

# ESF InfoReview

N°3 / October 1997 - Newsletter of the European Social Fund

## Hywel Ceri Jones presents Agenda 2000 and its impact on the ESF

Agenda 2000, the European Commission's Communication "For a stronger and wider Union", was published by the European Commission on 16 July 1997.

It sets out the European Commission's vision of the challenges and perspectives for the EU in the period 2000-2006, including the first proposals for the reform of the Structural Funds. Hywel Ceri Jones, Deputy Director-General responsible for the ESF, presents these proposals, which will be further elaborated and negotiated over the coming months.

The Agenda 2000 proposals represent a radical reform of content, structure and process as far as the Structural Funds are concerned.

Essentially, the proposals break new ground for the ESF in two important ways:

- firstly, they bring human resource development to centre stage
- secondly, they forge a direct link between the Structural Funds and the new policy thrust on employment as reflected in the Amsterdam Treaty and in the Amsterdam Resolution on growth and jobs.

### A new political and legal context...

The Agenda 2000 proposals usher in a new era in the development of the Structural Funds in an effort to ensure that the European Union of the 21st century has a competitive labour force, mechanisms for social justice, and equal opportunities for all citizens.

In the future, human resource development will be seen as key to unlocking the EU's potential for growth, competitiveness and cohesion.

The ESF will play a key role in the development of human resources in the next century and the Amsterdam Treaty has, in effect, reinforced the ESF's mandate and mission. It confirms the EU's commitment to promoting economic and social progress which is balanced and sustainable, and a high level of employment. The Treaty explicitly calls for a coordinated strategy for employment, for the promotion of a skilled, trained and adaptable workforce and for labour markets which are responsive to economic change. ▶



Hywel Ceri Jones, Deputy Director General of the Directorate General for Employment, Industrial Relations and Social Affairs (DGIV).

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Employment & social affairs



European Commission

The key principles of equal opportunity and the fight against social exclusion – which have been at the heart of the ESF activity over the years – are also strengthened under the new Treaty.

### **The central importance of investment in human resources**

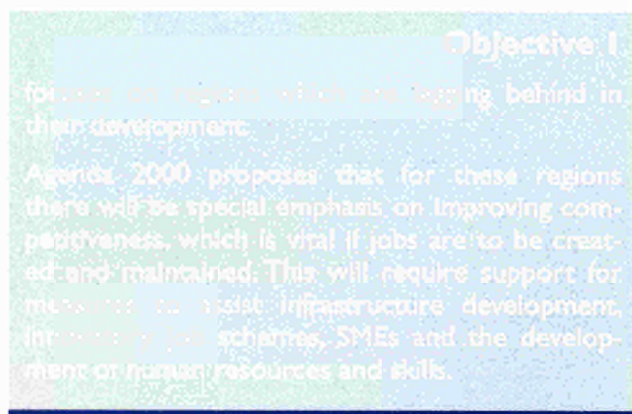
The human resource dimension is pivotal in our overall effort within the Structural Funds. The European Commission's aim will be to provide a policy framework for human resource investment across the Structural Funds as a whole, and therefore under all three new Objectives.

This is vital, since the policy and programmes which determine human resource investment, such as vocational training and qualification systems, schemes for employment promotion and the generation of new businesses, are essentially national-level decisions. Effective, long-term change must be planned for on this basis, even though much of the activity will be locally based.

Within the goals set by Amsterdam we will work towards a coherent set of human resource development activities, within the distinctive context of each of the new Objectives. Our strategy will underpin and support policy and systems development in the Member States, drawing on European-wide strategies.

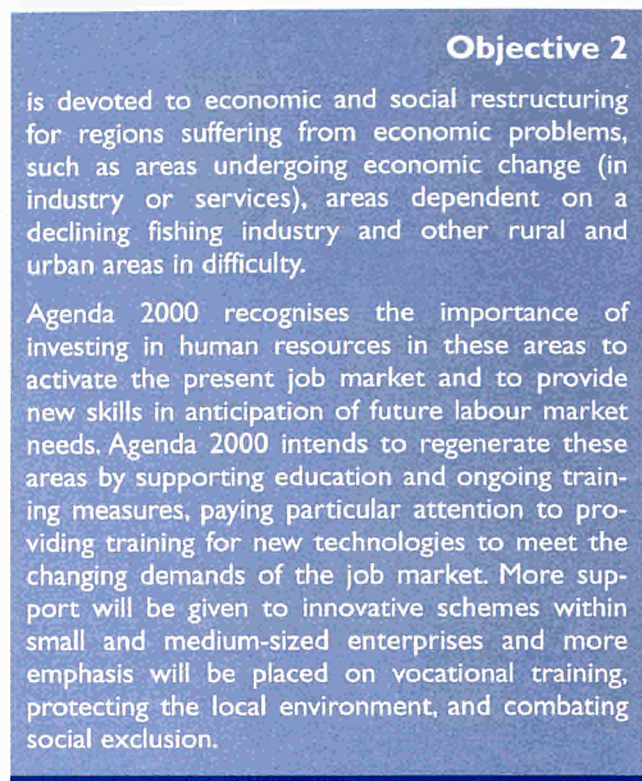
In this way, the Structural Funds, and the ESF in particular, will contribute to the Union's employment and human resource development goals, and to the fulfilment of the European Employment Strategy as defined by the employment guidelines and annual programming processes. Important in developing this strategy will be the new Employment Committee, set up as a result of the Amsterdam Treaty.

### **The three new Structural Fund Objectives as proposed in Agenda 2000**



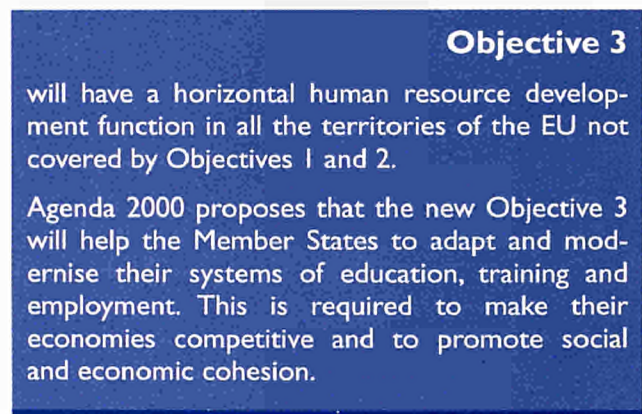
**Objective 1**  
focuses on regions which are lagging behind in their development.

