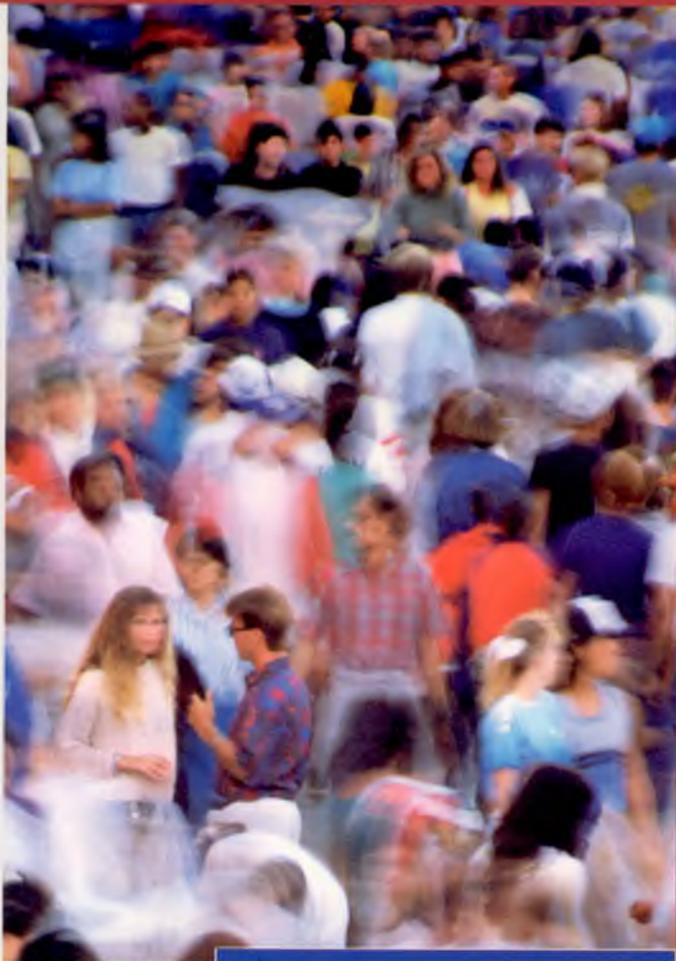


# The ESF in the Member States 1994-1999

**Employment & European Social Fund**



**Employment & social affairs**



European Commission

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# What is the European Social Fund?

The European Social Fund (ESF) is one of the European Union's most important financial instruments for promoting employment and developing human resources.

In partnership with the Member States, the ESF seeks to provide an effective and flexible response to the varying labour market challenges facing the European Union.

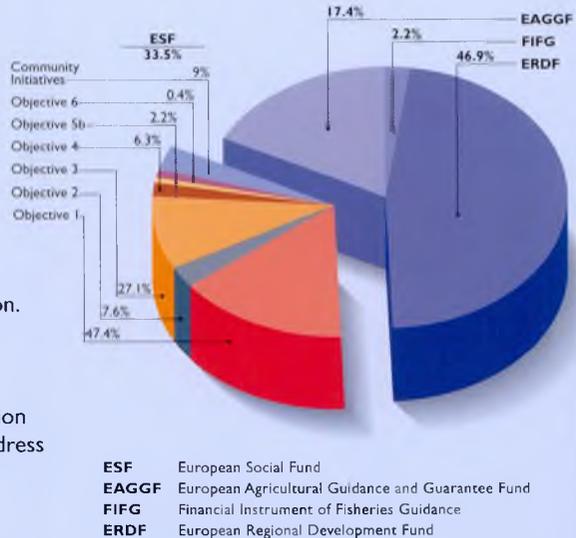
- The main priorities for action are to
- combat long term unemployment and exclusion from the labour market
  - develop the professional skills and qualifications of potential job seekers
  - promote equal opportunities in the labour market
  - foster the creation of new jobs
  - pre-empt unemployment by adapting workers to industrial change
  - improve education and training systems.

## How is this being put into practice?

Between 1994 and 1999, the ESF will transfer a total of ECU 47,000 million from the European Union (EU) budget in order to cofinance actions undertaken by the Member States.

## The ESF - part of a wider scheme

Together with three other EU Funds, the ESF is part of the Structural Funds, which represent in their entirety nearly one third of the total EU budget: ECU 156,000 million. They strive to achieve a common goal: to bridge the gap between the wealthier and less advanced regions of Europe so as to create economic and social cohesion across the EU. The role of the ESF is to address the employment and human resources dimension of this common goal.



## Creating innovative solutions - the Community Initiatives

The ESF also backs particular projects which demonstrate and encourage a trans-national, innovative and bottom-up approach. These projects come mainly under the two human resources Community Initiatives.

The Adapt Initiative aims to help employers and workers anticipate industrial change and deal with its effects, as well as facilitating transition into the Information Society (Adapt-bis Initiative).

The Employment Initiative targets groups that face specific difficulties in the employment market and has four inter-related strands

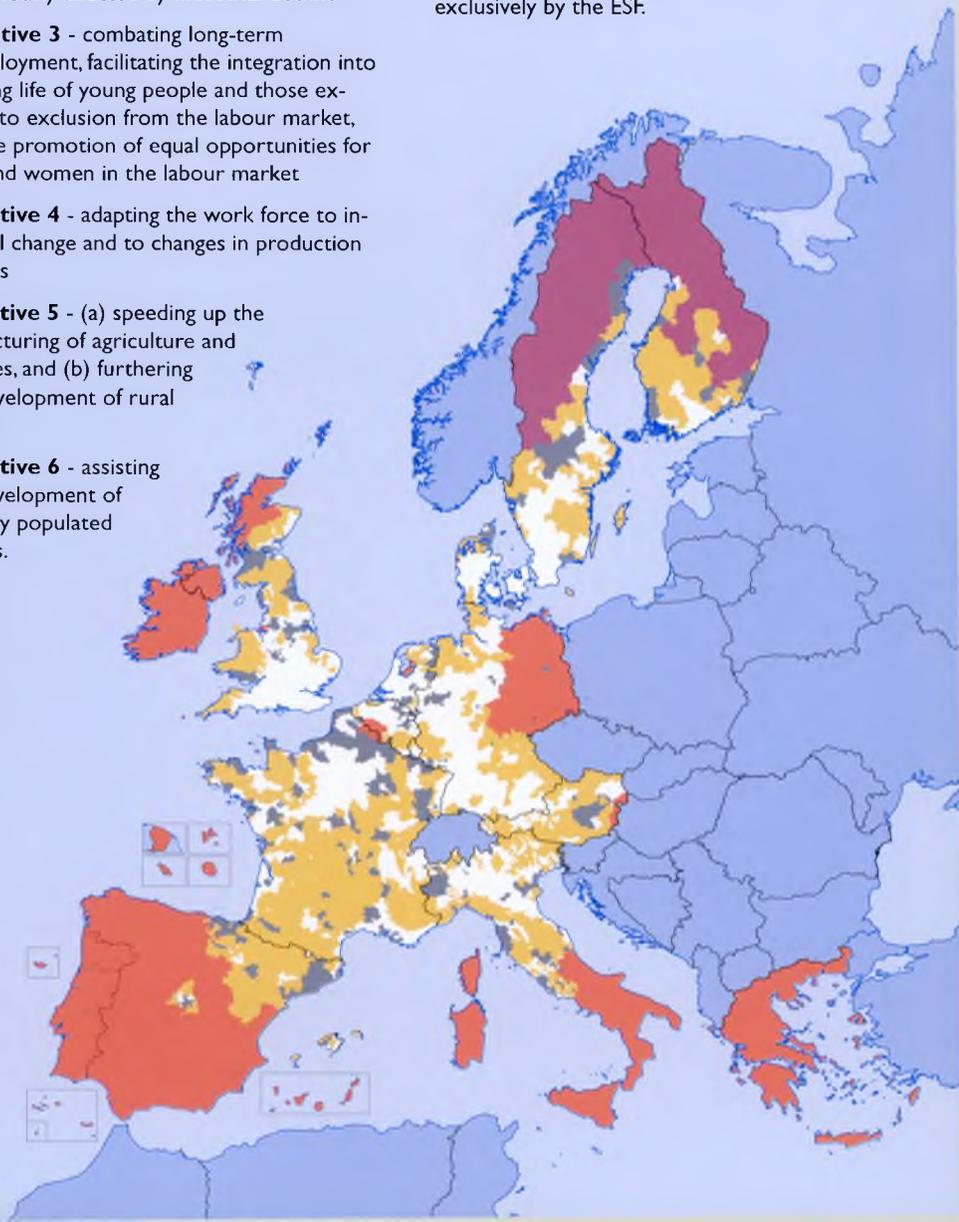
- Now promotes equal opportunities for women in the labour market
- Horizon is focused on assisting the disabled
- Integra aims to help the disadvantaged
- Youthstart aims to enhance youth training and employment opportunities for young people under 20 years of age.

Financial support from the Structural Funds is targeted at achieving six Objectives

- **Objective 1** - assisting regions whose development is lagging behind
- **Objective 2** - restructuring regions which are seriously affected by industrial decline
- **Objective 3** - combating long-term unemployment, facilitating the integration into working life of young people and those exposed to exclusion from the labour market, and the promotion of equal opportunities for men and women in the labour market
- **Objective 4** - adapting the work force to industrial change and to changes in production systems
- **Objective 5** - (a) speeding up the restructuring of agriculture and fisheries, and (b) furthering the development of rural areas
- **Objective 6** - assisting the development of sparsely populated regions.

The ESF finances programmes under

- Objectives 1, 2, 5b and 6, together with the other Structural Funds. These Objectives seek to assist specific regions of Europe
- Objectives 3 and 4 which apply across the EU as a whole. These Objectives are funded exclusively by the ESF.



# Austria and the European Social Fund

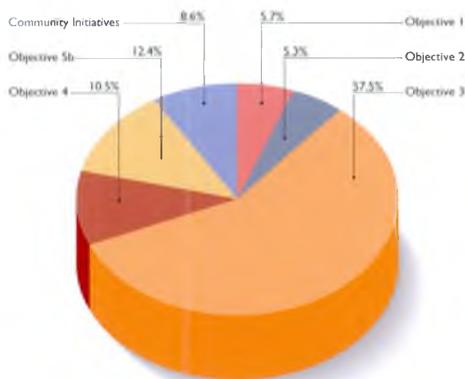
Between 1995 and 1999 Austria will receive an allocation of ATS 7.1 billion (ECU 531 million)\* from the ESF. This represents one third of total EU Structural Fund finance to the country for this period. Some 63 per cent of this complements national and regional programmes providing job opportunities for young people, the long-term unemployed and other groups at risk of exclusion from the labour market.

About 11.5 per cent of ESF funding to Austria supports those already in employment, helping them adapt and

further develop their skills. The remainder goes towards rural development and regions affected by industrial decline. Burgenland benefits from special assistance as it is one of the less prosperous areas of Austria.

In addition, a further ATS 467.1 million (ECU 34.6 million) is allocated to Austria through the Community Initiatives, most of which is channelled through the Employment and Adapt Initiatives.

## The ESF in Austria - Financing by Objective 1995-1999



- young people: vocational guidance and counselling is combined with basic training
- disadvantaged minorities: vocational training and other assistance in finding employment. Beneficiaries include people with disabilities.

The principle of ensuring equal access to employment for both men and women is an important part of Objective 3. This principle also underlies all the ESF's work in Austria. Actions focus on increasing the extent to which women are employed in occupations where they are traditionally under-represented.

It is estimated that some 73,000 people will benefit from Objective 3 activities in Austria between 1995 and 1999.

## Complementing national programmes (Obj. 3)

Some 57.5 per cent of total ESF funding to Austria complements national labour market programmes which improve job prospects for

- the long-term unemployed: funding is provided for practical training to improve job skills, the development of support structures and employment incentives

## Training for new job requirements (Obj. 4)

Objective 4 funding represents 10.5 per cent of the ESF allocation to Austria for 1995-1999. Activities focus on helping those in work to adapt to new job requirements arising from changes in employment patterns. In addition to upgrading skills, Objective 4 projects involve anticipating labour market trends and fostering innovative concepts and training methods.

Special attention is given to workers threatened with redundancy and an emphasis is placed on increasing mobility between firms and sectors. Upgrading the skills of customs officers and short-term and seasonal workers is also a priority. An estimated 42,000 people will benefit from Objective 4 activities between 1995 and 1999.

### Regions affected by industrial decline (Obj. 2) and development of rural areas (Obj. 5b)

Programmes for the regeneration of declining industrial regions (Objective 2) and for the development of rural areas (Objective 5b) are supported by the ESF and the other Structural Funds. The ESF not only supports assistance to the unemployed and other groups at risk of

exclusion from the job market, but also a full range of human resources development initiatives necessary to complement the economic and rural development activities of the EU's regional and agricultural funds. Programmes co-financed by the ESF in these regions include

- support for creating and developing small businesses
- training in research and development and other new technologies such as teleworking
- developing existing and new rural activities including tourism and new sources of income for farmers
- developing improved forms of training with attention given to qualifications specific to regional needs.

## The European Social Fund in action - case studies

### Test training in SMEs

This project in Vienna, supported under Objective 4, aims at simplifying and improving the planning and implementation of initial and continuing training in SMEs. The SMEs chosen for the project come from sectors with diverse training needs.

The first phase involves analysing the needs of each SME, especially in office communication, systems administration and management. Following this, training documents and methodologies are selected for individual companies. If the results are positive, further subjects such as team development, project management and sales techniques are added. Based on the findings of the analysis, training is carried out and newly developed instruments such as special documentation, exercises and role playing are tested for effectiveness. As a next stage, the results are evaluated and useful experiences gained are disseminated via the Internet, making them accessible for other SMEs across Europe.

### Adapting to new technologies

The aim of this ESF funded project in the region of Steiermark is to develop model approaches which will help employees adapt to changes resulting from the introduction of new technologies. The pilot project was initially envisaged by the Austrian Ministry for Economy and Transport for the Steiermark region alone, but is now up and running across the whole country. Specialist advice helps companies to develop new products which match company objectives, regional infrastructure and the existing levels of employees' qualifications. Further skills training takes place simultaneously. The first step in developing a model involves determining a means for informing employees about future technological trends and gaining their feedback and suggestions, followed by the selection of a pilot company to test systems in action.

## Burgenland (Obj.1)

Burgenland is categorised as one of the less prosperous regions of the EU and is therefore eligible for special Structural Fund development assistance. The ESF strengthens local strategies to help upgrade the skills of those in employment, stimulating enterprise creation and development and increasing employment in the region.

Features of ESF activities, which complement the economic development initiatives of the other Structural Funds, include

- training and qualification schemes for small firms
- training in technological innovation for the unemployed
- training in research and development.

## ESF administration

Coordination of the ESF in Austria is mainly carried out by the Federal Ministry of Labour, Social Affairs and Health (BMAGS). Project selection is administered principally by the Labour Market Service and, in the case of Objective 3, in conjunction with the Federal Offices for Social Affairs and the Disabled. Social partners are involved in all ESF decisions and play a central role in the framework of the Labour Market Service.

## Human resources Community Initiatives in Austria

The Employment Initiative, with its four strands - Now, Horizon, Integra and Youthstart - receives an ESF contribution of ATS 310.5 million (ECU 23 million) for the period 1995-1999 to foster best practice in human resources development through innovation, transnational cooperation and local partnership.

Now projects help to improve employment and training opportunities for women, promoting access to senior management positions and

assisting business creation. Projects help women returning to the labour market, single mothers and women who have dropped out of education and training systems.

Horizon focuses on the development and implementation of quality training for people with physical, sensorial and mental disabilities. It co-finances innovative projects to encourage employment opportunities and promote social integration; it also supports advisors, councillors, trainers, and social workers.

Integra helps improve job prospects for groups at risk of exclusion from employment such as the long-term unemployed, immigrants, ethnic minorities, and ex-offenders.

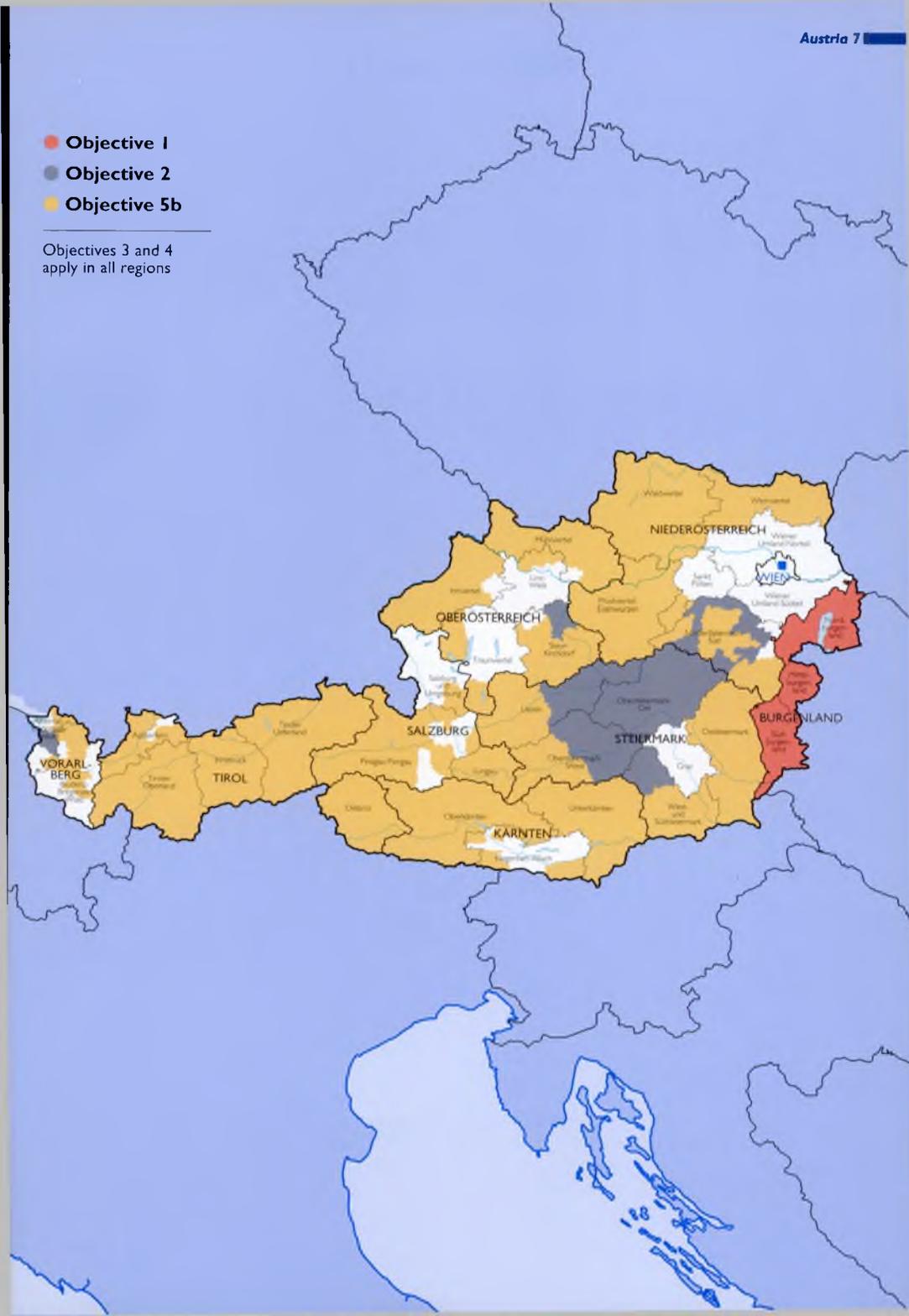
Youthstart co-finances training and integration measures for young people, helping those who lack basic qualifications or suffer from learning disabilities; who are from economically disadvantaged regions, or are threatened by social exclusion from the labour market.

