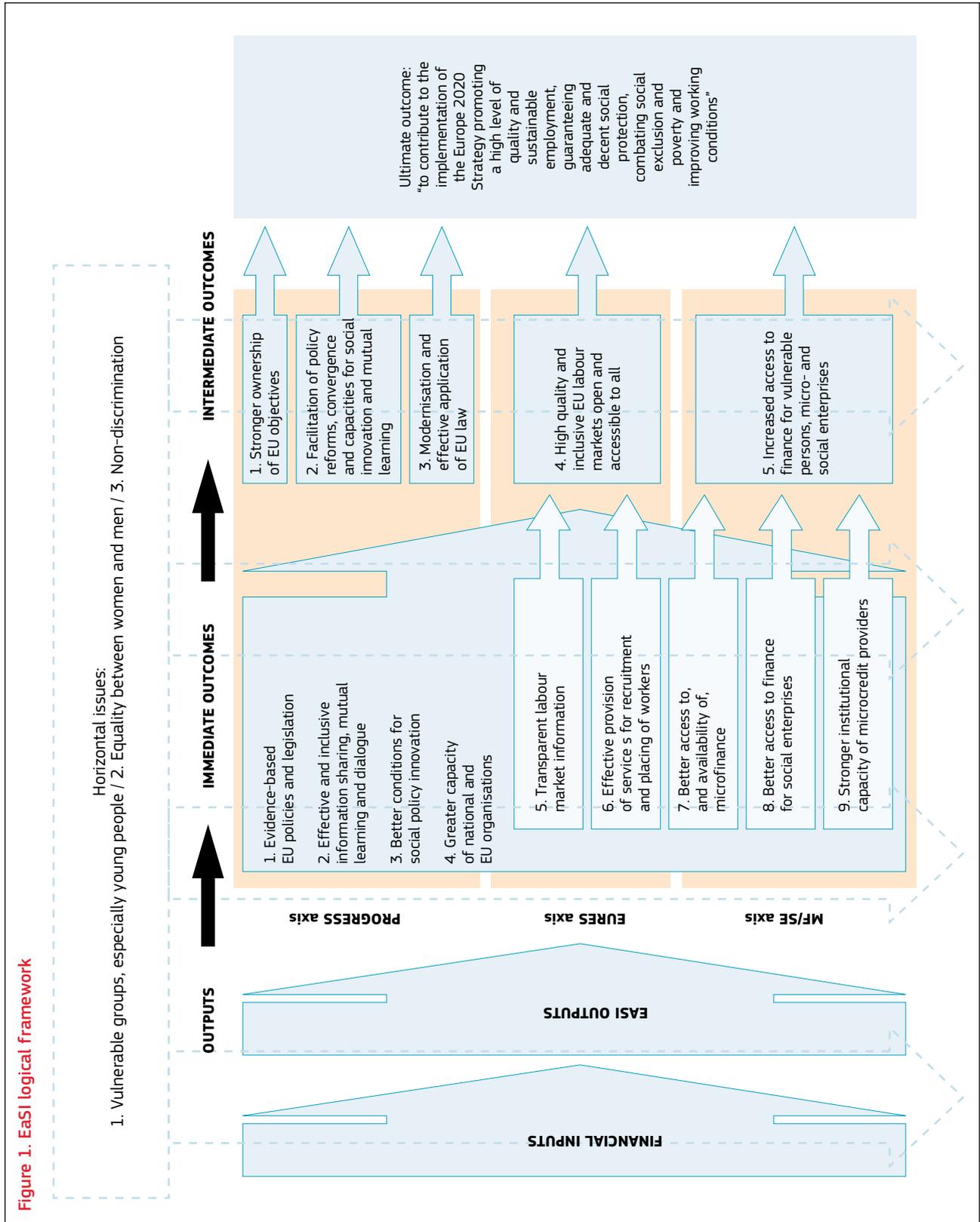
(7) 1121 invitations did not reach the final recipients (i.e. resulted in bounced emails).

(8) 103 invitations did not reach final recipients (i.e. resulted in bounced emails).

In comparison to annual performance monitoring reports prepared previously for the PROGRESS programme (2007-2013), this very first report on the EaSI programme contains financial information on planned and actual commitments for all three axes of the EaSI programme. The main objective has been to establish as direct as possible a link between the inputs (in terms of funding), outputs (activities funded), immediate outcomes (9 specific objectives of EaSI) and intermediate outcomes (5 general objectives of EaSI) for the purpose of performance monitoring. The reader should be aware

that certain limitations have been encountered with regard to the financial data included. While the report presents the planned and actual commitments for 2014, it also describes activities/outputs ⁽⁹⁾ for which the commitments were taken in 2014 or in the years before due to the multi-annual character of the EaSI-funded actions. Therefore, the reader should have in mind the difficulty in establishing a precise link and a possible mismatch between, on the one hand, the 2014 commitments indicated in the report (i.e. input) and, on the other hand, the activities funded (i.e. outputs).

(9) For a list of outputs reported for 2014, please see Annex 2.



II. Performance of the Programme

This section of the report is structured around the three axes of EaSI and nine immediate (short-term) outcomes to which the EaSI programme is aiming to contribute. It aims in particular to compare the EaSI Work Programme funding priorities for 2014 with the actual implementation. Each chapter in this section reviews the rationale as well as planned and actual commitments under three EaSI axes in brief, whereas each sub-chapter addresses a specific immediate outcome; first by presenting detailed information on activities and outputs delivered under the programme, which is necessary to understand their contribution to the outcomes, and, secondly by reviewing the programme's performance against the predefined key performance indicators (see Annex 1).

1. PROGRESS AXIS

The Progress axis aims to support the policy-making process in the area of employment and social affairs by funding analytical outputs, information sharing and mutual learning activities, providing funding to various EU and national organisations as well supporting social policy experimentation projects to foster social innovation. It funds actions in one or more of the following *thematic sections*. The EaSI Regulation foresees over the entire period of the Programme indicative breakdown of the allocation ⁽¹⁰⁾:

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

1.1. Financial implementation

Table 1 provides an overview of planned and actual (individual) commitments under the

Progress axis per thematic section and specific objective (immediate outcome). It must be noted that 2014 was the first year of EaSI implementation and not all the planned activities have yet gained momentum.

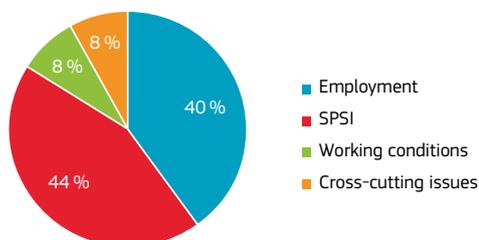
The shares of planned and committed amounts in the overall funding per thematic section largely corresponded to those foreseen in the EaSI Regulation. However, the employment policy area was given more attention than initially planned, while the share of funding committed to all other policy areas was somewhat lower than provided in the Regulation. This might be partially due to the fact that the highest amount of funding planned was actually committed in the employment policy area (71 %), whereas other thematic sections committed 39-44 % of planned expenditure. Overall, 50 % of planned funds were actually committed in 2014 under the Progress axis, which constituted around EUR 36.2 million. In addition to these individual commitments made in 2014, implementation of global commitments worth around EUR 29.1 million has been postponed for future years. This means that 92 % of the expenditure planned in 2014 will be actually committed in the coming year.

When it comes to specific objectives (immediate outcomes), the largest share of funding was committed to supporting effective and inclusive information sharing, mutual learning and dialogue (38 %) and increasing the capacity of national and EU organisations (35 %). A significant share of funding (25 %) was also committed to producing policy evidence. Commitments in all aforementioned areas largely corresponded to initial plans. Finally, 1 % of the overall budget was committed in 2014 to support social policy experimentation/innovation projects. A call for proposals was launched in this area in 2014, however, the assessment period of the projects is still ongoing and therefore a significant amount of the planned commitments were postponed to the upcoming years.

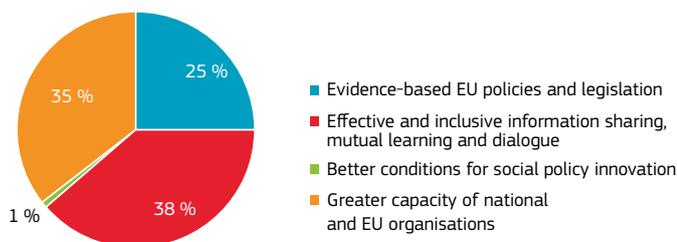
(10) Any remainder shall be allocated to one or more of the thematic sections referred to above or to a combination of them (cross-cutting issues).

Table 1. Planned and actual commitments under Progress axis

	Planned commitments (from FD with amendments) EUR	Share in axis/ programme (planned) %	Actual (individual) commitments EUR	Share in axis/ programme (actual) %	Share of actual commitments in planned commitments %	Share planned in the EaSI Regulation %
EaSI-Progress total	71 799 500,00	60	36 188 066,31	69	50	61
Progress thematic sections						
Employment	20 622 001,00	29	14 543 205,77	40	71	20
SPSI	36 106 221,00	50	15 996 014,46	44	44	50
Working conditions	7 654 277,00	11	2 763 833,88	8	36	10
Cross-cutting issues	7 417 001,00	10	2 885 012,20	8	39	Any remainder (= up to 20)
Progress specific objectives (immediate outcomes)						
Evidence-based EU policies and legislation	16 260 279,00	23	9 200 048,64	25	57	Not foreseen
Effective and inclusive information sharing, mutual learning and dialogue	18 809 001,00	26	13 916 953,30	38	74	Not foreseen
Better conditions for social policy innovation	12 070 000,00	17	508 710,00	1	4	15-20
Greater capacity of national and EU organisations	24 660 220,00	34	12 562 354,37	35	51	Not foreseen

Figure 2. Share of funding committed in 2014 per thematic section under Progress axis

Source: European Commission, DG EMPL..

Figure 3. Share of funding committed in 2014 per immediate outcome under Progress axis

Source: European Commission, DG EMPL..

1.2. Achievement of the first outputs and key performance indicators

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

1.2.1. Evidence-based EU policies and legislation

The EaSI programme supports the development and dissemination of high-quality comparative analytical knowledge in order to ensure that EU policies in the field of employment and social affairs are based on sound evidence and are relevant to the needs, challenges and conditions in individual Member States and other countries participating in the programme.

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

- EU policy initiatives launched in the field of employment and social affairs (including its various sub-fields) are informed by evidence generated with the support of the programme;
- EaSI-funded analytical outputs are deemed relevant for policy-making and advocacy purposes by national, regional and local policy-makers as well as other stakeholders;
- EaSI-funded analytical activities are well disseminated and all interested parties are aware of their availability.

In 2014, the EaSI programme funded different types of analytical outputs, including studies and other reports, ad hoc analyses, periodicals, databases, methodologies and classifications, online platforms, monitoring systems, evaluations and various other ad-hoc outputs. EUR 9 200 048 were committed in 2014 for producing policy evidence under EaSI, which constituted 25% of overall commitments under the Progress axis.

EaSI analytical outputs have a primary purpose to respond directly to the evidence needs of the

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

EaSI maintains and develops an evidence base necessary for EU employment, social and equality policies and legislation by financing five specific types of activities: qualitative and quantitative databases; methodologies, classifications, micro-simulations, indicators and benchmarks; surveys, studies, analyses and reports; monitoring and assessment reports on the transposition and application of EU law; and evaluations and impact assessments. For a comprehensive list of outputs produced in 2014 please refer to Annex 2.

Below the report provides an overview of the largest (and therefore of key importance) analytical outputs funded in each of the thematic sections under the Progress axis.

In the area of **employment**, the largest effort was put into improving anticipation of skills needs, analysis of skills supply and labour market needs. Under this thematic section, the largest amount of funding (EUR 7 073 611) in 2014 was committed to develop the Classification of European Skills, Competences, Qualifications and Occupations (ESCO). This was also the largest overall analytical output funded by EaSI in 2014. Furthermore, following the adoption of the Youth Employment Package, a comprehensive set of analytical activities was launched in 2014. The latter activities will be continued in the future, as more than EUR 300 000 were globally committed in this area for the upcoming year. Furthermore, around EUR 400 000 are globally committed to monitoring labour market developments in the EU (i.e. such outputs as the regular European Vacancy Monitor, European Vacancy and Recruitment Report and European Job Mobility Bulletin).

A report on **Mapping and Analysing Bottleneck Vacancies in EU Labour Markets** was prepared with financial support from EaSI in September 2014. The aim of the study was to identify the top-20 bottleneck occupations in the EU labour markets (per country). Bottleneck occupations were understood as occupations where there is evidence of recruitment difficulties, i.e. employers have problems finding and hiring staff to meet their needs. The study concluded that EU action in the field of mobility should address barriers to free movement and reduction of transaction costs. EU action could also be feasible concerning training and education, for instance through dedicated actions funded by the European Social Fund (including accompanying rules concerning target groups).

Under the thematic section of **social protection and social inclusion**, in 2014 the Commission mostly focused on preparatory works for the upcoming year. Around EUR 1.5 million were globally committed to improving the capacity to assess the impact of policy measures through EUROMOD (tax-benefit micro-simulation model), while around EUR 1 million were set aside for cooperation with OECD on promoting efficiency in health care.

EUROMOD is a tax-benefit micro-simulation model for the EU that enables researchers and policy analysts to calculate, in a comparable manner, the effects of taxes and benefits on household incomes and work incentives for the population of each country and for the EU as a whole. In addition to calculating the effects of actual policies it is also used to evaluate the effects of tax-benefit policy reforms and other changes on poverty, inequality, incentives and government budgets. EUROMOD is a unique resource for cross-national research, designed to produce results that are comparable across countries and meaningful when aggregated to the EU level.

Under the thematic section of **working conditions** in 2014 EaSI mainly contributed to strengthening the knowledge base in the area of occupational health and safety through supporting the work of the International Agency for Research on Cancer (IARC) in the development

of their monographs programme and the International Commission on Non-Ionizing Radiation Protection.

When it comes to **cross-cutting issues**, in 2014 around EUR 400 000 were committed to producing a study on the assessment of labour provisions in trade and investment arrangements, while around EUR 250 000 were committed to the development and updating of the Labour Market Policy database.

Compendium Corporate Social Responsibility (CSR): National Public Policies in the European Union was published with support from EaSI in September 2014. This compendium was one of the outcomes of the Peer Reviews on CSR which took place throughout 2013. Seven Peer Reviews bringing together four countries at each event were held to enable Member States to better understand the CSR policies of each other. This exercise was also a chance for the Commission to update its own records in relation to the development of national CSR policies, and to look at common and country-specific themes. The compendium brings together the most up-to-date information arising from country presentations and discussions at the Peer Reviews, as well as from existing National Action Plans on CSR and on Business and Human Rights (including those under preparation).

Table 2 presents information on the number of overall and monthly downloads of policy evidence outputs provided on the DG EMPL website of Europa.eu, which were funded by EaSI in 2014. The table presents the data up to February 2015. Please note that the overall number of downloads is not very high due to the fact that many outputs were produced in late 2014. However, some relevant insights can be made. First, people tend to download outputs that are very concise and present only the key information on specific topics (especially if they are high on the policy agenda), e.g. leaflet on the EU measures to tackle youth unemployment, guide and leaflet on *Your first EURES Job* initiative. Second, stakeholders are also interested in outputs which are periodical and are known to provide a good summary of the Commission's official approach, such as the *Employment and Social Developments in Europe* and *Social Europe Guide*.

Table 2. Most downloaded policy evidence outputs (DG EMPL website on Europa.eu)

Title	No of downloads	No of monthly downloads
Leaflet on the EU measures to tackle youth unemployment	7 532	684.73
Employment and Social Developments in Europe 2014	4 964	2482.00
Corporate Social Responsibility: National Public Policies in the European Union - Compendium 2014	4 580	916.00
Your first EURES job – Guide	3 794	542.00
Your first EURES job – Leaflet	3 238	462.57
Investing in people: EU funding for employment and social inclusion, Social Europe guide, Volume 7	1 941	242.63
Facing the crisis – The coping strategies of unemployed people in Europe	1 766	441.50
Activating jobseekers through entrepreneurship: Start-up incentives in Europe – EEPO Review	1 596	532.00
Employment policy beyond the crisis – Social Europe guide, Volume 8	1 362	227.00
Adequate social protection for long-term care needs in an ageing society	1 165	233.00
Stimulating job demand: the design of effective hiring subsidies in Europe – EEPO Review	985	123.13
Monitoring good practices in the areas of employment, social affairs and inclusion	950	237.50
Assessment of progress towards the Europe 2020 social inclusion objectives: Main findings and suggestions on the way forward – A Study of National Policies	938	85.27
Investing in children: Breaking the cycle of disadvantage, A study of national policies	868	86.80
Social Agenda no. 39 – The new Commission	804	268.00
Proposed Approaches to Social Impact Measurement	465	232.50

Source: EUROPA website monitoring data.

Below the report reviews the contribution of the EaSI analytical outputs to evidence-based EU policies and legislation in terms of the key performance indicators.

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

Information on the coverage of thematic sections by EaSI-funded analytical activities is provided in Table 3, which describes the number of analytical outputs produced as a result of direct funding from

the Commission (procurement). The table includes outputs produced both in cases when one specific output was developed under a service contract as well as when a few or more outputs were produced under more complex contracts (e.g. those establishing European-level observatories).

Surveys, studies, analyses and reports were the most common analytical activities in all thematic sections. The number of other types of outputs was rather low in 2014, since it was the first year of the programme's implementation.

Table 3: Number of analytical outputs funded directly by the Commission in 2014

Output indicators	Policy areas					
	Total	Employment	Social protection and inclusion	Working conditions	Cross-cutting issues	EURES
Number of qualitative and quantitative databases developed or maintained	4	-	1	1	1	-
Number of methodologies, classifications, micro-simulations, indicators and benchmarks	7	2	1	1	2	-
Number of surveys, studies, analyses and reports	65	29	18	4	11	1
Number of evaluations and impact assessment reports	1	-	-	-	-	1
Number of monitoring and assessment reports on the transposition and application of EU law	3	-	-	2	-	-

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

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

There are many instances in which EaSI-funded policy evidence has contributed to the development and implementation of policy initiatives in the areas covered by DG EMPL. For more detailed information on this please refer to the second part of Annex 2, which lists EaSI outputs that contributed to policy and legislative initiatives during the year.

In the area of **employment**, EaSI-funded analytical outputs were instrumental in preparing country-specific recommendations (CSRs) 2014/2015 in the framework of the European Semester, in particular through the analytical works of the European Employment Policy Observatory (EPPO). Studies, such as the identification of the top-20 bottleneck occupations on the EU labour markets ⁽¹¹⁾, have contributed to the implementation of the Employment Package. Implementation of the Employment Package was also facilitated by continuous support to the development of the ESCO database ⁽¹²⁾, which identifies and categorises skills, competences, qualifications and occupations in a standard way, using standard terminology in all EU languages and an open format that can be used by third party software. It enables users to exchange CVs and job

(11) <http://ec.europa.eu/social/BlobServlet?docId=12625&langId=en>

(12) <http://ec.europa.eu/social/main.jsp?catId=1042&langId=en>

vacancies stored in different IT systems. The EU Skills Panorama website also contributed in this regard by presenting quantitative and qualitative information on short- and medium-term skills needs, skills supply and skills mismatches.

Several analytical activities have supported the implementation of the Youth Employment Package and the Youth Guarantee. In particular, the analysis of the role of PES in implementing the Youth Guarantee has confirmed their central role in the implementation of this initiative in almost all EU countries.

In the area of **social protection and social inclusion**, EaSI-funded policy evidence was mostly useful to support the implementation of the Social Investment Package as well as to prepare CSRs 2014/2015 in the framework of the European Semester.

The EU's Mutual Information System on Social Protection (MISSOC) was instrumental in the framework of the European Semester. It provided detailed, comparable and regularly updated information about national social protection systems and published comparative information covering 12 main areas of social protection: financing, health care, sickness, maternity, invalidity, old-age, survivors, employment injuries and occupational diseases, family, unemployment, guaranteed minimum resources and long-term care. Ad-hoc reports developed by the European Social Policy Network (ESPN)

were also highly relevant in preparing the CSRs 2014/2015. For example, in 2014 ESPN provided an assessment of progress towards the Europe 2020 social inclusion objectives as well as a thematic report on investing in children.

Several publications in this area have focused on the analysis of the consequences of the crisis: *Investing in people: EU funding for employment and social inclusion, Social Europe guide; Facing the crisis: The coping strategies of unemployed people in Europe, and the Belgian Platform against Poverty and Social Exclusion, Synthesis report*. These publications were mostly instrumental in implementing the Social Investment Package.

In the area of **working conditions**, most of the analytical outputs contributed to policy and legislation developments in the area of health and safety at work, while a number of outputs also focused on labour law issues.

Flash Eurobarometer 398 on Working Conditions (published in April 2014) was highly useful in terms of collecting reliable information on the opinions of Europeans about such topics as working conditions and their evolution in the last 5 years, satisfaction with working conditions, employees' views on working conditions set by employers, and health and safety at work. This Eurobarometer was instrumental for policy-makers in order to understand the situation as seen by the general public and inform the policy-making process with public opinion.

Work of the European Labour Law Network (ELLN) was very helpful in improving the quality of legislation in the area of working conditions and monitoring its application. In this regard, ELLN has published various ad-hoc and quarterly reports on labour law in the Member States as well as *Annual Report New Forms of Employment and EU Law*.

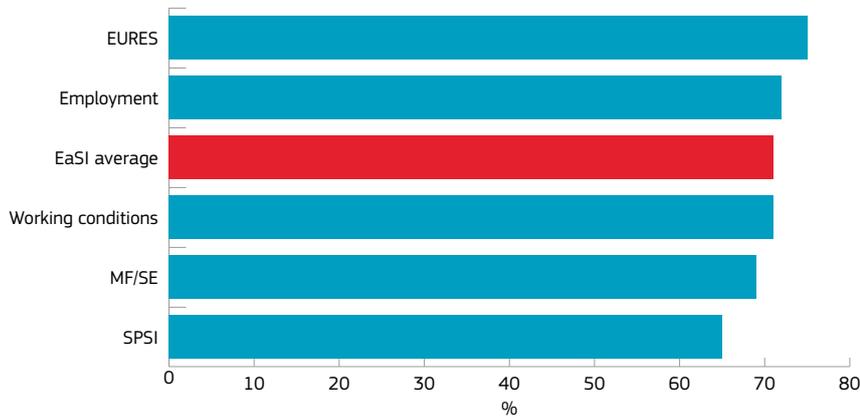
In the area of **cross-cutting issues** (i.e. issues important across the policy areas covered by EaSI), programme-funded policy evidence outputs mostly

focused on reflecting the most recent employment and social developments in activities related to the European Semester. The Labour Market Policy (LMP) database was an important output funded in 2014. It was developed and maintained by Eurostat until 2013. From 2014, development and maintenance of the database is the responsibility of DG EMPL, while LMP data is disseminated by Eurostat. LMP statistics are one of the data sources for monitoring the Employment Guidelines (part II of the Europe 2020 Integrated Guidelines) through the Europe 2020 Joint Assessment Framework (JAF). The guidelines specifically refer to the provision of active labour market policies, which cover LMP measures and LMP services, and adequate social security systems, which include LMP supports.

Also, significant attention in 2014 was paid to labour mobility issues, e.g. development of the labour mobility package and monitoring of the transitional free movement arrangements related to Croatia. A joint OECD and EU publication on matching economic migration with labour market needs in Europe was very helpful in this regard. The publication has shed light on the following key questions: What policies and practices are needed to ensure that economic migration and free movement contribute to meeting the labour market shortages that are expected to arise over the medium term? How to ensure a better use of migrants' skills? What are the lessons learnt from non-European OECD countries, particularly in the management of labour migration?

In their responses to the EaSI survey, the stakeholders tend to agree with the statement that EU employment and social policy and legislation is based on evidence (on average, 71% of respondents to the EaSI Stakeholder Survey acknowledged this). Labour mobility (EURES) is a policy area with the largest share of stakeholders agreeing with this statement. On the other hand, the lowest share of stakeholders with such opinion work in the policy areas of social protection and social inclusion as well as microfinance.

Figure 4. Share of stakeholders acknowledging that EU employment and social policy and legislation is based on evidence (by policy area)



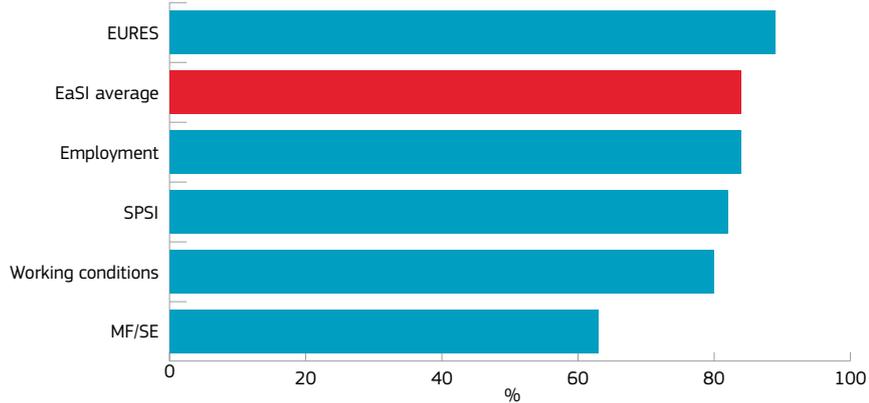
Source: Easi Stakeholder Survey 2014.

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

On average, 84% of Easi stakeholders are of the opinion that evidence produced with support

from the Commission in the area of employment and social affairs is useful and reliable (see Figure 5). However, only 63% of stakeholders in the area of Microfinance and Social Entrepreneurship say that EU-funded policy evidence is useful.

Figure 5. Share of stakeholders stating that the EU/Commission is a source of useful and reliable information/knowledge in the field of employment and social affairs (by policy area)

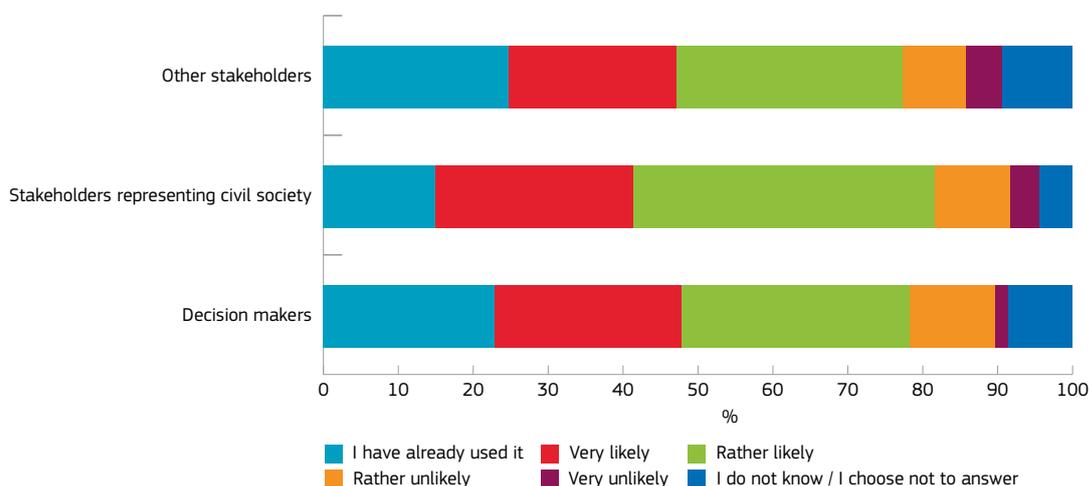


Source: Easi Stakeholder Survey 2014.

All types of stakeholders are rather positive about the usability of Easi-funded evidence (around 77-80%). Furthermore, around 46% of decision-makers and other stakeholders (e.g.

independent experts, public employment services) indicated that they have already used familiar Easi-funded evidence or are very likely to do this in the future.

Figure 6. Share of stakeholders who declare that they have used (or intend to use) EaSI-funded analytical outputs for policy-making or advocacy (by type of stakeholder)



Source: EaSI Stakeholder Survey 2014.