Agenda 2000 proposes that for these regions there will be special emphasis on improving competitiveness, which is vital if jobs are to be created and maintained. This will require support for measures to assist infrastructure development, innovative job schemes, SMEs and the development of human resources and skills.



**Objective 2**  
is devoted to economic and social restructuring for regions suffering from economic problems, such as areas undergoing economic change (in industry or services), areas dependent on a declining fishing industry and other rural and urban areas in difficulty.

Agenda 2000 recognises the importance of investing in human resources in these areas to activate the present job market and to provide new skills in anticipation of future labour market needs. Agenda 2000 intends to regenerate these areas by supporting education and ongoing training measures, paying particular attention to providing training for new technologies to meet the changing demands of the job market. More support will be given to innovative schemes within small and medium-sized enterprises and more emphasis will be placed on vocational training, protecting the local environment, and combating social exclusion.



**Objective 3**  
will have a horizontal human resource development function in all the territories of the EU not covered by Objectives 1 and 2.

Agenda 2000 proposes that the new Objective 3 will help the Member States to adapt and modernise their systems of education, training and employment. This is required to make their economies competitive and to promote social and economic cohesion.

The proposed strategy for human resources would support activity in four areas which complement the Employment Strategy:

- developing active labour market policies to fight unemployment
- combating social exclusion
- promoting lifelong education and training systems
- accompanying economic and social change.

The new Objective 3 in particular would provide the policy focus for our approach, extending across all three Objectives and adapted to the special character of each Objective. Overall, a common framework must retain sufficient flexibility to reflect the variety of national systems, approaches, and levels of development of each of the Member States. Dialogue with Member States at policy level should help to concentrate our efforts, while ensuring consistency with national policies and guaranteeing the visibility of EU action.

## The financial perspective

The European Commission's view is that the existing resources ceiling of 1.27% of GNP will be adequate to meet the challenges set by Agenda 2000, and allow for the demands faced by the first wave of accessions to the EU. While budgetary constraints dictate that the same proportion of money be allocated to the Structural Funds (0.46% of GNP), extra resources generated by growth and greater efficiency should ensure sufficient funding for the development of structural policies and for the gradual integration of the new Member States.

Based on these assumptions, the amount of money available for the Structural Funds and the Cohesion Fund together would amount to about ECU 275 billion (at 1997 prices) for the period 2000-2006. Overall this compares with ECU 200 billion for 1993-1999.

Money will be concentrated where it is needed most by reducing the percentage of the population eligible under Objectives 1 and 2 from 51% to 35-40%. The Objective 1 threshold of a per capita GDP of 75% of the Community average will be applied strictly. There will also be special transitional arrangements for Objectives 1, 2, and 5b regions which change in status as a result of the proposals.

## Improving the delivery of support from the Structural Funds

It is generally recognised that the processes for the management of the Structural Funds need to be simplified and be made more flexible in order for them to be more effective, and that a more decentralised approach is required. It is also necessary that the right priorities and projects for the process are selected in partnership with the Member States. Effectively this means a clearer division of responsibilities between Commission and Member States, and clear partnership arrangements within Member States.

The funds will be linked more directly with Member States' own policies, programmes and budgets: they will aim more at enhancing new policy approaches, rather than providing a subsidy for policies which are already in course. We would like to move towards a system in which we agree a strategic framework with each Member State, incorporating clear targets and benchmarks, and then see Brussels withdraw from detailed programme management, to concentrate instead on monitoring and evaluating performance.

Finally, we want to emphasise the importance of performance and results. As a move in this direction, the Commission is proposing to create a substantial reserve fund (at least 10%) to be allocated mid-term in the programming period to regions where verifiable results show they are performing effectively.

## Enlargement

A total of ECU 45 billion from the ECU 275 billion budget for the Structural and Cohesion Funds will be available for the accession of new members to the EU and for their integration. The level of annual aid should increase gradually to avoid major problems regarding absorption subject to the general limit of 4% of national GDP applying to the Structural Funds and Cohesion Fund together.

## An exciting package

In conclusion, we have an exciting and challenging package to offer. It will require intensive planning over the next 18 months, particularly as a prompt start for the new programming period is essential. This is all the more important for the coming programming period since the strategic planning and target-setting which is built in to the new approach will take time to negotiate and agree.

The ESF will have a vital role to play in the architecture of the Structural Funds, both within a regional context and as a horizontal fund operating across the EU. It must adapt and change, as must the Structural Funds as a whole, and we are confident that this package will lay the foundations for a forward-looking and effective Structural Funds' programme starting in the year 2000.

Hywel Ceri Jones, Deputy Director General of the Directorate General for Employment, Industrial Relations and Social Affairs (DGV)



Working towards a brighter future

# Euro-15 News

## Macnas – performing well!



Street performance with a difference

Macnas is a community based art and theatre company, founded in 1986 in Galway, Ireland. Over the years it has established itself as one of the most dynamic and innovative art companies in Ireland, presenting Irish history and legend with imagination, passion, wit and self-confidence. The settings for the plays are as varied and lively as the costumes – from conventional theatres to street performances and football stadiums. The company also tours international venues and stages regular street spectacles in the local community to encourage the continuation of the tradition of community arts in Ireland.

In addition, the company is involved in a number of local projects – in schools, with disabled people and with community arts groups all over

Ireland – to provide, establish and promote community celebrations, theatre, pageants, workshops and a range of cultural activities. Strong emphasis is placed on the educational and training aspects of these activities. Many of those who have taken part are currently working in the arts sector and a number of spin-off projects have started as a result.

Since the company started up, Macnas has used FÁS Training and Employment programmes supported by the ESF to facilitate ongoing training, workshops and providing 'hands-on' experience for the unemployed. The main objectives of the current ESF project, supported with funding of ECU 224,000 over two

years, is to provide training and experience in mask-making, painting, drawing, music, sculpture, voice training, computer basics, theatre practices and a wide range of other skills, outlined in detail in the 1996 Worker Development Plan.

The success of Macnas activities range from representing Ireland at an international theatre festival in Bogota, to a three year long educational research project in Galway schools. The Macnas Summer Parade watched by 70,000 people reflected the inherent creativity of young people and the role of FÁS and ESF programmes

have played in encouraging and developing talent in the region. As one participant expressed, "It was great, everyone has developed new skills, new ideas and a new way of looking at things". Another added, "The whole programme was an intensive learning experience".