The Adapt Community Initiative receives an ESF contribution of ATS 156.6 million (ECU 11.6 million) for the period 1995-1999. Adapt focuses principally on the needs of SMEs, helping them innovate, modernise and respond to the challenges of industrial change. Support is given to local networks, innovative training schemes, and quality assurance systems for manufacturing and service industries. Increased emphasis is being given to information and communication technologies and their impact on competitiveness and job creation.

Several other Community Initiatives - Leader (rural development), SME (small and medium-sized enterprises), Urban (urban regeneration), Interreg (cross-border development) and the industrial reconversion initiatives Rechar, Resider, and Retex receive a total of ATS 207.9 million (ECU 15.4 million) from the ESF.

- Objective 1
- Objective 2
- Objective 5b

Objectives 3 and 4  
apply in all regions



# Belgium and the European Social Fund

ESF aid to Belgium will amount to nearly BEF 28 billion (ECU 706.3 million) over the period 1994-1999. About 65% of this goes to complementing national and regional programmes which provide training and job opportunities for the long-term unemployed, young people and groups such as migrants and people with disabilities, who are at risk of exclusion from the labour market.

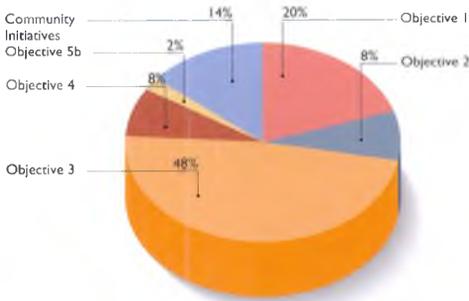
About 15% of ESF aid to Belgium is for people in employment but who need

protection against redundancy by adapting their skills and knowledge to industrial and technological change.

The balance goes to the development programmes in Hainaut, to regions which have suffered as a result of the decline in traditional industries and to rural areas.

In addition a further BEF 3.3 billion (ECU 84 million) is allocated to Belgium through the Community Initiatives – mostly Employment and Adapt.

## The ESF in Belgium – financing by Objective (1994-1999)



People who do not need training are helped back to employment through temporary recruitment subsidies.

- The programme for the long-term unemployed covers all those who have been out of work for more than ten months. People over 45 years of age qualify even if they have been unemployed for a shorter period.
- There is additional provision for young job seekers, especially the under 20s who are outside the education/training system. This involves training and other supports linked with on-the-job instruction and placement.
- Provision for social exclusion helps people with particular difficulties in finding jobs like migrants and those out of work longer than two years. People with disabilities are also given assistance. In these cases the comprehensive approach involving individualised supports is particularly important for successful job outcomes.

## Combating long-term unemployment and social exclusion (Obj. 3)

This programme which accounts for nearly half of all ESF spending in Belgium contains two types of measures – training and job placement. The pathways to employment model applies in most cases – with training customised to individual needs and accompanied by counselling and guidance, work placements and follow-up.

## Equality of opportunity

All programmes guarantee equality of access to men and women. Special provision is made for unemployed women who have low skill levels or have been more than ten months out of work; the aim is to help them find jobs in which they have been traditionally underrepresented.

## Adapting workers to industrial change (Obj. 4)

About 8% of the Belgian ESF allocation helps workers to safeguard their jobs by upgrading skills to meet the demands of industrial and technological change. This starts with forecasting trends and involves the improvement of training systems. The workers are trained in order to improve job security within their own firms and enhance their chances of jobs elsewhere. Special efforts are made to include small firms. Employers and unions are fully involved in the planning and management of these programmes.

## Regions affected by industrial decline (Obj. 2) - Developing rural areas (Obj. 5b)

The Structural Funds support programmes for the regeneration of declining industrial regions

(Obj. 2) and the development of rural areas (Obj. 5b). The role of the ESF in these programmes is to ensure the availability of a skilled workforce essential for the development of these regions.

This includes training for:

- new businesses starting-up;
- technological innovation and research;
- transport, communications, tourism and the environment;
- encouraging organic food production in the agricultural sector.

The areas eligible under Objective 2 are: Meuse-Vesdre; Limburg and Turnhout. The areas eligible under Objective 5b are: Wallonia (southeast); Westhoek and Meetjesland.

## The European Social Fund in action - case studies

### Antwerp Centre for Applied Automation Technology (ACTA)

With money from the ESF, the Antwerp Centre for Applied Automation Technology (ACTA) provided refresher courses, amounting to 2000 days between September 1995 and December 1996. The aim was to keep workers abreast of rapid technological changes in the industry and to enable companies to operate their new and expensive equipment efficiently and safely.

The training package was drawn up after visits to 112 chemical processors in Flanders. This identified untrained school leavers and older workers who find change difficult as the two most needy categories. The project targeted small firms because they were least able to run their own programmes and provided training to some 1000 workers drawn from 26 firms.

### Integration of unemployed young people in Wallonia

Under a novel approach set up by the Walloon Ministry of Housing, and with the help of the ESF, individual districts are working with all available local resources to create job opportunities for the young unemployed who have little or no qualifications. The approach is centred on raising awareness of the local environment in terms of both its inherent value and in terms of its employment potential. Young people are trained not only for work but, more broadly, to help them become responsible citizens. Over a twelve month period, they follow courses combining general education and basic skills training. These courses cover areas such as masonry, carpentry and decorating.

In the town of Jambes, one group was involved in decorating apartment buildings and renewing recreation facilities. Ten of the initial 14 trainees in Jambes found employment at the end of the course and two more went on to higher training with FOREM (Public training authority).

## Hainaut (Obj. I)

Hainaut, as one of the less prosperous regions of the EU, is eligible for special Structural Fund assistance. With a population of 1.3 million it covers 12.4% of the national territory and gets 20% of the total ESF allocation. The ESF:

- promotes the conversion of growth into jobs through training in new technology and research and development;
- supports job creation in sectors like tourism and the environment;
- improves opportunities in the educational and training system and the full range of support services like guidance and placement.

## Delivery

Reflecting the federal structure of the country, programmes are run by various authorities: the Federal Ministry for Employment and Labour, the Flemish Community, the Brussels region and the German-speaking Community. There is also a joint programme from the Walloon region; the French Community and the French-speaking Community of the Brussels region. Thus authorities from the three distinctive levels of institutional competence are responsible for operational programmes.

## Human resources Community Initiatives in Belgium

### Flemish Community

The Employment Initiative receives BEF 679 million (ECU 17 million) of ESF funding to support and stimulate transnational projects which combine training and guidance, job creation and information in an integrated approach to tackle the unemployment of specific target groups.

Now supports unemployed women through training and flanking measures such as flexible time-schedules, child care provision and transport.

Youthstart provides assistance to young people who leave school without any qualifications through an individualised approach, integrating pre-training and access to the labour market.

Horizon projects support individualised learning, job coaching and guided employment for those with disabilities.

Within Integra, the focus is on the socially excluded. Projects are offering pre-training, training, and follow-up during the initial stages of employment.

The Adapt Initiative receives BEF 639 million (ECU 16 million) from the ESF to strengthen the position of employees threatened with unemployment. Most of the projects are focusing on innovative ways of training and learning. The priority Adapt-bis (Building the Information Society) takes into account the increased use of information and communication technologies, and places more emphasis on tele-work and tele-learning.

### French Community

The Employment Initiative receives BEF 1 billion (ECU 29 million) of ESF funds for transnational projects to combat long-term unemployment and improve the employability of specific groups.

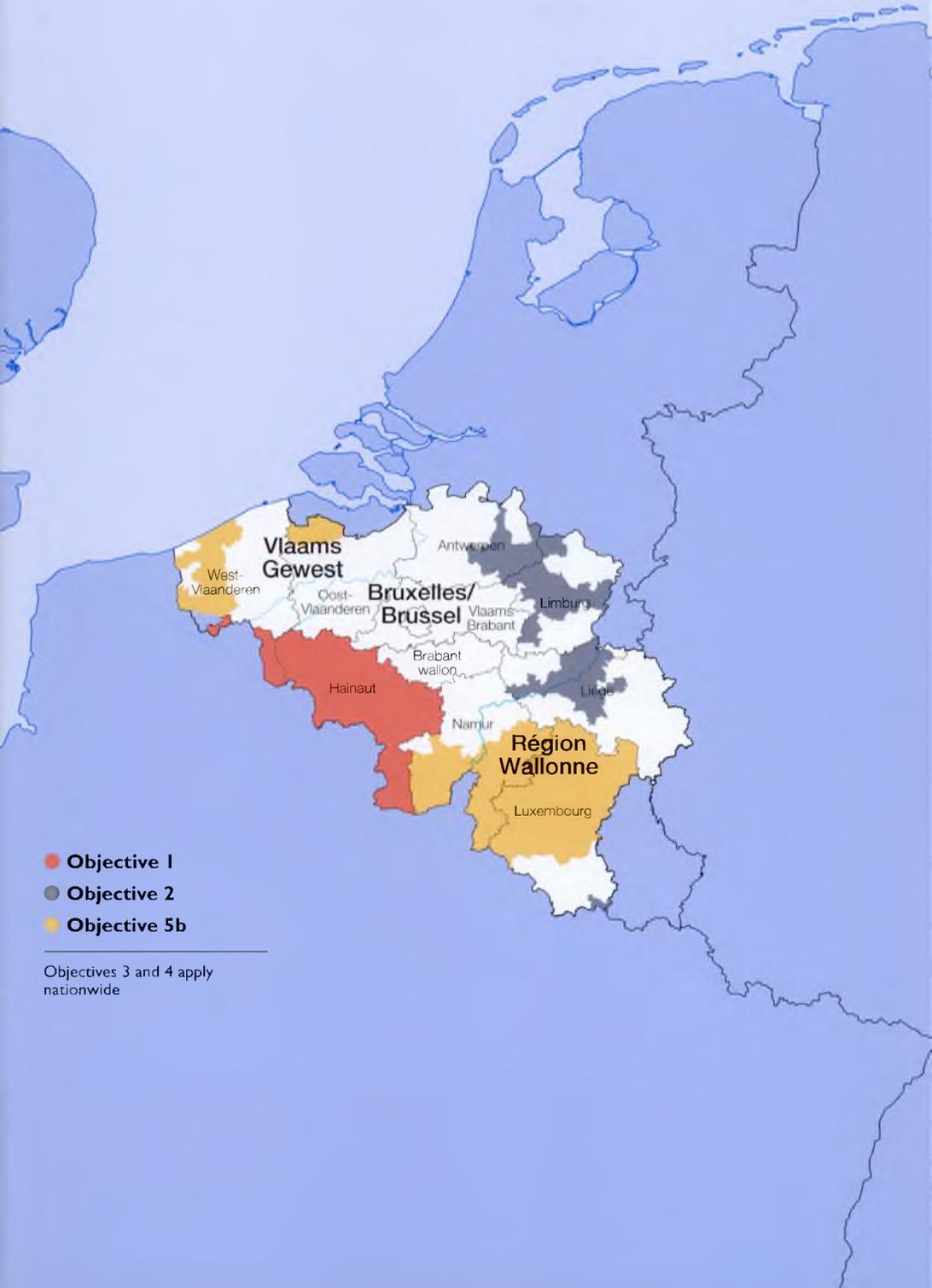
Within the Now Strand, the projects encourage women's acquisition of skills, the creation of enterprises by women, and the reduction of women's over-representation in the most precarious jobs or economic sectors.

Horizon projects support innovative training, guidance and job creation schemes for the disabled with an emphasis on partnerships between public and private organisations.

In Integra there is a focus on the acquisition of basic skills by the most disadvantaged groups, and on the development of a social economy as a means of integration.

Youthstart projects aim to create new pathways to employment and develop the vocational, entrepreneurial and linguistic skills of young people.

Under the Adapt Initiative, the ESF has allocated BEF 878 million (ECU 22 million) to finance transnational projects with particular emphasis on the improvement of the general qualification levels, the competitiveness of enterprises and the development of new job creation measures.



- Objective 1
- Objective 2
- Objective 5b

Objectives 3 and 4 apply nationwide

# Denmark and the European Social Fund

The European Social Fund (ESF) is the largest of all European Union Structural Funds in Denmark, with an allocation of **DKR 2.5 billion (ECU 325.5 million)\*** for the period 1994-1999.

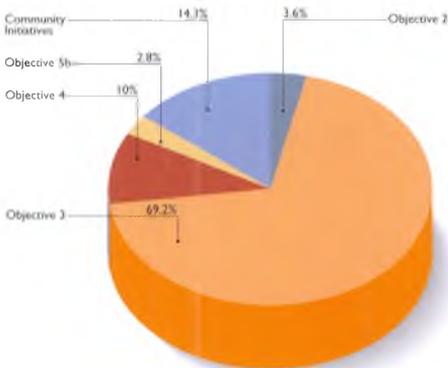
Actively supporting national employment policies and training schemes, ESF funding focuses on certain groups in Denmark which have specific employment needs, including the long-term unemployed, young people between the ages of 16 and 24, the disabled, immigrants and other groups at risk of exclusion.

Underlying the ESF's work in Denmark is the 1994 general reform of the Danish

labour market which coincided with the reform of professional training policies. This led to the development of a labour market more able to cope with the needs of the unemployed, employees and businesses, with the long-term aim of reducing unemployment.

Funding is channelled in line with the Structural Fund Objectives 2, 3, 4 and 5b. Objectives 3 and 4 are funded exclusively by the ESF and apply throughout Denmark, whilst Objectives 2 and 5b are financed by the ESF together with the other Structural Funds, and are only relevant for certain regions.

## The ESF in Denmark – financing by Objective (1994-1999)



- vocational training for those at risk of exclusion from the labour market

An emphasis is placed on measures which lead to qualifications that make participants more competitive on the open labour market. These often take the form of long-term training initiatives that are adapted both to current labour market requirements and the specific needs of participants. Objective 3 measures include

- specially adapted training courses for target groups
- guidance, counselling, pre- and post-training assistance
- combinations of training and job training where relevant
- language training (for immigrants).

Approximately 31,000 people take part in these training initiatives, thereby developing human resources to improve employment prospects, the economy and society in general.

## Improving access to the labour market (Obj. 3)

Just under 70% – DKR 2 billion (ECU 263 million) – of the ESF allocation to Denmark goes towards Objective 3 priorities which apply country-wide.

There are three main priorities

- vocational training for long-term unemployed people at risk of unemployment
- vocational training of young people to facilitate occupational integration

## Adapting to industrial change (Obj.4)

In Denmark, Objective 4 initiatives – which receive an allocation of DKR 285 million (ECU 38 million) – are designed to actively complement national employment strategies, thus responding to the development of the information society and the changing face of the employment market

in general. Anticipating, preparing for and adapting to these changes constitutes the main priority tackled under this Objective that supports:

- employees threatened with unemployment due to their lack of vocational training
- those periodically affected by unemployment
- employees who may improve their qualifications and employment prospects through additional targeted training or retraining
- those playing key roles in the 'adaptation process', including teachers, trainers, senior and middle management and work placement staff.

By providing vocational and job market training for workers who require skills to ensure their continued competitiveness in the modern labour

market, and by improving systems for anticipating industrial trends, Denmark can minimise the negative effects of industrial change, and maximise the potential benefits.

## Regions affected by industrial decline (Obj. 2)

Funding under Objective 2 is divided between two regions, which together are home to 8.5% of the Danish population.

The first, North Jutland, receives DKR 81 million (ECU 10.8 million). Responding to the decline of the agricultural and fisheries sectors, and an overall upsurge in industry, the ESF supports the

## The European Social Fund in action – case studies

### Bosnians find hope of employment in Denmark

In the wake of the civil war in former Yugoslavia a large number of Bosnians emigrated to the municipality of Arden in North Jutland. To ease their integration into everyday life, local businesses combined with the Arden Business school to offer both theoretical and practical training for the emigrants, with the ultimate goal of their finding employment.

Under the ESF-funded project, individual action plans were devised to allow participants to study anything from international trade, marketing and law to Information Technology. It was however, mastering the Danish language which often proved the most difficult stumbling block on their path to education and subsequent employment. Nevertheless, thanks to the commitment of the trainers, trainees and potential employers, the project is generally viewed as a success, with many of the participants finding employment as a direct result of the training received.

### Training for middle management in the Skagen region

The Skagen region in northern Denmark has great potential for substantial economic growth, growth that can be encouraged by training key staff in the region's industrial sectors. As the future success of the region is largely dependent on the development of business 'know-how', this project's objective is to improve the skills and qualifications of middle management so that managers and entrepreneurs can assess training requirements and initiate appropriate schemes for their employees.

The project began with the production of individual training plans for all the participants. As a result, five key training areas were identified: environment, labour laws, long-distance learning, corporate culture and business development. Working groups for each of the targeted areas were then set-up, the aim being to develop short and long-term training schemes. Ultimately, both participants and other employees were able to benefit from the increased understanding provided by the scheme, leading to a more focused approach to coping with industrial change.

adaptation of the economy to national and international markets, and the development of services and tourism.

Lolland, an area of particularly high unemployment, receives DKR 22 million (ECU 2.9 million). Here the ESF seeks to broaden the basis for enterprise development and to create long- and short-term positions in an area traditionally dominated by small businesses, highly dependent on the agricultural sector and lacking a workforce with relevant skills.

The ESF's priority is to kick-start these regions seriously affected by the industrial downturn, through

- the development of local potential
- continuous training
- the establishment of networks linking research centres and businesses to ensure effective skill transfer
- job-seeking assistance for the unemployed.

## Development of rural areas (Obj. 5b)

Eleven 'counties' throughout Denmark (including 33 islands) share the DKR 81 million (ECU 10.8 million) allocated by the ESF for the development of rural areas. Within these areas, under Objective 5b, the ESF has two main goals:

- to create and safeguard employment
- to improve overall living standards without harming the environment.

Responding to these challenges, ESF funding focuses on the protection of the environment, and the diversification of agriculture and forestry. ESF funding is also provided for the development of enterprises and investment in tourism, training schemes and services to improve the overall standard of qualifications.

## Human resources Community Initiatives in Denmark

The Employment Initiative, with its four strands – Now, Horizon, Integra and Youthstart – receives an ESF contribution of DKR 79.5 (ECU 10.6 million) to foster best practices in the field of human resources development through innovation, transnational cooperation and local partnerships. Approximately 1,800 people will benefit from the Initiative between 1994-1999.

The Now strand focuses on countering trends that further marginalise women in the labour market, by supporting measures that encourage integration in the workplace, reconciliation of work and family life and diversification of women's career choices.

Horizon's main goal is to improve the long-term employment prospects of disabled people. To this end, the strand focuses on improving their general and vocational skills, successfully adapting work places to their specific needs and creating jobs based on innovative forms of employment.