Table 4 provides a list of EaSI-funded analytical outputs which were judged as most helpful by persons responding to the EaSI Stakeholder Survey. The table also indicates percentages of stakeholders who said that they are not aware of the listed outputs. Overall, the most helpful tool, which is *inter alia* providing policy evidence on the European labour market, is the EURES Job Mobility Portal. Almost 94% of stakeholders assessed it as helpful. The EaSI-supported Labour Market Policy database was also judged as very helpful by 87% of stakeholders. ESCO classification was judged as the most helpful analytical output in the policy area of employment. In the area of social protection and social inclusion, studies on adequate social protection for long-term care needs in an ageing society and coping strategies for unemployed persons as well as the MISSOC database were seen as most helpful. Flash Eurobarometer carried out in the area of working conditions was seen as most helpful in the latter policy area. The general trend is that outputs receiving continuous funding and updated each year (especially various databases and methodologies) are seen as most helpful by the stakeholders.

ESCO is a multilingual classification of European Skills, Competences, Qualifications and Occupations and is part of the Europe 2020 strategy. ESCO was launched by the Commission in 2010. DG EMPL, DG EAC and Cedefop jointly coordinate its development. ESCO classification identifies and categorises skills, competences, qualifications and occupations relevant for the EU labour market as well as education and training. It systematically shows the relationships between the different concepts. ESCO, which has been developed in an open IT format, is available for use free of charge by everyone and can be accessed via the ESCO portal. The first version of ESCO was published on 23 October 2013. This release marked the beginning of the pilot and testing phase, including the ESCO mapping pilot. The classification will be completely revised by 2017. The final product will be launched as ESCO v1.

The table below also shows that a relatively large share (around 40-45%) of stakeholders is not aware of such important EaSI-funded analytical outputs as EUROMOD, EESSI and the database on transnational company agreements.

Table 4. Most helpful analytical outputs as judged by the stakeholders

Policy area/output	Share of stakeholders saying that it was helpful (%)	Share of stakeholders who are not aware of this output (%)
Employment		
Multilingual classification of European Skills, Competences, Qualifications and Occupations (ESCO)	65.80	23.20
Catalogue of PES measures for the implementation of the Youth Guarantee, November 2014	55.60	33.90
The role of PES within the delivery of the Youth Guarantee, October 2014	54.90	33.50
Employment policy beyond the crisis, Social Europe guide (Volume 8), September 2014	53.10	37.90
Second assessment report on the PES capacity to implement the Youth Guarantee, November 2014	50.10	38.30
Activating jobseekers through entrepreneurship: Start-up incentives in Europe, EEPO review, October 2014	46.50	41.70
Country fiches on PES Business models, June 2014	46.50	42.40
Partnership between Employment Services (PARES) Strategic Dialogue 2014, Delivering a Coordinated Service Offer, May 2014	46.50	41.00
Stimulating job demand: the design of effective hiring subsidies in Europe, EEPO review, May 2014	42.70	46.90
Social protection and social inclusion		
Adequate social protection for long-term care needs in an ageing society, October 2014	66.40	26.40
Mutual Information System on Social Protection (MISSOC) database	65.80	29.70
Facing the crisis: The coping strategies of unemployed people in Europe, November 2014	65.00	27.00
Corporate Social Responsibility: National Public Policies in the European Union – Compendium 2014, September 2014	54.20	37.90
Electronic Exchange of Social Security Information (EESSI)	49.00	44.10
EUROMOD, tax-benefit model to calculate the effects of taxes and benefits on household incomes and work incentives in the Member States and the EU	46.50	45.40
Working conditions		
Flash Eurobarometer 398 on Working Conditions, April 2014	68.90	23.80
Database on transnational company agreements, 2015	53.50	39.00
European Labour Law Network, 7 th Annual Legal Seminar Report 'New Forms of Employment and EU Law' November 2014	52.30	39.30
IARC Monographs on the Evaluation of Carcinogenic Risks to Humans, Volumes 106-108, 2014	47.00	43.40
Cross-cutting issues under Progress axis		
Labour Market Policy database (Eurostat)	87.10	8.80
EURES (labour mobility)		
EURES Job Mobility Portal	93.80	2.20
Your first EURES job: Making it easier to move and work/to recruit young people in Europe, 2014-2015 guide and leaflet	82.10	8.70

Source: EaSI Stakeholder Survey 2014.

Respondents to EaSI Stakeholder Survey 2014 provided comments on the specific ways in which they have used familiar EaSI-supported policy evidence. A few notable examples are provided below:

- Members of the Employment Committee (EMCO) use EaSI-funded policy evidence in the context of multilateral surveillance exercises.

- EaSI-funded analytical outputs were noted by national policy-makers as useful for comparing the situation, differences, good and best experiences between EU countries. This helps to suggest better solutions, give appropriate suggestions and exchange views and experiences with other players at the national level.

- University lecturers indicated that analytical outputs are useful for research work and general academic work, as well as in preparing papers for conferences, publishing, using in lectures on labour market policy.
- EaSI-funded evidence helped to gain an overall picture of the main innovations that emerge from the new context of the crisis in the labour market and to monitor the new tools available in this area.
- A country expert from Ireland noted that EaSI-funded evidence was useful for drafting policy papers on skills and on Public Employment Services.
- The information provided in the Mutual Information System on Social Protection (MISSOC) tables regularly helps national policy-makers to compare their country with other Member States and to formulate alternatives.

The EU's Mutual Information System on Social Protection (MISSOC) provides detailed, comparable and regularly updated information about national social protection systems in English, French and German. MISSOC publishes and regularly updates comparative tables on social protection covering 32 countries, 12 main areas of social protection and more than 300 detailed categories. In addition, the cross-cutting introductions to the comparative tables provide a transnational approach to the main concepts and principles of each social protection branch. As from 2011, MISSOC is also in charge of updating a series of guides to national social security systems, more specifically designed to inform citizens moving within Europe. MISSOC also produces the MISSOC Analysis, an annual information bulletin and other specialised publications. The newly established EaSI-funded European Social Policy Network (ESPN) will act as a secretariat to MISSOC as of 2014.

- The information from the International Agency for Research on Cancer (IARC) monographs was found useful for preparing grant applications as well as training

programmes for inspectors of safety and health, and experiments.

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

The EaSI programme facilitates effective and inclusive information sharing, mutual learning and dialogue on EU policies in the fields of employment, social protection, social inclusion and working conditions at the EU, national and international level in order to assist the Member States and other countries participating in the programme in developing their policies and the Member States in implementing the Union's law.

EaSI is expected to contribute to this outcome to the extent that:

- EaSI-funded events contribute to improved understanding of participants of EU policies and objectives in their respective thematic sections;
- debate on EU employment and social policy and law at European and domestic levels includes all relevant stakeholders and meets other minimum standards for consultation (e.g. clarity of issues, adequacy of time to contribute);
- information acquired during events is actually used by participants for policy-making or advocacy.

To satisfy these expectations, in 2014 EaSI has funded five main types of activities: exchanges of good practice, peer reviews, mutual learning and trainings; Council Presidency events, conferences and seminars; guides, reports and educational material; information and communication activities; and information systems to exchange and disseminate information. In 2014, EUR 13 916 953 or 38% of the overall budget under the Progress axis was committed to funding activities in this area.

Information-sharing and mutual-learning activities were produced in three major ways: direct

funding by the Commission (procurement); projects/conferences organised under projects funded through action grants; and the key EU-level NGO networks supported through operating grants. This section considers activities produced directly by the Commission.

Below the report provides an overview of the largest (and therefore of key importance) information-sharing and mutual-learning outputs funded in each of the thematic sections under the Progress axis.

Employment

In 2014, the largest amount of funding (over EUR 3.1 million) in the area of **employment** was committed to setting up and first meetings of the European Network of Public Employment Services, which was established following a Decision by the Council and the European Parliament to maximise efficiency of Public Employment Services (PES).

The network comprises all 28 EU countries and the European Commission. It aims to:

- compare PES performance through benchmarking;
- identify evidence-based good practices and foster mutual learning;
- promote the modernisation and strengthening of PES service delivery, including of the Youth Guarantee;
- prepare inputs to the European Employment Strategy and the corresponding national labour market policies.

One of the immediate tasks of this network will be to exchange knowledge and successful practices on the implementation of the Youth Guarantee, as most public employment services are the designated national contact points for this crucial reform. In 2014, the European Network of PES already contributed to a number of outputs related to the implementation of the Youth Guarantee.

The *second self-assessment report on PES capacity to implement the Youth Guarantee* was published by the network in November 2014. The report is based on a questionnaire through which public employment services critically self-assessed different aspects of their capacity to implement the Youth Guarantee. It updated a similar assessment completed by PES in 2013. The report showed that across the four areas of service delivery assessed, capacity has improved year on year between 2013 and 2014 in two areas: services for employers (+9%) and activation and placement (+14%). PES capacity in providing transparency of supply and demand has fallen (-5%), while average PES capacity to provide a comprehensive range of services for young jobseekers (based on a series of new questions introduced in the 2014 questionnaire) scored 3.4. On average, PES assess their capacity as 'medium' in all four main areas of the survey with the highest average score in the area of services for employers.

In addition to the report presented in the box above, in 2014 the network also contributed to the development of the *Catalogue of Measures for implementation of the Youth Guarantee* and report on the role of PES within the delivery of the Youth Guarantee.

Furthermore, around EUR 1.7 million in the area of employment were committed to establish a European employment policy observatory (EEPO) and to fund its activities in 2014. This observatory aims to improve European and national policy-making by providing information, analysis and insights on the design, implementation, monitoring and evaluation of policies in the field of employment. The main purpose of EEPO is to produce high-quality research papers on the labour market and employment, which can be accessed through EEPO's library. In developing its research, EEPO brings together a network of experts from across the EU. They specialise in a range of topics relating to the labour market and employment, such as unemployment, work-life balance, education systems, skills supply, and wages.

Efforts to bridge the 'communication gap' between the EU and its citizens and to increase awareness of the wider public and stakeholders about EU policies and legislation in the area of youth employment have been made through the EaSI-supported communication campaign 'Youth on the Move' (over EUR 840 000 were committed to this activity), which in 2014 included two events (one in Greece and another 'Eurosills 2014' event in France), electronic publications, production of audio-visual material, websites and other mechanisms.

The main goal of the 'Youth on the Move' (YoM) information campaign is to engage young people in open dialogue on mobility experiences with their peers, stakeholders and mobility prescribers. It supports a comprehensive package of policy initiatives on education and employment for young people in Europe adopted in 2010 as part of the Europe 2020 strategy for smart, sustainable and inclusive growth. YoM campaign was implemented through large-scale events in European capitals and other cities. The events are created as 2 or 3-day festivals that gather together associations and organisations active in mobility. Performance artists, debate leaders and other main actors involved in mobility issues at European and national levels are often among the participants.

In addition to the activities described above, EaSI is providing continuous support to the organisation of peer reviews and other mutual learning events in the area of employment (Mutual Learning Programme). In 2014, the Mutual Learning Programme (MLP) in the area of employment included a range of activities:

thematic events (seminars) on a specific policy theme, peer reviews for government representatives supported by independent academic expertise, learning exchanges for a small group of national representatives, the annual dissemination seminar and a database of labour market practices. These activities aim to support, coordinate and encourage mutual learning between EU Member States in order to assist progress towards achieving the goals of the Europe 2020 strategy, encourage mutual learning opportunities resulting in policy influence at the EU and national levels, and disseminate the results of the MLP and their contribution to implementing policy objectives to wider audiences.

EaSI-funded *Learning Exchange on Cooperation at Local Level in the Fight against Youth Unemployment* was organised on 28 October 2014 in Dordrecht (Netherlands). The aim of this Learning Exchange was to explore how to build the capacity of municipalities to deliver services for young people. It offered the opportunity to explore examples of strong local partnerships in the Netherlands and coordination where local actors are given responsibility for the design and delivery of youth policies. In the Netherlands, the local level is regarded as best placed to understand the immediate labour market situation, identify young people who need support and to develop individualised reintegration plans.

In 2014, EaSI funded eight mutual learning events on employment policy issues, including one thematic event, four peer reviews two learning exchanges, as well as an annual dissemination seminar.

Table 5. Topics of peer reviews organised in the framework of the Mutual Learning Programme

Activities of the Mutual Learning programme: thematic review seminars and peer reviews	Peer Review on Flexicurity, Copenhagen (Denmark), 20-21 November 2014
	Peer Review on Youth Guarantee, Helsinki (Finland), 18-19 September 2014
	Peer Review on Minimum Wage, London (United Kingdom), 7-8 April 2014
	Peer Review on 'Emplois d'avenir' – 'Jobs for the future' scheme, Paris (France), 10-11 February 2014
	Thematic Event 'Job creation incentives: how to better integrate policies to create sustainable jobs', Brussels (Belgium), 25 June 2014
	Learning Exchange on the Activation Strategies of the Norwegian Unemployment Benefit System, Oslo (Norway), 27 October 2014
	Learning Exchange on Cooperation at Local Level in the Fight Against Youth Unemployment, Dordrecht (Netherlands), 28 October 2014
	Learning Exchange on Tackling labour market segmentation by reducing EPL and addressing other forms of work, Ljubljana (Slovenia), 11 November 2014
Dissemination Seminar 'Lessons and insights to work towards the goals of the European Employment Strategy', Brussels (Belgium), 2 December 2014	

Of the Member States, 22 plus Montenegro and Norway participated in at least one event (see Table 6). Main issues covered by the mutual learning programme

in 2014 included fighting youth unemployment, flexibility issues, job creation incentives, minimum wages, and tackling labour market segmentation.

Table 6. Participation of Member States in MLP activities in 2014

Number of participations in peer reviews					Hosting countries
1	2	3	4	5	
Bulgaria, Croatia, the Czech Republic, Lithuania, Luxembourg, Montenegro, Poland, Portugal, Romania	Italy, Sweden	Austria, France, Latvia, Slovenia, UK	Belgium, Denmark, Finland, Greece, Norway	Germany, Ireland, the Netherlands, Spain	Belgium, Denmark, Finland, France, the Netherlands, Slovenia, UK, Norway

Finally, a call for proposals (reference number VP/2014/012) was issued in the area of employment with the operational objective to support the consolidation and continuation of European Sector Skills Councils. The overall purpose of this call is to encourage new forms of collaboration between public and private actors on the labour market (such as social partners, training and education providers, labour market intelligence entities, companies including SME's, chambers of commerce, public and private employment services) to address persistent skills shortages and mismatches and thus help fill the gap between labour supply and demand in the EU. Planned commitments for this call are EUR 600 000. However, no actual commitments were made in 2014. Activities supported under the call should aim to achieve the following technical objectives:

1. provide more and better sectoral skills intelligence, based on the synthesis and compilation of existing national sources on employment trends and skills demand and supply in the sector;
2. contribute to the development of skills governance at sectoral level and of national skills policies by facilitating capacity building and peer learning amongst national skill observatories or equivalent organisations and by creating a European platform of exchange and development of joint sectoral skills projects.

Social protection and social inclusion

In 2014, the largest amount of funding (around EUR 2.2 million) in the area of **social protection and social inclusion** was committed to the establishment and activities of the European Social Policy Network (ESPN). The network was established in 2014 to provide the Commission with independent information, analysis and expertise on social policies. In particular, ESPN supports the Commission in monitoring progress towards the EU social protection and social inclusion objectives set out in the Europe 2020 strategy, including lifting at least 20 million people out of poverty and social exclusion, and in the European Semester. ESPN provides the Commission with: (1) a comprehensive overview of policies addressing key challenges in the areas of social protection (such as pensions, health care and long-term care) and social inclusion in the countries covered, including their strengths and weaknesses; (2) assessments on whether the policies reflect the social investment approach. The ESPN brings together into a single network the work previously carried out by the European Network of Independent Experts on Social Inclusion and the network responsible for the Analytical Support on the Socio-Economic Impact of Social Protection Reforms (ASISP). It also acts as the secretariat to MISSOC.

A large amount of funding in the area of social protection and social inclusion was also committed to the organisation of the *Convention of the European Platform against Poverty and Social Exclusion* (around EUR 670 000) and the related seminars (over EUR 220 000).

Fourth Annual Convention of the European Platform against Poverty and Social Exclusion took place in Brussels on 20-21 November 2014. The Convention focused on social innovation and how new creative ideas can contribute to addressing social needs and to improving people's lives as well as on the results of the recent public consultation on the 2020 strategy, including the poverty reduction target and the flagship initiative. Special emphasis was put on implementation of the reforms needed to modernise the social protection systems. It looked at different aspects of poverty and priority areas for action, such as homelessness, child poverty and health care, as well as issues of gender, discrimination, energy poverty and financial inclusion. Through presentations, speed dating sessions and workshops, it aimed at stimulating debate, encouraging alliance building between all stakeholders, and enhancing mutual accountability for the implementation of social policy reforms in the context of the European Semester.

Furthermore, EaSI provides continuous support to the organisation of peer reviews in social protection and social inclusion. In 2014, EaSI supported seven peer reviews in the area of social protection and social inclusion.

Table 7. Topics of peer reviews in social protection and social inclusion

Peer reviews in social protection and social inclusion	Peer Review in Italy: Innovative practices with marginalised families at risk of having their children taken into care, 11-12 December 2014
	Peer Review in Austria: The political adequacy of quantitative impact assessment in the social field by means of micro-simulation models, 4-5 December 2014
	Peer Review in Slovenia: Long-term care – the problem of sustainable financing, 18-19 November 2014
	Peer Review in Poland: The Active Ageing Index and its extension to the regional level, 15-16 October 2014
	Peer Review in Belgium: Health System Performance Assessment, 19-20 May 2014
	Peer Review in Spain: Harnessing ICT for social action, a digital volunteering programme, 25 March 2014
	Peer Review in Belgium: The Belgian Platform against Poverty and Social Exclusion EU 2020, 14-15 January 2014

A total of 26 Member States (see Table 8) participated in these peer reviews. Issues covered by SPSI peer reviews in 2014 included active ageing, sustainable financing of long-term care, political adequacy of quantitative impact assessment in the social field, marginalised families at risk of having their children taken into care, and using ICT for social action.

Table 8. Participation of Member States in peer reviews on social protection and social inclusion in 2014

Number of participations in peer reviews						Hosting countries
1	2	3	4	5	6	
Denmark, Estonia, Finland, Greece, Hungary, Italy, Luxembourg	Cyprus, France, Germany, the Netherlands, Portugal, Romania, Slovenia, Sweden	Croatia, Latvia, Poland, Spain, UK	Austria, Bulgaria, Ireland, Malt,	The Czech Republic	Belgium	Austria, Belgium, Italy, Poland, Slovenia, Spain

Peer review '*Harnessing ICT for social action, a digital volunteering programme*' was organised in Santiago de Compostela (Spain) on 25 March 2014. The key points that emerged from the discussions were as follows:

- Digital inclusion policies are strictly connected to social inclusion. As such, they are relevant to the targets specified in the Europe 2020 strategy and supported by the social investment package (SIP).
- Inequalities in terms of ICT skills have scarcely narrowed in the last decade.
- Digitally excluded people often cumulate disadvantages e.g. both low education level and being unemployed. These disadvantages need to be tackled simultaneously.
- A 'one size fits all' approach is not feasible and different solutions are therefore to be encouraged.
- Robust methodologies and adequate data collection would support a more accurate assessment of the social outcomes of digital inclusion programmes.
- The impact of the programme on the desired outcome should always be assessed and valuable lessons, particularly as for proof of failures, must be shared.

Working conditions

In 2014, in the area of **working conditions** DG EMPL continued to provide support to various activities of the European Labour Law Network (ELLN). The network consists of a team of non-governmental legal experts including all European Member States and EEA countries, and of a Scientific Committee. The ELLN is entirely independent and has no affiliation with either trade unions, employers' associations or individual employers. The initial concept for the ELLN was to establish a platform for dialogue between labour law experts from across Europe and to facilitate the comparison of the different existing national labour law systems. The ELLN's objective is to provide a framework in which future developments in labour law throughout Europe can be debated. Since 2007, ELLN has been working as the European Commission's official advisory board on issues relating to developments in individual and collective labour law.

A significant amount of funds in the area of working conditions was also committed to meetings of various policy related bodies, e.g. group of Directors General for Industrial Relations and expert groups in the field of labour law.

In 2014, EaSI also funded the development of non-binding good practice guides, handbooks and other material for information sharing and learning, which provided practical assistance to the Member States in transposing and applying EU law effectively as well as in better understanding the EU policies. The following guides were produced in the area of working conditions:

- non-binding modular guide to good practice with a view to improving the application of the Community Directives on protecting the health and safety of workers by reducing work related vehicle risk (final report received in December 2014);
- non-binding guide to good practice on the minimum health and safety requirements regarding the exposure of workers to the risks arising from physical agents (electromagnetic fields) (final report received in November 2014).

Cross-cutting issues

In terms of cross-cutting issues, the largest amount of funding in 2014 (over EUR 1 million) was committed to information and communication activities in order to raise awareness on priority policy issues, e.g. communication activities centred around growth and jobs events and conferences (including those organised by the Presidencies) allowed reinforcing dialogue and mutual learning at regional, national, European and international level and mobilise key policy/decision-makers and stakeholders with a view to creating the necessary support for meeting EU objectives and priorities.

Furthermore, over EUR 700 000 were committed to the organisation of policy, bilateral, international and regional conferences. In this regard, high-level conferences on economic shock absorbers for the Eurozone, employment and social developments in Europe, quality apprenticeships, and tackling joblessness among newly arrived migrants were supported.

Table 9 provides information on the number of information sharing and mutual learning activities produced as a result of direct funding from the Commission (procurement) in 2014.

Table 9: Number of information sharing and mutual learning activities funded directly by the Commission

Performance indicators	Policy areas				
	Total	Employment	Social protection and inclusion	Working conditions	Cross-cutting issues
Number of exchanges of good practice, peer reviews, mutual learning events	17	8	7	1	1
Number of participants in these events:	983	475	333	121	54
Number of Council Presidency events, conferences and seminars	42	10	11	11	7
Number of participants in these events:	5 957	1 166	2 729	649	1 076
Number of trainings	2	1	1	-	-
Number of participants in trainings:	178	50	128	-	-
Number of guides, reports and educational material	8	3	2	2	1
Number of information and communication events	3	3	-	-	-
Number of information systems developed and maintained	1	-	1	-	-

Source: Based on Annex 2. Please note that EURES activities are presented separately in the dedicated chapters.

Below the report reviews the contribution of the above-mentioned EaSI outputs to effective and inclusive information sharing, mutual learning and dialogue in terms of the key performance indicators.

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

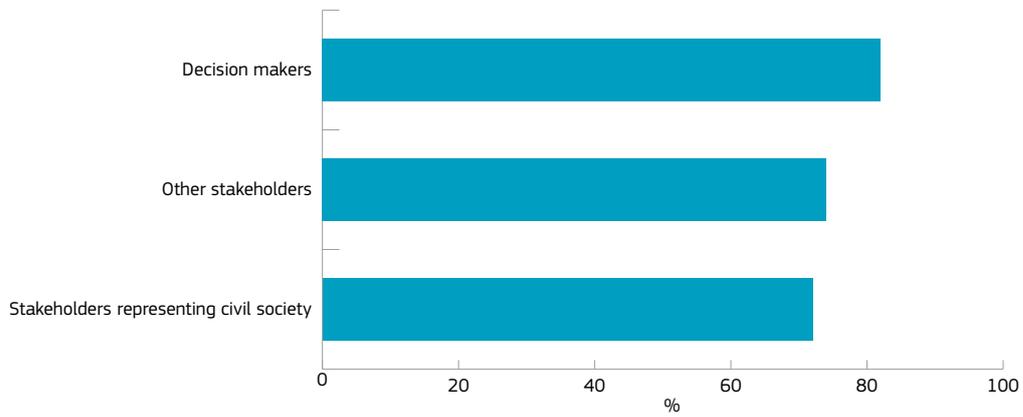
This indicator aims to identify the added value of EaSI-funded policy debate (especially, through the organisation of events and other information sharing activities) as judged by stakeholders in terms of gains in understanding EU policies and legislation. Evidence coming from the survey of participants in EaSI-funded events shows that stakeholders participating in events are very positive in this regard. On average, more than 91% of respondents to the survey agree that they have gained a better understanding of EU policies and objectives by participating in EaSI-funded events. This holds for each different type of stakeholder: decision-makers, stakeholders representing civil society, social partners and other stakeholders. It is important to note that assessment of events organised by DG EMPL did not change from the previous period (around 92% of stakeholders positively assessed events funded by the predecessor PROGRESS programme in 2013).

KPI 5. Inclusive policy-making

Analysis of respondents to the survey of participants in EaSI-funded events can be used as a proxy indicator to understand the profile of target audiences who participated in these events (in 2014 surveys were carried out only for conferences and other large events). Analysis shows that a majority of participants were officials from national, regional or local government institutions (around a third), whereas other notable target audiences included representatives of civil society and social partners (around 20%), researchers, university teachers and independent experts (around 15%) and officials of EU institutions (14%). Proportions of stakeholders from different groups participating in EaSI-funded events remained very similar to those from the previous period.

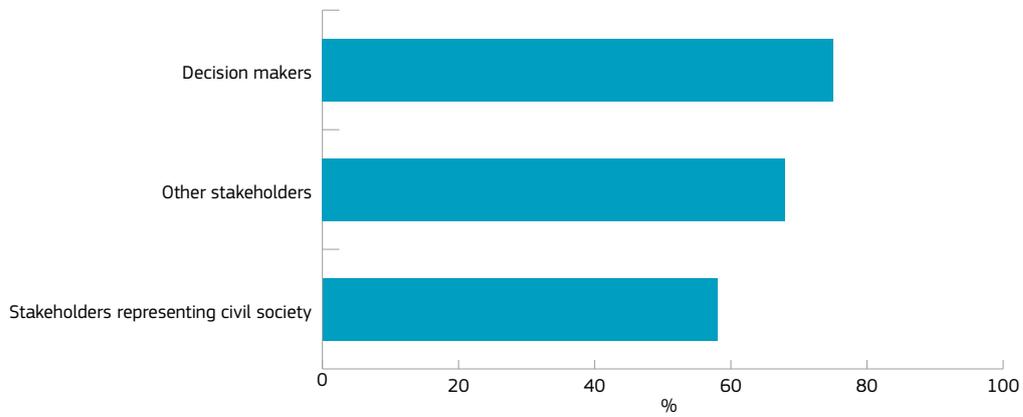
Figure 7 and Figure 8 show the extent to which different types of stakeholders acknowledged that the relevant policy/decision-makers as well as other stakeholders were indeed involved in the policy debate on EU employment and social policies and legislation. All types of stakeholders were more positive about the involvement of relevant policy-makers than involvement of other stakeholders. The data also shows that policy/decision-makers are often most positive about the involvement of all relevant parties, while stakeholders representing civil society (including social partners) are most sceptical about this issue.

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



Source: EaSI Stakeholder Survey 2014.

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

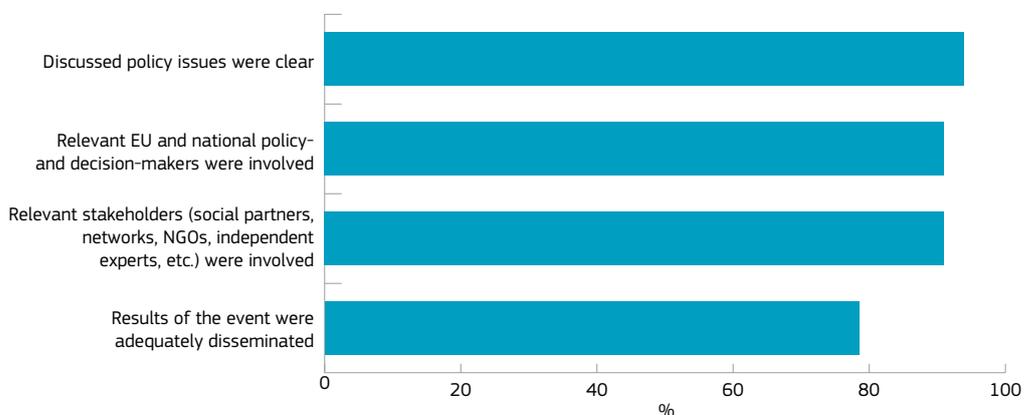


Source: EaSI Stakeholder Survey 2014.