Keeping the community arts alive in Ireland!

## Aurora Social – a ray of hope

Aurora Social is a non-profit making organisation in the Archipelago of Azores. Established in April 1994, the project aims to promote 'protected employment' for people with physical or mental handicaps. Activities include job creation, training courses, work induction schemes and the provision of advisory services to firms. The training courses are extremely wide ranging, and include book binding, cordon bleu cookery, the arts and crafts, manufacture of regional sweets and liqueurs, horticulture and the treatment of sewage. There are future plans to open up a tea room selling the food products made by the students.

The project is funded by the ESF under the Community Programmes Horizon and PEDRAA/FSE. All trainees receive financing during their training period and several are subsequently employed by 'Aurora Social' in the production of a range of saleable goods, under the supervision of specialists. The total number of beneficiaries for the 1996-1997 period is 132, of which 55 are men and 77 are women.



"It was great, everyone has developed new skills, new ideas and a new way of looking at things"



Portuguese delicacies

The programme is well respected in the region for the quality of products and because it provides hope and real employment to people who would otherwise face probable exclusion from the labour market.

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### Keeping energy levels high

The Energy Manager project is one of three Italian projects organised by the FAST (Federation of scientific and technical associations) with the overall aim to improve the skills of people wishing to work in the energy sector. The project provides courses in the testing and implementation of new instruments for energy planning, the usage of renewable energy sources and energy saving measures.

The objective of the training is to provide participants with relevant energy management skills and knowledge to enable them to provide quality support to companies in the energy sector. The Energy Manager project in the Calabria region in southern Italy started up in March 1997 and is planned to end in September of this year. The ESF co-finances 75% of the cost of the project, in cooperation with the region of Calabria.

17 people are currently participating in the project. The course comprises 540 hours of theory and 260 hours of practical application. To be eligible for the scheme candidates need to be under 25 and hold a technical secondary school diploma. The APE (The Provincial Agency for Energy) provides solutions to energy and environmental related problems, and works together with the FAST agency.

SMEs are the backbone of the Flemish economy. Therefore it is of prime importance for SME's to be fully prepared to face the challenges of the changing industrial, technological and organisational business environment.

The purpose of the SME professional and training study project was to develop training plans for companies which could be adapted on the basis of the qualifications and training needs of the individual. The methodology developed will be used by companies in the future development of training programmes.

This methodology was tested out in 1997 within companies in the printing, electronics, textile and confection industries. A number of companies were involved, including PACKO Inox, General Systems Europe N.V, Deknudt Spiegelfabriek and BARCO. Training advisers, counsellors and trainers were the main groups targeted for the project.

The project attempts to contribute to a pro-active employee training programme focused on SMEs. The project's multi-sectoral and phased approach makes it well-suited for the introduction of training plans and the subsequent transfer of know-how.

The final project report has not yet been completed but a large amount of quantitative and qualitative data relating to changing training and skills needs in SMEs is currently being analysed. Together with tools already in place for the development of training needs and plans, this project will form the basis for future supportive actions for SMEs. The long-term goal is to make SMEs respond constructively to industrial change.

The total cost of the project was BEF 66.3 million, of which the ESF contributed BEF 29.2 million.

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### Training for the disabled

The French 'Comité National de Coordination de l'action en faveur des personnes handicapées et inadaptées' (CCAH) has published an assessment of the impact of a programme aimed to help integrate young mentally and physically handicapped people into the job market.

The ESF helped finance the programme in France during the 1990-1993 period, in particular by developing specific training methods aimed at giving beneficiaries greater autonomy at work. The study follows up 994 of the 1,086 people who benefited from the training two years after the programme was completed, and notes that 525 were working, and of these, 270 had a permanent contract.

Copies of the study can be obtained from:  
CCAH – PSP, 36 rue de Prony, F – 75017 Paris

## Working industriously...

In Luxembourg a training scheme is currently under way which aims to retrain unemployed engineers in order to upgrade their skills and to enable them to move into slightly different areas of expertise. SITec training centre (Stages intensifs de technologies avancées), a Henri Tudor Research Centre (CRP-HT) affiliate is responsible for the training project, which is co-financed by the ESF. The project receives total funding of ECU 125,000.

'Qualif' has been in operation since 1994; it aims to help unemployed engineers get back into the job market by offering a combination of courses and in-company training within industrial companies.

"There is huge potential out there on the labour market! Preparing the individual to take on and respond to technological innovations is a challenge that we must face in order to ensure a brighter future," comments Mr Schaefer – Head of mission of the CRP.

The centre is research-based, which has the added advantage of ensuring that all training methods are in line with the latest developments in the engineering industry. This approach helps to bridge the gap between rapidly advancing technology and qualified people looking for work.

A number of national bodies are involved in the project, including the Ministry of Employment, the Ministry of Education and Professional Training, the Chamber of Commerce, the European College of Technology, the Luxembourgish association of engineers and the CRP-HT.

In 1996, 12 companies participated in the programme; these include the International Bank of Luxembourg (BIL), Commercial Intertech, Elec-

trolux, Euro-Composites, Luxguard, Sanichauer and Vinsmoselle. The participation of the companies has enabled ten unemployed engineers under the age of 30 to take part in training placements within the organisations.

Selection of the beneficiaries was based on company requirements matched to the individual skills and personal motivation of the candidates. The course updates on technical aspects in different engineering fields and provides useful advice on the more practical aspects of finding a job, such as how to best prepare a CV.

"Many people, even after specialised studies and work experience, face unemployment or have problems to re-enter the world of work: often their self-confidence is low but after a re-orientation interview the self-confidence often re-emerges – an essential first step" says Mr Lambeaux, head of Qualif at SITec, who plays an important role in the pre-selection of the candidates.

The project has had a high success rate – 70% of unemployed participants have found a job following the training period.

The interactive training policy is simple but effective: training courses run over a period of 8 months during which the SITec provides two months of technical training followed by six months of practical training in the form of a company placement under the guidance of a CRP-HT engineer.

Follow-up of the project is ensured through a committee of specialised members of the national institutes and the companies participating in the training; a network of contacts is therefore built up for the benefit of both the trainees and the companies involved.