Integra supports those who face social exclusion. It gives priority to developing vocational training courses which reflect labour market trends. Distance learning programmes, guidance and employment provisions back-up the training provided.

The priority of the Youthstart strand is to develop new training strategies that take into account individual expectations and abilities, with a view to improving young people's personal and vocational skills.

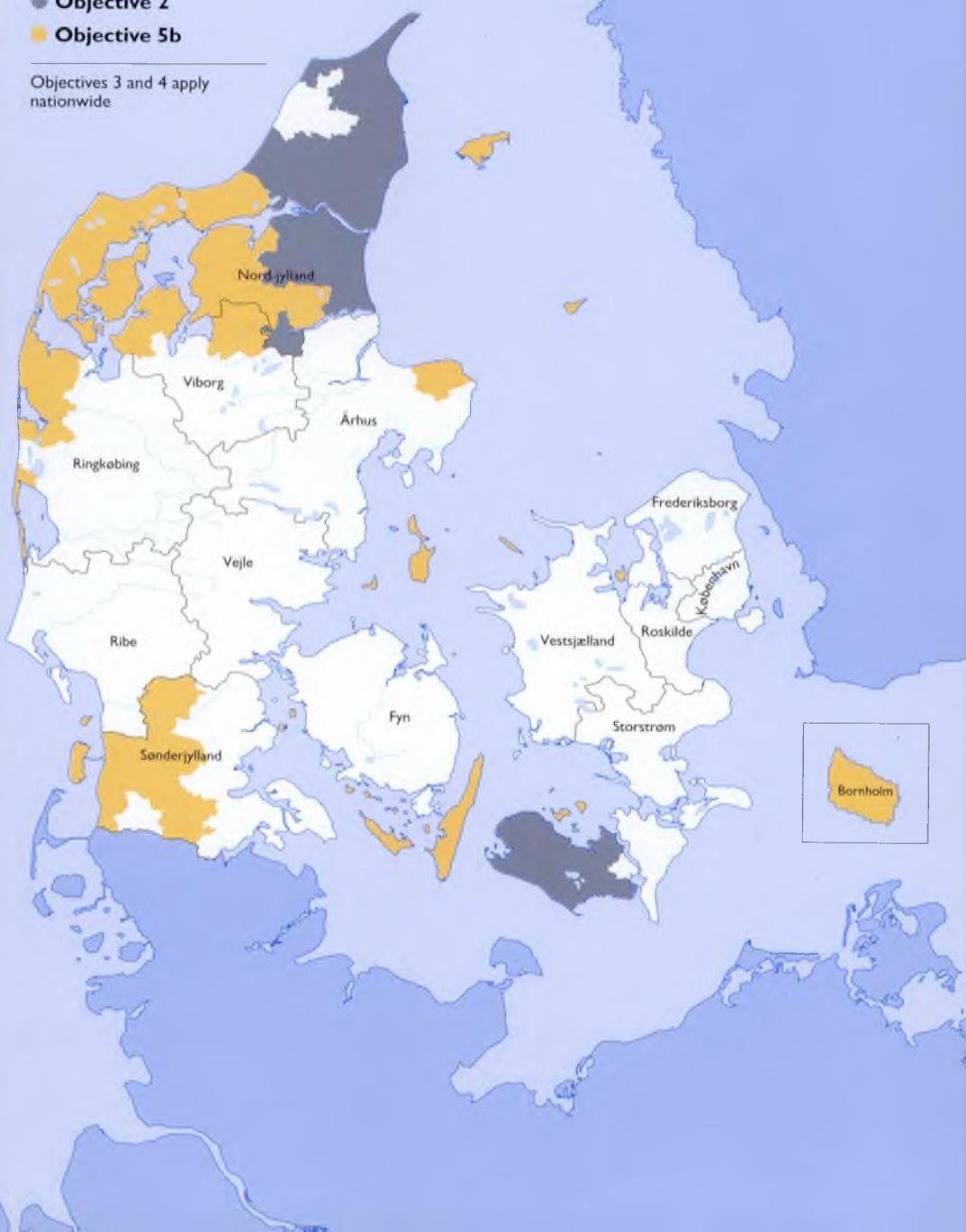
Under the Adapt Initiative, the ESF allocates DKR 237.8 million (ECU 31.7 million) for co-financing projects targeted at some 2,300 employees who face unemployment due to industrial change. Adapt concentrates on areas where transnational relations have an impact such as tourism, information technology and finance. The initiative also supports the development of educational training for less qualified workers.

Note: all figures are indicative and calculated at 1994 rates.

\* not including Community Initiatives / Information is based on Decisions valid March 1998.

- Objective 2
- Objective 5b

Objectives 3 and 4 apply nationwide



# Finland and the European Social Fund

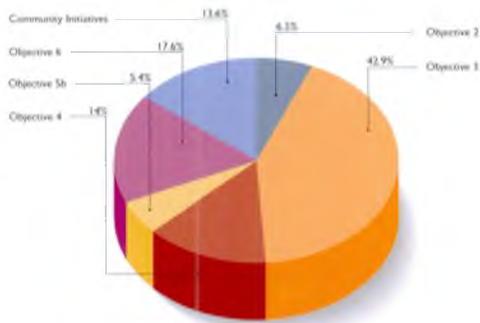
Between 1995 and 1999, Finland will receive a total of FIM 3.4 billion (ECU 603 million) from the ESF to put into place measures which seek to achieve the following priorities:

- to tackle unemployment, particularly amongst the young and the long-term unemployed
- to support training in SMEs as a way of creating employment and boosting competitiveness and increasing exports

- to develop innovative measures and support education and training systems.

Funding is channelled in line with the Structural Fund Objectives 2, 3, 4, 5b and 6. The ESF provides all EU funding for Objectives 3 and 4. These Objectives apply in all parts of Finland except Objective 6 regions. The remaining Objectives 2, 5b and 6 are part-financed by the ESF together with the other EU Structural Funds, and only particular regions are eligible.

## The ESF in Finland – financing by Objective



- employment creation and skills development in SMEs: the ESF supports unemployed people who have the potential to work in SMEs or to start their own businesses. It also supports those who can lend their expertise to development projects within SMEs.
- Youthstart – responding to the employment needs of young people – aims to prevent young people with no vocational skills from becoming excluded from the labour market and help young people with vocational skills to gain access to the world of work. Innovative and apprenticeship training are provided under this priority.

## Improving access to the labour market (Obj. 3)

Objective 3 measures are aimed at tackling youth and long-term unemployment as well as social exclusion. An estimated 97,000 people will benefit from the FIM 1.4 billion (ECU 258.4 million) which the ESF is allocating to support the following priorities:

- 'pathways to employment': this approach seeks to prevent long-term unemployment and promote the integration of the long-term unemployed and socially excluded into working life. This is achieved through a combination of measures tailor made to the needs of the individual. These include personal counselling, education, vocational training and on-the-job training.

## New initiatives for new job requirements (Obj. 4)

ESF action under Objective 4 helps those in SMEs to adapt their skills to changing work requirements. Activities focus on improving businesses human resources, which in turn boosts competitiveness and creates a demand for additional jobs. Over 34,000 people will benefit from the FIM 472 million (ECU 84.6 million) which the ESF is allocating to support the following priorities:

- anticipating changes in employment patterns – the ESF co-finances projects to anticipate changes in the workplace, to carry out extensive labour market research, to set up business networks, and to plan and implement innovative training policies.

- vocational training, retraining, guidance and counselling – this includes measures aimed at improving staff skills levels, helping employees and entrepreneurs manage their changing roles and responsibilities. Measures also provide training information and advice for organisations and the working population, such as joint databases and service systems for information providers.
- promotion of expertise and innovation networks – this approach supports programmes which promote the transfer of research and development data into practical applications through training and information services; this includes developing centres of expertise. The main focus is to encourage SMEs to use new technology and to develop their skills and know how levels.

## Support for sparsely populated regions (Obj. 6)

The ESF provides FIM 591 million (ECU 105.8 million) of Objective 6 finance to Finland which is allocated to the most sparsely populated regions. The Objective 6 area represents 60% of the total surface area of Finland and has an average population density of 4 persons/km<sup>2</sup>.

### Objective 3 and 4 type measures are incorporated into Objective 6

Support for SMEs is the most important priority, with action focusing on increasing the export potential of SMEs, assisting business development and improving companies, competitiveness, human resources development and business support services. Initiatives to promote international forms of cooperation, to compensate for the region's remote location, are also important.

## The European Social Fund in action – case studies

### Objective 6 - distance working brings professionals closer together

The aim of the Paideia Project is to support the development of the Information Highway, by providing on-the-job training and specific courses. The ESF funds the distance learning element of the project which presents unique opportunities for distance employment for a wide range of individuals and companies in the Kainuu region of eastern Finland.

The Paideia project provides training to people already working in this field and interested potential participants. The interest of small companies in telematic services has grown as the existing services have become increasingly understood. The next stage of the project will create a package solution for companies and small organisations for telematics applications.

### From unemployed to entrepreneur

Tampere, situated in central Finland, is an old industrial city. Out of its working population of 126,500 people, about one in five is out of a job. The big enterprises are too few to solve the unemployment problem alone. A noteworthy alternative is to employ jobless people in their own enterprises

In 1996, Tampere, with several other partners, founded 'Ensimetri' (the First Metre), a centre designed to encourage jobless persons to become entrepreneurs. This centre allows anyone interested in becoming an entrepreneur to have all the help they need from a single contact point.

The training providers, counsellors and consultants form a network which provides modules for a tailor made 'pathway to entrepreneurship'. This network is fully suited to the needs of each person.

## Regeneration of industrial regions (Obj. 2)

Between 1995-1999 the ESF will provide FIM 219 million (ECU 39.2 million) to support a number of priorities in Finland's industrial regions. Reducing unemployment remains the overriding priority. Those working in SMEs, educational institutions, universities, and R&D institutes are the main focus of Objective 2 activities. The 1997-1999 strategy for the regeneration of these regions aims to:

- determine needs and provide training for key local industries and start-up businesses
- increase business activities in the area
- internationalise business orientation
- develop the information society and teleworking possibilities
- improve cooperation between companies, training and research institutions
- encourage female entrepreneurs, local development initiatives and joint ventures.

It is intended that the development of this sector will help create new jobs and stimulate economic growth whilst responding to the needs of local industries.

## Special assistance for rural regions (Obj. 5b)

Finland's Objective 5b areas are located in 14 of Finland's 19 regions. Between 1995-1999 the ESF will provide FIM 183 million (ECU 32.8 million) for employment generation and training initiatives in these rural regions.

The priorities for the ESF are:

- diversification of primary production – training is provided and business activity is promoted. The aim is to help farmers identify new, entrepreneurial sources of income related to the regions natural resources, for example in farm tourism.
- raising skills levels – schemes are designed to improve educational structures, make use of

information gathered by research and development centres and promote business activity through higher skills levels.

## Human resources Community Initiatives in Finland

The Employment Initiative, with its 4 strands, Now, Horizon, Integra and Youthstart receives a contribution of FIM 163 million (ECU 29.2 million).

Now aims to promote the status of women in the work place, and help them to balance work with family life.

Horizon supports integrated teaching, training and education methods for the disabled which are flexible and suit the needs of individuals.

Integra focuses on disadvantaged groups, such as immigrants and refugees, ex-prisoners, drug addicts and the long-term unemployed. Measures aim to increase employment prospects through the acquisition of basic skills and work experience.

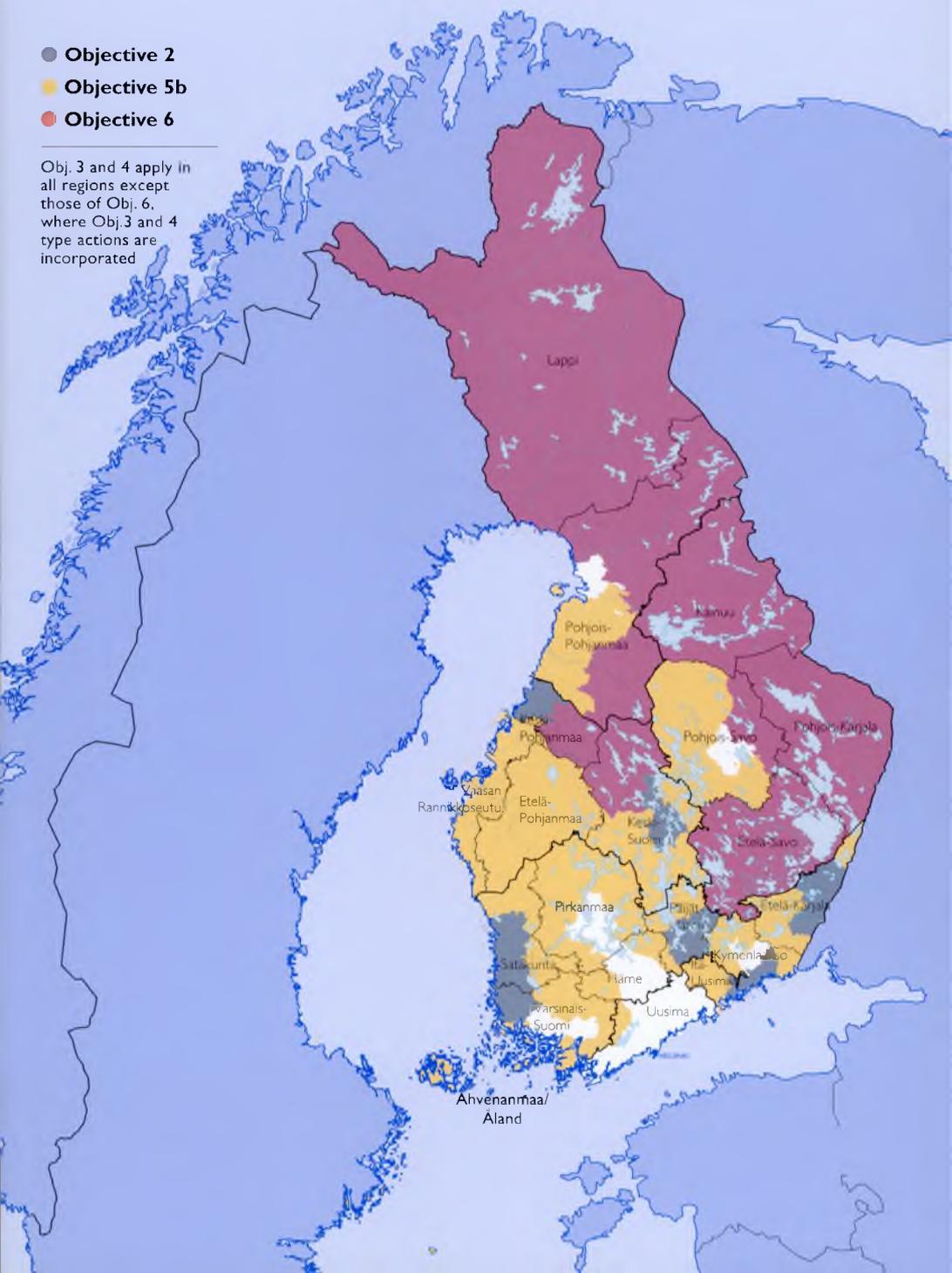
Youthstart aims to provide unqualified school-leavers with training and qualifications; guidance, training and placement programmes are also provided.

Under the Adapt Initiative, the ESF allocates FIM 128 million (ECU 23 million) for co-financing transnational projects targeted at employees who face redundancy due to industrial and technological change. Innovative projects provide participants with skills to deal with the challenges posed by increased internationalisation of trade and the use of new technologies.

The ESF also funds human resources development under 5 other Community Initiatives: Interreg II (cross-border cooperation), Leader (rural development), Pesca (fishing industry), SME (small and medium sized enterprises) and Urban (urban regeneration and development). This funding amounts to FIM 168 million (ECU 30 million).

- Objective 2
- Objective 5b
- Objective 6

Obj. 3 and 4 apply in all regions except those of Obj. 6, where Obj.3 and 4 type actions are incorporated



# France and the European Social Fund

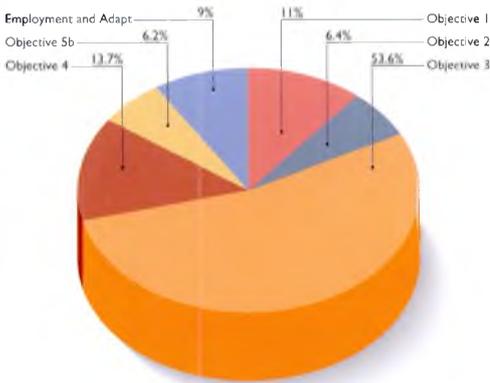
The ESF supplements the employment and training schemes of the French government through financial assistance totalling FF 28.3 billion (ECU 4,343.6 million)\* for the period 1994-1999. In France, the main beneficiaries of ESF assistance are

- the long term unemployed
- those most vulnerable to exclusion from the labour market
- young people
- workers whose jobs are under threat from industrial change

The priorities of ESF action seek to complement France's traditional focus on public sector vocational training and the government's objective of promoting job creation.

Much of the work cofinanced by the ESF is implemented at a regional level, following a growing trend within France to spread responsibility to the Regions.

## The ESF in France - financing by Objective (1994-1999)



## Training and employment for the most vulnerable groups on the labour market (Obj. 3)

Over half the ESF resources available to France go towards Objective 3 priorities. ESF support is provided nation-wide to those groups who face the most serious employment problems. Particular emphasis is given to the young, unemployed people threatened with long term unemployment and the socially excluded.

Actions focus on

- **access to employment:** the long term unemployed are given access to subsidised work placements, whilst apprenticeships are offered to the young.
- **job creation:** budding entrepreneurs can receive cash subsidies and training to set-up their own businesses. Schemes to boost community services employment are also supported.
- **quality of training:** a range of measures seek to improve the effectiveness of training. These include individual guidance, recognised qualifications and training for employment services.
- **adaptation to the labour market:** basic skills training, combined work and training schemes and measures to combat illiteracy.

## Adapting workers to industrial change (Obj. 4)

In France, the ESF is cofinancing four specific actions under this Objective.

- **anticipating future skill requirements:** this is being put into practice through research into changing work patterns.

- **training and qualification development:** measures include technical training, instructor training and the development of qualifications to meet market demands.
- **the improvement of training systems:** the framework within which training takes place is also being adapted through various means, for example, through investment in training tools.
- **technical assistance:** due to the innovative nature of Objective 4, particular emphasis is placed on technical assistance for smaller companies with limited resources.

All measures will give priority to small and medium-sized enterprises (SMEs). Priority will also be given to low qualified employees, those whose jobs are becoming obsolete and those who are halfway through their working lives.

## The European Social Fund in action - case studies

### Human Resources development to improve industrial competitiveness

The ESF is funding 20 per cent of the total cost of a professional training project under Objective 4 run by Konzette, a French enterprise specialised in manufacturing staples and office staplers.

Konzette aims to improve its industrial competitiveness by putting into place new industrial production islands, automatic wrapping systems and integrated computer networks. To achieve its objectives, Konzette will develop new working processes, improved internal capabilities and management systems.

The project is designed to help lower-skilled employees improve and expand their skills base. Moreover, the training curriculum prepares the company's work force to adapt to new technologies - one of the primary aims of the ESF under Objective 4.