Figure 9 demonstrates that participants in EaSI-funded events are more positive regarding the involvement of both policy-makers and other stakeholders, when asked about a specific event that they participated in. Of those who attended EaSI events 91% of respondents of the survey were of this opinion. While almost all participants of EaSI-funded

events also stated that issues discussed were clear, they were mostly concerned with the dissemination of results achieved during an event; 79% of stakeholders agreed that dissemination of results was adequate. Stakeholders also saw this feature of events as most problematic during implementation of the predecessor programme PROGRESS.

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



Source: Survey of participants in EaSI-funded events 2014.

KPI 6. Use of acquired knowledge

A large majority (around 89%) of stakeholders who participated in EaSI-funded events say that they have already used (32%) or intend to use information acquired during the events for policy-making or advocacy purposes. This is very similar to (and even larger than) the share of respondents stating this in 2013, which is used as a baseline value (86%).

The following are examples indicated by participants themselves of the actual use of information acquired during events for policy-making and advocacy:

- A participant in the *Workshop on delivering longer working lives and higher retirement ages (12-13 November 2014, Brussels)* reported the results of the event to the Minister of Labour. To the best of his knowledge, the information will be taken into account during the preparation of the new pension reform.

- Several participants in the *Conference Moving beyond GDP in European economic governance (10 October 2014, Brussels)* claimed that they have promoted the use of non-GDP-based indicators among the relevant national actors.
- A participant in the *Conference on Social Policy Innovation (19-20 May 2014, Brussels)* indicated that she has advocated for creating a playground for children with disabilities who also cannot afford to pay for any other similar activities.
- A participant from Slovenia used ideas from the *Expert conference: Employment and Social Developments in Europe Review 2013 (18 February 2014, Brussels)* to write a national report on the social situation in Slovenia.
- A number of participants in the Presidency conference *Occupational safety and health (OSH) – OSH policy in the future (16-17 June 2014,*

Athens) claimed that the event was very useful for their day-to-day work. For example, a participant from France said that the German example of their national OSH strategy was very useful in order to inform the development of a similar strategy in his country. He also claimed that the following information was useful: information on positions of various stakeholders on questions such as REFIT, new European OSH strategic framework used in order to adapt national positions. He also noticed that the Belgian example of new psychosocial risk legislation has triggered further exchange with Belgian officials on the topic.

- Many participants in the *Conference on Social Policy Innovation* claimed to have used the information received during an event to either design operations to be co-funded by ESF or to prepare the application for the EaSI social policy experimentation project. Some of the respondents claimed that they have already submitted applications for projects to be co-funded by EaSI.

Furthermore, there are many instances in which EaSI-funded events have contributed to the development and implementation of policy initiatives in the areas covered by DG EMPL. For more detailed information please refer to the second part of Annex 2 listing EaSI outputs that contributed to policy and legislative initiatives during the year.

For example, in the area of **employment**, EaSI-funded events were instrumental in preparing country-specific recommendations (CSRs) 2014/2015 in the framework of the European Semester, and contributing to the implementation of the Youth Employment Package and the Youth Guarantee.

The conference *Labour economics after the crisis: what theoretical lessons to draw from policy experience?* was instrumental in the framework of the European Semester. One of the key questions discussed during the conference was how academic experts and advisers can continue to help the EU in designing and implementing the right policies in the area of employment.

Several events focused on discussing ways to best implement the Youth Guarantee. For example, the

conference *Youth Guarantee: Making It Happen*, attended by over 370 key practitioners, experts and political figures involved in the implementation of the Council Recommendation on establishing a Youth Guarantee, supported the view that concerted effort is necessary in Europe to implement the Youth Guarantee in order to ensure that quality employment for young people is part of this economic recovery.

In the area of **social protection and social inclusion**, EaSI-funded events were mostly instrumental in supporting the implementation of the Social Investment Package as well as to prepare CSRs 2014/2015 in the framework of the European Semester.

Peer reviews in social protection and social inclusion were especially helpful in the framework of both the European Semester and the Social Investment Package. Their specific content is reviewed above). In this regard, EaSI funding was also instrumental in supporting regular meetings of the Expert Group on Social Investment for Growth and Cohesion as well as meetings of the Social Protection Committee, its sub-groups and ad-hoc working groups.

Implementation of the Social Investment Package also benefited from such large-scale events as the conference on *Social Policy Innovation* (19–20 May 2014) and the *Fourth Annual Convention of the EU Platform against Poverty and Social Exclusion* (20–21 November 2014). This year's Convention also focused on social innovation and how new creative ideas can contribute to addressing social needs and to improving people's lives.

In the area of **working conditions**, EaSI-funded events contributed to policy and legislation developments in the area of health and safety at work and labour law. Support for various meetings of policy-related bodies were instrumental in this regard. For example, the 66th and 67th meetings of Senior Labour Inspectors Committee (SLIC) were organised during the Greek and Italian Presidencies to support the policy-making process in the area of health and safety at work, while two meetings of Directors General for Industrial Relations were instrumental in the area of working conditions.

The *High-level Conference on Working Conditions* (28 April 2014) was one of the key events supported by EaSI in the area of working conditions in 2014. The conference had two main objectives. First, to disseminate and obtain feedback from key stakeholders about forthcoming initiatives and/or recent policy evaluations by the Commission. Second, to engage stakeholders in an open public debate about future priorities of the Commission in the field of working conditions.

In the area of **cross-cutting issues** (i.e. issues important across the policy areas covered by EaSI), programme-funded events contributed to the implementation of the Communication on Strengthening the social dimension of Economic and Monetary Union, ensuring proper reflection of employment and social challenges in the European Semester and other policy initiatives in the areas of youth employment, sustainable recovery and international labour standards.

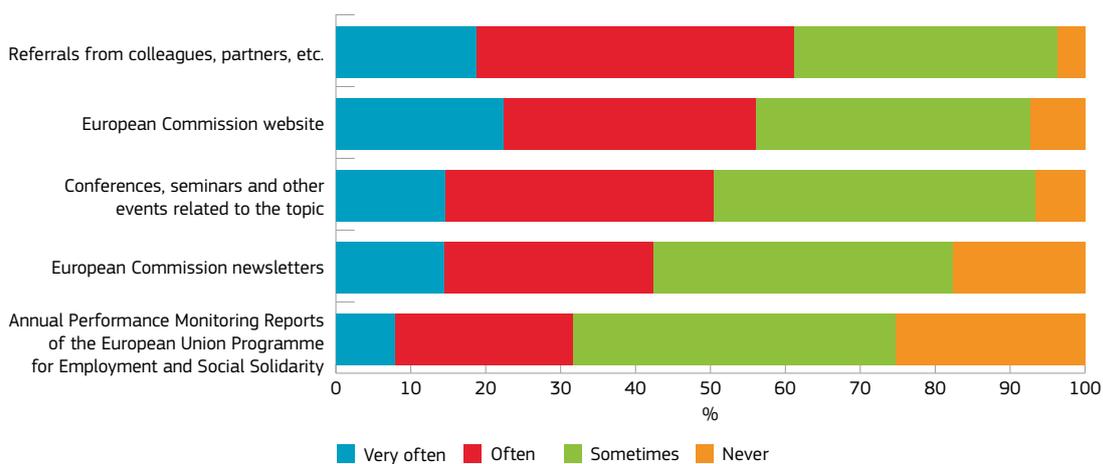
The conference *Economic shock absorbers for the Eurozone. Deepening the debate on automatic stabilisers* and the expert conference on employment and social developments in Europe were

instrumental in implementing the Communication on strengthening the social dimension of EMU. For example, the former conference focused on the different forms of fiscal capacity for the EMU, which are conceivable, and what are the necessary conditions for them to be more or less feasible.

KPI 7. Accessibility of EaSI-funded knowledge and information

Figure 10 indicates data sources that are consulted most often to learn about the information and knowledge produced by EaSI. Referrals from colleagues and partners (more than 60% of respondents rely on this data source very often or often) as well as the European Commission website (around 56%) are among the most consulted sources. The Performance Monitoring Report of the predecessor PROGRESS programme, although used less than other relevant sources, was also a relatively common data source among the stakeholders (around 75% of stakeholders claimed to use it at least sometimes) to learn about EaSI-funded outputs. This can serve as a baseline value to judge the usability of this EaSI Performance Monitoring Report in the future.

Figure 10. Share of stakeholders claiming that in order to learn about the information and knowledge produced by EaSI they have mostly relied on:



Source: EaSI Stakeholder Survey 2014.

Since the Europa.eu website was indicated as one of the key sources to learn about EaSI-funded policy

evidence and other outputs, it is relevant to assess its use in more detail.

Table 10 provides information on the use of EaSI-related pages in the Europa.eu website in English from January to August 2014 ⁽¹³⁾. The table includes statistics on the number of page views and unique visitors. As could be expected, the main

page of the EaSI programme was visited more times than others, followed by pages related to working conditions (labour law and health and safety at work sections) and the Mutual Learning Programme.

Table 10. Statistics on visits to EaSI-related pages on the Europa.eu website

URL	Page views		Unique visitors	
	2014	Monthly average	2014	Monthly average
Main page of the EU Programme for Employment and Social Innovation (EaSI)	41 535	5 191.87	34 947	3 883
PROGRESS axis of EaSI	8 543	1 067.88	7 226	903.25
EURES axis of EaSI	2 838	354.75	2 509	313.63
Microfinance and Social Entrepreneurship axis of EaSI	4 874	609.25	4 313	539.13
PES to PES Dialogue	1 331	166.38	1 049	131.13
PARES – Partnership between Employment Services	3 359	419.88	3 213	357
Web-tool for Evaluated Employment Services Practices	3 030	378.75	1 454	161.56
Mutual Learning Programme	11 650	1 456.25	11 268	1 252
Monitoring the job market	8 970	1 121.25	8 697	966.33
European Skills/Competences, qualifications and Occupations (ESCO)	8 151	1 018.88	7 810	976.25
Peer Reviews in social protection and social inclusion	5 814	726.75	4 678	584.75
Health and safety at work	18 337	2 334.63	16 244	1 804.89
Labour law	18 677	2 075.22	17 312	1 923.56
Database on company agreements	7 134	891.75	2 677	297.44

Source: Europa Analytics (European Commission), 2015.

1.2.3. Better conditions for social policy innovation

The EaSI programme provides financial support to test social and labour market policy innovations, and, where necessary, contributes to building up the main actors' capacity to design and implement social policy experimentation, and to make the relevant knowledge and expertise available.

While a social policy innovation can be described as a change in a social policy that 'simultaneously meets social needs and creates new social relationships or collaborations, thereby benefiting

society and boosting its capacity to act ⁽¹⁴⁾, social policy experimentation is a method to test social policy interventions on a small scale, which allows determining the impact of changes in the social policy. This allows policy-makers and other relevant actors to gather robust evidence on the effects of a given policy or programme, and to determine what does and does not work. Producing objective empirical evidence on the impact/outcomes of a policy or programme is important in view of taking decisions on whether or not to pursue or scale up these policies. Therefore social policy experimentation is a means to develop social policy innovations.

(13) Data on the use of website in September-December 2014 was not available due to an error in the Europa Analytics system.

(14) For full definition please see: Regulation, 243.

EaSI is expected to contribute to enabling conditions for social policy experimentation to the extent that:

- social and labour market policy innovations are increasingly tested via social policy experimentations;
- necessary know-how and expertise on social policy experimentations is available and easily accessible, and is being up-scaled through funding from ESF or other national measures as well as used in other ways.

EaSI funds two major types of outputs in order to satisfy the expectations listed above. First, the programme supports the preparation and implementation of social policy experimentation as a method for testing and evaluating innovative solutions with a view to up-scaling them. This is being done through provision of funding for projects via action grants. Second, EaSI also provides funding for building up the main actors' capacity to design and implement social policy experimentation.

In 2014, EUR 508 710 or 1% of the overall budget under the Progress axis were committed to the implementation of activities under this specific objective, making it the smallest funding item under the axis. As previously mentioned above, only 4% of planned funding for 2014 was actually committed. The largest share of this funding was committed for the provision of support services for social policy experimentation in the EU (to train the relevant officials; around EUR 450 000) and creating methodology for financial and societal return on investment on social investment policies (around EUR 60 000).

Under EaSI, special attention will be paid to ensure the link between the newly tested measures and their transferability and mainstreaming via other EU instruments (such as the ESF) and national/regional policies. A large share of financial support allocated to support social policy experimentation will be disbursed via action grant agreements, but also via funding the production of evidence, information sharing events, and capacity building activities such as training and seminars.

The first call for proposals for social policy innovations was published in April 2014 (reference

number VP/2014/008; total amount EUR 11 million). The call has two objectives:

1. using social policy innovations for undertaking structural reforms in the context of the Europe 2020 Strategy, in particular the Country Specific Recommendations received by the Member States as part of the European Semester;
2. strengthening partnerships between public, private and civil society sectors to involve them in awareness-raising activities about the use and benefits of social policy innovation.

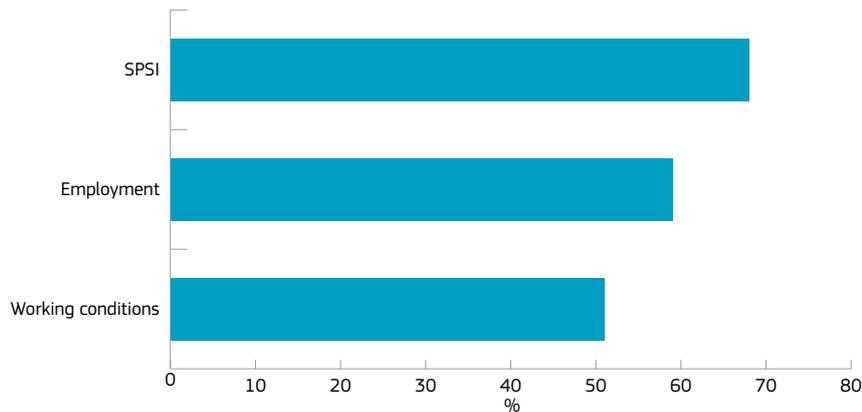
This call was open to consortiums of stakeholders active in the field of social services planning and/or delivery. The focus was on reforms in social services, including 'one-stop shop' approaches, personalised approaches to social services and innovative strengthened partnerships between public, private and civil society sectors. The evaluation process is ongoing and the selected projects will be awarded in the first semester of 2015.

As very few activities were actually implemented under this immediate outcome in 2014, it is not yet possible to assess their contribution to creating adequate conditions for social policy innovations and social policy experimentation (KPI 8 foreseen in the Annex 1) in this report. This indicator will be estimated in the future reports after more activities have started under this outcome.

KPI 9. Awareness of social policy innovation

In 2014, the EaSI Stakeholder Survey asked whether stakeholders in the policy areas covered by EaSI are aware of social policy innovations funded by the programme. It must be noted that EaSI-funded social policy experimentation projects will only start in 2015; therefore, responses to this question are more related to awareness of social policy innovations produced by the predecessor programme PROGRESS. As is demonstrated by Figure 11, stakeholders in the policy area of social protection and social inclusion are quite familiar with social policy innovations supported by DG EMPL (68% of respondents are familiar).

Figure 11. Share of key EU and national stakeholders who are aware of programme-supported social policy innovations in active labour market and social protection policies and their implementation (by policy area)



Source: EaSI Stakeholder Survey 2014.

1.2.4. Greater capacity of national and EU organisations

EaSI provides EU and national organisations with financial support to increase their capacity to develop, promote and support the implementation of EU instruments and policies in the area of employment, social protection and social inclusion and working conditions and relevant EU law.

Actions funded in order to achieve this objective will enable key EU-level NGO networks and other EU as well as national organisations (including national administrations) to participate in and influence policy-making and implementation at EU and national level in support of EU objectives and priorities by strategically investing in their capacity building.

In 2014, EUR 12 562 354 or 35% of overall budget under the Progress axis was committed to improving the capacity of EU and national organisations.

EaSI is expected to contribute to improving the capacities of national and EU organisations to the extent that:

- supported organisations (private and public bodies) increase their capacity to develop, promote and support the implementation of EU employment and social policy and legislation;

- supported key EU-level NGO networks develop, and are acknowledged as a source of, useful information/knowledge to the policy decision-makers as well as other stakeholders at EU and MS level;
- there is a growing collaboration among institutions and other relevant organisations (including civil society organisations, social partners, micro-credit providers and organisations representing interests of final beneficiaries) at EU and MS level in the field of employment and social policy.

In order to satisfy the above-mentioned expectations, the EaSI programme notably finances the operational costs of the key EU-level NGO networks (over EUR 10.3 million were committed to funding this output).

Key EU-level NGO networks

The EaSI programme has a crucial role to play in promoting the involvement of civil society, in particular through financial support for the key EU-level NGO networks. The programme supports these networks with the aim of boosting their capacity to participate in and influence decision-making and policy implementation at both EU and national levels. Furthermore, such involvement fosters accountability and transparency and increases the relevance of policy responses.

To these ends, in 2014 EaSI supported a number of activities of key EU-level NGO networks in the fields of social protection and social inclusion and microfinance and social entrepreneurship. Table 11 presents all key EU-level NGO networks supported in 2014 together with more detail on the specific policy areas in which they are working. The table

lists the networks in the order reflecting the extent to which EaSI stakeholders are aware of their work (according to the EaSI Stakeholder Survey 2014). It is important to note that awareness raising is one of the key activities in order to carry out effective advocacy work, therefore, familiarity of stakeholders with activities of these networks is of key importance.

Table 11. A list of EaSI-supported key EU-level NGO networks and the share of stakeholders aware of each network (according to the EaSI Stakeholder Survey 2014)

Title of network	Policy area	Share of stakeholders aware of this network (%)
Caritas Europa	Fighting poverty and social exclusion	55.45
ESN (European Social Network)	Local public social services	52.07
Eurocities	Reinforcing the role of local and municipal governments	45.62
Eurochild	Improving the quality of life of children and young people	37.02
EuroHealthNet	Health and health equity	36.25
FEANTSA (The European Federation of National Organisations Working with the Homeless)	Tackling homelessness and its effects	28.88
Solidar	Social policy, international cooperation, education, migration	25.96
EASPD (European Association of Service Providers for Persons with Disabilities)	Promoting equal opportunities for people with disabilities	25.19
European Network of Social Integration (ENSIE)	Social integration economy	23.20
European Anti-Poverty Network (EAPN)	Fighting against poverty and social exclusion	22.89
COFACE (Confederation of Family Organisations in the European Union)	Family	20.12
Eurodiaconia (European Federation for Diaconia)	Poverty and social exclusion, social and health care services and the future of social Europe	19.20
EMN (European Microfinance Network)	Microfinance	17.20
Eurocarers	Informal care	15.82
ERGO (Roma inclusion NGO)	Roma inclusion	15.51
European Platform for Rehabilitation	Providing rehabilitation services to people with disabilities and other disadvantaged groups	13.82
PICUM (Platform for international cooperation on undocumented migrants)	Promoting respect for the human rights of undocumented migrants within Europe	12.60
EVPA (European Venture Philanthropy Association)	Social investment and venture philanthropy	6.61
MFC (Fundacja Microfinance Centre)	Microfinance	4.76

On 9-10 October 2014, the **European Association of Service Providers for Persons with Disabilities (EASPD)** with partners organised an international conference *A Home for All* on the development of homes and housing services for persons with disabilities, persons with mental health problems, homeless people and people in need of housing support. The conference took stock of good practice models and experiences, and discussed future challenges and strategies to promote full participation and inclusion of persons with disabilities in municipalities and local communities in Europe. Special attention was given to cross-sectoral cooperation between housing and support service providers for people with support needs.

Overall, EaSI-supported key EU-level NGO networks produced 273 reports aimed at providing policy advice, research and analysis, 230 reports aimed at identifying good practices and 237 reports aimed at monitoring/assessment. They also organised 257 trainings, peer reviews and other mutual learning events, as well as 136 information and communication events, with a total of 12 062 participants, of whom 55% were women (see Table 12).

Table 12: Outputs produced by the EaSI-supported key EU-level NGO networks in 2014

	Social protection and social inclusion	Microfinance and social entrepreneurship
Number of networks/NGOs	16	3
Number of reports aimed at providing policy advice, research and analysis	262	11
Number of reports aimed at identifying good practices	212	18
Number of reports aimed at monitoring/assessment	231	6
Number of trainings, peer reviews and other mutual learning events	234	23
Number of individuals who participated in these events	5 842	650
of which, number of women	3 273	254
Number of information and communication events	128	8
Number of individuals who participated in these events	5 110	460
of which, number of women	2 932	219

In October 2014, the **Platform for International Cooperation of Undocumented Migrants (PICUM)** published a policy brief entitled 'Access to Health Care for Undocumented Migrants in Europe: The Key Role of Local and Regional Authorities'. The policy brief provided a number of examples – from Belgium, Germany, Italy, Spain, and Sweden – where local and regional authorities have used their capacities as policy-makers or service providers, often in cooperation with civil society organisations, to increase the level of services provided to undocumented migrants in their localities, and tackle practical barriers to improve access. In the policy brief PICUM suggests recommendations for policy improvements at local, national and European levels.

In addition to these key EU-level NGO networks described above, EaSI also funds the following activities in order to improve the capacity of EU and national organisations:

- Capacity building of national administrations and specialist services responsible for promoting geographical mobility designated by the Member States and microcredit providers. This activity is discussed in more detail in the chapters on EURES and the Microfinance and Social Entrepreneurship axes.

In 2014, EaSI supported the development of **Electronic Exchange of Social Security Information (EESSI)**, an IT system that will help social security bodies across the EU exchange information more rapidly and securely – as required by EU regulations on social security coordination. At the moment there is no EU-wide system and most exchanges are still paper-based. All communication between national bodies on cross-border social security files will take place using structured electronic documents. These documents will be routed through the EESSI (hosted centrally by the European Commission) to the correct destination in another EU country. Staff in social security bodies will be able to find the correct destination in another EU country using a directory of national bodies.

- Organisation of working groups of national officials to monitor the implementation of EU law.
- Exchange of personnel between national administrations.

Furthermore, three calls for proposals were issued in 2014 with the objective to improve the capacity of national and EU organisations.

First, a call for proposals to support social protection reforms was issued with a planned funding of EUR 2.5 million (reference number VP/2014/006). However, no funding was actually committed under this call in 2014. Projects funded under the call are expected to generate knowledge and evidence that would help steer national reforms, either by facilitating access to expertise from other Member States and/or international organisations, or by

obtaining the empirical evidence needed for international comparisons and mutual learning. There will be particular focus on major challenges that have been, or might become, the subject of country-specific recommendations, as well as reforms that could strengthen the social investment dimension of social protection schemes.

Second, a call for a proposal entitled ‘Posting of workers: enhancing administrative cooperation and access to information’ was issued with a planned funding of EUR 2.7 million (reference number VP/2014/007). The general aim of this call is to fund initiatives in order to enhance the implementation, application and enforcement of Directive 96/71/EC2 concerning the posting of workers in the framework of the provision of services in practice. Projects funded under this call aim to:

- Promote transnational cooperation among stakeholders and dissemination of best practices, including the promotion of the use of the Internal Market Information System (IMI) and sharing experiences and best practices in this respect.
- Increase the accessibility and transparency of information concerning the terms and conditions of employment to be respected, including the use of websites, bodies and authorities to which posted workers and undertakings can turn to for information as well as the use of relevant initiatives by competent authorities and/or social partners aimed at improving the provision of the relevant information.
- Increase the knowledge about, and the transparency of the existing practices in the Member States, to monitor and enforce the terms and conditions of employment to be respected, such as the use of appropriate measures taken to ensure compliance with these terms and conditions in subcontracting chains.
- Promote exchange and training of relevant officials and social partners.
- Promote exchange of information and best practices, such as developing or updating websites containing general or sector-specific information concerning terms and conditions

of employment to be respected, including the development of a single official national website as envisaged in the enforcement directive, among the stakeholders.

A project entitled 'ENACTING – Enable cooperation and mutual learning for a fair posting of workers' is coordinated by Fondazione Istituto Guglielmo Tagliacarne from Italy together with partners from Belgium, Germany, and Romania. Its overall aim is to strengthen practical cooperation and mutual learning among control authorities and social partners engaged in the enforcement of Directive 96/71/EC and in the new challenges settled by Directive 2014/67/EU and related transposition by Member States into national laws. To pursue this strategic aim, the action will be carried out by a multi-stakeholder and multidisciplinary partnership promoting a tripartite transnational cooperation among Control Authorities, Trade Unions and Employers' Organisations from the above-mentioned Member States. The actual activities under the project will include mutual learning events, exchanges between responsible authorities and social partners, administrative cooperation, a transnational workshop and a final conference in Brussels.

Third, a call for proposals to promote the contribution of private savings to pension adequacy (reference number VP/2014/014) was issued with a planned funding of EUR 1 million. No actual commitments were made under this call in 2014. The overall purpose of this call is to support cross-border cooperation of pension and financial service providers as well as relevant stakeholders with a view to raising the quality of supplementary pension schemes and their contribution to secure incomes in retirement. Two strands of work will be supported under this call. First, it will support one project aimed at developing a voluntary quality label for occupational pension schemes. The voluntary quality label should be developed and managed by stakeholder

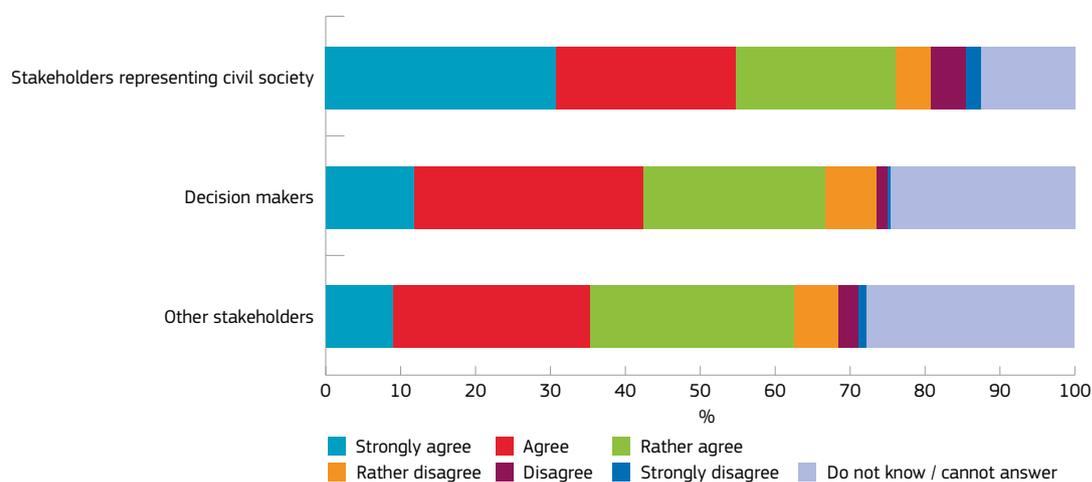
organisations or their associations. Aiming to contribute to adequate retirement incomes through promoting quality supplementary pension provision. It could address, among other aspects of pension schemes, such issues as coverage of employees, cost effectiveness, mitigation and sharing of risk, portability of pension products and shock-absorption. Second, the call will support one or two transnational pilot projects on the conversion of pension schemes and other (notably housing) assets into secure retirement income flows. The project(s) may focus either on asset conversion products, such as equity release, or the design of pensions scheme-based retirement income flows.

Below the report reviews the contribution of the above-mentioned EaSI outputs to improve the capacity of national and EU organisations to develop, promote and support the implementation of EU instruments and policies in the area of employment and social affairs and relevant EU law in terms of the key performance indicators.

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

As could be expected, Figure 12 shows that stakeholders representing civil society are the first to acknowledge key EU-level NGO networks as a source of useful information on EU employment and social policy (76% of them agree with this statement). A majority of decision-makers (66,7%) and other stakeholders (62,5%) also see the networks as useful. It is relevant to note that the appreciation of networks is lower than that reported by the Annual Stakeholder Survey of the predecessor programme PROGRESS in 2013 (84%). However, this is mostly due to the case that PROGRESS also funded networks in the areas of non-discrimination and gender equality, which were greatly appreciated by their stakeholders.