Upgrading for these engineers

# What the papers say

- ① "More than 8 million people will benefit from ESF support"  
*Tribuna de actualidad (Spain)*
- ② "New Opportunities for Women programme"  
*Bandridge Leader (United Kingdom)*
- ③ "Employment for immigrants"  
*El Periódico (Spain)*
- ④ "Long-term unemployed: New support project in St. Johann"  
*Salzburger Volkszeitung (Austria)*
- ⑤ "Financial injection in Twente region with ESF support"  
*Ondernemen in Europa (The Netherlands)*
- ⑥ "The ESF is the 'motor' in Duemila"  
*Corriere Adriatico (Italy)*
- ⑦ "ESF support increases quality of training provided"  
*Pääkaupunkiseudun Yrittäjälehti (Finland)*

**Yh 50 prosentia auttaa** **työttömyyden vähentämiseen** **laatuajurajetelmien** **hankkeesta**

**European** **sosiaalirahasto** **FSR tukeaa** **korjaamoiden** **laatuajurajetelmien** **laatuajurajetelmien**

Finlandin korjaamot ja korjaamot ovat olleet keskeisiä osia työttömyyden vähentämisessä. Yhden miljoonan euroa tukevat korjaamot ja korjaamot ovat olleet keskeisiä osia työttömyyden vähentämisessä.

**Il Fondo sociale Europeo** **«motore» del Duemila**

Il Fondo sociale europeo (FSE) rappresenta il socio-economico sociale del mercato interno. È un catalizzatore che stimola lo sviluppo economico e sociale del territorio di ogni Stato membro in relazione alle nuove esigenze e alle politiche del lavoro che ogni Paese intraprende. Questo è uno dei punti salienti del discorso pronunciato a Bruxelles dall'onorevole F. P. C. Commissario europeo per il lavoro e gli affari sociali, in occasione del dibattito sul bilancio 1999-2000, nel corso del quale ha parlato del ruolo del Fondo sociale europeo e delle sue attività in materia di occupazione e di sviluppo umano.

**Financiële injectie voor Twente uit Europees Sociaal Fonds**

Financiële injectie voor Twente uit Europees Sociaal Fonds. Twente is een regio in Nederland die profiteert van ESF-steun voor werkgelegenheidsprogramma's.

**«La controparte sociale del mercato interno**

Il Fondo sociale Europeo «motore» del Duemila. Il Fondo sociale europeo (FSE) rappresenta il socio-economico sociale del mercato interno. È un catalizzatore che stimola lo sviluppo economico e sociale del territorio di ogni Stato membro in relazione alle nuove esigenze e alle politiche del lavoro che ogni Paese intraprende.

**A 1,4 billones de pesetas asciende la aportación del Fondo Social Europeo (FSE) para España durante el sexenio 1994-1999. Su destino es financiar los programas recogidos en los cinco objetivos de los fondos estructurales de la Unión Europea.**

**Más de ocho millones de personas se beneficiarán de las ayudas del FSE**

Más de ocho millones de personas se beneficiarán de las ayudas del FSE. El Fondo Social Europeo (FSE) participará en los cinco objetivos básicos de los fondos estructurales de la Unión Europea. El primer objetivo tiene como finalidad el apoyo a las pequeñas y medianas empresas, el segundo el desarrollo regional, el tercero el empleo de jóvenes, el cuarto el desarrollo rural y el quinto el apoyo a las zonas de desarrollo limitado.

**New Opportunities for Women programme**

New Opportunities for Women programme. This programme is aimed at providing support for women in the workplace and promoting their participation in the labour market.

**Empleo para inmigrantes**

Empleo para inmigrantes. El Fondo Social Europeo impulsa un plan de intervención social para mejorar las condiciones de vida de los inmigrantes y facilitar su integración en el mercado laboral.



# The Cohesion Forum in the light of social change



Taking the Structural Funds beyond 1999

The Cohesion Forum, held in Brussels from 28 to 30 April, gathered together over 1,200 participants from national governments, regional and local authorities, business and the social partners from across the Member States and included observers from central and eastern Europe.

The aim of the Forum was to review the achievements to date on the road to economic and social cohesion, regional development and employment,

and also to discuss improvements to the Structural Funds beyond 1999. Experts in the field submitted a range of discussion papers for use during the Forum and participated in several of the workshops, which covered issues such as the assessment of EU Structural Policies since 1989, the role of human resources and other important policy areas affecting Europe's competitiveness in the world market. Other areas for discussion included the effectiveness of the existing delivery systems for implementing EU cohesion policies.

The Forum highlighted the importance of a strategy aimed at creating a synergy between productive investment, human capital and the development of modern infrastructures. From a human resources point of view, the challenge ahead was recognised as

# Simple, clear and concise

## Steering the way ahead

the creation and development of new types of employment in the context of the changing jobs market. The importance of human resources was stressed by Mrs Monika Wulf-Mathies, European Commissioner for Regional Policy and Cohesion, who commented: "People are the Union's principal resource, it is essential that the Structural Funds provide more support for the acquisition of skills and life-long learning, as well as stimulating the job market and fleshing out Community employment policy." With regard to the future development of the Structural Funds, Mr Pádraig Flynn emphasised the importance of simplifying the way the Funds are administered and proposed reducing the number of Objectives from six to two; one dealing with regional issues and the other concentrating on human resources development across the EU.

During the 'human resources workshop', Mr Hywel Ceri Jones, Deputy Director General in DG V, emphasised that the task of the ESF is to "master change – and support the modernisation of education and training systems and deal with the threat of exclusion." It was acknowledged during the workshop that the ESF currently adds considerable value to national education and training policies.

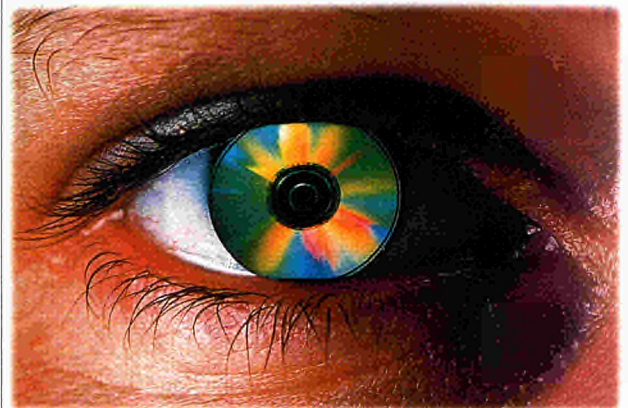


'Ensure the employability of all our people'

The Forum underlined the need for change and improvement, as summed up by Flynn in his closing address: "The European Social Fund of the 21st century must be both a financial and policy instrument dedicated to underpinning the efforts of the Member States to ensure the employability of all our people, by supporting measures which give real access to knowledge, encouraging personal development and fostering skills relevant to the needs of the economy".