### Small business training and follow-up support - Association pour le Droit à l'Initiative Economique (ADIE)

The ADIE network aims to promote employment by encouraging the development of SMEs in France. Based on extensive analysis of successful and failed SMEs, combined with current business requirements, ADIE has developed an extensive network of services

which provide advice, training and guidance to unemployed people wishing to start their own businesses. Projects financed in 1995 covered sectors such as agriculture, construction and local craft-work.

Within this scheme, the ESF co-finances training and on-going support measures for beneficiaries as well as the expansion of the ADIE network across France.

ADIE works mainly with individuals who claim unemployment benefits and who do not have access to banks' and finance institutions' standard credit loans.

The ADIE network's added value is

- the development of partnerships between banks and those beneficiaries starting up new businesses
- on-going support once the enterprise is up and running
- expertise for individual projects is provided free of charge by accountants, lawyers and bankers.

A total of 685 small enterprises were created in 1995 with ADIE support. ADIE is keen to expand its network and aims to double the number of regional offices and create more than 7,000 enterprises by 1999.

## Supporting less prosperous regions (Obj. 1)

Objective 1 regions fall into the following categories

- overseas departments: Guadeloupe, French Guyana, Martinique and Réunion. These account for three quarters of Objective 1 funding
- Corsica
- the arrondissements of Valenciennes, Douai and Avesnes.

The areas above have below average European GDP and experience high levels of unemployment. Risk of exclusion from the labour market and a lack of suitable skills are particular problems. The ESF's priority in these regions is to improve education systems and training schemes. Its work focuses mainly upon

- improving skills and qualifications, particularly amongst young people
- upgrading skills and qualifications of the labour force through continuous training
- integrating people with specific problems into the labour market, through counselling and guidance
- improving employment and training systems.

## Support for regions affected by industrial decline (Obj. 2) and the development of rural areas (Obj. 5b)

Over a quarter of the population lives in the 19 regions covered by Objective 2. The ESF cofunds training schemes aimed at increasing the employability of workers at a local level. Training schemes support, in particular, industrial diversification and technological innovation.

Seventeen per cent of the population live in the 18 regions covered by Objective 5b. The ESF cofinances measures tailored to the specific

needs of the rural and agricultural population in these regions. These include long-distance learning programmes, working from home and industrial diversification projects. Specific coaching programmes cover guidance and counselling for the development of local projects.

## The Employment and Adapt Community Initiatives in France

The Employment Initiative, with its four strands - Now, Horizon, Integra and Youthstart - receives an ESF contribution of FF 1.2 billion (ECU 185.9 million).

Now, by supporting innovative training activities, seeks to underpin national policies which combat inequalities between women and men on the labour market and supports women wishing to set-up their own businesses.

Horizon aims to integrate people with disabilities into the open labour market by offering, for example, adapted apprenticeship contracts.

Integra (formerly Horizon-Disadvantaged) aims to help disadvantaged groups such as immigrants and those living in less prosperous urban and rural areas. Measures focus on the acquisition of basic skills and work placements.

Youthstart's objective is to reduce the number of young people entering the labour market without a vocational qualification (annually some 275,000) by developing high quality and innovative training.

Adapt, which receives FF 1.6 billion (ECU 249 million) from the ESF, will up-grade staff skills within SMEs. Development projects involving some 80,000 beneficiaries, will improve the scope of services offering advice on changing work patterns.



# Germany and the European Social Fund

Since 1990 the German labour market has been facing-up to the new challenges raised by German unification. In this context, the European Social Fund (ESF) has played a key role in combatting high levels of unemployment and strengthening solidarity between Germany's regions.

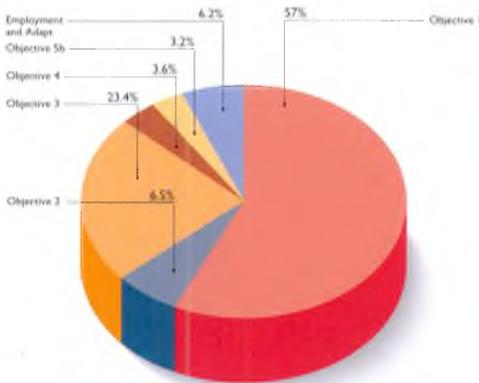
Between 1994 and 1999, the ESF will contribute a total of DM 12.8 billion (ECU 6.7 billion)\* to Germany for activities designed to fight unemployment and social inequality. The ESF helps improve the German labour market by

implementing measures which do not exist under German legislation.

The bulk of funds provided by the ESF are used to support the new Lander in their efforts to reinforce and develop priorities and programmes of their own. The Lander authorities take centre stage when it comes to the administration of this funding.

The success of ESF-supported projects has allowed significant improvements in Germany's labour market policies.

## The ESF in Germany – financing by Objective (1994-1999)



The development of human resources and the creation of jobs are the key requirements for the reconstruction of these regions. Training is specifically targeted towards new technology and production processes, as well as management and marketing skills. This is particularly relevant for those smaller companies finding it difficult to cope with the rapid economic changes which have taken place since unification.

Measures include

- improving workers' qualifications to make companies more competitive
- supporting self-employment and the creation of jobs at a local level
- vocational training, language training and traineeships abroad for the long term unemployed
- apprenticeship training for the young
- special training for women keen to resume work.

## Special support for the new Lander and east Berlin (Obj. 1 regions)

Over half the ESF resources available to Germany go towards the new Lander and east Berlin to promote the integration of workers into the new market economy.

It is estimated that up to 700,000 people, for the period 1994 to 1999, will benefit from these actions.

## Regions affected by industrial decline (Obj. 2) and the development of rural areas (Obj. 5b)

For those regions seriously affected by industrial decline, the ESF cofinances measures aimed at increasing the employment opportunities of workers threatened with unemployment.

These measures include

- training in new production and commercial techniques

- meeting the special labour requirements of small and medium-sized enterprises (SMEs)
- vocational counselling, guidance and training for employed and unemployed people with a view to enhancing their skill levels.

In rural areas, the ESF cofunds measures to encourage economic diversification. This involves developing alternative activities such as tourism and environmental actions, tailored to meet the various local needs of the rural population.

## The European Social Fund in action – case studies

### **New job opportunities for women – bus driver training (Northrhine-Westfalia)**

Ninety per cent of working women in the Münster region are employed in the service sector in jobs traditionally dominated by women. However, fewer job opportunities are available in this sector and the region is looking at new employment possibilities. With ESF support the region is actively helping women to find jobs in traditionally male dominated occupations - providing both skills training and support for long term change in the workplace.

One example is the region's active encouragement of women bus drivers. In the city of Münster, the ESF supports a training programme for 16 women to become bus drivers. The 21 month programme is primarily aimed at women returning to work after a period of absence. The programme not only equips them with the skills needed for the job, but also covers all technical and legal aspects, office, sales and travel management and basic computer training. The training programme ends with an exam and formal certification from the Münster Chamber of Commerce.

### **'Training alliances' and SMEs – vocational training for young people (Saxony)**

In 1995, the Saxonian Ministry for Economy and Labour started a programme to support the creation of 'training alliances'. The programme which is cofinanced by the ESF aims to encourage partnerships between training institutes and SMEs for the purpose of carrying out vocational training for young people. These 'training alliances' target companies with limited structural or technical capacities for vocational training.

The programme has had a successful start. When the programme began, it was taken-up by 40 vocational training institutes. By the end of 1995 those training institutes involved in the scheme had concluded 364 cooperation contracts with companies from the metal, electronic and chemical industries. In doing so, 1,012 training places for young people were supported.

## Training and employment for the most vulnerable (Obj. 3)

Under Objective 3 ESF support is provided to those groups who face the most serious employment problems. In Germany the ESF cofunds projects which help

- the long term unemployed - measures include: guidance to increase trainee motivation, training in foreign languages and adult literacy programmes.
- the disabled - employment opportunities are improved through training allowances, recruitment subsidies and aids to mobility.
- the young - special attention is given to work placement courses, workshop projects and business start-up aid.
- promote equal opportunities for women - training measures focus on women keen to resume work after a period of child rearing; assistance can include child care facilities and the payment of training and child care grants.

## Adapting workers to industrial change (Obj. 4)

Objective 4 aims to keep people in work when rapid industrial change means their skills and qualifications are likely to become obsolete. In Germany, assistance is targeted at skills training not normally covered by company training schemes, as well as various innovative approaches to human resources development. Cofinancing is often shared between the company, national or regional authorities and the ESF.

The priorities are

- to anticipate future labour market trends. Analytical studies and personnel development planning play key roles in achieving this objective.
- to provide guidance and training in new technologies and new sources of jobs.

Particular emphasis is given to environmental protection techniques and computer based training for older workers.

- to develop training schemes which address the needs of SMEs, and to promote cooperation between SMEs.

## Human resources Community Initiatives in Germany

The Employment Initiative, with its four strands Now, Horizon, Integra and Youthstart receives an ESF contribution of 376 million DM (ECU 196.8 million).

In keeping with the Federal Government's policy declaration on Equal Opportunities of 1994, Now aims to reduce the female unemployment rate, particularly in the eastern part of the country, through a number of approaches. These include diversifying professional choice, the provision of training in future-oriented jobs and promoting the reconciliation of work with family responsibilities.

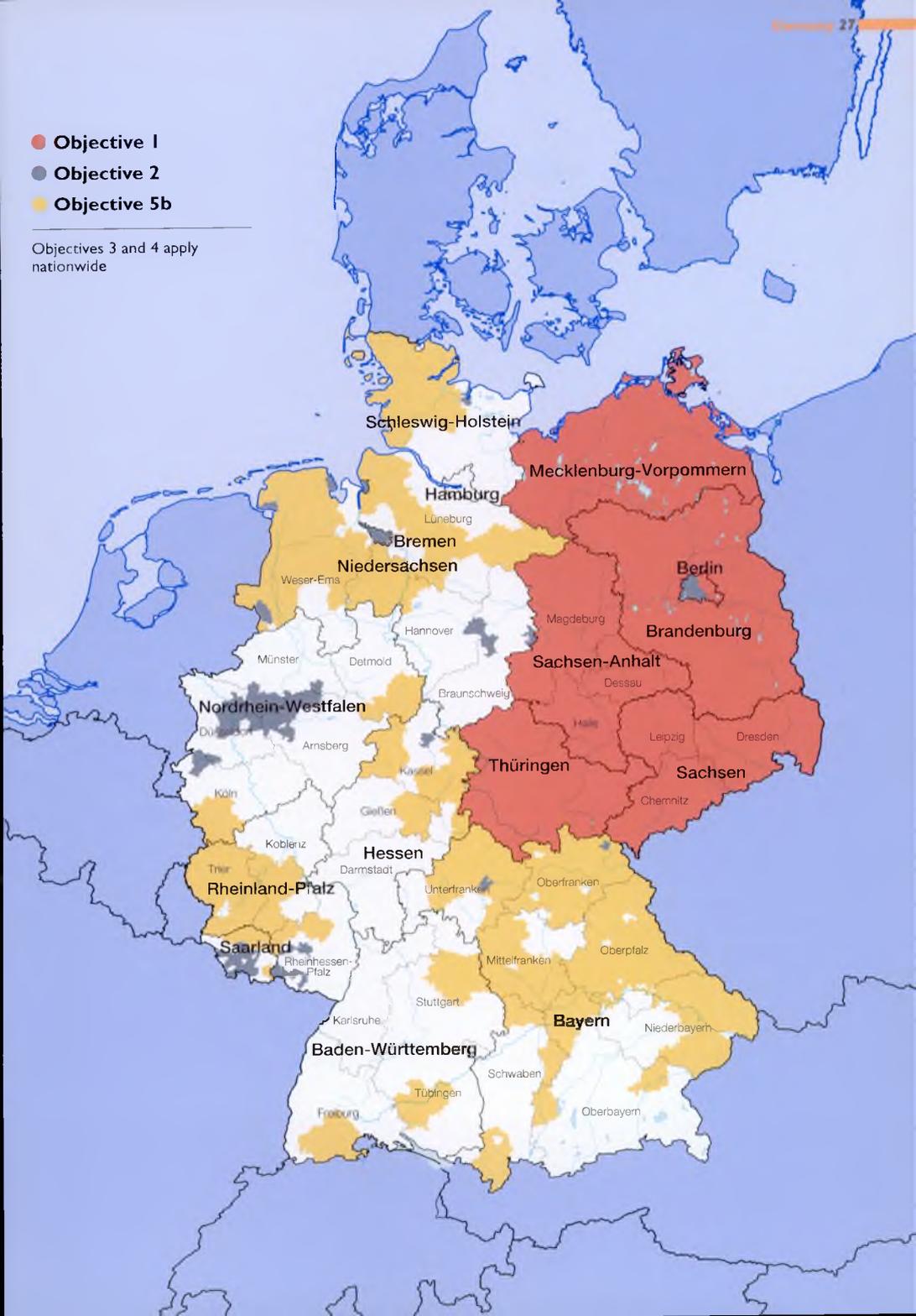
Horizon assists disabled people making the transition from sheltered employment in special centres, to supported employment in private enterprises. For the disadvantaged, in particular migrants and refugees, the Integra strand focuses on improving labour market integration through a combination of language tuition, pre-training and training, and supported employment measures.

Youthstart's main aim is to develop alternative forms of training, and to ensure that all school leavers acquire an initial vocational training qualification.

Adapt, which receives 481 million DM (ECU 251.9 million) from the ESF, will enhance the motivation and core competencies of the workforce through improved training and guidance backed-up by measures designed to anticipate changes in skill needs.

- Objective 1
- Objective 2
- Objective 5b

Objectives 3 and 4 apply nationwide



# Greece and the European Social Fund

The total ESF allocation for Greece for the period 1994-1999 amounts to a total of DRA 791 billion (ECU 2,561 million)\*.

All financial assistance from the ESF is directed towards four strategic priorities for the development of human resources:

- widening access to and improving the quality of education and initial training facilities. This involves strengthening the flexibility of these services and making them more responsive to the world of work.
- improving competitiveness. Emphasis is placed on helping employees adapt to technological change.

- improving employment opportunities. Actions focus on the unemployed, the handicapped and those exposed to exclusion from the job market. Employment services will be strengthened and specific measures on guidance, training and employment aids are also promoted.

- modernizing public administration. This is achieved through initial and continuing training and specific studies on how to achieve modernisation.

The whole of Greece is eligible for funding under Objective I, which means that 75 per cent of the total cost of actions can be financed by the ESF.

## Improving education and training facilities

The bulk of ESF resources for Greece (45 per cent) go towards the improvement of education and training facilities.

Measures focus on a number of areas which include:

- Modernising second level education. With the aim of reducing early school leaving, education in this area is being updated and adapted to make it more flexible and better suited to the job market. Measures include the introduction of new technologies, foreign language training, remedial courses for slow learners and environmental education.
- Improving third-level education. Management procedures and university programmes are being improved, together with the the promotion of short post-graduate courses to diversify choice. The ESF also funds improvements for infrastructure and equipment in this area.

- Guaranteeing Education and Training to young people under the age of 20. The national apprenticeship system is being strengthened both in terms of organization and availability.

## Life-long training and employment growth

The ESF supports life-long training for the employed and unemployed, as well as employment promotion measures for the unemployed and those made redundant.

A central agency will have the responsibility for the development of curricula and the overall planning and implementation of life-long training activities.

For those already in employment, actions focus on:

- Small companies and the self-employed. The ESF supports transeuropean cooperation between entrepreneurs and the improvement of skills in areas such as business management and marketing.
- Medium-sized companies. The aim is to introduce life-long training in order to boost export capabilities.

- Large Companies. Permanent training facilities are supported as an integral part of corporate strategy. In-company training centres will be set-up and staffed by qualified instructors.

For the unemployed and for those who have been made redundant, aid from the ESF goes towards:

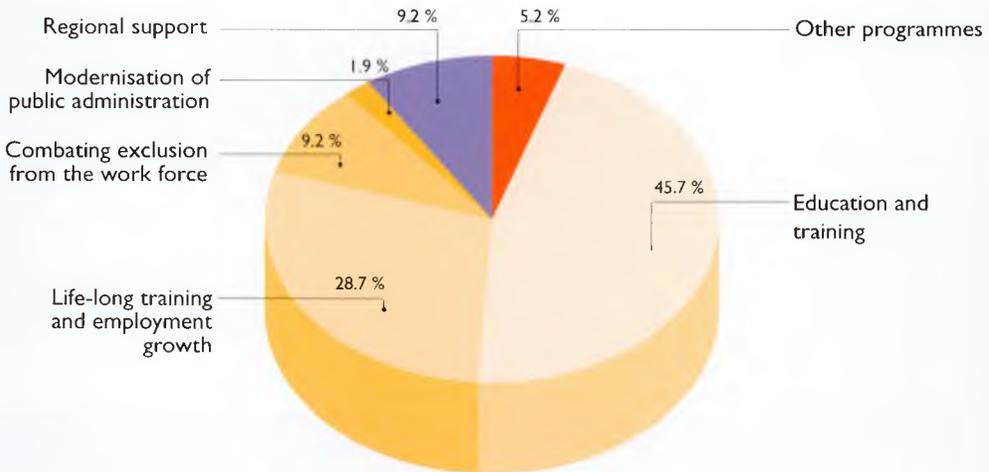
- Young people under the age of 25. Employment subsidies are provided to employers taking on young people for a minimum of six months after the end of their training.
- Unemployed women. Vocational information, training, employment subsidies and activities which create jobs in areas normally dominated by men. Social support is provided especially in terms of child-minding services.
- Unemployed people over 25 years of age. Around 45,000 people, mainly in urban and industrial areas, will receive training in personal and professional skills to help them re-enter the labour market.

## Combating exclusion from the workforce

The ESF finances a number of measures under this programme:

- Publicity campaigns. This scheme aims to mobilize public opinion to encourage involvement in combating and preventing exclusion.
- Integrating the physically and mentally handicapped into the workforce. This scheme covers two areas. The first deals with problems such as those arising from poor quality training. The second relates to aspects such as actions involved in combating negative stereotyping. Specific measures include preliminary training, career guidance and inductions on the use of new technologies.
- Integration of immigrants, former expatriates and refugees. Social support is provided including

## The ESF in Greece\*



assistance with basic daily requirements such as accommodation, access to health services and administrative matters. Special lessons in Greek are also provided.

- Integration of other social groups. Preventative measures to tackle long term unemployment are provided for the following target groups: prisoners and ex-prisoners; single parents; people from remote mountain and island areas; people with different cultures and religions; cured and former drug addicts. The main lines of action cover the upgrading of basic skills, vocational and literacy training.

## Modernisation of public administration

The ESF provides financial assistance for:

- Training of public administration personnel. This involves the introductory and life-long training of officials to undertake organizational and administrative modernization.
- Organisational and administrative modernisation. Public agencies will be modernised through the reorganisation of procedures and the introduction of new technologies.

## The European Social Fund in action - case studies

### Apprenticeship schools

The ESF supports a system which allows an apprentice to combine the academic training provided by the Apprenticeship Schools of the OAED (publicly funded training centres), with his or her practical training in a public or private company. This dual apprenticeship system provides technical training to around 12,700 young people every year.