Figure 12. Share of stakeholders acknowledging that key EU-level NGO networks are a useful source of information on EU employment and social policy (by type of stakeholder)



Source: EaSI Stakeholder Survey 2014.

Below the report provides a few examples on the actual contribution of the key EU-level NGO networks to EU policy deliberations and policy-making in 2014:

- Caritas Europa** published a Crisis Monitoring Report 2015 (delivered in 2014) called *Poverty and Inequalities on the Rise*. The report presents evidence suggesting that six years after the crisis began in 2008 the economic crisis is still leaving its marks on residents and EU economies. In addition to enormous debt levels with very little economic growth, there are huge numbers of unemployed people and millions of people living in poverty or at risk of poverty. The report provides concrete examples and testimonies of Caritas member organisations in Cyprus, Greece, Ireland, Italy, Portugal, Romania and Spain on the lasting impact of the crisis on individuals in these countries.
- Eurocities** established a Task Force on the Social Investment Package (SIP) to work specifically on the implementation of SIP priorities at the local level.
- ERGO** has published a study which formulated recommendations for LEADER and Housing interventions for 2014–2020 based on the case studies of 5 EU Member States with focus on Roma inclusion at rural level.

- Eurodiaconia** has published a policy brief outlining the main challenges for ensuring that older people have access to quality in the long term as well as recommendations for national and EU authorities regarding how to meet those challenges.
- European Venture Philanthropy Association (EVPA)** launched *EU Webinar Series*, dedicated to addressing European topics of interest to the venture philanthropy/social investment community. These EU webinars offer learning and sharing opportunities and foster a community of practitioners interested or active in EU-related policies.

KPI 11. Declared effectiveness of capacity building

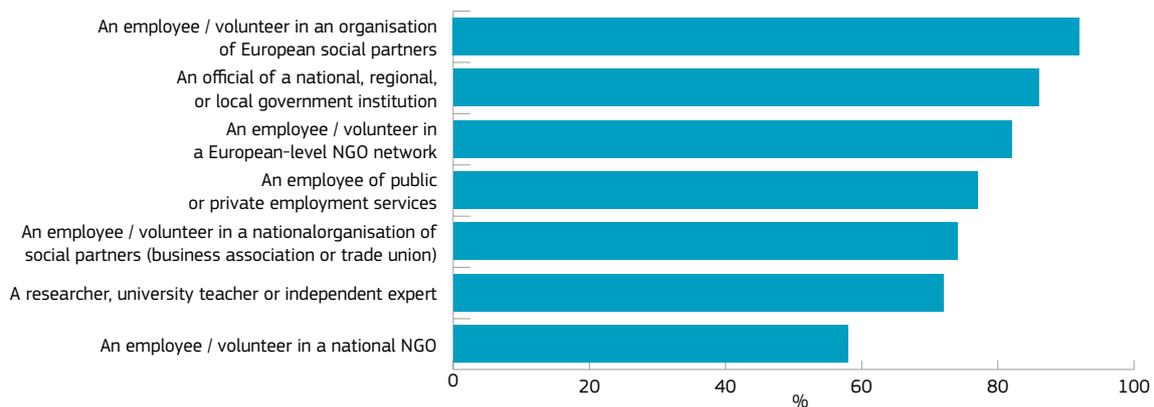
According to evidence provided by the survey of participants in EaSI-funded events, on average 88% of participants declare a change in the capacity of their organisations to further develop, promote and support the implementation of EU employment and social policy and legislation as a result of EaSI-funded activity. The share of persons declaring the change in capacity does not vary significantly among different stakeholder groups. Around the same per cent of stakeholders agreed with this statement in the framework of the predecessor PROGRESS programme in 2013.

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

Active collaboration between various organisations formulating, promoting and implementing EU policy and legislation is of key importance in reaching Europe 2020 policy objectives. Figure 13 provides information on the share of stakeholders from

various institutions who agree that there is a sense of collaboration between their organisation and the EU institutions. The figure shows that 86% of officials from national, regional or local government institutions who responded to the EaSI Stakeholder Survey agree that they collaborate with the EU institutions. This number has decreased slightly since 2013 (it was at 91%). Employees/representatives from national NGOs are least positive in this regard (58% of them say that they feel a sense of collaboration with the EU institutions).

Figure 13. Share of officials working in the following organisations indicating that there is a sense of collaboration between their organisation and the EU institutions



Source: EaSI Stakeholder Survey 2014.

2. EURES AXIS

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

- transparency of job vacancies, applications and any related information for applicants and employers;
- development of services for the recruitment and placing of workers in employment through the clearance of job vacancies and applications at Union level, in particular targeted mobility schemes;
- cross-border partnerships ⁽¹⁵⁾.

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

2.1. Financial implementation

Table 13 provides a review of planned and actual commitments under the EURES axis per thematic section and specific objective (immediate outcome). As previously mentioned, when interpreting these data the reader must have in mind that 2014 was the first year of EaSI implementation and not all the planned activities have yet been implemented (many of them were postponed to the upcoming years).

Overall, EUR 15.9 million were actually committed in 2014, which constituted 74% of the planned commitments for this axis. The 74% represents actual contracts and agreements entered into by the Commission in 2014. In addition to these individual commitments made in 2014, implementation of global commitments worth EUR 5 560 000 (26% of the overall budget in 2014) has been postponed to upcoming years under the EURES axis. This means

that 100% of the expenditure planned in 2014 will be actually committed in the coming year. As can be seen from the table, in 2014 the actual commitments under the EURES axis made up a larger share of the overall EaSI budget than initially foreseen in the EaSI Regulation (30% instead of 18%).

Regarding thematic sections, the commitments planned for development of EURES services took up a larger share than initially foreseen in the EaSI Regulation (42% instead of 30%). In terms of the actual commitments, development of EURES services was the largest funding item (55% of overall actual commitments under the EURES axis), while 43% of actual commitments contributed towards

the transparency of job vacancies. The actual commitments in these areas corresponded to the plans rather well. Of the planned expenditure 97% was actually committed for developing EURES services, whereas 90% of the planned expenditure was actually committed towards making job vacancies transparent. No actual commitments were made for establishing cross-border partnerships in 2014.

When it comes to specific objectives (immediate outcomes), two thirds of the actual commitments went to effective provision of services for recruitment and placing of workers, while the rest (around one third) contributed to making labour market information more transparent.

Table 13. Planned and actual commitments under EURES axis

	Planned commitments (from FD with amendments) (EUR)	Share in axis/ programme (planned), %	Actual (individual) Commitments (EUR)	Share in axis/ programme (actual), %	Share of actual commitments in planned commitments, %	Share planned in the EaSI Regulation, %
EaSI-EURES total	21 422 355,00	18	15 858 011,27	30	74	18
EURES thematic sections						
Transparency of job vacancies	7 650 000,00	36	6 885 345,78	43	90	32
Development of services	9 072 000,00	42	8 765 961,76	55	97	30
Cross-border partnerships	3 862 355,00	18	0,00	0	0	18
Cross-cutting issues	838 000,00	4	206 703,73	1	25	Any remainder (= up to 20)
EURES specific objectives (immediate outcomes)						
Transparent labour market information	5 658 000,00	26	5 233 023,15	33	92	Not foreseen
Effective provision of services for recruitment and placing of workers	15 764 355,00	74	10 624 988,12	67	67	Not foreseen

2.2. Achievement of the first outputs and key performance indicators

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

2.2.1. Transparent labour market information

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

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

It should be noted that the degree to which labour market information is made available will also be dependent on the outcome of the negotiations on the proposal for a Regulation on a European network of Employment Services, workers' access to mobility services and the further integration of labour markets (COM(2014) 6 final). The Regulation will set the framework for EURES and define the activities to be carried out by the Member States: the information to be collected and shared with other Member States through the Job Mobility Portal, the services to be provided to employers and jobseekers, and the data to be collected for the purpose of common indicators. The Commission proposal for a Regulation builds on existing data collection mechanisms and arrangements, but the

decision will be with the Union legislator, i.e. the Council and the European Parliament. At the time of finalising this report, the negotiations, which started in the first quarter of 2014, were still ongoing. The outcome of the negotiations may therefore impact on the means (the data) and scope of the indicators to be collected for EURES in the future.

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

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

In order to fulfil these expectations, the following actions were funded by the Programme in 2014:

- development of the multilingual digital EURES Job Mobility Platform for the clearance of job vacancies and applications;
- information and communication activities to raise awareness of the benefits of geographical and occupational mobility in general and of the activities and services provided by EURES;
- mutual learning among EURES actors and training of EURES advisers, including EURES cross-border partnerships advisors.

In 2014, EUR 5 233 023 or 33% of the overall budget under the EURES axis was committed to improving the transparency of labour market information.

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

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

This is a quantitative indicator aiming to monitor the monthly number of visitors of the EURES Job Mobility Portal. The estimated number from 2013 is **0.85 million visitors per month (2013)** ⁽¹⁶⁾. No better data was available for this indicator in 2014.

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

By 5 March 2015, 146450 CVs had been uploaded to the EURES portal and 1006 search profiles were available. A total of 3508 companies were searching for employees through the EURES portal. Table 14 shows the number of vacancies available in each of the participating countries (overall, more than one million). Germany is a clear leader in this regard followed by the United Kingdom and Finland.

Table 14. Number of vacancies per country

Country	Number of Vacancies
Germany	414 331
United Kingdom	148 909
Finland	142 494
France	73 041
Belgium	64 189
Austria	33 207
Sweden	31 273
Czech Republic	30 202
Netherlands	23 164
Poland	19 004
Norway	9 785
Italy	9 138
Romania	5 495
Switzerland	5 344
Hungary	4 695
Lithuania	3 666
Bulgaria	2 614
Portugal	2 599
Spain	1 782
Greece	1 704
Latvia	1 458
Estonia	1 306
Slovakia	1 266
Slovenia	1 018
Luxembourg	921
Denmark	523
Cyprus	460
Malta	300
Ireland	105
Liechtenstein	51
Iceland	44
Croatia	14
TOTAL	1 034 102

Source: EURES Job Mobility Portal.

(16) Annual Management Plan 2014, 17. Data source: Google Analytics tool – DG EMPL C3.

The four tables below describe the profiles of jobseekers in terms of their country of origin, educational level, education field as well as the desired occupation. Jobseekers from Italy and Spain are the most active users of the EURES Job Mobility Portal. These two countries have three times more registered jobseekers than Croatia, which is the third most active country. The situation in this regard has not changed significantly since 2013.

In terms of educational level and field of education, persons holding university degrees (Master or Bachelor) were the most active users of the Portal. In terms of the desired occupation, waiter/waitress, language teacher, hotel receptionist and administrative assistant were the most selected choices. The situation in this regard has not changed significantly since 2013.

Table 15. Jobseekers per country (10 countries with the highest number of jobseekers)

Country	Number
Italy	29 594
Spain	24 932
Croatia	8 420
Romania	7 837
Portugal	6 056
Poland	5 917
France	5 167
Germany	4 779
Greece	4 414
Bulgaria	4 094

Source: EURES Job Mobility Portal.

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

Education level	Jobseekers
University studies (Master)	28 835
University studies (Bachelor)	24 046
Post-secondary education (Vocational training)	11 104
Upper secondary education	9 440
Advanced university studies (Doctorate)	3 074
Basic education	2 219

Source: EURES Job Mobility Portal.

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

Education field	Jobseekers
1. Business and administration	16 879
2. Engineering and engineering trades	16 805
3. Not known or unspecified	10 178
4. Computing	7 974
5. Humanities	7 422
6. Basic programmes	5 731
7. Health	5 513
8. Architecture and building	4 707
9. Manufacturing and processing	4 046
10. Teacher training and education science	3 851

Source: EURES Job Mobility Portal.

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

Desired occupation	Jobseekers
1. Waiter/waitress	1 601
2. Language teacher	1 497
3. Hotel receptionist	1 454
4. Administrative assistant	1 311
5. Clerk (general)	1 300
6. Translator	1 234
7. Secretary	1 066
8. Architect	1 029
9. IT project manager	1 010
10. Software programmer	848

Source: EURES Job Mobility Portal.

The remaining three tables below present the profiles of the registered companies in terms of their country of origin, size and field of operation. The situation in these categories has not changed significantly since 2013.

Table 19. Companies per country

Country	Companies
1. Germany	969
2. United Kingdom	358
3. Spain	239
4. Netherlands	213
5. Norway	202
6. France	164
7. Italy	148
8. Switzerland	121
9. Sweden	112
10. Austria	105

Source: EURES Job Mobility Portal.

Table 20. Companies per size

Company size	Companies
1. Micro enterprise (< 10 persons)	1 389
2. Small enterprise (10-50 persons)	1 046
3. Medium-sized enterprise (50-250 persons)	666
4. Large enterprise (> 250 persons)	407

Source: EURES Job Mobility Portal.

Table 21. Companies per NACE classification for field of operation

NACE	Companies
1. Employment activities	746
2. Computer programming, consultancy and related activities	256
3. Human health activities	216
4. Food and beverage service activities	184
5. Other personal service activities	122
6. Accommodation	118
7. Education	108
8. Information service activities	93
9. Specialised construction activities	91
10. Other professional, scientific and technical activities	82

Source: EURES Job Mobility Portal.

The overall conclusion from these tables is that while the situation in terms of each category presented above has not changed significantly since 2013, the EURES Job Mobility Portal has clearly expanded several times as a tool for matching job-seekers and employers.

KPI 15. Customer satisfaction with EURES Job Mobility Portal

The EURES Job Mobility Portal database provides information on the satisfaction of users with the portal (per each page). The following are pages of the EURES Job Mobility Portal with which the users are most satisfied:

Table 22. Customer satisfaction with EURES Job Mobility Portal

Page	Satisfied	Unsatisfied	% of satisfied users
Help and support, EURES Network	12 339	2 167	85,06
Help and support, Find a Job in EURES	63 479	12 547	83,50
Help and support, CV On-Line	22 427	4 440	83,47
Help and support, Hints and tips on finding a job	13 201	2 845	82,27
Help and support, Job Mobility	4 889	1 746	73,69
Help and support, Employers	4 694	2 008	70,04
Labour market information, Short overview of the labour market, Norway	19 422	11 072	63,69
Living and working, How to find a job, Switzerland	7 074	4 146	63,05
Labour market information, Short overview of the labour market, United Kingdom, null	14 214	8 566	62,40
Labour market information, Short overview of the labour market, Germany	18 930	12 470	60,29

Source: EURES Job Mobility Portal.

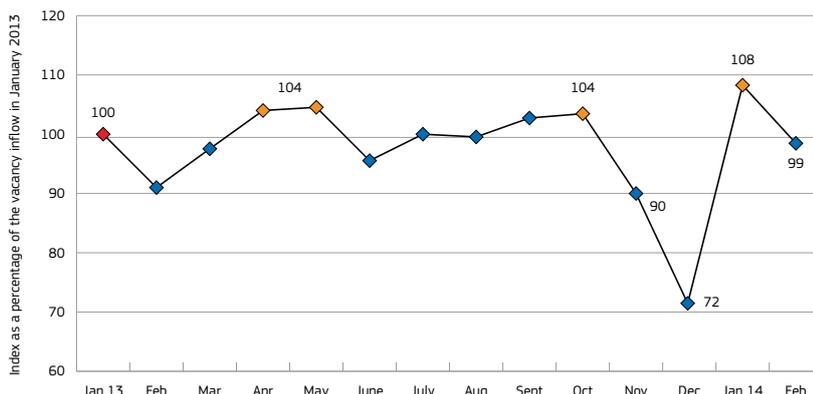
The data shows that users tend to be more satisfied with pages providing general information, for example, on the EURES Network, tips on searching for a job, whereas pages on job opportunities in specific countries are assessed by users as less valuable.

KPI 16. Inflow of vacancies

The EURES Job Vacancy Index is a measure used to assess the inflow of vacancies to the EURES Job Mobility Portal. This index is calculated as a percentage of the inflow of job posts in January 2013 (this date is used as a reference point). This

allows to compare the current situation against a reference point (end of the technical enhancement of the EURES Portal). In January 2014, the **value of this index was 108%**. More recent data is not yet available. Figure 14 shows how the value of the EURES Job Vacancy index has changed since January 2013. It should be noted that the evolution of this indicator in particular will also depend on the outcome of the negotiations on the above-mentioned proposal for a EURES Regulation as it provides for a definition of the scope and nature of the job vacancies to be shared on the Job Mobility Portal. The definition in the proposal aims to increase the vacancy pool.

Figure 14. EURES Job Vacancy Index (January 2013 – February 2014)



Source: European Job Mobility Bulletin, Issue no. 12, April 2014, 2

KPI 17. Effectiveness of learning

The total number of participants attending EURES trainings in 2014 was **897**. Three main types of training activities were organised for EURES advisers in 2014:

- **Initial training**, which provided participants with the knowledge and skills needed for acting within the EURES network and to increase and promote the service within their own country, developing useful and permanent interactions with employers, institutions, other EURES advisers in European countries and social and economic partners in Europe. This type of training aimed at building up

competences using learning methodologies and tools which foster a positive interaction between formal training sessions, work experiences and a stimulating organisational context such as that provided by the EURES network at the European level. In 2014, **125** EURES advisers attended initial training.

- **Advanced training** is specific training addressed to experienced EURES advisers who have been working in the EURES network for at least 2 years. This type of training is very specialised, focused on technical issues related to EURES activities and is structured in short units aimed at transferring and developing significant skills and knowledge as well as facilitating the

use of new tools and instruments. In 2014, 13 sessions of advanced training involving 325 advisers were planned. In the end, **298** advisers participated in these sessions. Issues covered by the training included services to employers, multicultural issues, social security schemes and taxation, key skills for dealing with EURES stakeholders, geographical and job mobility in Europe, EU resources for job mobility, communication tools, tools and strategies for matching and placement.

- **Virtual training** is strictly connected with the Advanced Training and allows EURES advisers to keep on the right training path even when they cannot follow Advanced Training sessions during a certain period of their career. Six virtual training editions were planned in 2014 involving 360 EURES advisers. Finally, **318** persons attended these training sessions. Topics of the virtual training included services to employers, strategies and tools for matching skills, practical tools for EURES actors, EU resources for job mobility, EURES communication tools and multicultural issues.

In addition to these three main types, trainings on ad hoc issues were provided to **156** EURES advisers.

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

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

In 2014, EUR 10624988 or 67% of the overall budget under the EURES axis was committed to the effective provision of services for recruitment and placing of workers.

A targeted mobility scheme was initiated in 2014 by a consortium of 11 organisations (Italian Ministry for Employment – IT, International Placement Services – DE, Pôle emploi – FR, Instituto do Emprego e Formação Profissional, I.P. – PT, Department of Social Protection – IE, Department of Labour – CY, Czech Public Employment Service – CZ, SEPE (Spanish Public Employment Service) – ES, Croatian Employment Service (CES) – HR) and 18 associated partners (representing public and private organisations). The overall goal of the scheme is to assist youth in making successful transitions into the EU labour market, thereby resulting in increased employment, filled bottleneck vacancies and in sustained freedom of movement for workers. The scheme is testing a new way of providing EU-wide, result-oriented customised job mobility services to young people and employers focused on recruitment, matching and placement (experimentation and innovation). The project builds upon the experiences gathered with the three previous calls launched at EU level in the framework of the preparatory action 'Your first EURES job'.

Ensuring effective provision of services for recruitment and placing of workers is of key importance in order to develop high quality and inclusive EU labour markets via supporting voluntary geographical mobility. Subsequently, this will contribute to improving the employment situation across Europe and to achieving other relevant objectives of Europe 2020 (especially in contributing to 'Youth on the Move' and 'Agenda for New Skills and Jobs Flagship' initiatives).

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

- EURES as an overall instrument (incl. its information and counselling services) is helpful in facilitating transnational placements;
- EURES services are accessible to every person in need.

As part of the Youth on the Move package and the Youth Opportunities Initiative, Your first Eures job

(YfEj) scheme was started in 2012. It is a mobility scheme to help young Europeans find jobs, traineeships or apprenticeships in other EU countries. It supports EU nationals between 18 and 30 years of age and living in any EU country as well as all legally established employers in EU countries offering contracts of at least 6 months' duration to employees.

To date, 15 projects were financed through 3 calls for proposals and 8 of the projects have been concluded under the predecessor EURES programme until 2014. The 8 finalised projects resulted in 2 892 placements, i.e. around 90% of their combined target (3 200). During the course of the initiative, the aim is to facilitate 5 000 job placements and 64% of this goal has been achieved. The top 3 countries in terms of mobility flows in the third quarter were the UK, Germany and Spain (inflow) and Germany, Italy and Spain (outflow). For the first time since the YfEj scheme was launched, DE and UK had a significant number of outgoing job finders although their actual nationality cannot be identified from the data available. Also, UK remains the main country of destination for jobseekers.

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

KPI 18. Number of individual personal contacts of EURES advisers with jobseekers and employers

According to EURES Advisers' Monthly Reports, in 2014 EURES advisers across Europe had 947 489 personal contacts, 852 842 (90%) of which were with workers/jobseekers, whereas 94 647 (10%) of them were with employers. Most of these consultations were on transnational issues (88%), while in 12% of cases cross-border issues were discussed. The following topics were mostly discussed during these consultations: job search (38% of cases), general information on EURES (22%), recruitment (12%), living and working conditions (9%), social security (8%), education and training (5%).

KPI 19. Inclusiveness of EURES services

Among the persons targeted by Your First EURES Job initiative, the share of male and female job-finders was equal in the third quarter of 2014. Amongst these young job-finders, 77% were over 23 years of age. More specifically, 50% were between 23 and 26 years and 27% between 27 and 30 years. The majority of job-finders had finished at least secondary education or higher education (with at least ISCED level 3) which corresponds to the data from the previous years.

As in previous quarters, service workers and shop and market sales workers (ISCO 1D-08) was the most popular occupational group. In addition, manual and lower skilled occupations remain at a significant share of all vacancies filled. Information and Communication, Administrative and Support Service Activities and Human Health and Social Work Activities are the top 3 sectors (NACE) attracting most of the placements.

KPI 20. Effectiveness of targeted mobility schemes

Among the most recurrent and useful support measures that facilitated success of YfEj and were applied under the targeted mobility schemes were the following:

- stability and solidity of partnerships;
- active cooperation with other labour market stakeholders;
- public awareness raising activities.

The reported hindering factors were:

- the short duration of projects;
- the failure of some project partnerships;
- the inadequacy between the offer and the demand sides of the labour market.

The average cost per placement in quarter 3 of 2014 was around EUR 1 650 which is slightly lower than the average cost (EUR 1 660) in quarter 3 in

2013. The average cost of placement from the start of the programme until 2013 Q3 was EUR 1 350 due to significantly lower expenditures on jobseeker training and SME training within the second call projects. In the box below an example of a targeted mobility scheme funded in 2014 is presented.

A targeted mobility scheme is being implemented by 7 EURES organisations from Sweden, Finland, Ireland, Portugal, Romania and Slovenia and the PES organisation of the Azores as well as PES of Madeira as an affiliated entity. The priority of the scheme is placed on hard to fill vacancies for SMEs and graduates/persons with academic background. The action first and foremost is a tool to match young jobseekers to sustainable work in other EU28 and EFTA/EEA-countries and to provide SMEs with a competent young workforce and so help SMEs to maintain their rates of production and operation within Europe. This is being done with online tools and meetings, through social media and through campaigns.

3. MICROFINANCE AND SOCIAL ENTREPRENEURSHIP AXIS

In addition to supporting the policy formulation and implementation process in the area of employment and social affairs (Progress axis) and labour mobility (EURES axis), the EaSI Programme also aims to 'promote employment and social inclusion by increasing the availability and accessibility of microfinance for vulnerable people who wish to start up a micro-enterprise as well as for existing micro-enterprises, and by increasing access to finance for social enterprises ⁽¹⁷⁾. Building on this provision of the EaSI Regulation, Microfinance and

Social Entrepreneurship Axis (MF/SE) of the EaSI Programme aims to improve access to finance for vulnerable groups of people, micro-enterprises and social enterprises. Activities under the MF/SE axis did not start in 2014. However, a predecessor programme European Progress Microfinance Facility (Progress Microfinance) is still ongoing and will continue its activities until 2016. **One of the aims of this report is to describe the performance of the predecessor programme Progress Microfinance in 2014.** Such information will be useful in order to set the expectations for the microfinance part of the EaSI Programme, which will use a similar scheme to the one used by Progress Microfinance. Second, it presents up-to-date information regarding the development of new funding instruments to be implemented under EaSI in the areas of microfinance and social entrepreneurship.

3.1. Financial implementation

Table 23 provides a review of planned and actual commitments under the Microfinance and Social Entrepreneurship axis per thematic section. As previously mentioned, when interpreting these data the reader must have in mind that 2014 was the first year of EaSI implementation and only a small number of budget activities were actually implemented in 2014 under this axis. However, in 2014 the Commission put a lot of effort into negotiating the design of the new funding instruments with the European Investment Fund. In addition to the individual commitments made in 2014, implementation of global commitments worth EUR 28 400 200 was postponed to the upcoming years under the MF/SE axis. This means that 108% of the expenditure planned in 2014 will be actually committed in the coming year (i.e. more than initially planned).

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

Table 23. Planned and actual commitments under Microfinance and Social Entrepreneurship axis ⁽¹⁸⁾

	Planned commitments (EUR)	Share in axis/ programme (planned) %	Actual Commitments (EUR)	Share in axis/ programme (actual) %	Share of actual commitments in planned commitments %	Share planned in the EaSI Regulation %
EaSI-MF/SE total	26 304 151. 00	22	77 251.81	0.15	0	21
Microfinance	11 891 868. 00	45	0.00	0	0	45
Social entrepreneurship	11 891 868. 00	45	0.00	0	0	45
Cross-cutting issues	2 520 415. 00	10	77 251.81	100	2	Any remainder (= up to 20)

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

Actions funded by the programme under the Microfinance branch of MF/SE axis will contribute to increasing overall availability and access to finance for vulnerable people who wish to start up a micro-enterprise and who do not have access to a conventional credit market as well as to micro-enterprises who employ such vulnerable persons. The overall aim of such actions is to improve the employment situation of socially disadvantaged people and to promote their social inclusion.

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

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

(18) Table 23 reflects the situation as initially planned. For Microfinance (Access to Microfinance) another EUR 2 million were added from an EPPA to a global commitment. In addition contributions from non-EU Member States were taken into account. Microfinance now amounts to EUR 14 087 917. A Global Commitment of EUR 28 400 200 was created for Microfinance and Social Entrepreneurship axis on 11/12/2014. Individual commitments are expected in 2015.

which employ persons as referred to above, have an increasingly equal access to finance.

This will be achieved (as it is currently being done under the European Progress Microfinance Facility) by providing funding to microcredit providers through financial instruments. These may include:

- **Guarantees.** Negotiations between the Commission and the European Investment Fund (EIF) are currently ongoing regarding the guarantees scheme (that will enable funding for both micro- and social enterprises);
- **Funded instruments** (debt instruments, equity investments or funded risk-sharing instruments), may include:
 - senior loans;
 - junior loans;
 - equity or quasi-equity participations.

While financial instruments under EaSI will be modelled upon the previous experience with Progress Microfinance, they will also differ from it. The following main elements have been changed:

- Funding for capacity building will be provided.
- Microfinance intermediaries will need to comply with the European Code of Good Conduct for Microcredit Provision.
- Reporting requirements were updated.
- Terms for guarantees were modified. Under Progress Microfinance, guarantees have been subject to a guarantee rate which cannot exceed

75% and a cap of 20%. Under EaSI, this will become 80% and 30%, giving intermediaries a greater flexibility and ability to reach out to more vulnerable groups.

- Intermediaries shall provide or sub-contract mentoring and training programmes to the final recipients. Intermediaries shall ensure a sufficient follow-up of recipients both before and after the creation of the micro-enterprise.