"People are the Union's principal resource, it is essential that the Structural Funds provide more support for the acquisition of skills and life-long learning, as well as stimulating the job market and fleshing out Community employment policy."

A two day residential seminar for the ESF Information Officers in the Member States took place in Belgium on 14-15 May. Held in the heart of the Belgian countryside, the third Information Officers meeting was called to discuss and obtain feedback on the proposed plan for a practical and effective ESF communications programme in each country.



A clear vision - the key to a successful communications strategy

The plan presented has been built around two fundamental aims – to boost the visibility of the ESF by communicating what the ESF is, what it does and its results in as simple, clear and concise a way as possible, and to improve the effectiveness of the ESF by improving the flow of information and encouraging the transnational exchange of knowledge and best practice.

The meeting took the form of a residential seminar and this, combined with the fact that participants were actively encouraged to discuss and learn from each other, contributed to nurturing a clear sense of 'esprit de corps', on which many of the delegates commented at the conclusion of the conference.

## Information and communications strategy

Communications research was conducted in the Member States during the second half of 1996 to evaluate current ESF communications activities, to define the different target audiences and their information requirements, to understand the needs of



the Member States and to see how the European Commission could support Member State activities. The proposed information and communications plan was put together on the basis of the research findings as well as the comments made and concerns expressed at Member State level.

The communications research and the key elements of the information and communications strategy were well received. Many delegates emphasised that the common factor underlying the communications activities proposed is the intention to achieve simplicity, clarity, consistency and conciseness.

### **Main points of the information and communications action plan**

- Boost the visibility of the ESF and highlight its role in programmes often perceived as purely national ones
- Improve the flow of information and exchange of best practice among ESF actors
- Convey clear and consistent messages supported by concrete examples of good policy and practice
- Improve understanding of the Fund in relation to its objectives, tasks, policy priorities and operational procedures. Explain roles and responsibilities of the European Commission and national authorities
- Create a mechanism for collection, treatment and delivery of information on ESF activities, especially at grass roots level
- Develop a line of well-researched, well-presented tools on the ESF, including publications, audio-visual, multi-media products and events.

Participants commended some of the new communication products which have already been developed as part of the communications action plan, such as the InfoReview, but urged that, if practicable, they be produced in more EU languages to make them accessible to more people; steps to achieve this have already been put into place. Many of those attending the seminar expressed a strong interest in forthcoming new products, such as the proposed ESF poster for which they saw a wide range of potential uses in a variety of circumstances and which could provide a clear, strong, dynamic visual image of the ESF.

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### **Information needs**

Realising the difference between merely providing 'information' and effective communication, the Information Officers confirmed the need for clear information and simple facts about the ESF, presented using the popular current media channels such as television or radio. People are 'reading' less and 'watching' more on television or computer. In particular, there was a call for a clear, commonly agreed and expressed, description about what the ESF is and does. A powerful, clear and simple description could be central, and would directly potentiate the effectiveness of the different elements of the plan and have practical implications for improving the positive impact of ESF publications, the poster, the video and the new exhibition panel graphics. As a result of the seminar the European Commission has formally undertaken to produce such a 'core' description about the ESF which could be used in part or in whole across a whole range of communications material, including leaflets, brochures, video, posters and others.

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### **Continued dialogue**

A questionnaire requesting feedback on the contents and running of the seminar has been sent out to all participants; the questionnaire also calls for active participation by the Member States in the sharing of information, such as videos, information about events etc., so that these can be incorporated or included in general or Member State specific information about the ESF. Further Information Officers' meetings will be held regularly to review the communications strategy in the light of feedback from the communications programme to date and any changing priorities. Regular information bulletins keep the network abreast of new developments and products.

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### **Communications update**

A number of the new communications activities proposed during the seminar are now underway, such as the preparation phase of the media relations programme, the development of the first poster and a general ESF video. Key elements of the active media relations programme are also underway, such as the preparation of a media database and press kit materials, utilised for the first time at two major conferences on Youthstart and Integra in Stockholm and Barcelona respectively, in Autumn 1997.



# Focus on... Spain

## Introduction

In this regular section we turn our attention to one specific Member State, reporting on the employment situation, labour market policy and on the management and impact of the ESF. In this way InfoReview will provide an opportunity for readers to hear the Member States discuss activities in their own countries and to share their experience and best practices. In this issue we focus on Spain, which joined the EU in 1986.

## Economic background

Following a boom period at the end of the 1980s, the Spanish economy suffered a severe setback owing to the recession in 1993-1994. The economy showed signs of recovery in mid-1994 due to increased external and internal demand which resulted in a growth of 2.1% in 1994 and 3% in 1995. The outlook for GDP growth in 1997 is positive, with an expected rate of 2.7%. A downturn in the rate of inflation is also anticipated with an expected growth rate of 3% for 1998.

Spain is a country with many regional disparities but common socio-economic problems; today Spain's most striking economic problem is unemployment, currently standing at 22.9%, double the average rate for the EU. Particular problems are faced by young people and women; over 40% of young people (aged 15 to 24) are unemployed – the highest youth unemployment rate in the whole of the EU.

Despite its unemployment problems, Spain has demonstrated a tremendous capacity to generate new jobs. In recent years, total employment in Spain has grown at a faster rate than in the rest of the EU. A large-scale job-restructuring plan has been in force since the 1970s, characterised by a reduction in the number of jobs in agricultural and low-productivity service sectors and the generation of new types of employment in manufacturing, higher-paid services and the public sector.

For the period 1994-1999, Spain has been allocated ECU 9,272.7 million in Structural Fund support via the ESF; this makes Spain the largest beneficiary of ESF funding in the EU. The ESF supports the Spanish Government in its efforts to increase the level of vocational training and to adapt the university system to cater for the new skills required by today's job market. Half of the ESF funding is targeted at improving the functionality and flexibility of the labour market.

The ESF also provides assistance for projects that are helping to bring about the structural adjustment of the less prosperous regions – rural areas and regions affected by industrial decline. The principle of equal opportunities underlies all ESF activities in Spain. Special assistance is available to the long-term unemployed and to young women seeking employment.