The OAED is in contact with employers, during the whole period of training, in order to follow their progress. The organisation investigates the possibilities of placing its apprentices in permanent work after they have graduated from the school. The apprentices receive wages from their employers during the whole period of their work-training, as well as board and lodgings if the students live far away from the school or may have difficulty meeting the costs of accommodation. All students receive certificates of specialization at the end of their training, and many go on to start their own businesses.

### Work, leisure and equal opportunities

SAPFO, a project based in Athens, receives support from the Community Initiative, Now (which is funded by the ESF) with the aim of

promoting women's employment opportunities in conference tourism. Over a six month period, SAPFO has trained 20 women in skills related to tourism, environmental protection, business creation, management, and equal opportunities. To achieve the goal of setting up small service enterprises after the completion of the project, the remaining six months will be used for ongoing support. Future entrepreneurs will be helped to negotiate with banks and local authorities, and marketing and advertising strategies will also be developed.

SAPFO has joined forces with four local partners. Two of the partners are municipalities; Ioannina in north-west Greece and Hydra, an island off the Peloponnesian coast. Both municipalities have a natural and cultural heritage which is well preserved and suited to the needs of conference tourism. The other two partners also play a crucial role. First, the General Secretariat for Adult Education, which runs hundreds of conferences every year, will ask the women's businesses resulting from the project to organise some of its seminars and conferences. Secondly, the Women's Union of Greece will disseminate the project results and set up a database serving potential and existing women entrepreneurs.

## Regional ESF support

Regional support for employment and training actions is provided by the ESF across the whole of Greece. Assistance is given to the following actions:

- vocational training
- continuing training for the modernisation of agricultural production, and in the chemical and services sector
- human resource measures for repatriated immigrants of Greek origin
- the improvement of tourist services
- support for SME's and advanced technology sectors
- support for unemployed women.

## ESF actions in other areas

Specific sectors of the economy also receive financial assistance from the ESF for employment and training measures. These sectors include communications, health and welfare, the service sector, research and technology and tourism and culture.

## Human resources Community Initiatives in Greece

Under the Employment Initiative, with its four strands Now, Horizon, Integra and Youthstart, the ESF is allocating DRA 19.9 billion (ECU 64.3 million) for the 1994-1999 period to adapt training, guidance and employment systems to meet new demands and to identify new growth sectors and employment opportunities. Particular attention will be paid to geographically disadvantaged communities.

Now projects mainly focus on training and support for entrepreneurial activities by women, particularly in the local services and tourism sectors. This is coupled with training in new information technologies and the development of child care services.

Horizon supports the social and vocational integration of the long-term unemployed with disabilities. Information technology has been widely used as a teaching tool and this has provided new forms of job placements in communication services. Employment in the community and the creation of small businesses has also been encouraged.

Integra projects help to provide job openings for repatriates, migrants of Greek origin from the former Soviet Republics and Albania, with inadequate or no knowledge of Greek. Measures include vocational re-orientation, Greek language education and the setting-up of family support. Other groups targeted by Integra include, gypsies and those suffering from drug dependency.

Youthstart projects focus on training and the creation of new jobs for young people. Target groups include those living in mountainous and rural communities. Training is provided in rural tourism, the management of natural resources, local crafts and cultural heritage.

The ESF has allocated DRA 9 billion (ECU 29.1 million) to the Adapt Initiative to persuade the social partners, and in particular managers of SMEs, of the need to modernise. This is being achieved by projects which aim to enhance the skills of companies in information technology. Emphasis is also put on teleworking and open and distance learning.

# Ireland and the European Social Fund

The ESF represents 35 per cent of the EU Structural Funds available to Ireland for the period 1994-1999, amounting to a total of IR£ 1.6 billion (ECU 2 billion).

The ESF tailors its activities to the specific needs of the Irish labour market, addressing in particular

- the large number of young people entering the labour market
- the high level of long-term unemployment.

The Fund supports national efforts to achieve two overall objectives

- improving the qualifications of people through education and skills training
- improving the employment prospects of unemployed people, particularly the long-term unemployed and those excluded from the labour market.

The whole of Ireland is eligible for funding under Objective 1, which means that 75 per cent of the total cost of actions can be financed by the ESF.

## Measures to improve education and training

Eighty per cent of the ESF allocation to Ireland amounting to IR£ 1,248 million (ECU 1,572 million) is included under the human resource development programme.

The principle organisations responsible for the implementation of ESF supported education and training programmes are

### Department of Education

The ESF is providing IR£ 730 million (ECU 920 million) to support investment in the second and third level education system. For example, at second-level education, funding is being provided for the Leaving Certificate Vocational Programme and the introduction of a new Leaving Certificate Applied Programme. The aim of these Youthstart measures is to reduce the percentage of young people leaving school with inadequate qualifications to 10 per cent by the year 1999. Post Leaving Certificate Programmes are also receiving funds from the ESF.

At third-level, the Regional Technical Colleges will receive funding from the ESF to support two and three year certificate and diploma courses. It is the largest single ESF programme and provides support for training in the fields of technology, financial services and industry.

Support for the seven Irish universities is provided for post graduate training programmes. The Advanced Technical Skills Programme allows graduates to engage in a period of training and research work enhancing the relevance of their qualifications to the needs of the labour market.

### FAS - the National Training and Employment Authority

The ESF allocates IR£ 428 million (ECU 540 million) to this agency to provide

- industry skills training for the unemployed and those with inadequate qualifications
- training support schemes for small and medium-sized enterprises
- training and employment programmes targeting the long-term unemployed and those facing exclusion from the labour market. Programmes include community training, second chance education, retraining and temporary employment aids.

### NRB - the National Rehabilitation Board

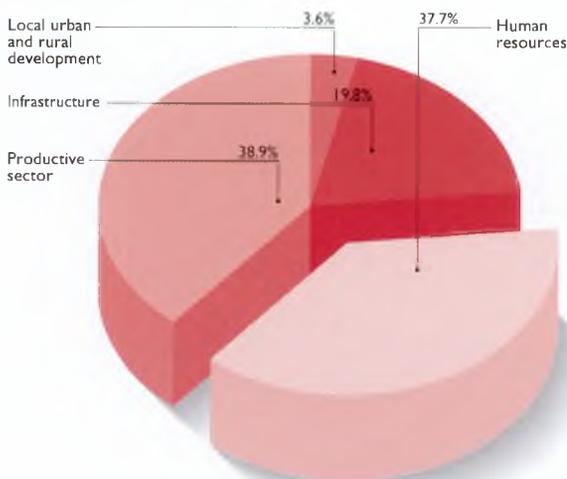
The ESF contributes IR£ 115 million (ECU 145 million) to the NRB in order to train people with physical and mental disabilities. More than 2,000 people a year benefit from ESF training.

## ESF actions in other programmes

The ESF finances specific human resources schemes in a number of other areas

- Industry, research and technology: IR£ 122 million (ECU 154 million). All the Irish industrial development agencies (Forbairt, IDA Ireland, Shannon Development and Udaras na Gaeltachta), receive funding from the ESF. These agencies provide support to companies in the form of employment, training and management development grants.
- Tourism: IR£ 81 million (ECU 102 million). The ESF supports training programmes in catering and hospitality, as well as new areas of tourism such as the leisure industry. These programmes are delivered by CERT, the national tourism training agency, in conjunction with the Department of Education.
- Agriculture, rural development and forestry: IR£ 49 million (ECU 62 million). Teagasc, the agriculture and food development authority, receives ESF cofinancing to provide courses to young farmers and adult rural dwellers on agriculture as well as on the development of alternative rural enterprises. The forestry sector will receive funding in the spheres of forest establishment and maintenance.
- Local urban and rural development: IR£ 45 million (ECU 57 million). In disadvantaged areas, support is provided to Partnership Boards and to County Enterprise Boards to support local development initiatives.

## Structural Funds in Ireland provide a high level of investment in human resources



Total IR£ 4.5 billion (ECU 5.6 billion)

## Human resources Community Initiatives in Ireland

The Employment Initiative, with its four strands - Now, Horizon, Integra and Youthstart - receives an EU contribution of IR£ 69 million (ECU 87 million) to foster best practices in the field of human resources development through innovation, trans-national cooperation and local partnerships. 58,000 people will benefit during the period 1994-1999.

In addition to the provision of training in areas of childcare and social care, Now aims to promote women's involvement in urban and rural business environments as well as developing innovative assessment methods.

Horizon aims to improve the prospects of employment for disabled people by helping them to promote their own specific interests. Priority is given to training, adaptation of the workplace and promoting an awareness of the employment potential of those with disabilities.

## The European Social Fund in action - case studies

### Greencaps Cooperative in the Ballymun area of Dublin

Under the programme for Innovative actions for vocational training and employment, adopted by the European Commission in 1993, more than 19 organisations receive ESF funding to implement around 30 innovative projects on training, education and employment.

An interesting example is the Greencaps cooperative. This non-profit making organisation provides employment for the disabled and long-term unemployed from the Ballymun area of Dublin. ESF support has allowed the Greencaps cooperative to develop a partnership between the Ballymun job centre and the airport company, Aer Rianta, which offers placement opportunities for the disabled people at Dublin airport.

Jobs range from baggage portering, queue management, and support for disabled passengers, to helping with the new left luggage facility for passengers. This project helps people threatened by exclusion to develop the necessary skills and qualifications to gain access to the labour market.

### Macnas

For the period 1994-1999, the ESF is cofinancing projects implemented by Macnas, a community based theatre company founded in Galway in 1986.

Macnas creates world-class theatre, community street acts, children's shows, television programmes and has performed throughout Ireland, Britain and other European countries. This project supports the long-term unemployed by providing them with training, personnel development and guidance.

The ESF focuses on projects in the framework of culture and art which have been identified as new potential areas for sustainable job creation.

The objective of the new Integra strand (formerly the Horizon-Disadvantaged strand) is to improve the employability and access to employment of those who are excluded or at risk of exclusion from the labour market.

The primary aim of the Youthstart strand is to address the problems of young people on the labour market who are poorly qualified or who leave the education system with no qualification.

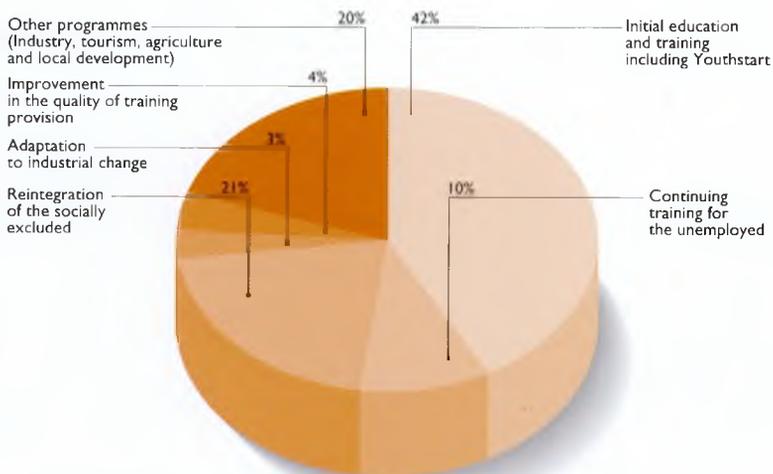
Under the Adapt Initiative, the ESF allocates IR£ 21 million (ECU 27 million) to about 8,300 beneficiaries for cofinancing trans-national projects targeted at employees who face unemployment due to industrial and technological change. Projects focus on innovative human resources development, exploiting the potential of micro enterprises and small businesses.

The European Union also supports a special programme for Peace and Reconciliation across the border counties of Ireland and Northern Ireland. Measures which boost the social and economic regeneration of these areas are a vital part of the programme. The ESF's contribution amounts to IR£ 102 million (ECU 128 million).

The ESF also funds human resources development under the other Community Initiatives: Leader (rural development), Pesca (the fishing industry), SME (for small and medium enterprises), Urban (urban regeneration and development) and Interreg (cross-border development).

Note: all figures are indicative and calculated at 1994 rates. Information is based on Decisions valid November 1996.

## Human resources investment - ESF financing



Total IR£ 1.6 billion (ECU 2 billion)

# Italy and the European Social Fund

ESF activities in Italy are concentrated mainly on

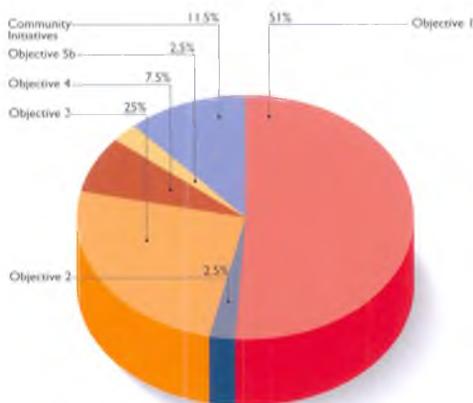
- addressing unemployment (which by 1995 had reached 11.5 per cent, and is particularly serious among women and young people)
- reducing socio-economic regional disparities (in 1995, unemployment ranged from 5.9 per cent in Northern Italy to 18.6 per cent in the South).

More specifically the ESF cofinances actions which support Italy in its efforts to

- improve the effectiveness of its training schemes
- integrate training schemes into the Italian education system.

Between 1994 and 1999, Italy will receive funding from the ESF amounting to LIT 10,515 billion (ECU 5,328 million).

## The ESF in Italy - financing by Objective (1994-1999)



Total LIT 10,515 billion (ECU 5,328 million)

- the long-term unemployed - beneficiaries: around 175,000 people
- recent school leavers under the age of 20 - beneficiaries: around 680,000 people
- disadvantaged groups facing exclusion from the labour market (for example, the homeless, minority ethnic groups and ex-offenders) - beneficiaries: around 88,000 people.

Objective 3 funds are also provided for two priority areas

- the promotion of equal opportunities for men and women - beneficiaries: around 55,000 people
- improving the efficiency of training, education systems and employment services - beneficiaries: around 15,000 teachers and trainers.

## Under Objective 4

The ESF will allocate LIT 787 billion (ECU 399 million) to support measures aimed at

- providing special support to small and medium sized enterprises (SMEs) by encouraging innovation and the development of an advanced certificate scheme (80 per cent of resources are allocated in this way)
- workers whose jobs are under threat
- individuals whose professional qualifications have become obsolete as a result of industrial change
- adapting the work force to meet the challenges of the Single Market.

## Improving access to employment and training

To maximise the effectiveness of training measures, the ESF

- identifies labour market needs
- tailors training and placement measures accordingly.

## Under Objective 3

For the period 1994 - 1999, the ESF will transfer LIT 2,957 billion (ECU 1,316 million) with the aim of training and integrating the following target groups into the labour market

Other activities under Objective 3 and Objective 4 include

- involving businesses in training and work contracts, such as sandwich courses consisting of school, training and work
- creating the necessary conditions to enable individuals to take advantage of job opportunities more effectively
- exploiting new employment areas, such as the audio-visual sector; environmental protection, recreation and cultural activities.

## Special support for the Mezzogiorno regions

About a third of the Italian population lives in the Southern part of the country where economic development lags behind the rest of Italy. For this reason, the majority of ESF money is allocated to these regions under Objective I

amounting to some LIT 5,405 billion (ECU 2,739 million).

### Under Objective I

ESF assistance aims to strengthen local strategies for employment and human resources through a number of means such as

- improving the access to and quality of basic training systems
- training employees to adapt to industrial change
- integrating unemployed people exposed to exclusion from the labour market. This will be achieved through combined training and counselling measures
- improving the quality of scientific and technological research systems
- assisting young people to start-up their own enterprises.

## The European Social Fund in action - case studies

### Tuscany - Training in Informatics Computer Generated Graphic Images (Objective 3)

The ESF cofinances a training course in informatics dedicated to the drawing and creation of realistic moving images. The software for this project, Galileo Siscam, incorporates Realview Autocad applications which allow the user to construct three dimensional models.

Participants are trained to draw on Italy's rich cultural heritage as a way of providing ideas for a number of different applications, for example, urban renewal projects and the design of cultural events.

In this way the ESF is helping to create innovative fields of knowledge through which participants can acquire skills that can help unemployed people to integrate or reintegrate into the labour market.

### 'Ponte' project (Objective I)

The ESF is supporting the 'Ponte' project, which provides a concrete link between the academic world and the labour market. The aim is to help students acquire the skills they need to find employment soon after they finish university.

Under this project, the ESF cofinances measures which help students in universities to obtain 'vocational' diplomas which are directly responsive and closely linked to the real needs of the labour market.

In addition to their academic work, students can undertake work experience within companies.

These measures will lead to a substantial increase in the number of students in technical and vocational institutes co-funded by the ESF, providing a beneficial knock-on effect to the job market as a whole.

## Regions affected by industrial decline and the development of rural areas

### Under Objective 2 and Objective 5b

In these areas, the ESF supports

- the economic regeneration of regions affected by industrial decline
- the structural adjustment and development of rural areas.

Within these regions the ESF cofinances measures which aim at

- improving qualifications and skill levels
- encouraging economic diversification (for example in tourism and environmental sectors)
- supporting new activities to strengthen the development of SMEs
- introducing new technology to facilitate the process of industrial change.

## Human resources Community Initiatives in Italy

The Employment Initiative, with its four strands Now, Horizon, Integra and Youthstart, receives a contribution of LIT 777.5 billion (ECU 394 million) to foster the development of best practices through innovation, trans-national cooperation and local partnerships.

In addition to eliminating stereotypes in occupational choices and providing specific training for women, Now, with some 20,000 beneficiaries, aims to combat the rising

unemployment in rural areas by organising courses which develop skills in self-employment and the running of small enterprises.