3.2.1. European Progress Microfinance Facility

Activities under the MF/SE axis of EaSI have not started in 2014; below the report reviews

the **contribution of the European Progress Microfinance Facility** to improving access to, and the availability of, microfinance in 2014 in terms of the pre-defined key performance indicators. The tables below provide information on the microcredit intermediaries supported through the Progress Microfinance Facility in 2010-2014. Table 24 indicates intermediaries that benefited from the guarantees scheme, including information on the size and rate of the guarantee provided. Table 25 lists intermediaries that benefited from the funded instruments scheme as well as the amount of funding that they received. While, as in the past, formal rejections did not take place in 2014, some transactions have been abandoned throughout the year.

Table 24. Microcredit intermediaries participating in the guarantees scheme

Microcredit intermediary	Country	Micro-credit guarantee Rate (%)	Micro-credit guarantee in million EUR
ADIE	France	75.00	23.96
ALMI	Sweden	75.00	0.51
BANCA TRANSILVANIA	Romania	75.00	4.24
BANKA KOPER	Slovenia	75.00	0.00
Bulbank	Bulgaria	75.00	0.28
CAJA LABORAL	Spain	75.00	15.63
Cofiter	Italy	75.00	0.00
Colonya Pollenca	Spain	75.00	1.40
Crédal	Belgium	75.00	0.98
CREDITO AGRICOLA	Portugal	75.00	0.05
Erste Bank	Austria	66.67	1.45
EZBOB	United Kingdom	75.00	3.70
FAIR Finance	United Kingdom	75.00	0.02
First Step	Ireland	75.00	0.27
FM Bank	Poland	75.00	8.90
FUNDACION PINNAE	Spain	75.00	0.36
GLE	United Kingdom	75.00	0.20
INITIATIVE FRANCE	France	75.00	0.14
JOBS Micro Financing Institution	Bulgaria	75.00	0.34
LIBRA BANK	Romania	75.00	2.78
Microfinance Ireland	Ireland	75.00	3.30
MicroStart	Belgium	75.00	4.71
Millenium BCP	Portugal	75.00	3.85
OTP BANKA SLOVENSKO	Slovakia	75.00	0.86
Pancrean CB	Greece	75.00	1.13
Patria Credit	Romania	75.00	5.39
Qredits	Netherlands	75.00	34.17
VAEKSTFONDEN	Denmark	50.00	0.14
Zagrebacka	Croatia	75.00	0.00

Table 25. Microcredit intermediaries participating in the funded instruments scheme

Microcredit intermediary	Country	Commitment in million EUR
Mikrofond	BG	2.00
Patria Credit	RO	8.00
Siauliu Bankas	LT	5.00
Cooperative Central Bank	CY	4.00
FAER	RO	1.96
ICREF	ES	4.00
Inicjatywa Mikro	PO	7.30
Créasol	FR	2.00
Banca Transilvania	RO	7.50
SEFEA	IT	1.00
Banca di Credito Cooperativo Mediocrati	IT	1.50
Emil Banca	IT	2.00
SocGen Expressbank	BG	8.50
Banco Espírito Santo (Novo Banco)	PT	8.75
Finmolise	IT	1.00
Cajas Rurales Unidas	ES	8.00
Banca di Credito Cooperativo di Bellegra	IT	1.25
Adie	FR	5.00
SKB Leasing	SI	9.00
Cooperative Bank of Peloponnese	GR	4.00
Bradford Enterprise Agency	IT	2.57
Ustoi	BG	1.00
Banca San Giorgio Quinto Valle Agno	IT	2.00
Key Fund	GB	3.22
Volksbank Slovenia (Sberbank)	SI	8.75
Banca Popolare di Milano	IT	4.00

KPI 21. Availability and size of microloans provided

By September 2014, microfinance intermediaries have provided the final beneficiaries with 31 895 microloans. Overall, EUR 280,78 million were disbursed.

Over the course of the programme, 16 922 micro credit agreements were signed by the intermediaries under the funded instruments portfolio. The total commitments under the funded instruments portfolio amounted to EUR 133,667 million. The total number of microcredits included in the guarantee portfolio was 14 973 and amounted to EUR 147,11 million.

Microloans provided tend to be for smaller amounts. The most popular microloans were for less than EUR 5 000 (30% under the guarantee portfolio and

51% under the funded instruments portfolio), followed by up to EUR 10 000 (40% under guarantees and 70% under funded instruments). In comparison, in 2014 the smallest loan (EUR 5 000 or less) attracted 22% of beneficiaries under the guarantee portfolio and 61% under the funded instruments portfolio. A total of 44% of beneficiaries received more than EUR 10 000 under guarantees and 17% under funded instruments.

KPI 22. Availability of mentoring and training services

In order to ensure the highest effectiveness of the microloans, microfinance intermediaries are regularly providing mentoring and training services to the final beneficiaries.

Financial intermediaries are contractually bound to cooperate with organisations providing training and

mentoring. Annual monitoring reports of Progress Microfinance have regularly observed that there is still room for improvement when it comes to the mentoring and training currently offered in combination with support under Progress Microfinance. This requirement will be strengthened under EaSI. As this represents a top priority for the Commission, the European Investment Fund (EIF) will aim to improve the way all the supported providers implement this requirement under EaSI. In particular, the EIF is expected to have a closer look at the number and quality of contracts between providers and organisations providing training and mentoring and enforce better cooperation, especially with schemes supported by the European Social Fund (ESF).

All microcredit providers are required to work with entities providing training and mentoring services, particularly those supported by the ESF. According to the most recent data on the implementation of Progress Microfinance in 2014, 39% of microcredit intermediaries are deemed to provide full mentoring services, 41% of intermediaries are deemed to provide basic mentoring services, while 20% of intermediaries do not provide any form of mentoring service.

KPI 23. Types of supported micro-enterprises

Over the course of the predecessor Progress Microfinance programme, the predominant sectors receiving loans were agriculture, hunting and related service activities; wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods; storage and communication.

In terms of regional distribution, the largest number of final beneficiaries was from France (6 256 or 32.1%) and Romania (4 626 or 28.9%) under the funded instruments portfolio; and France (3 741 or 25.9%), the Netherlands (3 085 or 21.4%) and Poland (2 107 or 14.6%) under the guarantee portfolio.

3.3. Better access to finance for social enterprises

Under the Social Entrepreneurship branch of the MF/SE axis EaSI will fund actions aimed at increasing the overall availability and access to finance for

social enterprises and thus support the development of the European social investment market. Subsequently this will contribute to achieving the ultimate outcome of EaSI by improving the employment situation and including vulnerable people in society. The latter aim will be achieved not only through potential employment of vulnerable persons, but also via pursuit of other measurable positive social impacts, which according to the Regulation must be the primary objective of a social enterprise.

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

- funding from EaSI enables increasing financial support (in terms of number and volume of financial support) to social enterprises;
- supported social enterprises pursue an increasing variety of social goals (there is a widening coverage of needs that the social investment market aims to satisfy).

This will be achieved by providing financial support to investors in social enterprises through various financial instruments, which may include guarantees; debt instruments; equity; quasi-equity.

3.4. Stronger institutional capacity of microcredit providers

In order to support microfinance in Europe, EaSI will aim to build up the institutional capacity of microcredit providers. Experience with the Progress Microfinance Facility and JASMINE so far showed that in order to provide quality services to final beneficiaries, microcredit providers need to improve their institutional capacities. This in turn contributes to increasing access to finance for vulnerable people and micro-enterprises through, for instance, better-qualified staff (loan officers), ability to hire new people, and modernised internal working procedures (e.g. new IT system). Actions funded to achieve this objective will not concentrate on mutual learning, training and similar activities (as was the case under JASMINE), but on support for improvement of the microcredit providers' infrastructure. Technical assistance activities will however be offered to microcredit providers under the first axis of EaSI.

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

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

These activities were not yet funded in 2014. They are expected to begin in 2015. Therefore no information on such activities can be presented in this report. Below we review the key performance indicators to be estimated in the next performance monitoring report.

KPI 28. Change in institutional capacity of microcredit providers

This indicator aims to assess the level of institutional capacity of microcredit providers in terms of funding, human resources, operational management as well as systems and infrastructure and its

change over time. At the moment it is difficult to set a clear baseline value, as this will be a new activity under EaSI. However, from the previous annual implementation reports it can be concluded that the institutional capacity of microcredit providers is seen as insufficient. The annual reports of the predecessor programme Progress Microfinance noted that **the issue of providers' institutional capacity was acknowledged to be a bottleneck that slows down the disbursement of loans** ⁽¹⁹⁾.

KPI 29. Compliance to EU-level code of good conduct

This indicator concerns the estimated level of compliance of participating microcredit providers' governance, management and customer protection procedures with the European Code of Good Conduct for Microcredit Provision (especially in terms of preventing over-indebtedness). Annual implementation reports of the Progress Microfinance noted that this Code has not been a precondition for funding from Progress Microfinance, however, under the new EaSI programme financial intermediaries will need to sign-up and comply or endorse the Code in order to become eligible for funding. Table 26 provides a list of financial intermediaries who have signed up to or endorsed the Code in 2014.

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

Table 26. Financial intermediaries who have signed up to or endorsed the Code

Title of a financial intermediary	Country
Endorsed:	
CoopEst	BE
PAG Uniconsult Ltd.	PL
National Association of Credit Unions	RO
MICROFINANCE CENTRE (FUNDACIA MICROFINANCE CENTRE/MFC Sp.zo.o.)	PL
EUROP CONSULTANCY AND STUDIES SRL	RO
Nuevo Micro Bank S.A.U	ES
Signed up:	
Fejér Enterprise Agency	HU
PERMICRO	IT
Qredits Microfinanciering Nederland	NL
Fair Finance	UK
CAR Tractorul Brasov	RO
CAR Sanitar IFN Rm. Valcea	RO
CAR IFN CFR Rm. Valcea	RO
C.A.R Sanatatea Targu Mures	RO
ACAF Italia	IT
RoCredit IFN S.A.	RO
Vitas Instituție Financiară Nebancară SA	RO
SIS Credit	BG
Microfinance Norway	NO
Societate De Microfinantare IFN Romcom SA	RO
Caja Laboral Popular Cooperativa De Crédito	ES
Good.bee credit IFN	RO

III. Contribution to Programme's long-term objectives

This section of the report reviews the extent to which EaSI has contributed to the achievement of its long-term objectives (intermediate outcomes):

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

Each chapter starts with a short presentation of the rationale for each of the intermediate outcomes and reviewing their links to EaSI-funded activities and outputs, which were discussed in the previous section. Also, this section provides some real-life examples of EaSI contribution to specific EU policy initiatives in 2014.

1. STRONGER OWNERSHIP OF EU OBJECTIVES

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

are defined is inclusive, i.e. social partners, civil society organisations and all other relevant public and private bodies must be involved. Such organisations must also possess a capacity to transmit the views of the societal groups that they represent.

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

- Member States' policy choices and priorities as defined in the national strategic and other official documents (especially as part of the European Semester) duly take into account EU objectives;
- stakeholders are aware of the EU priorities in the field of employment, social affairs and inclusion and relevance of the EU actions in addressing the socioeconomic challenges/advancing selected policy areas;
- horizontal issues, such as gender equality, non-discrimination and inclusion of vulnerable groups, are regularly taken into account when designing policies in the field of employment and social affairs both at EU and Member States levels.

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

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

KPI 31. Stakeholder awareness of major issues and objectives

Table 27 indicates issues which EaSI stakeholders are most and least familiar with in the policy areas of employment, social protection, social inclusion and working conditions. This data is based on the

EaSI Stakeholder Survey. In the area of employment, stakeholders feel most familiar with rather general issues, such as key challenges and problems for the EU labour market and the governance process related to policy-making in this field. Least familiar issues in this area include tackling undeclared work, using financial instruments to fund employment policies and harnessing the potential of job-rich sectors.

In the area of social protection, social inclusion, stakeholders claimed to be most aware of the issues related to fighting poverty and promoting

social inclusion, whereas pensions, Social OMC and tackling homelessness issues are rather poorly understood.

In the area of working conditions, a large majority of stakeholders are familiar with working time issues, the EU Occupational Safety and Health Strategic Framework for 2014-2020 and equal treatment of women and men at work. As in previous years, stakeholders would like to get more information on reacting to restructuring processes, modernisation of work organisation and data protection at work.

Table 27. Most and least familiar policy issues in the fields of employment, social protection and social inclusion, and working conditions

Policy area	Employment	Social protection and social inclusion	Working conditions
Most familiar policy issues	Key challenges and problems facing European labour market (94,90% of stakeholders are familiar)	People at risk of poverty and social exclusion (89,30%)	Working Time issues (86,60%)
	Developing lifelong learning and active labour market policies (88,60%)	Fighting poverty and social exclusion (87,60%)	EU Occupational Safety and Health (OSH) Strategic Framework 2014-2020 (81,60%)
	Governance process in the area of employment, your role in this process (84,10%)	Active inclusion (84,50%)	Equal treatment of women and men at work (80,50%)
Least familiar policy issue	Transforming informal or undeclared work into regular employment (61,50%)	Tackling homelessness (64,30%)	Adaptation to change and restructuring (70,90%)
	Strengthening the link between employment policies and relevant financial instruments (59,10%)	Social OMC (58%)	Modernisation of work organisation (68,20%)
	Harnessing the potential of job-rich sectors (58,40%)	Pensions (56,70%)	Data protection at work (67,90%)

Source: EaSI Stakeholder Survey 2014.

KPIs 32-34. Extent to which EaSI outputs take into account horizontal issues

In pursuing all the objectives, the EaSI programme also aims to account of the horizontal issues indicated in the Article 4(2) of the EaSI Regulation 1296/2013:

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

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

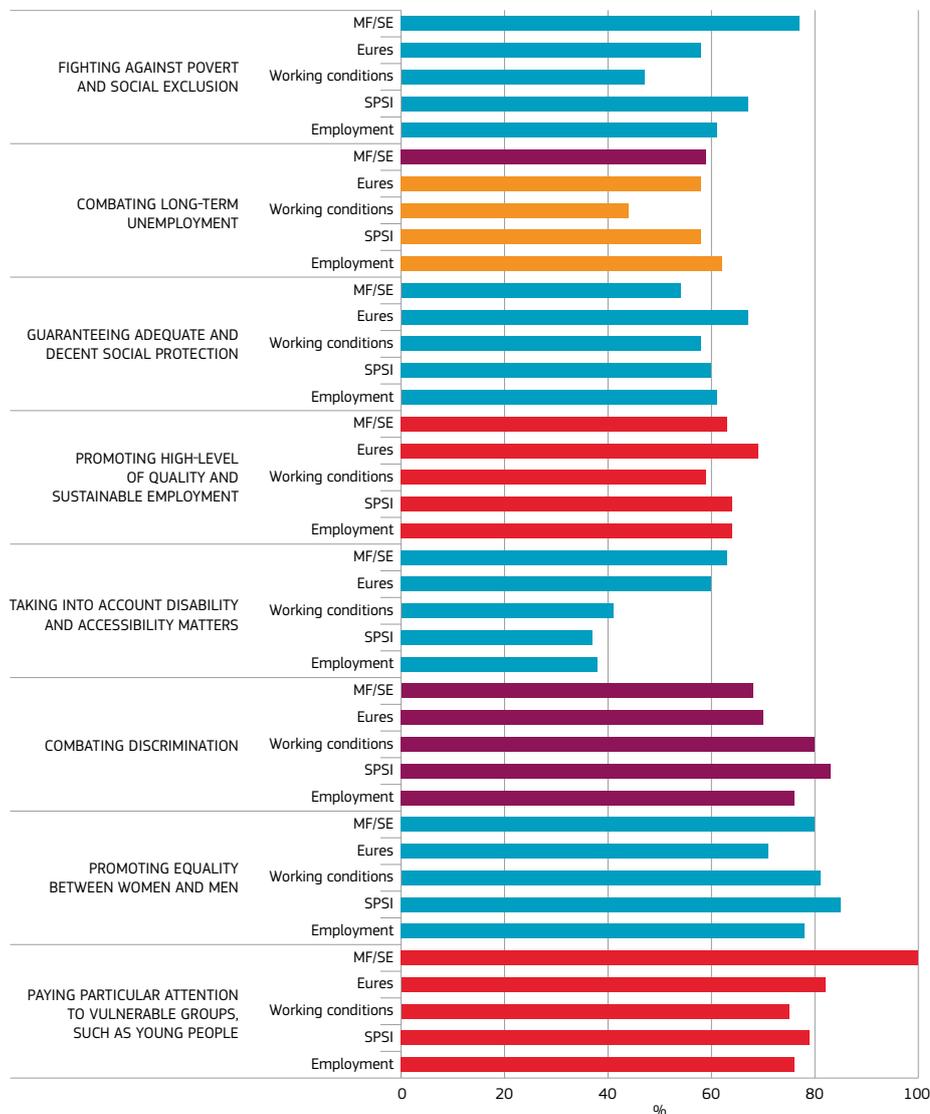
The two figures presented below aim to assess the extent to which horizontal issues were integrated into the overall policy debate and taken into account in EaSI-funded events. Such data is provided by the EaSI Stakeholder Survey as well as the survey of participants in EaSI-funded events.

Figure 15 shows that, according to stakeholders, some issues are clearly better integrated into the overall

policy debate than others. First, this can be concluded about issues that were supported by the predecessor programme PROGRESS as well as often included as the most important in an overall EU policy discourse, i.e. promoting equality between women and men and combating discrimination. In addition, paying particular attention to vulnerable groups (such as young people) was mentioned by the stakeholders as one of the issues that was taken into account in the majority of

policy fields. This might be related to the recent key EU policy objective to fight the unemployment of young people and to mitigate its consequences. Horizontal issues that should be given more attention include taking into account disability and accessibility matters as well as combating long-term unemployment. The figure also shows that the extent to which specific horizontal issues were integrated into the policy debate varies across policy fields.

Figure 15. Share of stakeholders stating that the EU contribution to the integration of the following horizontal issues into their respective policy area is moderate or high

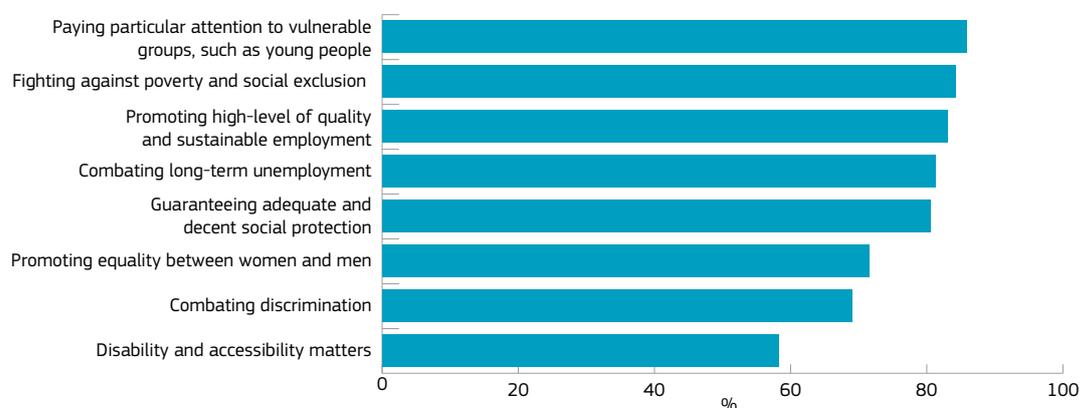


Source: EaSI Stakeholder Survey 2014.

Figure 16 shows that participants in EaSI-funded events have a very similar opinion to that held by EaSI stakeholders as a whole, however, with a few notable differences. Paying particular attention to vulnerable groups is mentioned among horizontal issues that were most often taken into

account during events, whereas disability and accessibility matters received the least amount of attention. It should be noted that gender equality and non-discrimination issues were less notable during events than in the overall policy debate.

Figure 16. Share of stakeholders stating that the event, which they participated in, took into account the following horizontal issues



Source: Survey of participants in EaSI-funded events 2014.

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

Innovative actions are needed in order to provide solutions for challenges that the EU is currently facing. High unemployment rates (especially, for youth), increasingly fragmented labour markets, shrinking workforce and increasing pressure on social protection systems as well as the increase in the number of people living in poverty and social exclusion are problems specific to the current situation in the EU (and especially the Eurozone), which need new and tailor-made policy answers. Improved capacities of the Member States for social policy innovations would contribute to developing adequate, accessible and efficient social protection systems and labour markets and facilitate policy reforms. Social policy innovations are described in the EaSI Regulation as ‘innovations that are social both as to their ends and their means and in particular those which relate to the development and implementation of new ideas

(concerning products, services and models), that simultaneously meet social needs and create new social relationships or collaborations, thereby benefiting society and boosting its capacity to act’⁽²⁰⁾.

Focusing on social policy innovation is not just doing things in new ways, but essentially means applying the range of lessons learnt on how to introduce these ways most effectively. It is about a perspective that connects social innovation to recent strategic policy packages and mainstreams social innovation in the implementation of Member States’ reforms.

EaSI is facilitating policy reform and improving capacities for social policy innovation and mutual learning to the extent that:

- learning among the EU Member States is enhanced;

(20) EaSI Regulation, 243.

- EaSI-funded policy innovations contribute to facilitation of policy reforms.

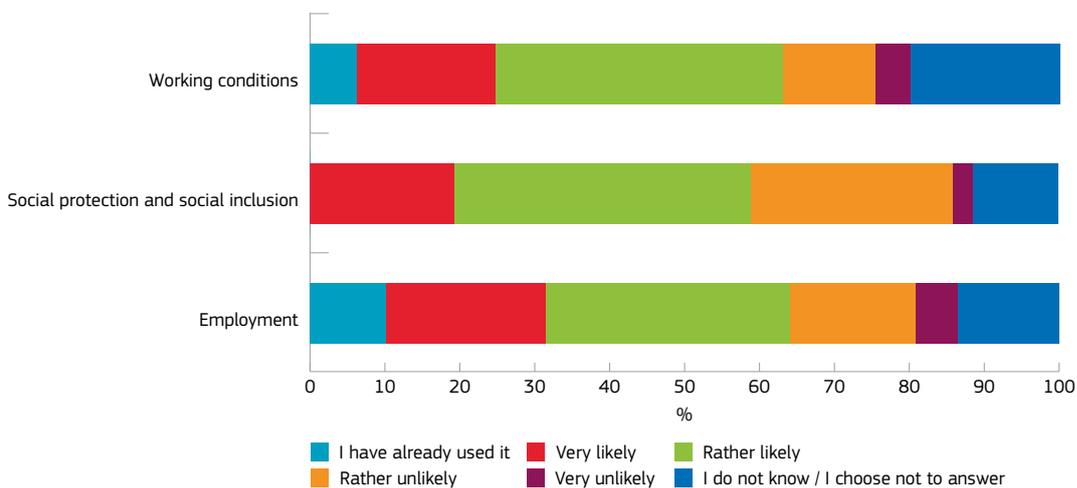
To this end, EaSI supports activities that test social and employment policy innovations on the ground before the possible dissemination and/or scaling-up of the most successful, including via the ESF ⁽²¹⁾. Therefore, creating better conditions for social policy innovations will be of key importance in order to test and implement innovative policy solutions, which will in turn lead to policy reforms, in particular as concerns innovations at the systemic level relevant for strategic welfare reforms. Moreover, it is very important that the relevant knowledge and expertise gained through social policy experimentation activities are available and easily accessible, so that the Member States can apply the new policy interventions, which prove to be the most effective, as widely as possible. This is mainly being achieved through information sharing and mutual learning, but also via dissemination of the relevant policy evidence supported by EaSI. Achievement of this goal also depends on the capacities of the main actors to carry out social policy experimentations in order to develop social policy innovations. As previously mentioned in the report, EaSI-funded social policy experimentation projects will start in 2015. However, EaSI made a contribution to disseminating social policy innovations through mutual learning and other events as well as analytical outputs.

KPI 35. Declared use of social and labour market policy innovation in the implementation of social CSRs and the results of social policy experimentation for policy-making

Figure 17 shows the share of respondents to the EaSI Stakeholder Survey (per policy area) who said that they are likely to use social policy innovations developed at the EU level (especially by EaSI and the predecessor PROGRESS programme) or have already used them. This figure concerns only stakeholders who said that they are familiar with such social policy innovations and chose to provide their answer to this question (i.e. 232 persons, or around 21 % of survey respondents under the Progress axis). While stakeholders in the area of social protection and social inclusion are better aware of social policy innovations than stakeholders in other areas (as demonstrated by Figure 11 earlier in the report), they are slightly less likely to use them (around 59% of the respondents claimed that they are likely to do this). In the areas of employment and working conditions, around 64% of stakeholders claimed that they have used or are likely to use EU-supported social policy innovations. Overall, around 62% of those familiar with EU-funded social policy innovations from all policy areas have already used them or are likely to do so in the future.

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

Figure 17. Share of stakeholders who declare that they have used or intend to use social policy innovations developed at the EU level for policy-making or implementation



Source: EaSI Stakeholder Survey 2014.

KPI 36. Scale-up, transferability and/or dissemination of policy innovations (actual and expected)

EaSI Stakeholder Survey respondents provided some evidence about the actual use of EU-supported social policy innovations (under the predecessor PROGRESS programme, since EaSI-funded projects will start in 2015):

- Many respondents mentioned that they are trying to apply the Housing First approach, which was supported by the predecessor programme PROGRESS through funding provided to a project related to this approach. The project has tested and evaluated Housing First projects in five European cities, leading to greater clarity on the potential and the limits of the approach, as well as the essential elements of Housing First projects. It also facilitated mutual learning with additional partners in five ‘peer sites’ cities where further Housing First projects are planned or are being implemented and with a steering group including FEANTSA and HABITACT as European stakeholders, experienced researchers, and representatives of national homelessness programmes.

- By building on the experience tested by one of the social policy experimentation projects, a respondent from Cyprus claimed that he is advocating for integrated support functions to be set up, by volunteers, for young people with multiple problems.
- Some of the respondents claimed to have designed networks in their countries for managing a process of social policy innovation in the field of social inclusion and social protection.

3. MODERNISATION AND EFFECTIVE APPLICATION OF EU LAW

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

The effectiveness of EU law is largely determined by its implementation at national, regional and local levels. A substantial number of infringement cases and complaints of non-compliance with EU law illustrates that problems with the application and enforcement of EU law persist. The need for better implementation of EU law has therefore been repeatedly recognised as a key priority. Also, many respondents of the public online consultation organised before the launch of EaSI (in particular, public authorities) emphasised the importance of monitoring the application of EU legislation in the Member States and underlined that this objective should be a key priority for EaSI ⁽²²⁾.

While the primary aim of EaSI in this area is to ensure that the EU law is effectively applied, actions funded by the programme also seek to improve its quality. Better law making and the need to ensure implementation, application and enforcement are closely linked: a good law ⁽²³⁾ is an enforceable and enforced law. Previous experience shows that only a limited number of Member States experience delays in the timely transposition of directives, while application problems for the Member States are more common and arise primarily as a result of the political will of national administrations to invest themselves in the EU's decisions ⁽²⁴⁾. This implies that improvements are necessary in specific areas, such as guaranteeing administrative capacity, screening domestic rules and procedures, a systematic discussion between relevant authorities across the EU, ex-post evaluations and accountability of national administrations towards their counterpart authorities in other Member States, involvement of sub-national authorities with autonomous legislative powers, supporting networks of public authorities and NGOs, systematic assessment of their performance and the identification and spread of best practices, as well as extension of training programmes for judges and public administrations. To address these challenges, a 'cultural' change is also required, which includes a shift from increasing new EU law to an emphasis on effective application.

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

(23) Described by the EaSI Regulation as 'modern', i.e. 'in line with decent work principles and taking into account the Smart Regulation principles.'

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

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

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

KPI 37. Programme's contribution to improvement of the EU legislative acquis

In 2014, EaSI-supported outputs were instrumental in contributing to improvement and better application of EU law in the area of working conditions.