ESF activities under Objective 3 support actions, in synergy with national labour market programmes, that provide tailored training, employment guidance and advice services, modular distance learning, employment subsidies, information and work placement opportunities. The bulk of ESF actions under Objective 4 are aimed at people who are employed but who need to adapt and develop their skills to keep unemployment at bay. These include activities offering continuous training to employees in companies, especially SMEs, and are managed by the Foundation for Continuing Training (FORCEM).

We open with a letter from the Spanish Minister for Labour and Social Affairs, Mr Javier Arenas. Info Review also spoke to Mr Manuel Pimentel, the Secretary General for Employment and the Head of the ESF Mission, Mrs Angeles Riesco. We asked them about labour market policy in Spain and how they view the effects of the ESF since the start of its activities.





## Letter from Mr Javier Arenas, Minister of Labour and Social Affairs



Mr Arenas: committed to combating Spanish unemployment

A strong, stable job market is Europe's prime objective. A socially and economically viable Europe is a Europe with a high level of employment.

Spain is committed to the fight against unemployment. This year, on 28 April, twenty years on from the first Social Agreement for Spanish democracy, businessmen and trade unions confirmed their determination to shape up and improve labour market structures by signing an important agreement.

Inspired by European-level agreements on social dialogue, such as the 1985 Val Duchesse declaration, social agencies and the government are currently engaged in open discussions. Early macro-economic indicators and social assessments are positive and highlight the enthusiasm felt by the Spanish people.

We intend to boost employment and help the disadvantaged in our society. In addition we want to maintain the Spanish system of social security and to help our people to help themselves.

The results appear positive. The rigidity of the labour market is disappearing, employment stability has been encouraged, and we are moving towards active employment policies. These things have been achieved in cooperation with the social welfare system.

Open dialogue is fundamental to the future of Spain. This, coupled with a rigorous and realistic economic policy and the will to succeed, has enabled our country to take steps forward which some people thought impossible. The people involved deserve credit for what has been achieved.

We are travelling along the path to employment hand in hand with the rest of Europe. To live in a Europe where there are jobs is one of our most urgent objectives, and Spain will make every effort to achieve this.

The importance of 1997 in relation to the ESF was underlined by Mr Pimentel. "1997 is a key year in the management of the Structural Funds, as we are half-way through the programming period 1994-1999. Various interim assessments are being performed which will provide us with valuable information about the success of individual projects from which we will make the necessary adjustments, where appropriate."

### **Innovation and social co-ordination, through the Territorial Agreements for Employment**

The introduction of the Territorial Pacts this year is potentially one of the most innovative and challenging opportunities to have an impact on the current employment situation. Mr Pimentel recognises the value of the Territorial Pacts, which cover a defined area and seek to enhance that region's capacity for job creation. The Territorial Pacts bring together, in the spirit of partnership, not only those normally involved in employment or human resource issues but also public authorities, academic institutions and NGOs. "In the final analysis we are dealing with innovative projects which will reinforce existing paths to employment, via the social coordination of the various job-creation bodies."

A number of labour market and economic activity indicators were used as criteria on which to select those areas most in need.

### **Investing in people...**

Mr Pimentel points out that it is generally agreed that the growth and economic development of any region or country depends on the presence of a well-qualified and adaptable workforce. The development of human resources is therefore vital: "We regard human potential and investment as a major element in productivity; to improve this we need to invest in our main resource – people and their capabilities and knowledge."

An essential part of keeping pace with today's marketplace is to prepare people for the changes that will occur in their working lives, and to equip them with new skills so that they can adapt to new types of work.

### **The contribution of the Structural Funds**

Mr Pimentel points out that over the last few years, important steps have been taken towards economic and social cohesion in Spain. The Structural Funds have contributed significantly to the improvements that have been made.

Both remedial and preventative actions to combat unemployment have become more proactive. "We now systematically offer vocational training to the various public sector government departments and social agencies. We introduce complementary train-

## The European Social Fund in Spain



Mr Pimentel ensures the success of ESF activities in Spain

Mr Manuel Pimentel, the Secretary General for Employment in the Ministry of Labour and Social Affairs, is responsible for overseeing the ESF in Spain. He spoke to InfoReview about the impact of the ESF in Spain and the success of its interventions.



ing measures, such as vocational guidance, into schools or as part of the advice offered to the unemployed. We are improving the action programmes, at both national and regional levels. We are working with the mediation services operating in the Spanish labour market, through the Integrated Services Plans for Employment, and systematically re-direct the money which was previously put into passive policies to protect against unemployment, to active policies for employment."

### The administration of the ESF in Spain

In Spain, the ESF is managed by the Unit for Administering the European Social Fund (UAFSE/UAESF).

The Deputy Director General of the UAFSE, Mrs Angeles Riesco, spoke to us about the results of the ESF programmes, priority aims and the initiatives for human resources carried out under the Employment and Adapt Initiatives.



Mrs Angeles Riesco: "The ESF has contributed significantly to the improvement of the various training and employment systems that exist in Spain, while at the same time improving the skills base and employability of the workforce."

A total of eight million people in Spain currently benefit from the ESF.

The majority of the ESF budget (1.4 million million pesetas) is intended for training, although some is earmarked for job creation and other important associated actions such as guidance, the provision of expert advice and technical assistance.

A total of 969,000 million pesetas, is directed to ESF initiatives for the least developed areas, in the context of Objective I. These initiatives include; vocational placements for young and unemployed

people who are threatened with unemployment, the improvement of education and training systems, programmes for those excluded from the labour market, research projects and technical assistance for the provision of study programmes.

"The ESF facilitates access to the labour market for young people, offers training and the development of skills designed to avoid long-term unemployment; it encourages equality of opportunities and ultimately favours job creation."

58,400 million pesetas have been targeted for the period 1995-1997 for the integration of those groups facing the greatest difficulties and for the adaptation of workers to industrial change.

The 559 projects which have been established during the first phase of the Employment Initiatives and the Adapt Initiatives, have made it possible to carry out various innovative schemes in the area of environmental resources, industrial health, quality systems, the use of new training methods and the utilisation of new technologies.

Both initiatives have been welcomed and are proving extremely popular. Over 1,800 applications have been received, within the framework of the second official announcement, which is much higher than anticipated.