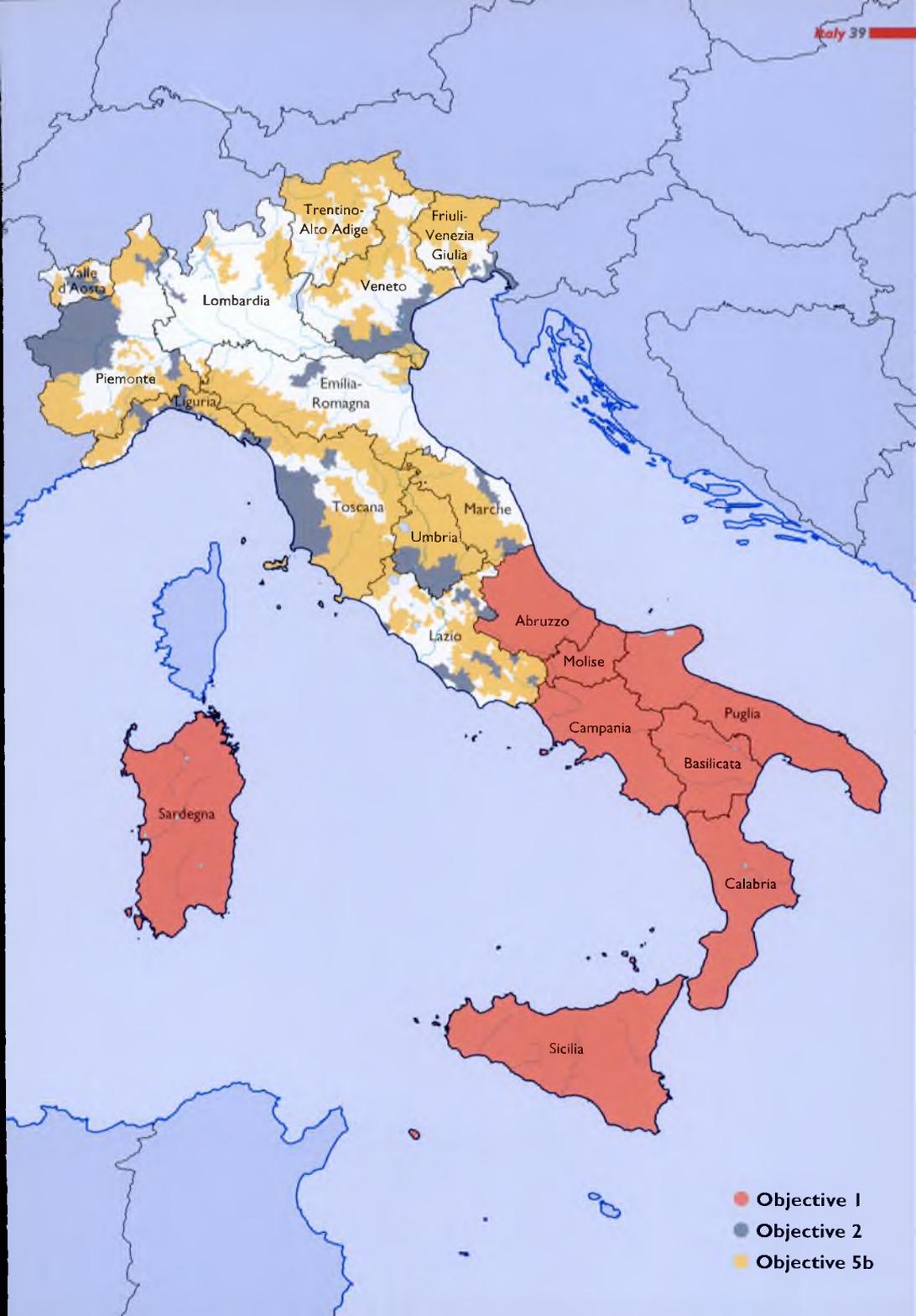
Horizon, with over 67,000 beneficiaries, aims to reintegrate its disabled target groups into employment, through a combination of work placements and training.

The new Integra strand, aimed at the disadvantaged target group, places emphasis on combating exclusion factors. Strategies include training, job creation and housing development by the participants themselves.

Youthstart, involving about 36,000 people, aims to reduce the number of unqualified school leavers, as well as motivating early school leavers to re-enter education and training.

Under the Adapt Initiative, the ESF allocates LIT 426 billion (ECU 216 million) to cofinance trans-national projects which extend options and reinforce coherence within the national System for Continuing Training. Projects, focusing on new skill needs caused by industrial change and using state-of-the-art training technologies, also aim to create permanent local and regional cooperation structures between the social partners, training providers and other actors.

Another expected impact will be the acceleration and anticipation of the development of new jobs and new activities, particularly labour-intensive ones, which includes exploiting the potential of SMEs.



# Luxembourg and the ESF

Between 1994 and 1999 Luxembourg will receive LUF 1,090 million (ECU 28.2 million) from the ESF to co-finance activities which compliment existing national initiatives, such as the national pact for employment, and which respond directly to the specific needs of Luxembourg's labour market.

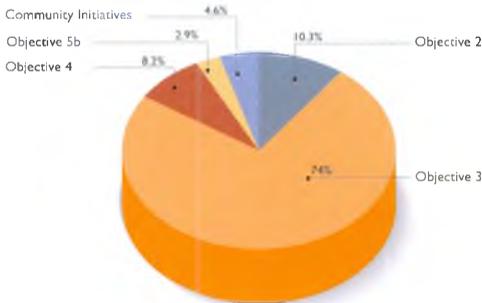
To respond to the specific nature of the Luxembourg labour market, its government has developed a 'national pact for employment'.

This is aimed at the following target groups:

- the long-term unemployed
- those most vulnerable to exclusion from the labour market
- young people
- workers whose job security is threatened as a result of industrial change.

ESF funding in Luxembourg actively supports the national approach, aimed at improving the efficiency of the job market and helping these particularly vulnerable groups of society.

## The ESF in Luxembourg - financing by Objective (1994-1999)



## Improving access to the labour market (Obj. 3)

The ESF invests LUF 811 million (ECU 21 million) in projects designed to improve access to employment. This represents 74% of the total ESF contribution to the country. Supporting the strategies laid out by the 'funds for employment' which were set up by Luxembourg in 1989 to develop different types of training and job creation schemes, these projects are geared specifically towards training and integrating various groups into the labour market, including

- the long-term unemployed or those threatened by long-term unemployment, in particular those aged 25 and over, and those over 50 years of age

- young people
- disadvantaged groups facing either exclusion from the labour market or obstacles to their integration into the world of work, and specifically the disabled who receive 50% of ESF funding in Luxembourg
- women increasingly at risk of unemployment.

These strategies have been translated into action through two publicly and privately run programmes, which have developed innovative tools and systems to ensure their ultimate success including

- the 'pathways to integration' principle: beneficiaries receive vocational training and job-seeking assistance as well as other support services (pre-training, guidance, skills-updating). Measures are structured so that each person receives assistance according to his or her needs and situation
- access to training and recognised forms of education for those under 20 years, with special emphasis given to providing training for the trainers themselves
- integrating disabled people permanently into the workforce through specially adapted 'integration pathways'. The creation of 'protected' working structures for those not ready for the open labour market, as well as information campaigns alerting potential employers to the needs and qualities of the disabled

- promoting equal access to employment for men and women. These activities include training schemes, the provision of certificates for their successful completion and investment in childcare training, the latter solving the immediate labour market shortage in this area, whilst at the same time opening-up the wider work place to women with young children.

## Adapting to industrial change (Obj. 4)

Objective 4 helps those in employment update their qualifications and working methods, especially when industrial change means that their existing skills no longer correspond to the actual demands of the workplace. The emphasis is on minimising the gap between existing skills and the real needs of companies through the provision of targeted training schemes. The ESF contributes some LUF 89 million (ECU 2.3 million) to such activities.

These training schemes, developed and implemented by both private and public sectors, are designed specifically to

- provide a more qualified labour pool, through improved training programmes aimed particularly at the increasing number of poorly qualified immigrant workers
- anticipate labour market trends and the professional qualifications required in the future. A 'national round table' made up of those involved in training and employment sectors, meet to pool information on job market developments, enabling employers to predict future training requirements more effectively
- provide training, guidance and support to help employed people - particularly those working in small and medium sized enterprises (SMEs) and in traditional craft sectors - to adapt to new technologies and approaches to working life
- improve continuing professional education programmes.

## The European Social Fund in action – case studies

### Helping women break into the job market (Obj. 3)

The NAXI project, set up in 1994 with the help of the ESF and the Luxembourg Ministry of Labour, focuses on helping women with few or no professional qualifications to re-enter the labour market. Participants are paid a minimum wage whilst they attend laundry and sewing workshops, where they receive individual training and advice, with the ultimate aim of finding more permanent employment.

Computer courses have recently been added to the array of training already available to NAXI participants, and workshops dealing with job-orientation, job-finding techniques, prospects in the textile industry and general counselling techniques are also in the pipeline.

### Making the most of human resources (Obj. 4)

In response to a perceived under-utilisation of human resources in both the public and private sectors, a Luxembourg semi-state body, the National Institute for the Development of Continuing Vocational Training (INFPC), launched a unique and innovative programme to draw up a technique for fully assessing professional skills.

Jointly financed by the ESF and the Luxembourg authorities, the programme is designed to allow both companies and potential employees to fully understand the precise requirements of specific jobs, as well as determining long-term training needs through skills assessment. In this way, INFPC is able to ensure the personal development of individual employees, in addition to optimising the use of the human resources function of companies themselves.

## Support for regions affected by industrial decline (Obj. 2) and the development of rural areas (Obj. 5b)

Under Objective 2, the ESF provides LUF 108 million (ECU 2.8 million) destined for the regions of Esch-sur-Alzette and Capellen. Home to nearly 35% of Luxembourg's population, these areas have been hit particularly hard by the recent decline and restructuring of the iron and steel industries. In a bid to minimise the negative impact of this decline, the ESF works with national structures to

- avoid over-concentration on one particular industry sector in specific regions
- focus increasingly on the development and success of new economic activity
- provide professional training and support for those particularly at risk of unemployment, including workers in small and medium-sized enterprises (SMEs) or those who have recently lost their jobs
- ensure that training programmes are open to employees at all levels.

The ESF invests LUF 31 million (ECU 0.8 million) in Objective 5b measures, investment which is intended almost exclusively for the North of the country. The North is characterised by an economy based predominantly on agriculture, tourism and small local businesses and is increasingly affected by a rural exodus. Measures in this area are therefore designed to achieve a degree of economic self-sufficiency and autonomy, to safeguard natural resources and to improve overall living standards.

To this end, three priority targets have been identified to:

- revitalise the agricultural and forestry sectors and to protect the environment through substantial research and development
- create sustainable jobs in industry and services through improved and directly relevant training programmes
- invest in tourism and improve overall quality of life.

## Human resources Community Initiatives in Luxembourg

The Employment Initiative with its four strands - Now, Horizon, Integra, Youthstart - has a total budget of LUF 12 million (ECU 300,000) from the ESF. Due to budgetary restrictions, Luxembourg supports one project for each strand. In the absence of an ESF contribution for Integra, Luxembourg has approved an Integra project under the ESF funding for human resources innovative actions (Article 6).

The Now project is focused on promoting the integration of women into employment, especially those with basic qualifications. The main priority is to develop guidance, advisory and pre-training services.

The Horizon project aims to integrate people with psychological or social problems into the labour market. The project works at developing training in the conservation and re-generation of landscape sites.

The Youthstart project targets disadvantaged young people under the age of 20 without qualifications. It is developing a continuous vocational training model which leads to recognised practical qualifications. It gives priority to training placements in firms.

The Adapt Initiative receives a total of LUF 12 million (ECU 300,000) from the ESF. Adapt makes an impact on the level and quality of training provided to SMEs. Two projects have been selected: one devises vocational training concepts and develops an overall human resources policy for SMEs; the other has created a database of information and training products for companies.

The ESF also provides LUF 27 million (ECU 700,000) for some other Community Initiatives: Interreg (cross-border development); Konver (conversion of regions dependent on the defence industry); Leader (rural development); Resider (industrial reconversion); SME (small and medium-sized companies) and Urban (urban regeneration).

- Objective 2
- Objective 5b

Objectives 3 and 4 apply nationwide



# The Netherlands and the ESF

European Social Fund (ESF) aid to the Netherlands for the period 1994-1999 will amount to Hfl 2.78 billion (ECU 1.3 billion). This represents nearly 62% of total EU Structural Fund aid to the country for this period. About 68% of the ESF allocation goes to complementing the national actions providing training and job opportunities for the long-term unemployed, young people, and groups at risk of exclusion from the labour market.

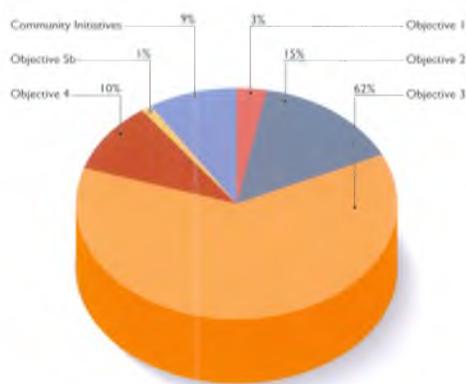
People in employment are also assisted; some 12% of ESF aid to the Netherlands

helps workers to acquire the skills needed for changes in technology and production.

The remainder benefits programmes for areas which have suffered from industrial decline, others requiring rural development and the economic and social development of Flevoland.

In addition, a further Hfl 297.5 million (ECU 139 million) is allocated to the Netherlands through the Community Initiatives; most of this goes to the Employment and Adapt programmes.

## The ESF in the Netherlands – financing by Objective (1994-1999)



assistance to people with little or no qualifications.

The priority actions, open to all eligible categories, consist of vocational training (54% of the programme), pathways to integration (32%) and job placement (13.7%).

Individual follow-up and guidance is provided.

Actions aim to:

- raise education and skills levels
- tap into new job opportunities
- help young people into employment and
- promote jobs for people with disabilities.

Some 110,000 people are expected to be trained in the period 1994-1999 and a further 57,000 should benefit from the other actions covered by the programme.

## Pathways to employment (Obj. 3)

The Netherlands allocates 68% of its ESF share – a higher proportion than any other EU country – to complement national programmes for training, job placements and other supports leading to work for people suffering from or threatened with long-term unemployment.

The aims include reducing numbers on invalidity and unemployment benefit and giving special

## Equality of opportunity

Equality of opportunity between men and women is a theme running across ESF programmes in the Netherlands; the aim is that at least half the participants should be women. Preparatory training is provided for women dependent on social security who want to get back to work after a long absence. Priority is also given to women with particular difficulties in finding jobs and to people from ethnic minorities.

## Adapting workers to industrial change (Obj. 4)

About 12% of ESF financing for the Netherlands helps workers, especially in small firms, to avoid redundancy by adapting or developing skills to meet the challenges of changes in production systems. Activity aided under Objective 4 aims to raise awareness for the need for continuing training and improving forecasting systems to predict gaps in skills levels and likely future trends. In the Netherlands a special effort is made to include workers who up to now have had little or no continuing training.

It is expected that 100,000 workers will benefit from this programme in the period 1994-1999.

## Regions affected by industrial decline (Obj. 2) – Development of rural areas (Obj. 5b)

The Structural Funds support programmes for the regeneration of the declining industrial regions (Objective 2) and the development of rural areas (Objective 5b). The ESF not only supports assistance for the unemployed and other groups at risk of exclusion from the job market, but also the full range of human resource development needed to ensure that these economic and rural development aims are achieved.

## The European Social Fund in action - case studies

### **New skills in painting and decorating**

The new quality, environmental and technological advances in the painting and decorating industry are demanding higher skills levels from workers, usually up to diploma standards. Workers whose skills are not upgraded run the risk of redundancy. The SVS centre near Leiden, which enjoys an ESF grant of Hfl 920.200 (ECU 430,000), provides higher training in this sector, leading to a highly prestigious diploma.

The course is open to people who have at least five years' work experience and a minimum age of 22. Many of the 300 participants are over 30, with little or no formal education, and have had long experience in the sector. In addition to vocational training, the course includes information sessions, visits and meetings between project promoters and beneficiaries which help to make potential employers aware of the skills of the trainees. The multiskills

aspect of the training improves the employability of the trainees.

### **More colour in the media**

This project, financed under Integra, gives immigrants of different origins the opportunity to train as copy editors, presenters and script writers for radio and television. The project, with the help of a grant of Hfl 1,444.500 (ECU 675,000), meets the special needs of the trainees with a three-month preparatory course in language skills and knowledge of the media, followed by multicultural training. Formal instruction is followed by practical training in local radio and television stations with support from journalism schools and production companies. The project also raises awareness among decision-makers of issues relating to the influence of radio and television in a multicultural society. Transnational partners in Greece, Germany, Ireland, Sweden and the UK are involved with the Dutch promoters in carrying out this project.

Programmes assisted by the ESF in these regions include training and employment support for:

- strengthening the industrial base especially through the development of small businesses
- expanding and diversifying tourism
- the encouragement of advanced technology
- the development of these regions as transport and logistic centres.

## Flevoland (Obj. 1)

The Dutch region of Flevoland, as one of the less prosperous regions of the EU, is eligible for special Structural Fund development assistance.

The role of the ESF here is to support local strategies to stimulate enterprise creation and development and increase employment in the region. There is a focus on improving job prospects in the region by identifying sectors and skills where there is a demand for employment.

Features of the ESF activities, which complement the economic development programmes of the other Structural Funds, include

- helping local enterprises to enhance their competitiveness through staff training, particularly in new technology
- assisting the growth of enterprises that create jobs in the region.

## Delivery

The Ministry of Social Affairs and Employment has overall responsibility for the management and follow-up of ESF actions. The Employment Service which consists of central and regional boards is in charge of implementing the ESF programmes under Objectives 1, 2, 3 and 5b. This is a tripartite body made up of the Ministry and the organisations representing employers and workers. A special office, the "Bureau Uitvoering Europese Subsidie Instrumenten" (BUESI) has been set up within the Ministry to implement the Objective 4 programme.

The Social Partners are fully involved in the operation of the ESF in the Netherlands due to the tripartite structure of the Employment Service.

## Human resources Community Initiatives in the Netherlands

The Employment Initiative, with its four strands - Now, Horizon, Integra and Youthstart is allocated Hfl 90.8 million (ECU 42.4 million) to foster best practice in the field of human resources development through innovation, transnational cooperation and local partnership.

Now aims to promote equality of opportunity for women, through training systems, career advice and help with starting-up small businesses, especially in new employment sectors. In the Netherlands a special effort is made to help women from ethnic minorities.

Horizon aims to improve the prospects of people with disabilities, through guidance, training and assisted employment schemes. There is an emphasis on adapting the workplace to special needs and raising awareness of the positive aspects of employing people with disabilities.

The new Integra strand is to improve the employment prospects of people excluded or at risk of exclusion from the job market, by supporting actions for career advice, training, and skills acquisition.

Youthstart addresses the problems of young people who are poorly qualified or who leave the education system with no qualifications - especially from ethnic minorities.

Under the Adapt Initiative the ESF has allocated, Hfl 149.2 million (ECU 69.7 million) to assist projects which help workers threatened with redundancy due to industrial and technological change. There is a focus on supporting SMEs to develop transfer of know how.