Various studies and data-gathering exercises were funded by the programme in the area of health and safety at work. For example, a *Non-binding guide to good practice on the minimum health and safety requirements regarding the exposure of workers to the risks arising from physical agents (electromagnetic fields)* was finished in November 2014. It will help the relevant national actors to practically implement the provisions of Directive 2013/35/EU on the minimum health and safety requirements regarding the exposure of workers to the risks arising from physical agents (electromagnetic fields) (20th individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC) and repealing Directive 2004/40/EC. An EaSI-supported ad-hoc module of the Labour Force Survey on accidents at work and work-related health problems was also instrumental in this regard.

Furthermore, EaSI-supported networking activities helped the relevant stakeholders to exchange views and discuss relevant issues in the area of health and safety at work as well as more general issues in the area of working conditions. As examples, the 66th and 67th meetings of the Senior Labour Inspectors Committee (SLIC) and Thematic days could be mentioned. They were organised as Council Presidency activities. The first event focused on workers' involvement in the management of Occupational Safety and Health (OHS) in small enterprises (SEs) by highlighting what works and its implications for the strategies and practices of labour inspection. The second meeting discussed non-standard work and its effect on occupational safety and health.

EaSI-supported activities were also instrumental in contributing to the improvement and application of EU labour law. First and foremost, the contribution of the European Labour Law Network (ELLN) was very important in this regard. Its 7th Annual Legal Seminar discussed new forms of employment and their impact on the EU labour law. The discussions focused on the need and feasibility of legislating on new forms of employment at EU level. While some participants warned against lumping together all new forms of employment, others offered the view that a higher degree of regulation may only lead to more advanced attempts of evasion. Some participants advocated undertaking further empirical as well as legal studies in order to develop a clearer picture of new forms of employment and their pervasiveness in the Member States. Legal uncertainties with regard to identifying an employment relationship were mentioned as constituting a major problem in many national systems. In 2014, ELLN also developed quarterly and ad-hoc flash reports on labour law in the Member States.

In addition to ELLN activities, EaSI also provided financial support to the organisation of meetings of working groups and experts groups in the field of labour law. Furthermore, a Social Europe Guide on labour law and working conditions was issued in February 2014. The key objective of the guide was to provide an exhaustive overview of EU labour law and initiatives taken in the area of working. It also explained the rationale for EU involvement in this area.

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

Free movement of workers is one of the four freedoms established in the Treaty on the Functioning of the European Union (TFEU). One of the ideas behind Articles 45 and 46 of TFEU is to enable workers from Member States with a high level of unemployment to move to other states where there is a demand for jobs, i.e. geographical labour mobility should contribute to promoting a high level of quality and sustainable employment throughout Europe. However, geographical mobility in Europe is limited due to a number of obstacles. Aside from uncertainty over the advantages of being mobile, individuals face a number of other hurdles to free movement. These can range from legal and administrative obstacles, housing costs and availability, employment of spouses and partners, and portability of pensions to linguistic barriers and issues on transparency of job vacancies, and missing support from the employment services for matching CVs with job offers ⁽²⁵⁾.

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

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

In order to promote voluntary geographical labour mobility, decrease the fragmentation of the EU labour market, lower the unemployment rates and thus to contribute to the implementation of the relevant Europe 2020 policy goals, the EaSI Programme funded various actions described earlier that contributed to the development of a high

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

quality and inclusive EU labour market. Above all, such actions included:

- Under the EURES axis: ensuring that job vacancies and applications, and corresponding information and advice, as well as any related information, such as that concerning living and working conditions, are transparent for the potential applicants and employers. Contribution to this goal was made through exchange and dissemination of information at transnational, interregional and cross-border levels (chiefly through the development of the multilingual digital EURES Portal for clearance of job vacancies and applications, but also via EURES Advisers).
- Supporting the provision of EURES services for the recruitment and placing of workers in quality and sustainable employment through the clearance of job vacancies and applications. Such support services included targeted mobility schemes to fill job vacancies in a certain sector, occupation, country or a group of countries or for particular groups, such as young people; and cross-border partnerships.
- Actions funded under the Progress axis have also contributed to some extent in 2014 to the development of high quality and inclusive labour markets by producing relevant evidence and organising information sharing and mutual learning activities (especially those implemented by the European Network of PES). Such activities as cooperation between the heads of public employment services, funding of the European Employment Policy Observatory, ESCO, studies and statistics on matching skills and jobs have also contributed to achieving policy objectives in this area in 2014.

KPI 38. Number of placements facilitated

In 2014, the EURES axis contributed to the implementation of Articles 45 and 46 of TFEU, i.e. enabling workers from Member States with a high level of unemployment to move to other states where there is a demand for jobs. This was done mainly through the work of EURES advisers, but also via targeted mobility schemes.

According to the Monthly Reports of EURES advisers, in 2014 there were 31 056 placements resulting from their consultations with jobseekers, including 22 823 (73%) for outgoing jobseekers and 8 242 (27%) for incoming jobseekers. This includes reports from advisors working on both transnational and cross-border issues. This means that around 3% of personal contacts resulted in actual placement in 2014.

In addition, the predecessor programme *Your First EURES Job* initiative (targeted mobility schemes) has supported 3 188 placements of young people by the end of 2014.

KPI 39. Effectiveness of learning in the area of labour mobility

This year the survey of participants in EaSI-funded events did not target participants in EaSI-funded training and mutual learning activities, since lists of respondents were only collected/provided for conferences and other large-scale events. As previously mentioned in the report, EaSI supported three types of training for EURES advisers: initial, advanced and virtual training. For more detail on this please refer to section 2.2.2.1. of this report.

KPI 40. Coverage of EURES cross-border partnerships

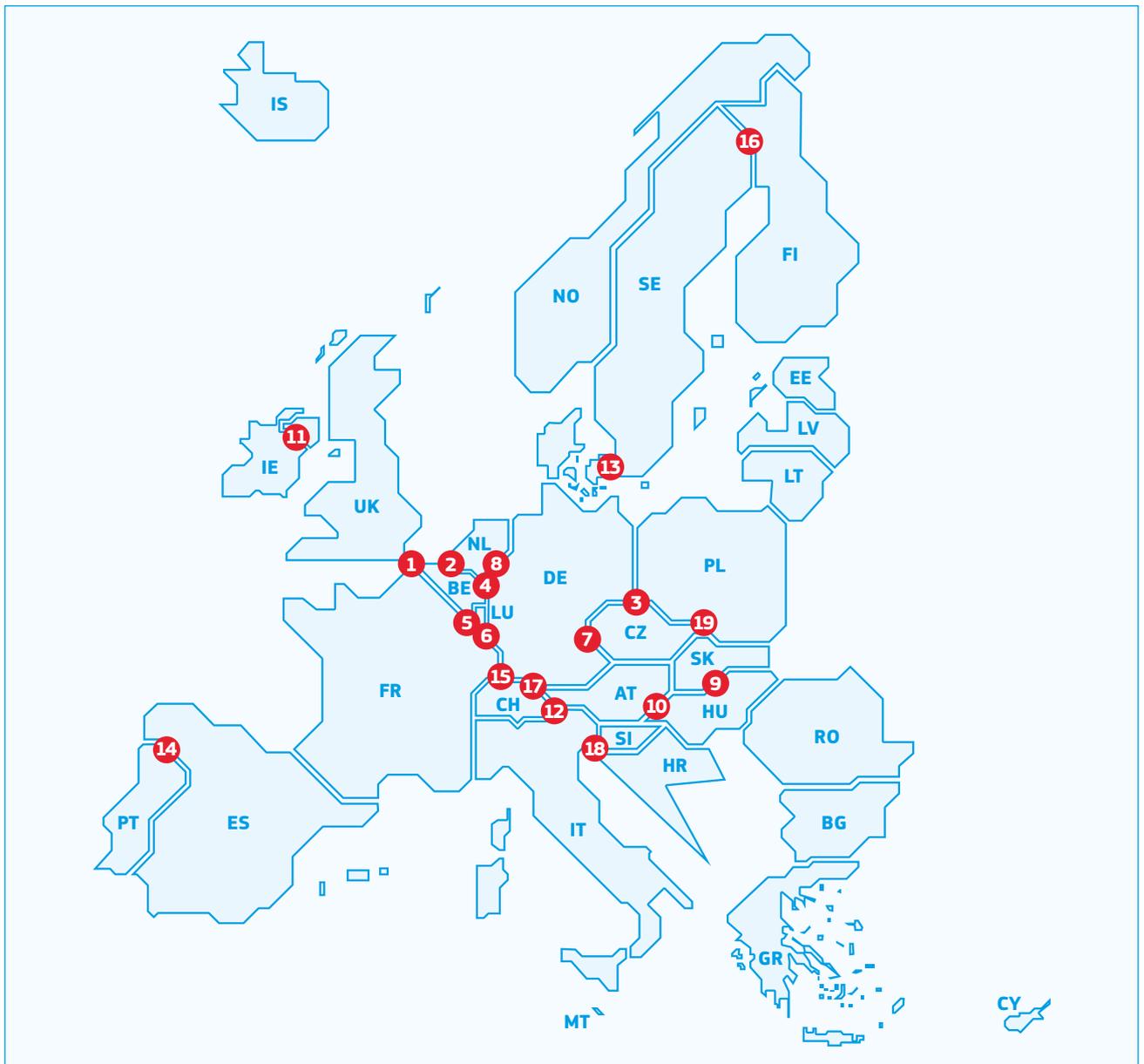
Services provided by the cross-border partnerships contribute to fair mobility in the cross-border regions, the identification of mobility obstacles and the better functioning of cross-border labour markets, thus contributing to economic growth. They are of key importance in increasing the coverage of the EU labour market and making it accessible to all. In 2014, 17 grants were awarded to establish EURES cross-border partnerships, spread geographically throughout Europe and involving 11 countries ⁽²⁶⁾. Overall, there are currently 19 operating cross-border partnerships, involving 13 countries (see Figure 18). Aiming to meet the need for information and coordination connected with labour mobility in the border regions, these partnerships bring together public employment and vocational training services, employers and

(26) Please note that these grants were awarded under the predecessor EURES programme. No funding for cross-border partnerships has been committed from the EaSI programme yet.

trade union organisations, local authorities and other institutions dealing with employment and vocational training. In addition, EURES cross-border partnerships serve as valuable contact points among employment administrations, both regional and national, and the social partners. They are also

an important means of monitoring these cross-border employment areas, which are a key element in the development of a genuine European labour market. Figure 18 provides information on the current geographical coverage of EURES cross-border partnerships.

Figure 18. Coverage of EURES cross-border partnerships



Source: The European Job Mobility Portal, March 2014.

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

Boosting jobs, growth and investment is one of the main priorities of the new Commission. In line with this goal, entrepreneurship and self-employment can be powerful tools in getting Europe growing again and increasing the number of jobs without creating new debt. A significant share of new jobs in the EU is created by newly established firms and almost 85% of these jobs are created by micro-enterprises. Access to finance, however, remains one of the most important problems faced by business starters across Europe, in particular those established by vulnerable groups of people.

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

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

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

i.e. the supported enterprises are economically active for an unlimited duration after receiving the EU support;

- access to finance for social enterprises is increasing.

5.1. European Progress Microfinance Facility

Following the same approach described earlier in the report, since no activities were funded under the microfinance branch in 2014, below **the report reviews the contribution of the predecessor programme European Progress Microfinance Facility** (Progress Microfinance) to increased access to finance for vulnerable persons and micro-enterprises in terms of the key performance indicators. This exercise will help set expectations for the Microfinance and Social Entrepreneurship axis under the EaSI programme ⁽²⁷⁾

KPI 41. Proportion of beneficiaries that have created or further developed a business with EU microfinance support that are unemployed or belonging to vulnerable groups

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

Out of 10013 natural persons benefiting from loans over the whole duration of the Progress Microfinance, **36.5% were women**. Analysis of the annual data shows that the gender pattern remained similar across the years. There were a number of intermediaries which focused on providing loans specifically to female entrepreneurs (i.e. proportion of women beneficiaries was much higher than achieved by other providers) including Credito Agricola (PT) (100%), Fundacion Pinnae (ES)

(27) Data used for this report were provided by the participating microcredit intermediaries to the European Investment Fund (EIF) as part of the social impact reporting exercise at the end of year 2014.

(75%), Libra Bank (RO) (60%) and Siauliu Bankas (LT) (60%) over the course of the programme. In year 2014 Millenium bcp (PT) and Credito Agricola (PT) had 100% of female among their beneficiaries, Fundacion Pinnae had 75% and Credal (BE) had 62% of female beneficiaries ⁽²⁸⁾

In terms of the employment situation, aggregated data show that **almost 58% of individual micro-borrowers under Progress Microfinance were unemployed**. The proportion of unemployed in 2014 was slightly lower, 56%, and in 2013 it was 64,2%.

Regarding education, **the majority of the micro-loan beneficiaries were educated to a secondary level or higher**. There were 2,8% of beneficiaries that had no formal education and almost 16% had primary education. These two categories comprised 20,8% of beneficiaries in the year 2014 and 18,2% in 2013. The intermediaries that provided the high proportions of loans in particular to people with lower education levels were Banca Popolare di Milano (IT) (56,25%), Colonya Pollença (ES) (55,13%) and Cajamar (ES) (38,83%). In 2014 the biggest share of loans to people of lower education levels were provided by Banca Popolare di Milano (IT) (56,3%), Colonya Pollença (ES) (55,1%) and Millenium (PT) (50%).

The majority of persons receiving loans were between 25 and 54 years of age. Overall, **6% of beneficiaries were under 25 years and 10,3% were more than 55 years** during the course of the programme. The figures for the year 2014 were almost the same as the aggregated data, 6,1% and 10,7% respectively. The trend was similar in 2013 as well with 6,1% of final beneficiaries being under 25 and 9,5% of beneficiaries being over 55. Finmolise (IT) provided 30,3% of loans and Erste Bank (AT) 20% of loans to younger beneficiaries. Strong outreach towards beneficiaries above the age of 55 came from Banca Popolare di Milano (IT) (53,3%), EZBOB (UK) (17,4%) and Inicijatywa Mikro (PL) (17,1%). A majority of people employed at micro-enterprises were between

25 and 54 (65,1%), with a quarter being under 25 and 9% above 55.

A total of 1,6% of micro-borrowers across Progress Microfinance have reported themselves as belonging to a minority (147) or disabled (6) during the years of the programme.

This indicates a moderate impact at facility level to these groups. At the intermediary level 87,5% of people receiving a loan from Fundacion Pinnae (ES) and 57,7% from Almi (SE) self-identified as belonging to a minority group. There were less than 25% of people self-identifying as belonging to a minority among the beneficiaries in other intermediaries. However, to date, 74,4% of individuals receiving microloans under the Facility did not provide any indication of minority status or disability. Based on the survey design, it is unclear whether this pattern is because individuals truly do not identify themselves as such or whether certain individuals refrained from providing information altogether. Also, in countries such as France where collecting statistics on minority status is not permitted under the national legal framework, no such information is provided. Therefore, actual statistics on outreach to disadvantaged groups could be significantly different.

KPI 42. Number of businesses created or consolidated that have benefited from EU support

By 2014, overall 30473 final beneficiaries had received a microloan and, hence, this could be regarded as a proxy number of businesses that were created or consolidated.

KPI 43. Number of jobs created or maintained

For 61,2% of natural persons benefiting from loans under Progress Microfinance to date, a move out of a situation of unemployment or inactivity was facilitated through establishment of a start-up business. In addition, almost 40% of people who received a microloan were employed, which could mean that the loan has helped them to sustain their businesses or employment.

Data provided by microcredit intermediaries also provide information regarding the number of

(28) It should be noted that the total number of loans granted by these intermediaries differs greatly. For example, Credito Agricola provided 2 microloans in total whereas Fundacion Pinnae provided 24.

start-ups that were supported by Progress Microfinance. The incidence of microloans under Progress Microfinance granted to existing micro-enterprises established up to one year before the inclusion date of the microloan under Progress Microfinance was 14,2%. More than 60% of loans were provided to enterprises established no more than three years earlier. The support provided by Progress Microfinance contributed to overcoming the initial obstacles of funding availability during the start-up phase of a new business.

Over the course of the programme, 25 347 persons were employed at micro-enterprises under the funded instruments portfolio and 21 939 employees

under the guarantees portfolio at the signature date of the microcredit agreement. The number, however, varies greatly across the countries from 18 employees in Denmark to over 8 000 in Romania.

KPI 44. Sustainability of the impact of EU support

Over the course of the programme, 16 922 microcredit agreements were signed by intermediaries under the funded instruments portfolio. Of these, 391 have defaulted which accounts for around 2,3%. This can be considered as a proxy indicator for estimating sustainability of the impact of EU support.

IV. Consolidated information on financial inputs

Table 28 presents financial information in respect to performance of the EaSI programme in terms of planned and actual commitments per EaSI axes, thematic sections and immediate outcomes. The planned expenditure indicated in the Annual Work Programme 2014 was EUR 118,10 million. However, after several revisions of the Annual Work Programme (i.e. adding several new activities and cancelling others), the final amount of planned commitments was EUR 119,53 million. The actual commitments in 2014 were around EUR 52 million,

which constituted around 44% of the planned commitments. In addition to the individual commitments made in 2014, implementation of global commitments worth EUR 63 042 200 were postponed to the upcoming years under the EaSI programme. This means that 97% of the expenditure planned in 2014 will be actually committed in the coming year. As the 2014 budget was not fully executed, around EUR 4,4 million of the planned commitments will not be used for the EaSI programme.

Table 28. Planned and actual commitments by axes, thematic sections and EaSI specific objectives

EaSI axes, thematic sections and specific objectives (immediate outcomes)	Planned commitments (from FD with amendments) EUR	Per cent in axis/ programme (planned)	Actual (individual) commitments (EUR)	Per cent in the committed funding of axis/ programme	Per cent of planned funding that was committed	Per cent planned in the EaSI Regulation
EaSI-Progress total	71 799 500.00	60	36 188 066.31	69	50	61
Progress thematic sections						
Employment	20 622 001.00	29	14 543 205.77	40	71	20
SPSI	36 106 221.00	50	15 996 014.46	44	44	50
Working conditions	7 654 277.00	11	2 763 833.88	8	36	10
Cross-cutting issues	7 417 001.00	10	2 885 012.20	8	39	Any remainder (= up to 20)
Progress specific objectives (immediate outcomes)						
Evidence-based EU policies and legislation	16 260 279.00	23	9 200 048.64	25	57	Not foreseen
Effective and inclusive information sharing, mutual learning and dialogue	18 809 001.00	26	13 916 953.30	38	74	Not foreseen
Better conditions for social policy innovation	12 070 000.00	17	508 710.00	1	4	15-20
Greater capacity of national and EU organisations	24 660 220.00	34	12 562 354.37	35	51	Not foreseen

EaSI axes, thematic sections and specific objectives (immediate outcomes)	Planned commitments (from FD with amendments) EUR	Per cent in axis/ programme (planned)	Actual (individual) commitments (EUR)	Per cent in the committed funding of axis/ programme	Per cent of planned funding that was committed	Per cent planned in the EaSI Regulation
EaSI-EURES total	21 422 355.00	18	15 858 011.27	30	74	18
EURES thematic sections						
Transparency of job vacancies	7 650 000.00	36	6 885 345.78	43	90	32
Development of services	9 072 000.00	42	8 765 961.76	55	97	30
Cross-border partnerships	3 862 355.00	18	0.00	0	0	18
Cross-cutting issues	838 000.00	4	206 703.73	1	25	Any remainder (= up to 20)
EURES specific objectives (immediate outcomes)						
Transparent labour market information	5 658 000.00	26	5 233 023.15	33	92	Not foreseen
Effective provision of services for recruitment and placing of workers	15 764 355.00	74	10 624 988.12	67	67	Not foreseen
EaSI-MF/SE total						
EaSI-MF/SE total	26 304 151.00	22	77 251.81	0.15	0	21
Microfinance	11 891 868.00	45	0	0	0	45
Social entrepreneurship	11 891 868.00	45	0	0	0	45
Cross-cutting issues	2 520 415.00	10	77 251.81	100	3	Any remainder (= up to 20)
Total EaSI	119 526 000.00		52 123 329.39		44	

Annex 1. Performance Monitoring Framework of the European Union PROGRAMME FOR EMPLOYMENT AND SOCIAL INNOVATION (EaSI)

The Performance Monitoring Report of the EU Programme for Employment and Social Innovation (EaSI) 2014 monitors and reports on immediate and intermediate outcomes achieved and outputs produced by EaSI in 2014 (i.e. from 1 January 2014 until 31 December 2014) as well as financial inputs (planned and actual commitments). The first part of this Annex presents the practical steps taken to collect the monitoring information on inputs, outputs and outcomes. The second part of the annex reviews outcome, output and input indicators estimated in the Performance Monitoring Report 2014.

1. COLLECTING THE MONITORING INFORMATION

1.1. Collecting information on inputs

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

1. **Planned commitments:** the EaSI programming table (Annual Work Programme) was analysed in order to produce a full list of activities that it is planned to fund (including the EUR amount planned to be committed to each activity);
2. **Actual commitments:** An updated EaSI programming table, including additional information on the actual commitments (in EUR), was analysed after the end of the funding period.
3. A table based on the Annual Work Programme 2014 representing both planned and actual commitments was produced as an Annex to the EaSI Performance Monitoring Report.

1.2. Collecting information on outputs

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

1. A number of monitoring data on outputs were collected via the common **monitoring template** (final technical implementation reports) attached to action grant

agreements, operating grant agreements and contracts. Since 2014 was the first year of EaSI implementation, only a few final technical implementation reports were available on the implementation of EaSI activities. Some illustrative data was also collected from the final technical implementation reports of the predecessor PROGRESS programme.

2. Beneficiaries of the **action grant agreements** completed the final technical implementation reports (including quantitative monitoring data) online, with data being directly stored in the DEFIS database. Then the aggregate data was extracted from the DEFIS database by the IT unit of DG EMPL and provided to the external contractor (PPMI) in PDF (qualitative information) and Excel (quantitative information) formats. Together with this information, the external contractor also received an updated summary on the beneficiaries of grants awarded under EaSI in 2014 from the DEFIS database, including the list of call owners.
3. The external contractor collected the data on the outputs produced by the beneficiaries of the **operating grant agreements** from the final technical implementation reports that the beneficiaries submitted to the Commission. The external contractor extracted the data from the templates and created a database containing the aggregated monitoring data on the outputs produced by the operating grant beneficiaries.
4. Monitoring data on the outputs produced by the **contractors** was first indicated in the Commission's COLI database (and EaSI Annual Work Programme) and then collected via the desk research carried out by the external contractor. For this, a catalogue of outputs produced during 2014 was produced and submitted by PPMI to the Commission for cross-check. In addition, final technical implementation reports produced by the contractors were collected by the operational units

of the Commission and provided to the external contractor.

5. Regarding the **conferences**, final technical implementation reports attached to the contracts foresee that organisers must provide DG EMPL with the lists of participants. These lists of participants were collected and forwarded to the external contractor in order to carry out the survey of participants in EaSI-funded events in 2014.
6. Other sources used to collect information on outputs included the implementation reports of EaSI-supported financial instruments, reports from EURES advisers and an internal EURES Job Mobility Portal database.
7. Additionally, the external contractor carried out desk research in other relevant sources in order to collect the exhaustive amount of information on EaSI outputs. Such sources included the DG EMPL programming table as well as publicly accessible information (e.g. Europa.eu website, websites of the key EU-level NGO networks, European-level observatories and other relevant bodies). **All specific sources for each of the output indicators are specified below in the second part of this Annex.**

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

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

- gathering of the data collected via the templates and other reporting means attached to the contracts and grant agreements (often such data was stored in the official DG EMPL databases, e.g. DEFIS, COLI, but in some cases it was also extracted directly from the templates; such a situation arose in the case of contracts and operating grants, as this data is not currently entered into the databases mentioned above), including reports on the implementation of the EaSI-funded financial instruments (provided by the entrusted entity), EURES advisers' reports as well as information from the EURES Job Mobility Platform (provided by the DG EMPL IT unit);
 - desk research in other primary and secondary sources. Among the key **primary sources** for the desk research were the legal documents governing the implementation of the EaSI programme, official websites of the Commission, other EU institutions, EU-level NGO networks, Commission staff working documents, communications from the Commission, proposals for Directives, Impact Assessment Reports, etc. As data from primary sources is not always sufficient for estimating all performance indicators, some **secondary sources** were used, e.g. data collected by other outside organisations and reports by independent experts;
 - EaSI Stakeholder Survey and survey of participants in EaSI-funded events.
- The EaSI Stakeholder Survey was launched in January 2015, whereas the survey of participants in events was carried out twice a year, i.e. approximately 2-3 months after each event.
- Stakeholders surveyed under the EaSI Stakeholder Survey included the following groups: a) EU and national-level policy and decision-makers, who work in the employment and social policy fields; b) civil society organisations (NGOs), including social partners; c) other relevant participants and stakeholders involved in the programme design and implementation (including employees in public and private employment services; employees in public or private organisations providing microfinance and/or funding for social enterprises; researchers, university teachers or independent experts; journalists).
- Respondents of the EaSI Stakeholder Survey were invited to answer the questionnaire using one of two methods:
- Direct email invitations to participate in the survey were sent to the lists of respondents. Separate lists for each of the EaSI axes were compiled. Double use of respondents' email addresses was avoided;

- Respondents were also able to reach the questionnaire via the survey gateway website (hosted by PPMI). In the gateway, respondents were able to identify the axis and thematic area he/she is involved in. Several minutes after visiting the gateway respondents received direct email invitation to participate in the survey of the specific axis/thematic area. Survey gateway was advertised through DG EMPL website and social media tools (Facebook and Twitter) in order to attract additional respondents to the survey.

Respondents of the events questionnaire were invited to the survey with direct email invitations. The list of respondents was compiled using lists of participants in the events provided by the relevant

staff of DG EMPL to the external contractor. All questionnaires were available in three languages – English, French and German. The results of both surveys are presented as Annexes to the Performance Monitoring Report in the detailed information notes.

2. PERFORMANCE INDICATORS

2.1. Immediate and intermediate outcomes: key performance indicators (KPIs)

2.1.1. Immediate outcomes

Progress axis

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

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

Indicator	Explanation	Data sources
Immediate Outcome 3: Better conditions for social policy innovation		
KPI 8. Presence of adequate conditions for social policy innovations and social policy experimentation	<p>Presence of adequate conditions to design and implement policy experimentations in the field of EU employment and social policy in terms of:</p> <ul style="list-style-type: none"> • Support for capacity of the main actors. In this regard, we will review capacity-building activities related to social policy experimentation/innovation (i.e. number of events, projects, training activities, etc. addressing specifically the issue of social policy experimentation/innovation); • Adequate financial resources (is the average action grant sufficient?); • Accessibility to relevant know-how and expertise. This will be estimated as the number and share of EaSI-funded policy evidence and information sharing and learning outputs providing information on social policy experimentation/innovation. 	Monitoring data on grant agreements and contracts (final technical implementation reports and summaries from DEFIS database); contacts with Commission officials; analysis of EaSI-funded policy evidence and information sharing and learning outputs.
KPI 9. Awareness of social policy innovation	Share of key EU and national stakeholders who are aware of programme-supported social policy innovations in the active labour market and social protection policies and their implementation	EaSI Stakeholder Survey.

Indicator	Explanation	Data sources
Immediate Outcome 4: Greater capacity of national and EU organisations		
KPI 10. Capacity of the key EU-level NGO networks to further develop, promote and support the implementation of EU employment and social policy and legislation	<ul style="list-style-type: none"> • Share of stakeholders acknowledging that key EU-level NGO networks supported via operating grants are a useful source of information on EU employment and social policy; • Examples of how the evidence produced by EaSI-supported EU-level NGO networks contributed to the development of specific policy outputs; This information will be collected in the following ways: 1) from the websites of the supported EU-level NGO networks; 2) from the templates attached to the operating grant agreements; 3) if needed, by direct contacts with the networks, asking them about their contribution to the policy initiatives during the year; • Thematic coverage (categories) of the EU employment and social policy priorities by the key EU-level NGO networks. 	Monitoring data on operating grant agreements; publicly accessible sources (e.g. websites of key EU-level NGO networks); work programmes and final reports of the key EU-level NGO networks; EaSI Stakeholder Survey.
KPI 11. Declared effectiveness of capacity building	<ul style="list-style-type: none"> • Share of participants from the national administrations involved in the EaSI-supported capacity strengthening activities who declare the change in capacity of supported organisations to further develop, promote and support the implementation of EU employment and social policy and legislation as a result of EaSI-funded activities; • Share of participants in the capacity building activities declaring that they have gained skills and knowledge which are useful in order to provide quality services to final beneficiaries of microfinance (only for microcredit providers). 	Survey of the participants in the events.
KPI 12. Active collaboration and partnership between government institutions of the EU and Member States – indicator from AMP	Share of officials working in national, regional and local government institutions indicating that they collaborate actively with government institutions of the EU.	EaSI Stakeholder Survey.