"The success is perhaps due to the nature of the Initiatives themselves: the opportunity to explore new paths within an international dimension, giving a unique opportunity for the exchange of experiences and for developing networks which stimulate the transfer of ideas".

### Mr Dirk Meganck heads the Commission's Unit (V/C/3) responsible for the implementation of the ESF in Spain: he recently commented on this to InfoReview

"Spain is the largest beneficiary of the European Social Fund. ESF intervention in Spain amounts to 21.4% of the total ESF funds for the period 1994-99.

The ESF has made a significant contribution to the switch from passive to active employment policies in Spain. ESF funding adds the equivalent of 0.5% of annual GDP to Spanish public spending on active labour market, which itself accounts for the equivalent of 3% of annual GDP.

ESF interventions in Spain have therefore increased both the numbers of projects and programmes supported, and the number of beneficiaries covered.

Approximately 65% of ESF funding is allocated to three bodies responsible for the implementation of the National Programme for Vocational Training, INEM<sup>1</sup>, MEC<sup>2</sup> and FORCEM<sup>3</sup>. The ESF has major impact on the implementation of this Programme, in both quantitative and qualitative terms. We should mention here:

- The particular contribution the ESF has made towards improving the education system, by setting up in-job training schemes, and through innovative and diversified training courses targeted to the needs of the productive sector.
- ESF intervention in the vocational training system, which has led to a clear improvement in the chances of trainees to find a placement. The



Major ESF impact on vocational training



increased number of people benefiting from training courses has also helped the flow of qualified workers in the local and regional labour markets.

- The Foundation for Continuous Training, FORCEM – a body managed jointly by the social partners – was set up in order to manage Objective 4 ESF interventions in Spain.
- The ESF has contributed to the introduction of the ‘integrated pathways’ approach adopted by national employment policy. Since 1996, the ESF

co-finances the SIPES, (Integrated Services for Employment), an initiative supported by the INEM to establish partnerships with local authorities or professional associations at local level. SIPES are a key tool to adapt active employment policies to the local needs of a defined territory or target group.”

- 1 National Employment Institute
- 2 Ministry of Education and Culture
- 3 Foundation for Continuous Training

## Project examples

### Budding entrepreneurs get help in starting up new businesses

With an innovative spirit and an entrepreneurial drive, a good idea can develop into a business. This is the theory behind the Institute of Industrial Organisation (Escuela de Organización Industrial – EOI), whose training courses for entrepreneurs have resulted in the creation of some 650 companies and around 1,950 new jobs since its inception.

Bearing in mind that 97% of all companies in Spain are SMEs, employing around 68% of the active population, encouraging the creation of new SMEs is vital to job creation. The overall aim of the actions, which are co-financed by the ESF, is to support employment growth and stability through a number of courses dealing with the creation of innovative enterprises and SMEs in Objective 1 regions and under Objective 3.

Approximately 500 hours of instruction are given over a four month time period, during which participants use their own creative resources to develop plans leading to setting up a business or to self-employment. The main target groups for this programme are young unemployed people (under 25) as well as older people who are out of work.

The objective is that every participant creates a viable business project by the end of the training period. The EOI entrepreneurial training is designed to:

- stimulate innovative thinking and encourage a proactive search for business opportunities in the local markets
- provide a global vision of the business world and of the different steps involved in starting up and running a business
- provide the skills necessary to identify a business opportunity and to take it through to planning and implementation.

The programme starts with an introduction to business administration, covering areas such as marketing, finance, legal, environmental aspects and management techniques. This is followed by a more practical phase, creating individual business plans based on each participant’s idea. At a final stage, technical assistance is given by specialist consultants. Through the EOI, project participants also benefit from developing a large support network of business leaders and small entrepreneurs.

Individualised training schedules are geared to the special needs of each participant and the nature of his/her project. A personal tutor or mentor is also assigned to each person. For candidates who complete the programme and succeed in starting up their own business projects, a special diploma is awarded. So far, a total of over 2,000 viable business projects have got off the ground in a number of regions and Autonomous Communities, such as Valencia, Andalucía, Extremadura and Asturias.

EOI also organises special training courses on new technology for business management in international trade, aimed at both young people and people over 25 who are unemployed. This programme focuses primarily on new information technology and the concept of “total quality” in product management. Business English is also taught in this programme.

Specialised courses are also available for technicians to improve their chances on the labour market. The special training programme, targeted at unemployed people over 25, focuses on the creation and management of businesses for industrial engineers, and includes courses on information technology, computer skills, project development and marketing.

### Searching for work can be fun!

Thanks to a new board game, ‘Euroempleo’, originally designed for the town of Palencia, youngsters can find out about work and training opportunities around Europe in a novel and entertaining way.



The game contains a series of questions and answers which simulate the conditions of access to the labour market; these include: scholarship options, European youth programmes, general information about the different countries of the European Union, languages and working conditions. The game also includes a video and interactive CD-ROM, which contains a comprehensive database on youth employment and training schemes.

The game was designed and developed as part of the PERSEUS project, within the context of the Youthstart Initiative.

“Initially, the game was simpler and was intended purely for the town of Palencia; it has now evolved into something more comprehensive and can be adapted to different situations.”

Computer software has now been developed to provide user instructions; as a result of this the game is now much in demand by a number of public and private organisations and institutions all over Spain and even throughout Europe.

The fundamental aims of the game are to:

- provide a different and entertaining user-friendly resource for young people and teachers, which, at the same time, guides people to making informed decisions and choices about career and training options
- improve the work prospects of the individuals
- encourage self-employment initiatives.



Commissioner Flynn and Swedish Minister of Labour Winberg trying their luck with the game

The new game was presented during the Youthstart conference in Stockholm in October. The PERSEUS project, co-ordinated and managed by the Youth Department of the Palencia (Castile and León) Town Council,

has strong links with the youth policy of the region of Castile and León.

This project as a whole includes training measures, employment advice and individualised plans for finding work. A follow-up system is ensured using a specially adapted computer software programme.

The project also has links with activities in the region of Crete (Greece); a number of exchange programmes have taken place between young people and trainers in Palencia and cities in the island of Crete.

As a result of the project, at least 269 people have benefited from the training, another 1200 have used the job search services, a cooperation network has been set up between companies and other institutions, and a study has been conducted on youth employment in Palencia.

“The joint effort has been very productive” commented Mr. José Antonio Maté, Youth Officer on the Town Council.