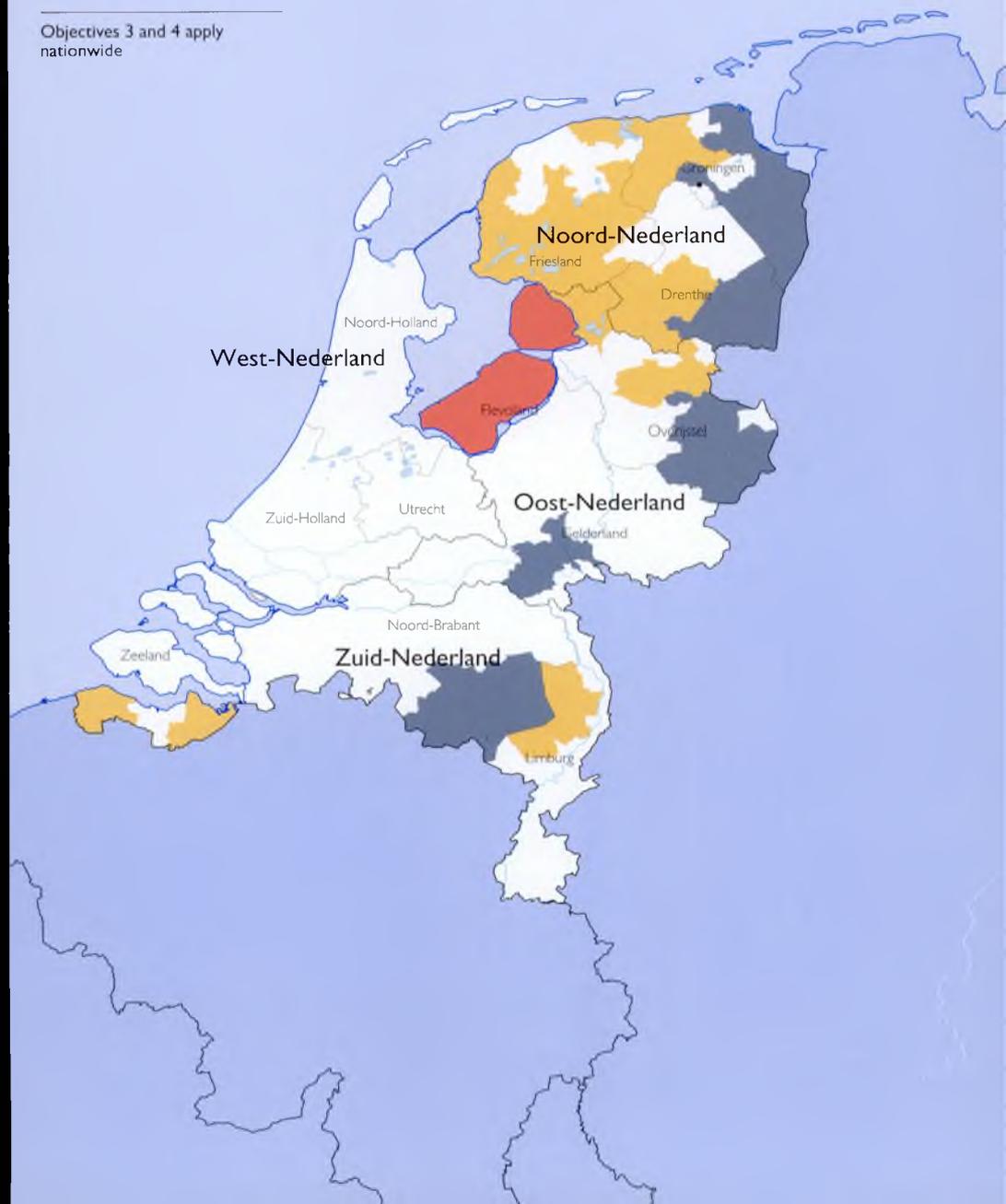
The ESF also provides Hfl 14.3 million (ECU 6.7 million) for the other Community Initiatives, Leader, Pesca, SME, Urban, Interreg, Konver, Resider, and Retex.

Note: all figures are indicative and calculated at 1994 rates.

\* not including Community Initiatives / Information is based on Decisions valid October 1997.

- Objective 1
- Objective 2
- Objective 5b

Objectives 3 and 4 apply nationwide



# Portugal and the European Social Fund

**The ESF contributes ESC 625.2 million (ECU 3. 179 million) to Portugal for the 1994-1999 period. This represents some 22.5 per cent of total EU support for Portugal. Two-thirds of ESF funds in Portugal are directed towards the key priority of improving human resources and promoting employment.**

**The whole of Portugal is eligible for EU funding under Objective 1, which enables the EU to finance up to 75 per cent of programmes and projects. Funding is allocated around four priority areas (see pie-chart overleaf).**

## Human resources and the ESF

The improvement of human resources - people's "employability" - is the key element in all the strands of Portugal's strategy for development. ESF activities in this field are tailored to meet the specific needs of the Portuguese labour market, in particular:

- to improve the level of schooling and professional qualification
- to deal with the projected increase in the work force
- to cater for the large number of small companies in the Portuguese economy.

## Building education, science and technology

ESC 136 billion (ECU 694 million) is granted to the Ministry of Education's programme aimed at reinforcing education systems and infrastructure at all levels. The ESF contribution focuses on programmes for those in education administration, and teacher training for specific sectors (technology, life-long learning, and in-school professional training). ESC 32 billion (ECU 164 million) of ESF funding assists the Ministry of Science and Technology provide grants for post-graduate researchers in priority areas, and increase links between universities and companies. This allows industry to be more involved in research and technological development projects, and helps researchers to find jobs in firms.

## Vocational training and employment

The Ministry for Training and Employment coordinates actions to promote employment and training for both employed and unemployed people. The ESF contributes ESC 62.5 billion (ECU 1.321 million) to this strategic priority, which is divided into a number of programmes:

### Preparing young people for work

Improving the prospects of young people preparing for work is a key aim of Portugal's strategy. The ESF grants important financial support through a network of 'units for insertion into active life' (UNIVAs) which are based in schools and vocational training centres. This network provides young people with information on job placement and follow-up services. School-leavers without vocational qualifications are eligible for one year's initial vocational training. Support is also granted to the apprenticeship system, which combines theory with on-the-job training.

### Improving the level and quality of employment

Unemployed people can access assistance in the form of recruitment aids, and enterprise grants; small companies are given special incentives to encourage them to provide training for employees; support is available for those who are either unemployed or at risk of losing their job as a result of technological change. Around 400,000 people will benefit from these measures.

## Training and management of human resources

Training structures are being strengthened and improved, with priority given to a national system of assessment and certification for training courses and the training of trainers. An employment observatory tracks the specific needs of the labour market.

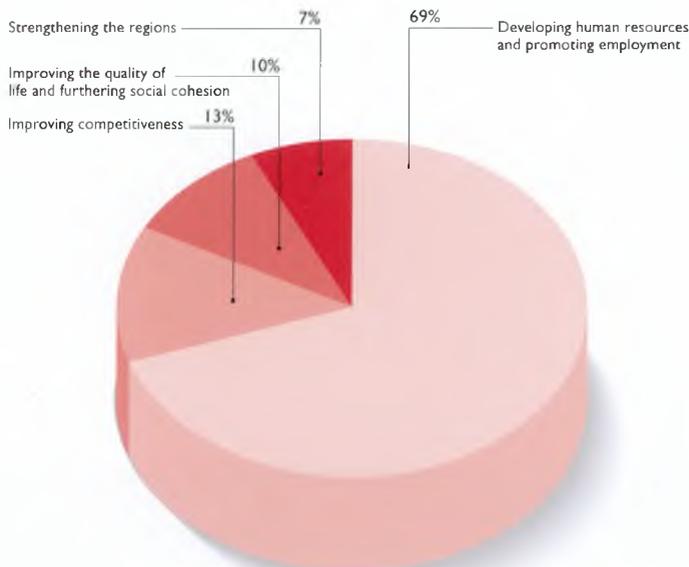
### Training in public administration

Public officials may participate in short-term training courses, with priority given to the modernisation of services directly related to the Portuguese Regional Development Plan and other EU-funded programmes.

## Health and Social Integration

The ESF contributes ESC 54.5 billion (ECU 279 million) to the Ministry of Solidarity and Social Security to ensure certain vulnerable groups are not excluded from education and employment. The long-term unemployed will benefit from improved training, and employment aids will be made available to the disabled. Guidance and information services will be provided to specific vulnerable groups such as drug addicts, ex-offenders and ethnic minorities. Funding is also focused on training specialised personnel and the use of new technology. Training for some 41,000 health care staff is another key element of the programmes' Health chapter, to which ESC 9.5 billion (ECU 49 million) is allocated. Around 130,000 people will be able to take advantage of these measures.

## ESF funding in Portugal - four priority areas



## ESF action in other areas

A major priority for Portugal is to make the economy more competitive, through structural adjustment, modernisation and diversification. The ESF contributes ESC 80.9 billion (ECU 415 million) to this strategy. Efforts are also concentrated on Industry with ESC 45.9 billion (ECU 246 million) being provided for actions to improve levels of competence and qualification. ESC 23 billion (ECU 107 million) goes towards the strengthening of research to develop training

and information as well as organisational methods in agriculture. In the framework of the programme to promote the tourism industry the ESF contributes ESC 9.1 billion (ECU 47 million) to initial and continuous training in traditional and new kinds of tourism. ESC 2.7 billion (ECU 14 million) is supplied to the Fisheries sector to improve skills and knowledge and to minimise the negative effects of reductions in the fishing fleet.

## The European Social Fund in action - case studies

### Young technicians for industry

The ESF co-funds a training project directed at young people with degrees in economics, engineering, accounting, enterprise management or other studies related to the productive sector. ESF assistance has three main objectives

- to improve the technical management of industrial firms and in particular of SMEs
- to improve technical performance by upgrading the qualifications of managers
- to integrate university graduates into the labour market through specialised post-university training in activities related to industry.

The project starts with one month's theoretical training followed by three months' vocational training and a year-and-a-half placement within a firm. The training programme is implemented according to the plan presented by enterprises and is under the supervision of technical trainers.

The ESF co-funds this project because it allows many enterprises to benefit from the skills of young people with university degrees.

### Employment clubs

The ESF co-funds the activities of 'employment clubs' which are organisations for supporting unemployed people, particularly the long-term unemployed, in the process of re-integration into the labour market. ESF activities focus on measures which allow unemployed people to

- find more suitable training
- find new job search techniques
- start new entrepreneurial activities on their own
- find useful information.

By co-financing these projects, the ESF helps the unemployed find the right solutions to their problems through the development of information, guidance, counselling and specific training.

Rural and local development is fostered through the promotion of local employment initiatives, specifically in the handicraft sector, and aid to development associations and agents.

ESF support for regional programmes is focused on the Azores and Madeira, where investment is planned in education to modernise teaching and training infrastructures. Training of trainers and the provision of continuous training on the islands concentrates on the agriculture, industry, fisheries, tourism and commerce sector.

## Human resources Community Initiatives in Portugal

The ESF contributes some two-thirds of the funding required for the Employment Initiative in Portugal. The four strands - Horizon, Integra, Now and Youthstart - receive ESC 7.8 billion (ECU 40 million) from the ESF to foster the development of best practice through innovation, transnational cooperation and local partnerships.

Now, aimed at some 3,000 women, supports the diversification of career and training choices for women, and boosts awareness of equal opportunities in urban and rural business environments. It looks at ways of harmonising family commitments with those of the workplace, and how innovative assessment methods can best be taken into account.

Horizon, with around 4,000 beneficiaries, aims to improve the prospects of employment for disabled people by helping them to promote their own specific interests. Priority is given to training, adaptation of the workplace and promoting an awareness of the employment potential of those with disabilities.

The new Integra strand improves employability of those who are excluded or at risk of exclusion from the labour market.

Youthstart will benefit about 7,000 young people, particularly school leavers providing training, education and placement programmes.

Under the Adapt Initiative, the ESF allocates ESC 4.1 billion (ECU 21.4 million) to co-finance transnational projects targeted at employees who face unemployment due to industrial and technological change. Projects focus on innovative human resources development, exploiting the potential of micro enterprises and small businesses; these provide an important input for the government's Programme of Immediate Action on Employment.

# Spain and the European Social Fund

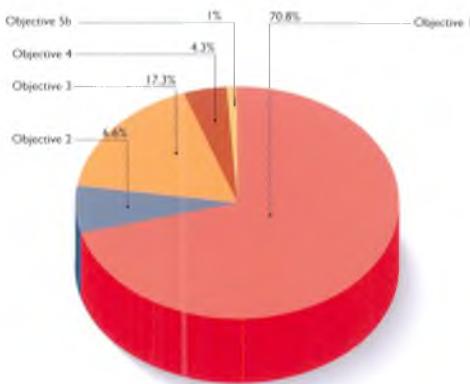
Between 1994 and 1999, Spain will benefit from more ESF funding than any other EU Member State. A total of PTA 1,364 billion (ECU 8,540 million)\* will be allocated to Spain and used to complement national efforts to combat unemployment.

Spain suffers from a combination of high unemployment and a lack of skilled workers to fill new openings in the labour market, which has caused serious economic imbalances. Within this context, the ESF co-finances measures aimed at boosting skills levels, such as improving overall levels

of vocational training and adjusting the university education system to ensure that skills and qualifications increasingly match new labour market requirements. SMEs are also recognised as a potential source of sustainable employment growth and special attention is given to improving their viability.

The ESF also provides assistance to projects which help the structural adjustment of Spain's less prosperous regions, regions affected by industrial decline and predominantly rural regions.

## The ESF in Spain - financing by Objective (1994-1999)



ECU 1,474.4 million) supports activities which complement national labour market programmes providing training measures, employment guidance and advice services, modular distance learning techniques, employment subsidies, information and work placements.

These measures focus on

- facilitating the professional integration of young people seeking employment. Priority is given to vocational training and the development of business skills
- developing reintegration pathways for the long-term unemployed by improving the quality and management of vocational training and by developing an integrated set of personalised services
- creating employment opportunities for people threatened with exclusion from the labour market (disabled people, young school leavers, migrants, former prisoners etc.) through the provision of a range of diagnostic, job search, guidance and information services and improved training for guidance personnel and teachers.

The aim of the ESF's co-financing is to support these groups in obtaining qualifications that match the requirements and needs of the labour market.

It is estimated that some 1,385,000 people per year will benefit from Objective 3 activities in the 1994-1999 period: 560,000 unemployed

## Equal opportunities

Underlying all the ESF's work in Spain is the principle of equal opportunities between men and women. Specific assistance is available for the long-term unemployed and young women seeking employment. It is estimated that over 50 per cent of all ESF beneficiaries in Spain are women.

## Pathways to employment (Obj. 3)

Nearly 20 per cent of Spain's ESF financing for the 1994-1999 period (PTA 235.4 billion -

young people, 630,000 long-term unemployed, 60,000 women and 155,000 potentially threatened by exclusion. Objective 3 also promotes equal opportunities between men and women in the labour market.

### Training for new job requirements (Obj. 4)

For the 1994-1999 period, PTA 58.8 billion (ECU 368.7 million) of the ESF support to Spain helps those already in employment, especially those threatened by unemployment, to adapt or develop their skills to meet the challenges of change in the workplace. The majority of Objective 4 activities in Spain focus on a new, global approach to extend continuing training to the employees of as many companies as possible and in particular to SMEs. This is mainly done through the development of training systems which allow workers to optimise their professional skills especially when they are insufficiently qualified. In addition to continuing training, activities concentrate on anticipating the training needs and trends of future job requirements.

Objective 4 activities in Spain are managed by the Foundation for Continuing Training

(FORCEM), the body comprising companies and workers' representatives based on social dialogue.

### Supporting less prosperous regions (Obj. 1)

For the 1994-1999 period, PTA 965.8 billion (ECU 6,047 million) - over 70 per cent of Spains' ESF resources - are allocated to less prosperous regions. Nearly 60 per cent of the Spanish population live in Objective 1 regions and the ESF is helping the following

- long-term unemployed
- young people with a low skills base
- those exposed to exclusion from the labour market, including disabled people, migrants and young people with no formal qualifications
- women returning to work
- teachers and personnel from the vocational training and education sectors
- research staff- from universities and research centres.

Actions include support for the implementation of legislation incorporating basic vocational training into secondary education.

## The European Social Fund in action – case studies

### Training Plan for the National Electrical Company of Cordoba Emprese

Nacional Electrica de Cordoba, which runs power plants at Punte Nuevo and Puertollano, is deeply involved in the restructuring of the Spanish electrical sector, currently being integrated into the National State Electricity Company (ENDESA).

The programme, developed with ESF support, has been incorporated into the company's general wage agreement and focuses on teaching the workforce about technological innovations currently being implemented, diversifying their activities to achieve a multi-functional workforce able to respond to the demands of specialist activities and improving their overall professional

knowledge and skills. This training is available to employees at all levels.

### The Escuela de Organizacion Industrial

Co-funded by the ESF, the Escuela de Organizacion Industrial initiative was set up to create new businesses and to stimulate a spirit of enterprise through theoretical and practical training. The school provides training in business management in three integrated modules (theory, practical experience and supervision). Throughout the practical phase, students set up a business 'on paper' under the guidance of a project director with the goal of formally presenting the project, together with an assessment of its viability, during the final phase of the initiative.

Projects co-financed by the ESF in these regions aim to strengthen technical and vocational education; improve systems of continuous training and facilitate pathways of integration into the workforce.

## Regions affected by industrial decline (Obj. 2)

Twenty per cent of the Spanish population live in regions affected by industrial decline and these regions receive PTA 88.6 billion (ECU 561.2 million) from the ESF over the 1994-1999 period. Programmes implemented reflect the autonomy of each region as well as the diverse needs of each community.

Actions include support for employment and business competitiveness: assistance for research, technology and innovation; vocational training in the area of company management; local and urban development. Priorities include

- support for employment, competitiveness and the internationalisation of economic activity, especially in SMEs
- development and protection of the environment
- support for research, technology and innovation
- support for local and urban development
- technical assistance.

## Development of rural areas (Obj. 5b)

In Spain's most sparsely populated regions, where population density is of six per cent, the ESF provides PTA 14.1 billion (ECU 88.6 million) to improve

- employment assistance
- measures to combat the isolation of rural communities
- diversification of rural enterprises (such as agro-tourism, handicrafts, timber, new technologies)
- training in the area of research and technological production systems
- technical assistance.

## Human resources Community Initiatives in Spain

The Employment Community Initiative, with its four strands - Now, Horizon, Integra and Youthstart - receives PTA 71.4 billion (ECU 447 million) to foster best practices in the field of human resources development through innovation, transnational cooperation and local partnerships.

Now aims to encourage employment opportunities for women through the development of self-employment skills and by tackling gender segregation in male-dominated economic sectors.

Horizon aims to improve the prospects of those with social and physical disabilities by experimenting with supported employment models, as well as with alternative, more cooperative based, forms of work organisation.

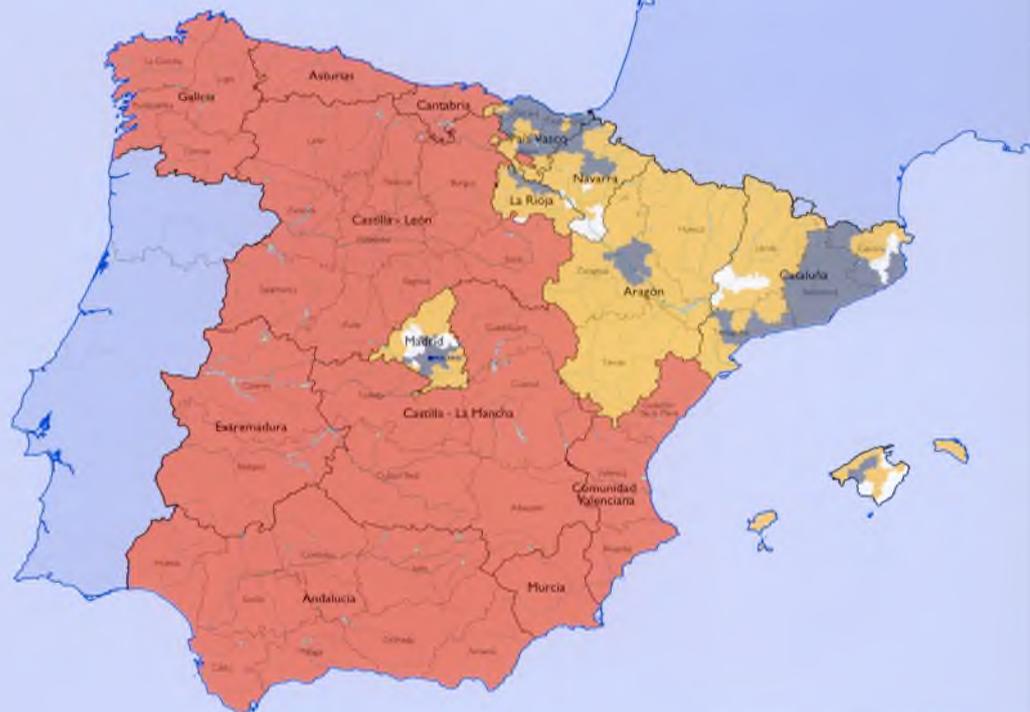
The new Integra strand (formerly the Horizon Disadvantaged strand) works to improve employability and access to employment for the socially disadvantaged, by capitalising on their own skills and entrepreneurial spirit and by encouraging coordination with existing services.