EURES axis

Indicator	Explanation	Data sources
Immediate Outcome 5: Transparent labour market information		
Indicator	Explanation	Data sources
KPI 13. Number of visits to the EURES Job Mobility Portal (monthly average in million) – indicator from AMP	Number of visits of the EURES Job Mobility Portal (monthly average in millions).	EURES Job Mobility Portal (information will be acquired from the DG EMPL IT unit).
KPI 14. Profile of jobseekers and employers registered in the EURES Job Mobility Platform	<ul style="list-style-type: none"> • Profile of jobseekers registered in the EURES Job Mobility Platform per country, ESCO occupation, education level, education field, participation of European (online) Job Mobility Day; • Profile of companies registered in the EURES platform per country, size, field of operation (NACE classification). 	EURES website.
KPI 15. Customer satisfaction with EURES Job Mobility Platform	Share of persons (both jobseekers and employers) who have used the EURES Job Mobility Platform and are satisfied.	Dedicated survey among the registered users of the EURES Job Mobility Platform (the survey will be regular, but not annual).
KPI 16. Inflow of vacancies	EURES Job Vacancy Index is calculated as a percentage of the inflow of job posts in January 2013. It enables to compare the current situation against a reference point (end of the technical enhancement of the EURES platform).	Data collected under the Job Mobility Portal.
KPI 17. Effectiveness of learning	<ul style="list-style-type: none"> • Share of participants in (a) mutual learning events and (b) training and other relevant events (e.g. the European Job Days) declaring that they have gained a better understanding of EU policies and objectives in the field of geographical labour mobility as well as become aware of the best practices to improve services for both employers and jobseekers; • Examples of mutual learning events and training activities organised under EURES axis and review of their content; • Thematic coverage of the mutual learning events and training under EURES axis. 	Publicly accessible sources on the EURES events; Survey of the participants in the events.
Indicator	Explanation	Data sources
Immediate Outcome 6: Effective provision of services for recruitment and placing of workers		
KPI 18. Number of individual personal contacts of EURES advisers with jobseekers, job changers and employers – indicator from AMP	Total number of individual personal contacts of EURES advisers (including those working in the framework of cross-border partnerships) with jobseekers, job-changers and employers	EURES Advisors' Monthly Reports; data to be provided by beneficiaries of grant agreements.
KPI 19. Inclusiveness of EURES services	Target groups covered by the projects supported via EURES to implement targeted mobility schemes (including per main recruiting sectors and occupations).	Monitoring data on grant agreements and contracts; summaries on action grants from the DEFIS database; publicly accessible sources (e.g. Europa.eu website, EURES Job Mobility Portal).
KPI 20. Effectiveness of targeted mobility schemes	<ul style="list-style-type: none"> • Most recurrent and useful support measures applied under the targeted mobility schemes (project implementers will have to list the three most effective measures); • Average cost per placement (project implementers will have to indicate such data in the monitoring templates). 	Monitoring data on grant agreements; final technical implementation reports on action grant agreements.

Microfinance and Social Entrepreneurship axis

Indicator	Explanation	Data sources
Immediate Outcome 7: Better access to, and the availability of, microfinance		
KPI 21. Availability and size of microloans provided	<ul style="list-style-type: none"> Total number of microloans provided to final beneficiaries with EU support; Volume of microloans (EUR) provided annually to final beneficiaries. 	Annual implementation reports submitted by entrusted entity/fund manager who will implement financial instruments; Commission's annual implementation report on Progress Microfinance.
KPI 22. Availability of mentoring and training services	Types (categories) of mentoring and training services provided to final beneficiaries.	Annual implementation reports submitted by entrusted entity/fund manager who will implement financial instruments.
KPI 23. Types of supported micro-enterprises	Sector and regional distribution of supported micro-enterprises.	Annual implementation reports submitted by entrusted entity/fund manager who will implement financial instruments; Commission's annual implementation report on Progress Microfinance.
KPI 24. Evidence of good practices (context indicator)	Evidence and examples of successful use of EaSI-enabled microfinance support for vulnerable people and micro-enterprises. This will be provided as a context indicator only if information is available. It might not be collected regularly.	Administrative data/annual implementation reports submitted by microcredit providers; Commission's annual implementation report; desk research in publicly accessible sources.

Indicator	Explanation	Data sources
Immediate Outcome 8: Better access to finance for social enterprises		
KPI 25. Availability and size of funding	<ul style="list-style-type: none"> Total number of social enterprises supported; Total volume of funding (EUR) provided to social enterprises. 	Annual implementation reports submitted by entrusted entity/fund manager who will implement financial instruments.
KPI 26. Profile of supported social enterprises	Total number of social enterprises belonging to the specific identified groups (according to sector, social purpose, target groups, average loan size) that have received EU support.	Annual implementation reports submitted by entrusted entity/fund manager who will implement financial instruments.
KPI 27. Evidence of good practices (context indicator)	<ul style="list-style-type: none"> Evidence and examples of particularly successful investors in social enterprises in terms of funding disbursed, innovative approaches, etc.; Evidence and examples of successful social enterprises that were supported by EaSI. <p>This will be provided as a context indicator only if information is available. It might not be collected regularly.</p>	Publicly available sources; annual implementation reports submitted by entrusted entity/fund manager who will implement financial instruments.

Indicator	Explanation	Data sources
Immediate Outcome 9: Stronger institutional capacity of microcredit providers		
KPI 28. Change in institutional capacity of microcredit providers	Estimation of the level of institutional capacity (low/moderate/high) in terms of funding, human resources, operational management as well as systems and infrastructure will be based on the self-assessment of the microcredit providers. Data for estimating this indicator will be acquired from the applications of the microcredit providers for capacity building. Regular monitoring of the capacity of microcredit providers will allow to assess the change in capacity of the microcredit providers.	Annual implementation reports submitted by entrusted entity/fund manager who will implement financial instruments; applications of the microcredit providers for capacity building.
KPI 29. Compliance to EU-level code of good conduct	Estimated level of compliance (low/moderate/high) of participating microcredit providers' governance, management and customer protection procedures with the European Code of Good Conduct for Microcredit Provision (especially in terms of preventing over-indebtedness).	Annual implementation reports submitted by entrusted entity/fund manager who will implement financial instruments.
KPI 30. Effectiveness of EaSI-funded capacity building	Number of microcredit providers who received support through funding for institutional capacity building.	Annual implementation reports submitted by entrusted entity/fund manager who will implement financial instruments.

2.2. Intermediate outcomes

Indicator	Explanation	Data sources
Intermediate Outcome 1: Stronger ownership of EU objectives		
KPI 31. Stakeholder awareness of the major issues and objectives	Share of stakeholders who feel familiar with the main issues in the policy fields covered by EaSI.	EaSI Stakeholder Survey.
KPI 32. Extent to which EaSI outputs take into account horizontal issues	The extent to which horizontal issues, such as gender equality, non-discrimination, inclusion of vulnerable groups and others, are regularly taken into account in the EaSI-supported activities. This will be done by: <ul style="list-style-type: none"> Estimating the extent to which outputs of the programme have a horizontal issue dimension. This exercise will be based on a separate column in the Annual Work Programme, which will be allocated to indicate whether an output takes into account any of the horizontal issues. Estimating the extent to which the horizontal issues were taken into account during the projects supported via the action grants. This information will be collected from the final technical implementation reports available for all activities. 	Annual work programme; final technical implementation reports; interim and ex-post evaluation of the previous programmes; interim and ex-post evaluations of the EaSI Programme.
KPI 33. Integration of horizontal issues in the overall policy debate	Share of stakeholders stating that the EU contribution to the integration of the horizontal issues into their respective policy area is moderate or high.	EaSI Stakeholder Survey.
KPI 34. Extent to which horizontal issues were taken into account in EaSI-funded events	Share of stakeholders stating that the event, which they participated in, took into account the horizontal issues.	Survey of the participants in the events.

Indicator	Explanation	Data sources
Intermediate Outcome 2: Facilitation of policy reforms, convergence and capacities for social innovation and mutual learning		
KPI 35. Declared use of social and labour market policy innovation in the implementation of social CSRs and the results of social policy experimentation for policy-making – indicator from AMP	Share of relevant stakeholders who declare that they have used the results of social policy experimentation in the implementation of social CSRs or policymaking, or further social policy experimentation.	EaSI Stakeholder Survey.
KPI 36. Scale-up, transferability and/or dissemination of policy innovations (actual and expected)	Incidence of up-take of policy innovations that were created with support from EaSI (Y/N and examples) in the design and implementation of active labour market and social policies. This information will be collected via the desk research in the EaSI-funded outputs. We will look for the text declaring that EaSI-funded social policy innovations are being up-scaled. We will also analyse the final technical implementation reports (FTIRs) of the action grant agreements to account for the expected up-take of social policy innovations. FTIRs have a specific graph which asks the contractors to provide information about the further use of the project results. In this regard, reports of peer reviews, exchanges of good practices and mutual learning events will be analysed. Examples of policy reforms/policy learning from other Member States informed by EaSI activities and outputs will also be collected via an open question in the survey of the participants in EaSI-funded events. Specifically, participants of peer reviews and mutual learning events will be targeted.	Documents of policy committees and policy and reporting documents submitted by the MSs, notably NRPs and National Social Reports; review of the reports from the networks of independent experts; desk research in the EaSI-funded analytical outputs; final technical implementation reports of the grant agreements; reports from the peer reviews, mutual learning events and exchanges of good practice; Survey of the participants in the events.

Indicator	Explanation	Data sources
Intermediate Outcome 3: Modernisation and effective application of EU law		
KPI 37. Programme's contribution to improvement of the EU legislative acquis	Extent to which, as well as how, the following EaSI-funded outputs contributed to the improvement/review of the legislative acquis: <ul style="list-style-type: none"> • policy evidence outputs (including studies, evaluation, monitoring reports, etc.); • information sharing and learning outputs (including trainings of legal practitioners, events, working groups, etc.); • outputs produced under the action grant agreements (projects); • outputs produced under the operating grant agreements (EU-level NGO networks); • outputs produced by the Networks of Independent Experts. 	Publicly accessible sources (e.g. the Europa.eu website); consultation with relevant Commission officials (via the template disseminated by PPMI); quantitative/qualitative monitoring data on grant agreements and contracts; summaries from the DEFIS database; review of the analyses produced by the networks of experts; Regulatory Fitness and Performance Programme (REFIT) information; evaluations of the previous programmes and later of the EaSI programme.

Indicator	Explanation	Data sources
Intermediate Outcome 4: High quality and inclusive EU labour markets open and accessible to all		
KPI 38. Number of placements facilitated	Number of placements facilitated via the targeted mobility schemes, cross-border partnerships and EURES advisors. Data on placements facilitated via the targeted mobility schemes and cross-border partnerships will be collected through the templates attached to the action grant agreements. Data on placements facilitated via EURES advisors network will be collected from the reports of EURES advisers.	EURES advisors' reports; final technical implementation reports on action grant agreements.
KPI 39. Effectiveness of learning in the area of labour mobility	Examples of policy reforms/policy learning in the area of labour mobility which happened as a result of EaSI-funded EURES activities. This information will be collected via an open question in the survey of the participants in EaSI-funded events on the issues related to labour mobility. Specifically, participants of peer reviews, mutual learning events and training will be targeted.	Survey of the participants in the events.
KPI 40. Coverage of EURES cross-border partnerships	<ul style="list-style-type: none"> Review of the cross-border regions already covered by EURES cross-border partnerships. A map showing the current coverage of cross-border partnerships will be produced; Change in the number of cross-border partnerships from the last monitoring report. 	Final technical implementation reports (specifically on the projects implementing cross-border partnerships); desk research on publicly available sources (e.g. websites of cross-border partnerships, etc.)

Indicator	Explanation	Data sources
Intermediate Outcome 5: Increased access to finance for vulnerable persons, micro- and social enterprises		
KPI 41. Proportion of beneficiaries that have created or further developed a business with EU microfinance support that are unemployed or belonging to vulnerable groups – indicator from AMP	Proportion of beneficiaries that have created or further developed a business with EU microfinance that are: <ul style="list-style-type: none"> unemployed; older people (55+); persons under 25-years of age; women; with no or only primary education. 	Progress Microfinance implementation reports – DG EMPL C2; future implementation reports on EaSI financial instrument.
KPI 42. Number of businesses created or consolidated that have benefitted from EU support – indicator from AMP	Number of business created or consolidated that have benefitted from EU support disbursed via the Microfinance and Social Entrepreneurship axis of the EaSI Programme (i.e. number of beneficiaries who have received a microloan). This indicator will differentiate between the microfinance and social entrepreneurship axes and will estimate the number of businesses created or consolidated separately for each of the axes.	Future implementation reports on EaSI financial instruments; Progress Microfinance implementation reports – DG EMPL C2.
KPI 43. Number of jobs created or maintained	Number of jobs created or maintained through the establishment or development of a business that have benefitted from EU support. This indicator will differentiate between the microfinance and social entrepreneurship axes and will estimate jobs created or maintained separately for each of the axes.	Future implementation reports on EaSI financial instruments; Administrative data/annual implementation reports submitted by microcredit providers; Progress Microfinance implementation reports.
KPI 44. Sustainability of the impact of EU support	Share of supported businesses that are economically active 6/12/18/24/36 months after receiving EaSI-enabled support. This will be assessed by analysing the information on defaults. Our assumption will be that business is economically active if it has not defaulted. This indicator will differentiate between the microfinance and social entrepreneurship axes and will estimate sustainability of supported businesses separately for each of the axes.	Future implementation reports on EaSI financial instruments.

3. INPUT AND OUTPUT INDICATORS

The following input indicators were estimated:

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

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

Element of the Logical Framework	Indicators	Types of outputs as coded in the programming table	Data sources	Contributes to the achievement of
Progress axis				
Output 1: Gathering of data and statistics	Number of quantitative and qualitative databases developed or maintained.	<ul style="list-style-type: none"> • Data and statistics • Common methodologies • Database • Report 	Publicly accessible sources (e.g. Europa.eu website); Quantitative/qualitative monitoring data on grant agreements and contracts; Annual Work Programme.	Immediate Outcome 1: Evidence-based EU policies and legislation.
Output 2: Common methodologies, classifications, micro-simulations, indicators and benchmarks	Number of methodologies, classifications, micro-simulations, indicators and benchmarks produced (by thematic section; distinction between those commissioned by the Commission/produced under grant agreements)	<ul style="list-style-type: none"> • Implementation report 	Publicly accessible sources (e.g. Europa.eu website); Quantitative/qualitative monitoring data on grant agreements and contracts.	Immediate Outcome 1: Evidence-based EU policies and legislation.
Output 3: Surveys, studies, analyses, reports and expertise in thematic sections	Number of surveys, studies, analyses and reports (by thematic section; distinction between those commissioned by the Commission/produced under grant agreements).	<ul style="list-style-type: none"> • Study report • Report • Data and statistics • Database • Audit • Implementation report 	Publicly accessible sources (e.g. Europa.eu website); Quantitative monitoring data on grant agreements and contracts; Annual Work Programme.	Immediate Outcome 1: Evidence-based EU policies and legislation.
Output 4: Qualitative and quantitative evaluations and impact assessments	Number of evaluations and impact assessment reports (by thematic section; distinction between those commissioned by the Commission/produced under grant agreements).	<ul style="list-style-type: none"> • Study report • Evaluation, impact assessment report 	Publicly accessible sources (e.g. Europa.eu website); Quantitative monitoring data on grant agreements and contracts; direct contact with DG EMPL (only if necessary); Annual Work Programme.	Immediate Outcome 1: Evidence-based EU policies and legislation.

Element of the Logical Framework	Indicators	Types of outputs as coded in the programming table	Data sources	Contributes to the achievement of
Progress axis				
Output 5: Monitoring and assessment reports on the transposition and application of EU law	Number of monitoring and assessment reports on the transposition and application of EU law (by thematic section; distinction between those commissioned by the Commission/produced under grant agreements).	<ul style="list-style-type: none"> • Study report • Audit • Evaluation, impact assessment report 	Publicly accessible sources (e.g. Europa.eu website); Quantitative monitoring data on grant agreements and contracts; contact with DG EMPL (only if necessary); Annual Work Programme.	Immediate Outcome 1: Evidence-based EU policies and legislation.
Output 6: Preparation and implementation of social policy experimentation as a method for testing and evaluating innovative solutions with a view to up-scaling them	Number of social policy experimentation projects (action grants; by thematic section).	<ul style="list-style-type: none"> • Support to organisations • Implementation report 	Publicly accessible sources (e.g. Europa.eu website); Quantitative monitoring data on grant agreements and contracts; Summaries on action grants beneficiaries from the DEFIS database.	Immediate Outcome 3: Better conditions for social policy innovation.
Output 7: Dissemination of the results of the analytical activities	<ol style="list-style-type: none"> 1. Number of activities aimed at disseminating the results of the analytical activities; 2. Number of reports produced as an output of the above-mentioned analytical activities and disseminated. 	<ul style="list-style-type: none"> • Report • Seminar/ meeting/ workshop • Leaflet, publication, audio visual and promotion material and social networks • -Conference, event 	Quantitative monitoring data on grant agreements and contracts; website monitoring information provided by the DG EMPL IT unit; Annual Work Programme.	Immediate Outcome 1: Evidence-based EU policies and legislation.
Output 8: Exchanges and dissemination of good practice, innovative approaches and experience, peer reviews, benchmarking and mutual learning events	<ol style="list-style-type: none"> 1. Number of exchanges of good practice, peer reviews, mutual learning events (by thematic section; distinction between those commissioned by the Commission/produced under grant agreements); 2. Number of participants in the events (of which: women/men; public/private/NGO sector). 	<ul style="list-style-type: none"> • Seminar/ meeting/ workshop • Report • Conference, event • Training 	Publicly accessible sources (e.g. Europa.eu website); Quantitative monitoring data on grant agreements and contracts; Annual Work Programme.	Immediate Outcome 2: Effective and inclusive information sharing, mutual learning and dialogue.

Element of the Logical Framework	Indicators	Types of outputs as coded in the programming table	Data sources	Contributes to the achievement of
Progress axis				
Output 9: Council Presidency events, conferences and seminars	1. Number of Council Presidency events, conferences and seminars (by thematic section; distinction between those commissioned by the Commission/produced under grant agreements); 2. Number of participants in the events (of which: women/men; public/private/NGO sector).	<ul style="list-style-type: none"> Conference, event Seminar/meeting/workshop Information and awareness activity 	Publicly accessible sources (e.g. Europa.eu website; websites of the Presidencies); Quantitative monitoring data on grant agreements and contracts; Annual Work Programme.	Immediate Outcome 2: Effective and inclusive information sharing, mutual learning and dialogue.
Output 10: Training of legal and policy practitioners	1. Number of trainings (by thematic section; distinction between those commissioned by the Commission/produced under grant agreements); 2. Number of participants in the events (of which: women/men).	<ul style="list-style-type: none"> Training Seminar/meeting/workshop 	Publicly accessible sources (e.g. Europa.eu website; Academy of European Law); Quantitative monitoring data on grant agreements and contracts; Annual Work Programme.	Immediate Outcome 2: Effective and inclusive information sharing, mutual learning and dialogue.
Output 11: Drafting and publication of guides, reports and educational material and measures relating to information, communication and media coverage of initiatives supported by the Programme	Number of guides, reports and educational material (by thematic section; distinction between those commissioned by the Commission/produced under grant agreements).	<ul style="list-style-type: none"> Guide/manual/toolkit Leaflet, publication, audio visual and promotion material and social networks 	Publicly accessible sources (e.g. Europa.eu website); Quantitative monitoring data on grant agreements and contracts; Annual Work Programme	Immediate Outcome 2: Effective and inclusive information sharing, mutual learning and dialogue.
Output 12: Information and communication activities	1. Number of activities aimed at disseminating the results of peer reviews, exchanges of good practice, mutual learning events and guides and educational material (by thematic section; distinction between those commissioned by the Commission/produced under grant agreements); 2. Number of reports produced as an output of the above-mentioned activities and disseminated.	<ul style="list-style-type: none"> Leaflet, publication, audio visual and promotion material and social networks Seminar/meeting/workshop Conference, event Information and awareness activity Implementation report 	Publicly accessible sources (e.g. Europa.eu website); Quantitative monitoring data on grant agreements and contracts; Annual Work Programme; website monitoring data from DG EMPL IT unit.	Immediate Outcome 2: Effective and inclusive information sharing, mutual learning and dialogue.

Element of the Logical Framework	Indicators	Types of outputs as coded in the programming table	Data sources	Contributes to the achievement of
Progress axis				
Output 13: Development and maintenance of information systems in order to exchange and disseminate information on EU policy and legislation and on the labour market	Number of information systems developed and maintained (by thematic section; distinction between those commissioned by the Commission/produced under grant agreements).	<ul style="list-style-type: none"> • Web platform/ information system • Database 	Publicly accessible sources (e.g. Europa.eu website); Quantitative monitoring data on grant agreements and contracts; Annual Work Programme.	Immediate Outcome 2: Effective and inclusive information sharing, mutual learning and dialogue.
Output 14: Covering operating costs of key EU-level NGO networks	<ol style="list-style-type: none"> 1. Number of EU-level NGO networks established and maintained (by thematic section); 2. Number of members of each network (by country). 	<ul style="list-style-type: none"> • Capacity building of organisations • Report • Seminar/ meeting/ workshop • Training • Conference, event • Common methodologies • Implementation report 	Publicly accessible sources (e.g. Europa.eu website); DG EMPL internal data on the number of framework partnership agreements signed (info from COLI database); Quantitative monitoring data from operating grants; Annual Work Programme.	Immediate Outcome 4: Greater capacity of national and EU organisations.
Output 15: Capacity building of national administrations and specialist services responsible for promoting geographical mobility designated by the Member States and microcredit providers	<ol style="list-style-type: none"> 1. Number of capacity building activities organised (by thematic section); 2. Number of participants in these capacity building activities (of them: women/men). 	<ul style="list-style-type: none"> • Capacity building of organisations • Seminar/ meeting/ workshop • Training • Conference, event • Action grant • Implementation report 	Annual Work Programme; Quantitative monitoring data on grant agreements and contracts.	Immediate Outcome 4: Greater capacity of national and EU organisations.
Output 16: Building up the main actors' capacity to design and implement social policy experimentation	<ol style="list-style-type: none"> 1. Number of capacity building activities organised (by thematic section); 2. Number of participants in these activities (of them: women/men). 		Publicly accessible sources (e.g. Europa.eu website); Annual Work Programme; Quantitative monitoring data on grant agreements and contracts	Immediate Outcome 3: Better conditions for social policy innovation.
Output 17: Organisation of working groups of national officials to monitor the implementation of EU law	<ol style="list-style-type: none"> 1. Number of working groups organised (by thematic sections) 2. Number of participants in the working groups (of them: women/men). 	<ul style="list-style-type: none"> • Working group of national officials/ specialist bodies • Report 	Annual Work Programme; Quantitative monitoring data on grant agreements and contracts	Immediate Outcome 4: Greater capacity of national and EU organisations.

Element of the Logical Framework	Indicators	Types of outputs as coded in the programming table	Data sources	Contributes to the achievement of
Progress axis				
Output 18: Networking and cooperation among specialist bodies and other relevant stakeholders, national, regional and local authorities and employment services at European level	1. Number of networking and cooperation activities organised (by thematic section); 2. Number of participants in these activities (of them: women/men; by target groups).	<ul style="list-style-type: none"> Working group of national officials/ specialist bodies Seminar/ meeting/ workshop Report Conference, event 	Publicly accessible sources (e.g. Europa.eu website); Annual Work Programme; Quantitative monitoring data on grant agreements and contracts.	Immediate Outcome 4: Greater capacity of national and EU organisations.
Output 19: Funding of European-level observatories, including on key thematic sections	Number of European-level observatories launched and maintained (by thematic section).	<ul style="list-style-type: none"> Network of experts 	Publicly accessible sources (e.g. Europa.eu website); Annual Work Programme.	Immediate Outcome 4: Greater capacity of national and EU organisations.
Output 20: Exchange of personnel between national administrations	1. Number of exchanges organised (by country; by organisation; by thematic section); 2. Number of participants in the exchanges (of them: women/men).	<ul style="list-style-type: none"> Capacity building of organisations Training Seminar/ meeting/ workshop 	Annual Work Programme; Quantitative monitoring data on grant agreements and contracts.	Immediate Outcome 4: Greater capacity of national and EU organisations.

Element of the Logical Framework	Indicators	Types of outputs as coded in the programming table	Data sources	Contributes to the achievement of
EURES axis				
Output 21: Development and the activities of EURES Cross-border partnerships	1. Number of projects carried out by public employment services at national, regional or local level in a border region (action grants); 2. Number of countries participating in projects (by role: leading/ partnering); 3. Number of placements facilitated during these projects; 4. Number of jobseekers and employers consulted during these projects.	<ul style="list-style-type: none"> Support to organisations Report 	Publicly accessible sources (e.g. Europa.eu website); Quantitative monitoring data on grant agreements; Summaries on action grants beneficiaries from DEFIS database; Annual Work Programme.	Immediate Outcome 6: Effective provision of services for recruitment and placing of workers.
Output 22: Provision of information, counselling, placement and recruitment services for cross-border workers	Number of persons who received information and counselling services (by target group: job-seeker/ employer).	<ul style="list-style-type: none"> Training Seminar/ meeting/ workshop and awareness activity 	Quantitative monitoring data on grant agreements; Annual Work Programme; EURES Advisors' Monthly Reports.	Immediate Outcome 6: Effective provision of services for recruitment and placing of workers.

Element of the Logical Framework	Indicators	Types of outputs as coded in the programming table	Data sources	Contributes to the achievement of
EURES axis				
Output 23: Development of the multilingual digital platform for the clearance of job vacancies and applications	1. Number of vacancies and applications posted (by country); 2. Number of visits to EURES Job Mobility Portal (by country).	<ul style="list-style-type: none"> • Web platform/ information system • Database 	Publicly accessible sources (e.g. EURES Job Mobility Portal; Europa.eu website); Quantitative monitoring data on service contract; Summaries on action grants beneficiaries from DEFIS database; DG EMPL website monitoring data provided by DG EMPL IT unit.	Immediate Outcome 5: Transparent labour market information.
Output 24: Development of targeted mobility schemes to fill job vacancies where labour market shortcomings have been identified	1. Number of projects carried out (by thematic section; by target group); 2. Number of countries participating in projects (by role: leading/ partnering); 3. Number of placements facilitated during these projects; 4. Number of jobseekers and employers consulted during these projects.	<ul style="list-style-type: none"> • Support to organisations • Implementation report 	Publicly accessible sources (e.g. Europa.eu website); Quantitative monitoring data on grant agreements; Summaries on action grants beneficiaries from DEFIS database; Annual Work Programme.	Immediate Outcome 6: Effective provision of services for recruitment and placing of workers.
Output 25: Mutual learning among EURES actors and training of EURES advisers, including EURES cross-border partnership advisers	1. Number of mutual learning events organised; 2. Number of trainings for EURES advisers organised; 3. Number of participants who took part in mutual learning and training activities (of them: women/men).	<ul style="list-style-type: none"> • Seminar/ meeting/ workshop • Report • Conference, event • Training 	Publicly accessible sources (e.g. Europa.eu website); Quantitative monitoring data on grant agreements and contracts; Annual Work Programme.	Immediate Outcome 5: Transparent labour market information.
Output 26: Information and communication activities to raise awareness of the benefits of geographical and occupational mobility in general and of the activities and services provided by EURES	1. Number of information and communication activities organised (by communication tool, by target audience); 2. Number of participants in these activities (of them: women/men); 3. Number of printed outputs of this information and communication activities (e.g. booklets, posters).	<ul style="list-style-type: none"> • Leaflet, publication, audio visual and promotion material and social networks • Seminar/ meeting/ workshop • Conference, event • Information and awareness activity • Implementation report 	Publicly accessible sources (e.g. Europa.eu website); Quantitative monitoring data on service contracts; Annual Work Programme.	Immediate Outcome 5: Transparent labour market information.

Element of the Logical Framework	Indicators	Types of outputs as coded in the programming table	Data sources	Contributes to the achievement of
Microfinance and Social Entrepreneurship axis				
Output 27: Support to microfinance intermediaries	1. Number of guarantees and counter-guarantees disbursed to microcredit providers; 2. Number of funded instruments disbursed to microcredit providers (by type); 3. Number of microcredit providers supported (by country; by area of expertise).	<ul style="list-style-type: none"> Support to microenterprises and vulnerable persons. 	Administrative data/annual implementation reports submitted by microcredit providers.	Immediate Outcome 7: Better access to, and availability of microfinance.
Output 28: Support to social enterprises	1. Number of guarantees and counter-guarantees disbursed to investors in social enterprises; 2. Number of funded instruments disbursed to investors in social enterprises (by type); 3. Number of grants disbursed to investors in social enterprises; 4. Number of investors in social enterprises supported (by country; by area of expertise).	<ul style="list-style-type: none"> Support to social enterprises 	Administrative data/annual implementation reports submitted by investors in social enterprises.	Immediate Outcome 8: Better access to finance for social enterprises.
Output 29: Building up institutional capacity of microcredit providers	1. Number of capacity building activities; 2. Number of microcredit providers supported (by country; by area of expertise).	<ul style="list-style-type: none"> Capacity building of organisations Training Seminar/meeting/workshop Support to microenterprises and vulnerable persons Support to social enterprises 	Administrative data/annual implementation reports submitted by microcredit providers.	Immediate Outcome 9: Stronger institutional capacity of microcredit providers.

Annex 2. Catalogue of outputs produced with the financial support (Procurement) from the PROGRAMME FOR EMPLOYMENT AND SOCIAL INNOVATION (EaSI) in 2014

1. LIST OF OUTPUTS

Progress axis: Employment

Policy evidence	
Studies and analyses	Employment policy beyond the crisis, Social Europe guide (Volume 8), September 2014
	Second assessment report on the PES capacity to implement the Youth Guarantee, November 2014
	Catalogue of PES measures for the implementation of the Youth Guarantee, November 2014
	The role of PES within the delivery of the Youth Guarantee, October 2014
	Partnership between Employment Services (PARES) Strategic Dialogue 2014, Delivering a Coordinated Service Offer, May 2014
	Quantitative study on Labour Market Institutions and Restructuring: Perspectives from China and the EU, 25 March 2014
	Mapping and Analysing Bottleneck Vacancies in EU Labour Markets, Overview report, September 2014
	Proposed Approaches to Social Impact Measurement, GECES report, January 2015
	A map of social enterprises and their eco-systems in Europe, October 2014
	PES business Models Study, June 2014
	PES Responses to the crisis study, June 2014
	Catalogue of PES measures for the outreach of NEETs, November 2014
Other publications	Leaflet on the European Alliance for Apprenticeships, April 2014
	Leaflet on the EU measures to tackle youth unemployment, April 2014
	Leaflet "The Youth Guarantee: Making it Happen", April 2014
European Employment Policy Observatory (EEPO)	EEPO 2014 Small Scale Study on PES Business Models, June 2014
	Country fiches on PES Business models, June 2014
	Activating jobseekers through entrepreneurship: Start-up incentives in Europe, EEPO review, October 2014
	Stimulating job demand: the design of effective hiring subsidies in Europe, EEPO review, May 2014
	European Employment Policy Observatory, Catalogue of Measures, September 2014
	EEPO Ad-hoc Request: Passive Labour Market Policies: state of play, Spain, June 2014
	EEPO Ad-hoc Request: Assessment of the impact of hiring incentives, Spain, February 2014
	EEPO Ad-hoc Request: Barriers to higher female labour market participation in Slovakia and policy response assessment, Slovakia, May 2014
	EEPO Ad-hoc Request: In-Work Poverty in Romania: causes and possible solutions, April 2014
	EEPO Ad-hoc Request: First safety net and redundancy/severance payments in Lithuania, Lithuania, April 2014
	EEPO Ad-hoc Request: Assess recently implemented/foreseen policies and measures aimed at increasing the employability of older workers in Lithuania, Lithuania, January 2014
	EEPO Ad-hoc Request: Labour productivity and labour cost growth in Italy, Italy, May 2014
	EEPO Ad-hoc Request: Labour Market Developments in Greece, Greece, June 2014
	EEPO Ad-hoc Request: Recent developments regarding the apprenticeship system in Greece, Greece, April 2014
	EEPO Ad-hoc Request: Local Coherence of Three Topical Reforms in Finland, Finland, April 2014
	EEPO Ad-hoc Request: In depth analysis of various issues concerning female labour market participation and employment of older workers, Austria, June 2014
	EEPO small scale study, Skills Governance in Europe, 2014

Policy evidence	
Classification of European Skills, Competences, Qualifications and Occupations – ESCO	1) taxonomy in all EU languages of > 5000 occupations, 6000 skills (competences) and creation of a qualifications pillar; 2) creation and maintenance of > 100,000 links between the pillars; 3) creation of the management structure, board, maintenance committee, > 4 structural reference groups
EU skills Panorama	A single access point for data, information and intelligence on trends for skills and jobs across Europe

Events	
Activities of the Mutual Learning programme: thematic review seminars and peer reviews	Peer Review on Flexicurity, Copenhagen (Denmark), 20-21 November 2014
	Peer Review on Youth Guarantee, Helsinki (Finland), 18-19 September 2014
	Peer Review on Minimum Wage, London (United Kingdom), 7-8 April 2014
	Peer Review on 'Emplois d'avenir' – 'Jobs for the future' scheme, Paris (France), 10-11 February 2014
	Thematic Event "Job creation incentives: how to better integrate policies to create sustainable jobs", Brussels (Belgium), 25 June 2014
	Learning Exchange on the Activation Strategies of the Norwegian Unemployment Benefit System, Oslo (Norway), 27 October 2014
	Learning Exchange on Cooperation at Local Level in the Fight against Youth Unemployment, Dordrecht (Netherlands), 28 October 2014
	Learning Exchange on Tackling labour market segmentation by reducing EPL and addressing other forms of work, Ljubljana (Slovenia), 11 November 2014
	Dissemination Seminar "Lessons and insights to work towards the goals of the European Employment Strategy", Brussels (Belgium), 2 December 2014
Conferences and other events	Conference "Youth Guarantee: Making It Happen", Brussels (Belgium), 8 April 2014
	Conference "Labour economics after the crisis: what theoretical lessons to draw from policy experience?"
	Joint OECD-EC Seminar on "Job Quality, Labour Market Performance and Well-Being", Brussels (Belgium), 27-28 November 2014
	OECD LEED – EC National Inclusive Entrepreneurship Programme Seminar, 15 May 2014
	Support to organise meeting of the Employment Committee (EMCO)
	Seminar for PES: Stakeholder management schemes to address labour market integration of NEETs, 15 May 2014, Brussels
	Seminar for PES: Multi-subject youth practices, 14 May 2014, Brussels
EaSI workshop for microcredit providers	
Youth on the Move events	Event in Kalamata (Greece), 11-13 September 2014
	Contribution to "Youth on the Move Campaign" and European Year 2014
	Euroskills 2014, Lille (France), 2-4 October 2014
Presidency events and conferences	34 th Meeting of the Heads of Public Employment Services (HoPES), Athens (Greece), 12-13 June 2014
	35 th (Extraordinary) Meeting of the Heads of Public Employment Services (HoPES), Torino (Italy), 11 July 2014
European Network of Public Employment Services	Organisation of meetings, seminars, information sessions and other events to facilitate the establishment of the new PES network, including the implementation of its governance structure and thematic working groups
	Extraordinary PES Network Meeting, launch of the PES Network, Brussels, 23 September 2014

Progress axis: Social protection and social inclusion

Policy evidence	
Studies, analyses	Facing the crisis: The coping strategies of unemployed people in Europe, November 2014
	Adequate social protection for long-term care needs in an ageing society, October 2014
	Corporate Social Responsibility: National Public Policies in the European Union – Compendium 2014, September 2014
	Investing in people: EU funding for employment and social inclusion, Social Europe guide (volume 7), July 2014
Periodicals	Publication of Social Agenda journal, issues 39 and 40
European Social Policy Network (ESPN)	Investing in children: Breaking the cycle of disadvantage, A study of national policies, Synthesis report, April 2014
	Assessment of progress towards the Europe 2020 social inclusion objectives: Main findings and suggestions on the way forward, A study of National Policies, 2014
	Analytical ad-hoc support in preparation of the Annual Growth Survey, National Reform Programmes, Social Investment Package
	ESPN Flash Report “Increase of the minimum wage in Portugal in a context of continued austerity”, Portugal, November 2014
	ESPN Flash Report “Implementation of the reform of invalidity pensions has started”, Austria, September 2014
	ESPN Flash Report “Law on Social Welfare (1 January 2014) introduces new Guaranteed Minimum Social Assistance Benefit (zajamčena minimalna naknada)”, Croatia, September 2014
	ESPN Flash Report “General practitioners attached to elderly care institutions”, Denmark, September 2014
	ESPN Flash Report “Increasing the effective retirement age: the 2017 pension reform”, Finland, September 2014
	ESPN Flash Report “Ageing and dependency”, France, September 2014
ESPN Flash Report “The fast implementation of devolved responsibility for social security in the UK”, the United Kingdom, October 2014	
Development of Electronic Exchange of Social Security Information (EESSI)	EESSI is an IT system that will help social security bodies across the EU exchange information more rapidly and securely – as required by EU regulations on social security coordination. (http://ec.europa.eu/social/main.jsp?catId=869)
Eurobarometer	Eurobarometer on Social Climate
Cooperation with the Council of Europe	Cooperation on the publication project “A Europe of shared responsibilities”
Mutual Information System on Social Protection (MISSOC), coordinated by ESPN	MISSOC database: Comparative Tables on social protection (covering 31 countries and 12 main areas of social protection)
	MISSOC database: Organisation of social protection, charts and descriptions
	MISSOC database: Social protection for self-employed
	“Your social security rights” – guides to social security systems
	MISSOC Info annual paper
EUROMOD	Tax-benefit model to calculate the effects of taxes and benefits on household incomes and work incentives in the Member States and the EU

Events	
Peer reviews in social protection and social inclusion	Peer Review in Italy: Innovative practices with marginalised families at risk of having their children taken into care, 11-12 December 2014
	Peer Review in Austria: The political adequacy of quantitative impact assessment in the social field by means of micro-simulation models, 4-5 December 2014
	Peer Review in Slovenia: Long-term care – the problem of sustainable financing, 18-19 November 2014
	Peer Review in Poland: The Active Ageing Index and its extension to the regional level, 15-16 October 2014
	Peer Review in Belgium: Health System Performance Assessment, 19-20 May 2014
	Peer Review in Spain: Harnessing ICT for social action, a digital volunteering programme, 25 March 2014
	Peer Review in Belgium: The Belgian Platform against Poverty and Social Exclusion EU 2020, 14-15 January 2014
European Social Policy Network (including MISSOC)	MISSOC Network Meeting, Athens (Greece), 27-28 May 2014
	MISSOC Network Meeting, Rome (Italy), 16-17 October 2014

Events	
Conferences and other events	13 th European Meeting of People experiencing Poverty, Brussels (Belgium), 22-24 September 2014
	Conference on Social Policy Innovation, Brussels (Belgium), 19-20 May 2014
	Does Europe Matter? CEPS IDEAS LAB 2014, Brussels (Belgium), 3-4 April 2014
	Conference "The Europe 2020 Poverty Target: Lessons learned and the way forward", Brussels (Belgium), 9 October 2014
	Workshop on delivering longer working lives and higher retirement ages, Brussels (Belgium), 12-13 November 2014
	Fourth Annual Convention of the European Platform Against Poverty and Social Exclusion, Brussels (Belgium), 20-21 November 2014
Meetings of policy-related bodies	Regular meetings of the Expert Group on Social Investment for Growth and Cohesion
	Meetings of the Social Protection Committee, its sub-groups and ad-hoc working groups
	Regular high-level meetings of EU policy officials with Member States, stakeholders, international organisations, MEPs on private sector engagement in EU 2020 initiatives
Presidency conferences	Conference "Moving beyond GDP in European economic governance", Brussels (Belgium), 10 October 2014

Progress axis: working conditions

Policy evidence	
Studies, analyses, reports	Labour law and working conditions, Social Europe guide (volume 6), February 2014
	Supplementary study to analyse and evaluate the health, social, economic and environmental impact of a possible EU initiative on the protection of workers' health from risks related to exposure to Environmental Tobacco Smoke at the workplace (Final report delivered in March 2014)
	Production of a non-binding modular guide to good practice with a view to improving the application of the Community Directives on protecting the health and safety of workers by reducing work related vehicle risk. (Final report delivered in December 2014)
	Study to establish the situation in EU and EEA/EFTA countries on Mental Health in the Workplace (Final report delivered in December 2014)
	Non-binding guide to good practice on the minimum health and safety requirements regarding the exposure of workers to the risks arising from physical agents (electromagnetic fields) (Final report delivered in November 2014)
Collection of data, development of statistical tools	Database on transnational company agreements, 2014. The database contains all transnational company agreements and texts identified and catalogued by the ILO and the European Commission. It contains European and international agreements, as well as sheets with details on every company and agreement.
	IARC Monographs on the Evaluation of Carcinogenic Risks to Humans, Volumes 106-108, 2014
Eurobarometer	Flash Eurobarometer 398 on Working Conditions, April 2014
European Labour Law Network	Report of the European Labour Law Network on the 7 th Annual Legal Seminar Report "New Forms of Employment and EU Law", November 2014
	Quarterly and ad-hoc flash reports on labour law in the Member States

Events	
European Labour Law Network	European Labour Law Network, 7 th Annual Legal Seminar "New Forms of Employment and EU Law", The Hague (The Netherlands), 27-28 November 2014
Senior Labour Inspector Committee (SLIC) events	66 th Meeting of Senior Labour Inspectors Committee (SLIC), Athens (Greece), 26-27 May 2014
	67 th Meeting of Senior Labour Inspectors Committee (SLIC), Rome (Italy), 13 November 2014
Presidency Conferences	Presidency conference "Occupational safety and health (OSH) – OSH policy in the future", Athens (Greece), 16-17 June 2014
Meetings	2 Meetings of Directors General for Industrial Relations
	1 Meeting of working groups in the field of Labour Law
	3 meetings of Committee of experts on posting of workers
	1 meeting of TREND
Conferences	Conference on Working Conditions, Brussels (Belgium), 28 April 2014

Progress axis: cross-cutting issues

Policy evidence	
Studies and reports	Employment and Social Developments in Europe 2014
	Matching Economic Migration with Labour market Needs, joint OECD and EU publication, 18 September 2014
	An Unemployment Insurance Scheme for the Euro Area: Evidence at the Micro Level, 20 June 2014
	Claw-back options in a supranational unemployment benefit scheme
	Data collection on the implementation of the Youth Guarantee in the EU: Paving the way for the regular data collection (study)
	Free movement of workers and transitional arrangements: lessons from the 2004 and 2007 enlargements (study)
	Free movement of workers, transitional arrangements and potential mobility from Croatia (study)
	Analysis of the distributional aspects of consumption and of a VAT reform on reduced rates for public goods and services based on 2010 HBS micro-data
	Labour Market Policy database maintenance
	Inferring (labour) mobility and migration in the EU from big data and social media data (Study)
	Social Situation Monitor
Monitoring good practices in the areas of employment, social affairs and inclusion	
Cooperation with OECD	Contribution to OECD Programme for International Assessment of Adult Competences (PIAAC)
EU Survey on Income and Living Conditions (EU-SILC)	Financial support for SILC improvement actions. The European Union Statistics on Income and Living Conditions (EU-SILC) is an instrument aiming at collecting timely and comparable cross-sectional and longitudinal multidimensional micro-data on income, poverty, social exclusion and living conditions

Events	
Conferences and other events	Expert conference: Employment and Social Developments in Europe Review 2013, Brussels (Belgium), 18 February 2014
	Conference "Economic shock absorbers for the Eurozone. Deepening the debate on automatic stabilisers"
	Peer Review on Counterfactual Impact Evaluation, Prague (Czech Republic), 6-7 October 2014
	G20-OECD-EC Conference "Quality Apprenticeships for Giving Youth a Better Start in the Labour Market", Paris (France), 9 April 2014
	Preparatory meetings for the 102 nd session of the International Labour Conference (ILC) of the ILO, Brussels (Belgium), 28-30 April 2014
	Tackling joblessness and stagnation in low skilled work among newly arrived immigrants in Europe, 18 November 2014, Brussels (Belgium)
	A joint ILO/EC International Conference "Competitiveness and Jobs in Europe", 11 December 2014, Brussels (Belgium)
	Labour market policy experts seminar
Information and communication activities	Contribution to corporate communication activities on growth and jobs and on the European elections (including integrated communication campaigns, production of content, acquisition of media space, organisation of events, studies and evaluations)

EURES axis

Policy evidence	
EURES Job Mobility Portal	Online website for jobseekers and employers ensuring transparency of information on vacancies (https://ec.europa.eu/eures/page/index)
	Help desk for the European Job Mobility Portal
Evaluations	On the spot audit of 3 EURES projects
Other publications	Your first EURES job: Making it easier to move and work / to recruit young people in Europe, 2014-2015 guide and leaflet

Events	
Training	Training for EURES advisers and other staff involved in EURES activities from Public Employment Services, social partner organisations and other EURES partner organisations on basic EURES services to be offered to job-seekers and employers (initial, advanced and virtual training)
Conferences and other events	Meetings to support the coordination of the EURES network
	Support to the implementation of the European Job Days' events. European Job Days are dynamic recruitment events that bring jobseekers and employers together.

2. CONTRIBUTION OF EASI OUTPUTS TO POLICY AND LEGISLATIVE INITIATIVES IN 2014

Contribution of policy evidence outputs

Contribution of analytical outputs to policy initiatives in the area of employment (Progress axis)

Country-specific Recommendations 2014/2015 in the framework of the European Semester
<ul style="list-style-type: none"> • Activating jobseekers through entrepreneurship: Start-up incentives in Europe, EEPO review, October 2014; • Stimulating job demand: the design of effective hiring subsidies in Europe, EEPO review, May 2014.
Implementation of the Employment Package
<ul style="list-style-type: none"> • Mapping and Analysing Bottleneck Vacancies in EU Labour Markets, Overview report, September 2014; • Classification of European Skills, Competences, Qualifications and Occupations – ESCO; • EU Skills Panorama.
Implementation of the Youth Employment Package of 2012 / Implementation of the Youth Guarantee
<ul style="list-style-type: none"> • Leaflet on the EU measures to tackle youth unemployment, April 2014; • Country fiches on PES Business models, June 2014; • Second assessment report on the PES capacity to implement the Youth Guarantee; • Catalogue of PES measures for the implementation of the Youth Guarantee, November 2014; • The role of PES within the delivery of the Youth Guarantee, October 2014.

Contribution of analytical outputs to policy initiatives in the area of **social protection and social inclusion** (Progress axis)

Country-specific Recommendations 2014/2015 in the framework of the European Semester
<ul style="list-style-type: none"> • Reports from the European Social Policy Network; • Mutual Information System on Social Protection (MISSOC); • Adequate social protection for long-term care needs in an ageing society, October 2014.
Implementation of the Social Investment Package
<ul style="list-style-type: none"> • Investing in people: EU funding for employment and social inclusion, Social Europe guide (volume 7), July 2014; • Facing the crisis: The coping strategies of unemployed people in Europe, November 2014; • The Belgian Platform against Poverty and Social Exclusion, Synthesis report, January 2014; • Harnessing ICT for social action – a digital volunteering programme, Synthesis Report of a Peer Review, 25 March 2014.

Contribution of analytical outputs to policy initiatives in the area of **working conditions** (Progress axis)

Policy and legislation development in the area of working conditions
<ul style="list-style-type: none"> • Labour law and working conditions, Social Europe guide (volume 6), February 2014; • Database on transnational company agreements, 2014; • IARC Monographs on the Evaluation of Carcinogenic Risks to Humans, Volumes 106-108, 2014; • Report of the European Labour Law Network (ELLN) on the 7th Annual Legal Seminar Report "New Forms of Employment and EU Law", November 2014; • Quarterly and ad-hoc flash reports on labour law in the Member States; • Flash Eurobarometer 398 on Working Conditions, April 2014.

Policy and legislation development in the area of health and safety at work

- Supplementary study to analyse and evaluate the health, social, economic and environmental impact of a possible EU initiative on the protection of workers' health from risks related to exposure to Environmental Tobacco Smoke at the workplace (Final report delivered in March 2014);
- Production of a non-binding modular guide to good practice with a view to improving the application of the Community Directives on protecting the health and safety of workers by reducing work related vehicle risk. (Final report delivered in December 2014);
- Study to establish the situation in EU and EEA/EFTA countries on Mental Health in the Workplace (Final report delivered in December 2014);
- Non-binding guide to good practice on the minimum health and safety requirements regarding the exposure of workers to the risks arising from physical agents (electromagnetic fields) (Final report delivered in November 2014).

Contribution of analytical outputs to policy initiatives in the area of **cross-cutting issues** (Progress axis)

Employment and Social Developments in Europe Review

- Analysis of the distributional aspects of consumption and of a VAT reform on reduced rates for public goods and services based on 2010 HBS micro data;
- Social Situation Monitor.

Ensuring proper reflection of employment and social challenges in the European semester

- EUROMOD;
- Labour Market Policy Database maintenance;
- Data collection on the implementation of the Youth Guarantee in the EU: Paving the way for the regular data collection;
- Analysis of the distributional aspects of consumption and of a VAT reform on reduced rates for public goods and services based on 2010 HBS micro data;
- EU Survey on Income and Living Conditions (EU-SILC).

Assess social and employment aspects in NRPs, contribute to country monitoring and to the drafting of CSRs in the employment and social field

- EUROMOD;
- Labour Market Policy Database maintenance;
- Data collection on the implementation of the Youth Guarantee in the EU: Paving the way for the regular data collection.

Labour mobility issues

- Matching Economic Migration with Labour market Needs, joint OECD and EU publication;
- Inferring (labour) mobility and migration in the EU from big data and social media data (Study).

Monitoring of the transitional arrangements related to Croatia

- Free movement of workers, transitional arrangements and potential mobility from Croatia (study);
- Free movement of workers and transitional arrangements : lessons from the 2004 and 2007 enlargements (study)

Contribution of events

Contribution of information sharing and mutual learning activities to policy initiatives in the area of **employment** (Progress axis)

Country-specific Recommendations 2014/2015 in the framework of the European Semester

- Conference "Labour economics after the crisis: what theoretical lessons to draw from policy experience?"

Implementation of the Youth Employment Package of 2012 / Implementation of the Youth Guarantee

- Learning Exchange on Cooperation at Local Level in the Fight Against Youth Unemployment, Dordrecht (Netherlands), 28 October 2014;
- Peer Review on Youth Guarantee, Helsinki (Finland), 18-19 September 2014;
- Conference "Youth Guarantee: Making It Happen", Brussels (Belgium), 8 April 2014.

Contribution of information sharing and mutual learning activities to policy initiatives in the area of **social protection and social inclusion** (Progress axis)

Country-specific Recommendations 2014/2015 in the framework of the European Semester and the implementation of the Social Investment package
<ul style="list-style-type: none"> • Peer Review in Italy: Innovative practices with marginalised families at risk of having their children taken into care, 11-12 December 2014; • Peer Review in Austria: The political adequacy of quantitative impact assessment in the social field by means of micro-simulation models, 4-5 December 2014; • Peer Review in Slovenia: Long-term care – the problem of sustainable financing, 18-19 November 2014; • Peer Review in Belgium: Health System Performance Assessment, 19-20 May 2014; • Peer Review in Spain: Harnessing ICT for social action, a digital volunteering programme, 25 March 2014; • Peer Review in Belgium: The Belgian Platform against Poverty and Social Exclusion EU 2020, 14-15 January 2014; • Conference “The Europe 2020 Poverty Target: Lessons learned and the way forward”, Brussels (Belgium), 9 October 2014; • Workshop on delivering longer working lives and higher retirement ages, Brussels (Belgium), 12-13 November 2014; • Regular meetings of the Expert Group on Social Investment for Growth and Cohesion; • Meetings of the Social Protection Committee, its sub-groups and ad-hoc working groups.
Related only to the implementation of the Social Investment Package
<ul style="list-style-type: none"> • Peer Review in Poland: The Active Ageing Index and its extension to the regional level, 15-16 October 2014; • Conference on Social Policy Innovation, Brussels (Belgium), 19-20 May 2014; • Fourth Annual Convention of the European Platform against Poverty and Social Exclusion, Brussels (Belgium), 20-21 November 2014; • Regular high-level meetings of EU policy officials with Member States, stakeholders, international organisations, MEPs on private sector engagement in EU 2020 initiatives.

Contribution of information sharing and mutual learning activities to policy initiatives in the area of **working conditions** (Progress axis)

Policy and legislation development in the area of working conditions
<ul style="list-style-type: none"> • European Labour Law Network, 7th Annual Legal Seminar “New Forms of Employment and EU Law”, The Hague (The Netherlands), 27-28 November 2014; • Meeting of working group in the field of labour law; • 3 meetings of Committee of experts on posting of workers; • 1 meeting of TREND (Expert Group on the Transposition of the Enforcement Directive of the Posting of Workers Directive); • 2 Meetings of Directors Generals for Industrial Relations; • Conference on Working Conditions, Brussels (Belgium), 28 April 2014.
Policy and legislation development in the area of health and safety at work
<ul style="list-style-type: none"> • 66th Meeting of Senior Labour Inspectors Committee (SLIC) and Thematic day, Athens (Greece), 26-27 May 2014; • 67th Meeting of Senior Labour Inspectors Committee (SLIC) and Thematic day, Rome (Italy), 13 November 2014; • Presidency conference “Occupational safety and health (OSH) – OSH policy in the future”, Athens (Greece), 16-17 June 2014.

Contribution of information sharing and mutual learning activities to policy initiatives in the area of **cross-cutting issues** (Progress axis)

European Commission Communication on Strengthening the social dimension of Economic and Monetary Union
<ul style="list-style-type: none"> • Expert conference: Employment and Social Developments in Europe Review 2013, Brussels (Belgium), 18 February 2014; • Conference “Economic shock absorbers for the Eurozone. Deepening the debate on automatic stabilisers”.
Youth employment policy
<ul style="list-style-type: none"> • G20-OECD-EC Conference “Quality Apprenticeships for Giving Youth a Better Start in the Labour Market”, Paris (France), 9 April 2014.
EU key contribution to the adoption of international conclusions on employment policies for sustainable recovery and development and of international labour standards on transitions from informal to formal economy and on forced labour
<ul style="list-style-type: none"> • Preparatory meetings for the 102nd session of the International Labour Conference (ILC) of the ILO, Brussels (Belgium), 28-30 April 2014
Ensuring proper reflection of employment and social challenges in the European semester
<ul style="list-style-type: none"> • Labour market policy experts seminar; • Joint EC-OECD Job Quality conference; • Conference “Moving beyond GDP in European Economic Governance”.

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During 2014 the EaSI (The EU programme for employment and social innovation) helped to generate evidence to make a significant contribution to EU policy initiatives launched in the field of employment and social affairs. It also supported policy coordination, the sharing of best practice, capacity building and testing of innovative policies. The EaSI (via its EURES axis) contributed to a better functioning of the labour markets by facilitating geographical mobility of workers, providing greater transparency on the labour market and ensuring the clearance of vacancies and applications for employment at European level.

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