Youthstart's main aim is to address the problems of young people who finish education with few qualifications. The Spanish goal is to develop pathways of integration involving all relevant actors at local level, as well as fostering the creativity and empowerment of young people themselves.

The Adapt Initiative, which receives PTA 46.6 billion (ECU 292 million) from the ESF, works within the new National Vocational Training Plan, and aims to stimulate the provision of continuing training. This training will be available to those working within firms, especially SMEs, most affected by industrial changes caused by factors such as the increasing pace of technological development. Adapt focuses on the transfer of know-how through the exploration of new pathways for training and the establishment of better transnational links between relevant organisations.

- Objective 1
- Objective 2
- Objective 5b

Objectives 3 and 4 apply nationwide



The Canaries



# Sweden and the European Social Fund

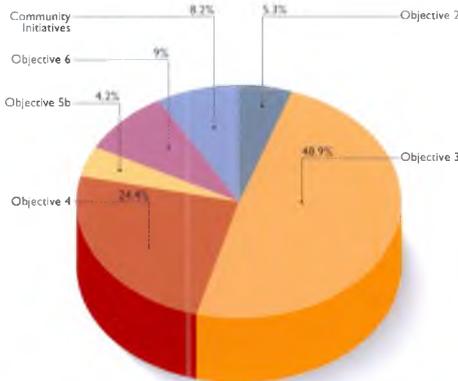
Between 1995 and 1999 Sweden will receive an allocation of SKR 5.5 billion (ECU 652 million) from the ESF\*. Around 50 per cent of ESF funding complements national and regional programmes, providing job opportunities for young people, the long-term unemployed and other groups at risk of exclusion from the labour market.

A quarter of Sweden's ESF support is directed at those already in employment, helping them to adapt or develop their skills further.

The remainder benefits areas experiencing industrial decline, areas requiring rural development initiatives and the sparsely populated region of Northern Sweden.

Underlying all the ESF's work in Sweden is the principle of equal opportunities between men and women seeking employment. Specific assistance is available for women entrepreneurs and those seeking jobs in types of work and careers in which they have been traditionally under-represented.

## The ESF in Sweden - financing by Objective (1995-1999)



## Employment opportunities for young people, the long-term unemployed and disadvantaged groups (Obj. 3)

Nearly half of Sweden's ESF financing for the 1995-1999 period supports activities which complement national labour market programmes providing training and work placements, combined with guidance, counselling and confidence-building measures.

ESF supported actions target:

- young people between 17 and 24 years old – basic training is combined with learning new skills. The ESF supports the national objective that no young person under 25 is to remain unemployed for longer than 100 days.
- the long-term unemployed - those out of work for over twelve months, with special attention given to those who have not had a job for two years or more.
- disadvantaged minorities - such as those with disabilities and immigrants in big cities.

The aim of the ESF's co-financing is to improve skill levels to match the demands of the labour market and improve the employment prospects of those being trained. Special emphasis is given to developing the skills required for self-employment. In this way the ESF ensures the viability of existing small businesses and encourages the setting-up of new small firms.

It is estimated that some 160,000 people will benefit from Objective 3 activities in the 1995-1999 period. This includes about 46,000 who will be helped by computer activity centres and 31,000 seeking self-employment.

## Training for new job requirements (Obj. 4)

Nearly one quarter of ESF financing for Sweden helps those already in employment, especially those threatened by unemployment, to adapt or develop their skills to meet the challenges of change in the workplace. In addition to upgrading skills, Objective 4 activities focus on anticipating job market needs and trends, and supporting networks which link workers, employers and transfer structures. Priority is given to firms employing less than 50 people and public sector care organisations are also included. The three-stage strategy consists of anticipating change, drawing up effective business plans to meet the challenge of future change, and then training the work force accordingly. An estimated 240,000 people will benefit from Objective 4 measures in the 1996-1999 period.

## Support for regions affected by industrial decline (Obj. 2) and the development of rural areas (Obj. 5b)

Programmes for the regeneration of industrial regions in decline (Objective 2) and for the development of rural areas (Objective 5b) are assisted jointly by the ESF and the other Structural Funds. The ESF supports human resources related activities, providing assistance for

- creating and developing small businesses
- upgrading skills
- developing services and tourism
- training for research development and new technologies.

The target is to create 30,000 jobs and increase business start-ups by 25 per cent between 1995 and 1999.

## The European Social Fund in action - case studies

### Know-how improves fruit processing company

Kiviks Musteri is a medium-sized fruit processing company employing 74 people in southern Sweden. Studies carried out at a time when the company was threatened by a decline in orders, pinpointed the need to develop the skills and knowledge of the staff and improve business organisation and efficiency. A company training programme supported by the ESF (under Objective 4) addresses these needs, making the link between both aspects. The involvement of staff in decision-making is contributing added value to the project. As one of the company's supervisors puts it: "We have gone from top-down management to management by objectives, where the whole group is participating in the decision-making process. This means increased involvement and responsibility for all staff."

### Youth enterprise training - communicare

Youth Enterprise Foundation, a non-profit organisation in Värmland, a rural area in western Sweden, has been running a successful project to deal with youth unemployment. The project, funded by the ESF under Objective 3, helps unemployed young people in the 18-25 age group to start up and run "practice" companies. Groups of four young people develop a business idea and raise share capital for the enterprise. Examples have included glass-decoration, cycle repairs and catering. The participants spend two days a week working with an established firm in the same sector. The enterprise is run as a real company with two advisors from local industry and commerce. Though they may well set up in business on their own at a later stage, the aim is to help the participants to find jobs by developing their business skills.

## Support for sparsely populated regions (Obj. 6)

Sweden's most sparsely populated regions, where population density is often little more than two per cent of the EU average, covers most of the northern half of the country with the exception of some coastal strips.

The ESF provides financial support to foster job creation and enable people to continue living and working in these regions, helping preserve the viability of local communities. When allocating resources great care is taken of environmental considerations, especially in the use of natural resources, and special provision is made for the Sami people who inhabit parts of these regions.

The ESF assists programmes which include training and support for

- promoting jobs in trade, industry and tourism
- developing agriculture, fisheries and rural communities
- preserving the Sami culture, language and way of life.

The targets for these programmes for the 1995-1999 period include the creation or the conservation of 9,500 jobs and the creation of 900 new firms.

## ESF administration

Projects to be funded by the ESF are selected by regional committees which represent local interests. The National Labour Market Board (AMS) has overall responsibility for the administration of the ESF in Sweden and manages the Objective 3 programme. The EU programme office for Education, Training and Competence Development manages and co-ordinates Objective 4. The National Rural Development Agency has overall responsibility for Objective 5b and the National Board for Industrial and Technical Development (NUTEK) oversees the Objective 2 and 6 programmes.

## Human resources Community Initiatives in Sweden

The ESF also contributes to the human resources Community Initiatives, Employment and Adapt, to foster best practice in the field of human resources development through innovation, transnational cooperation and local partnership.

The Employment Community Initiative, has four strands - Now, Horizon, Integra and Youthstart - which receive SKR 208 million (ECU 24 million) from the ESF.

Now aims to encourage employment opportunities for women, in particular through the development of self-employment skills and through tackling gender segregation in male-dominated economic sectors.

Horizon aims to improve the prospects of those with disabilities through supported employment models and cooperative work organisation.

Integra works to improve access to employment for immigrants, by capitalising on their own skills and entrepreneurial spirit.

Youthstart addresses the problems of young people who are poorly qualified or who leave the education system with no qualifications. Pathways of integration are developed involving all relevant actors at local level.

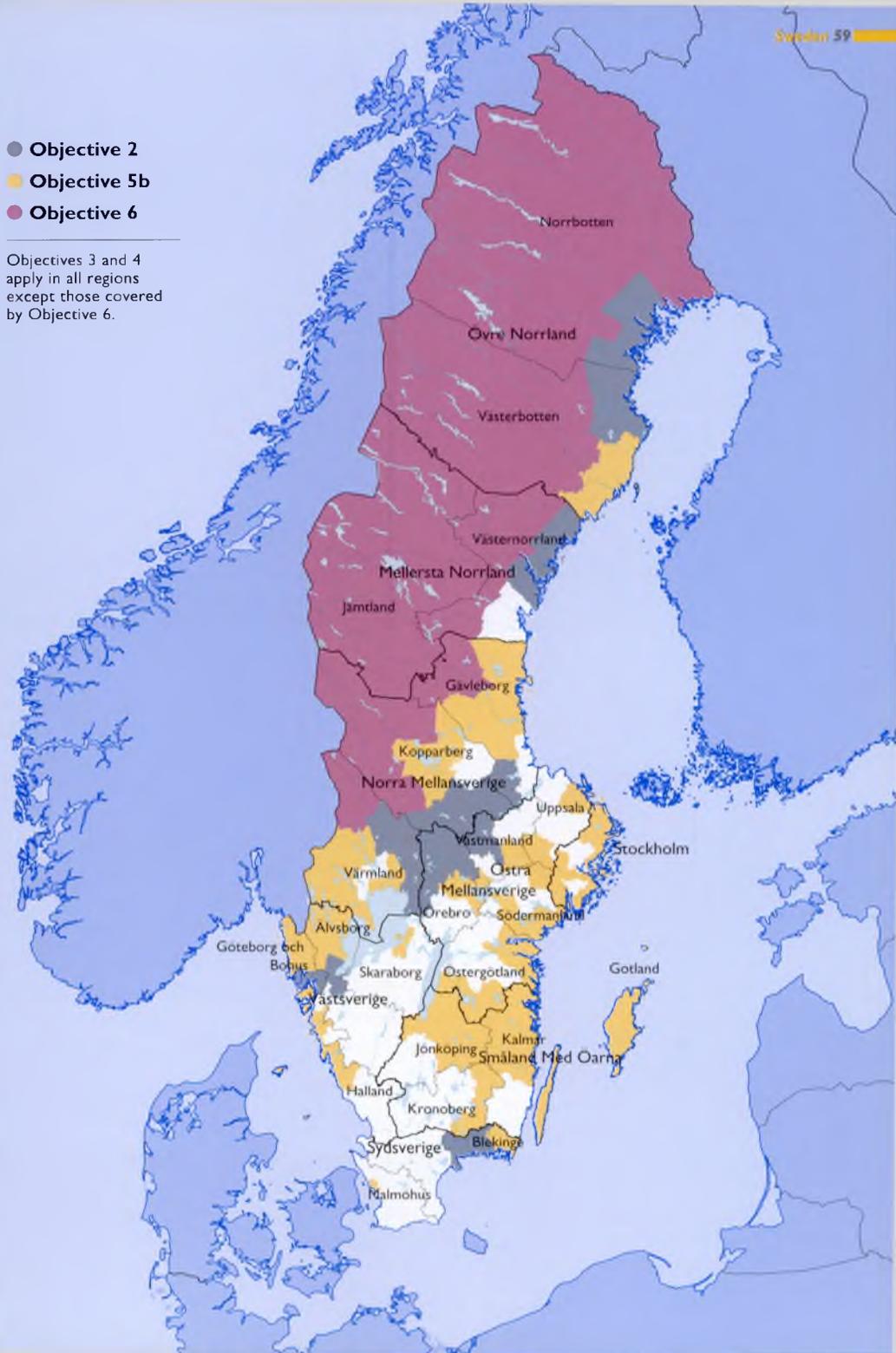
Under the Adapt Initiative, the ESF allocates SKR 112 million (ECU 13 million) for actions which help employees improve their ability to anticipate and adapt to future conditions and work requirements.

Note: all figures are indicative and calculated at 1995 rates.

\*not including Community Initiatives / Information is based on Decisions valid August 1997.

- Objective 2
- Objective 5b
- Objective 6

Objectives 3 and 4 apply in all regions except those covered by Objective 6.



# The European Social Fund in the UK

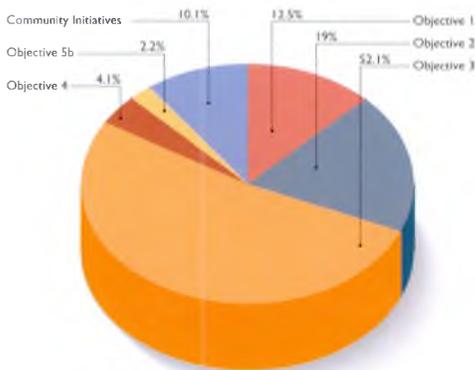
Between 1994 and 1999 the UK will receive an allocation of £4,221 million (ECU 5,402 million) from the ESF. Nearly two thirds of this is to complement national training and support schemes providing job opportunities for young people, the long-term unemployed and groups at risk of exclusion from the labour market (Objective 3).

ESF assistance also goes towards the economic and social development of Northern Ireland, Merseyside and the Highlands and Islands of Scotland (Obj. 1), the development of rural areas (Obj. 5b) and UK regions suffering from industrial decline (Obj. 2).

In addition, a further £393 million (ECU 503 million) is allocated to the UK through the Community Initiatives, most of which is channelled through the Employment and Adapt Initiatives.

The EU also supports a special programme for Peace and Reconciliation across the border counties of Northern Ireland and Ireland. The ESF contribution amounts to £100 million (ECU 128 million).

## The ESF in the UK - financing by Objective (1994-1999)



## Pathways to employment (Obj. 3)

A large proportion of the ESF allocation to the UK for the period 1994-1999 goes towards programmes which provide pathways to employment for

- people out of work for at least six months - special attention is given to those without up-to-date vocational qualifications, the long-term unemployed (two years or more) and people aged over fifty

- unemployed young people under 25, especially those aged between 16 and 18 years old who are not in full time education, as well as those in need of work experience or vocational qualifications

- disadvantaged groups - persons with disabilities, health problems or learning difficulties, single parent families, ethnic minorities, ex-offenders, people living in rural areas.

Objective 3 also promotes equal opportunities between men and women. The ESF provides assistance for

- those returning to work after a period of family or care responsibilities
- those who wish to take up occupations in which their gender is under-represented.

The UK Objective 3 programme is the largest of its kind in the EU and applies across the UK.

## Northern Ireland, Merseyside and the Highlands and Islands (Obj. 1)

Structural Fund aid is allocated to regions classified under Objective 1 as among the least prosperous in the EU. The ESF combines with the other Structural Funds for regional development, agriculture, and fisheries to provide integrated programmes in these regions.

ESF aid in these regions covers not only the Objective 3-type assistance to the unemployed and those at risk of exclusion from the job market, but also the full range of human resources development needed to integrate with the investment in economic and rural development provided by the other Structural Funds. The ESF, therefore, upgrades the skills of employed people, stimulates enterprise and increases employment. Objective 1 programmes include training and supporting action in:

- management and entrepreneurial training, especially in small companies
- enterprise creation
- new technology
- local economic development
- tourism
- development of the agrifood industry
- community development and reconciliation (Northern Ireland).

## Regions affected by industrial decline (Obj. 2) and development of rural areas (Obj. 5b)

Programmes for the regeneration of declining industrial regions (Objective 2) and for the development of rural areas (Objective 5b) are, as in Objective 1, aided jointly by the ESF and the other Structural Funds. The ESF assists the human resources development necessary to integrate with the economic development aims financed by the regional and agricultural funds. Training and related actions aided by the ESF in these regions typically cover:

- support for local businesses, especially small firms
- training in new technology, research and development
- tourism development
- expansion in culture and leisure industries
- new rural activities.

## The European Social Fund in action - case studies

### The Wise Group (Glasgow)

The Wise Group in Glasgow provides training and work experience for the long-term unemployed. It also tackles social and economic problems by providing socially useful products and services such as those needed for home improvements. The Wise Group is a voluntary organisation which draws funding from central and local government, private and voluntary sectors and the ESF. About 50 per cent of the 5,000 people assisted to-date have gone on to jobs or further education.

### Dr B'S Kitchen (Northern Ireland)

Dr B's (Barnardo's) Kitchen is an ESF assisted project which focuses on vocational training in catering. This project assists young people aged 16-25 years who experience learning

difficulties, with the aim of equipping them to move on to further training and/or employment. A realistic work environment is provided for trainees via restaurants, conference facilities and external catering services. This not only gives trainees a very real knowledge of all aspects of catering but also provides them with experience of dealing with a wide range of customers and the general public. All trainees to-date have achieved positive outcomes on completion of training - 59 per cent have entered employment and 41 per cent have moved on successfully to further training. The project has been recommended as a Centre of Good Practice by the NVQ Awarding Body, endorsing both the quality and relevance of the training provided.

## Adapting workers to industrial change (Obj. 4)

The Commission is in discussion with the UK authorities on implementing this priority in the UK for the period 1997-1999. This Objective assists actions which anticipate the vocational training needs required as a result of labour market trends. Like Objective 3, it applies nationwide and is not limited to specific regions.

### Delivery systems

- The ESF provides grants to the full range of organisations involved in delivering programmes - Training and Enterprise Councils (TECs), Local Enterprise Companies (LECs), Further Education Colleges, government departments and agencies, higher education institutions, vocational and industrial training organisations, voluntary organisations and local authorities.
- While vocational training is central, projects include all other forms of assistance needed including guidance and counselling, job placement, literacy or language training.
- A system is being put in place to improve the fine tuning of programmes and selection criteria in order to meet local needs through regional development plans and better labour market forecasting. Local partners, including employers' representatives, are involved in drawing up these plans.

## Human resources Community Initiatives in the United Kingdom

The Employment Initiative, with its four strands - Now, Horizon, Integra and Youthstart - provides £114 million (ECU 146 million) to foster the development of best practice through innovation, transnational co-operation and local partnerships in the UK.

Now supports projects which combat stereotyping in occupational choices and which contribute to greater representation of women at managerial and higher technical levels. There is a special emphasis on training for new technology especially of a type facilitating self-employment and working from home. Beneficiaries are estimated at over 60,000.

Horizon helps the re-integration of persons with disabilities into employment through support for work placements, training, counselling and placement services and adaptations of equipment. Beneficiaries are estimated at 60,000.

The new Integra strand helps people at risk of exclusion from employment including ethnic groups with inadequate knowledge of English, the long-term unemployed, and ex-offenders. Projects include language tuition where needed.

Youthstart will benefit over 10,000 young people through projects aimed at new approaches to reducing the numbers of unqualified school-leavers, counteracting drop-outs and strengthening links between education and work.

Under the Adapt Initiative, the ESF has allocated £178 million (ECU 228 million) to co-finance transnational projects which help workers to cope with changes in the organisation and structure of employment. About 110,000 workers will benefit through projects providing guidance and counselling as well as training. Local development partnerships and strategies are also assisted.

The ESF contributes £101 million (ECU 129 million) for the other Community Initiatives - Leader (rural development), Pesca (fisheries), SME (small and medium sized enterprises), Urban (urban regeneration), Interreg (cross border development) and the industrial reconversion initiatives (Konver, Rechar, Resider, Retex).



European Commission

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