### A distance learning and distance working pilot project

CEIM, the Employers’ Federation Of Madrid-Ceoe, represents different production sectors and industrial companies in Madrid. As such, it is particularly aware of technological advances to which companies, particularly SMEs, must adapt.

With this in mind, it has promoted two pilot schemes in Madrid based on the use of the Internet as a means of providing information. The schemes are financed by the Foundation for Continuous Training (FORCEM) and the ESF and are targeted at companies who are committed to developing training schemes in the area of new technology.

#### A virtual apprenticeship site

The projects consist of the creation of a training method for teleworkers. Teaching resources and multimedia design are brought together with distance learning techniques for the following subject areas:

- Quality Audit – European model
- Prevention of Industrial Risks
- Investigation of Training Requirements.

Beatriz Aguirre, who is in charge of this project at the CEIM Labour Relations Department, says that “the objective was to create a Virtual Apprenticeship Site using the training material developed. The users are involved in training, human resources and business.”

#### The multi-disciplinary project team

The subject material and system have been developed by a range of subject experts such as editors, teachers, tutors, and computer experts.

“This team, together with the participants, have contributed towards creating new Internet training sites which move teaching on from the traditional, closed environment of the classroom and out into an area providing limitless opportunities for personal growth and education via the Internet. It also allows for easy learning and encourages human interaction via discussion forums and with companions and tutors.”

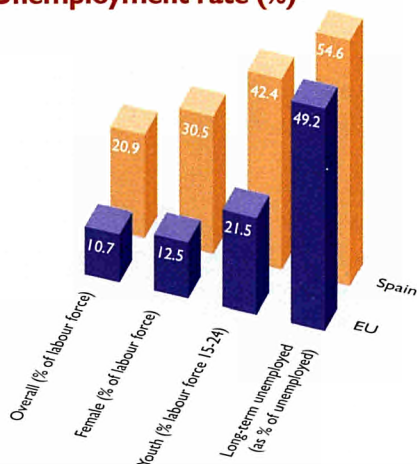


# Facts and figures – Spain

## National statistics

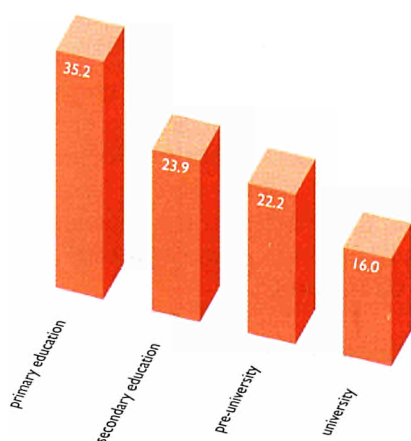
Languages	castellano, catalán, vasco, gallego
Currency	PTA 165.17 = 1 ECU
Spanish GDP per capita	78% of EU average
Population	39,1 million
Population density	78 inh./km <sup>2</sup> (EU average 89 inh./km <sup>2</sup> )
Trade with EU	imports – 65.4% exports – 72.3%

## Unemployment rate (%)\*



\*1995 figures, Employment in Europe, 1996

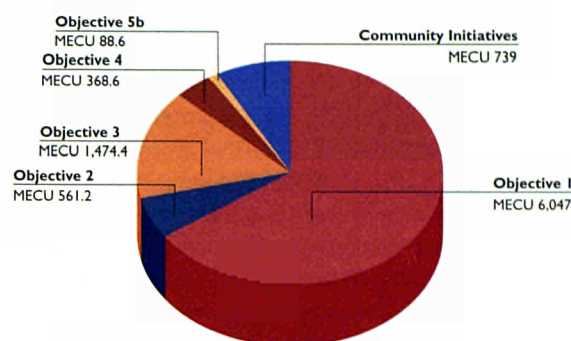
## Unemployment rate by education/training (%)\*\*



\*\*1994 figures

Source: National Statistical Institute, Labour Force Survey, second half 1995, National Employment Institute, September 1995

## Breakdown of ESF funding (1994-1999)\*



Total allocation MECU 9,278.8

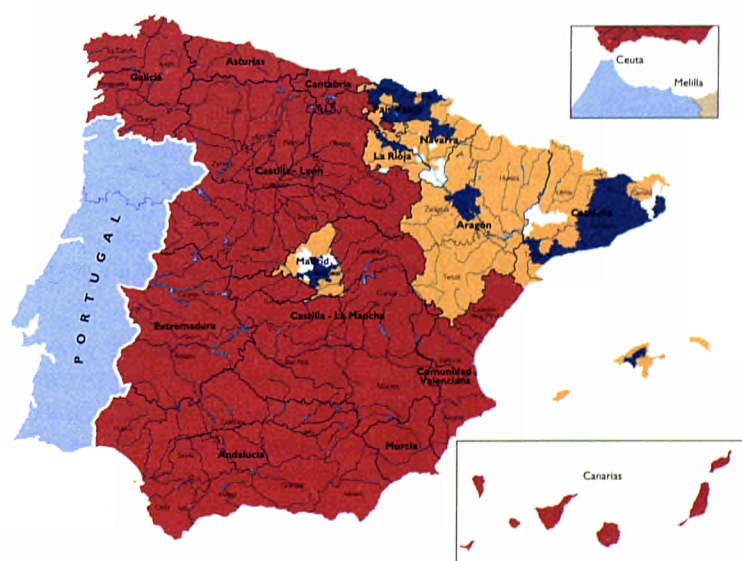
\*All figures 1994, except Objective 2

Source: European Commission, DGV, ESF Information Sector

## ESF allocation per theme (%)

Objective	Theme	Allocation (%)
Objective 3	Integration of long-term unemployed	33.9
	Integration of young job seekers	49.2
	Integration of people excluded from the labour market	12.7
	Promotion of equal opportunities	4.2
Objective 4	Continuing education for employees	83.7
	Anticipation, guidance and advice	10.0
	Technical assistance	6.3

Source: European Commission, DGV, ESF Information Sector



## For more information consult:

Ministerio de Trabajo y Seguridad Social/ Unidad FSE  
Pío Baroja, 6  
E-28009 Madrid  
Spain  
Tel. +34-1 574 6903

# A renewed focus on long-term unemployment

## Marginal improvement in jobless figures...

While the EU's employment figures have shown a marginal improvement since the depths of the economic recession in 1993-1994, there is still much cause for concern. Economic growth in the European Union is neither strong nor stable enough to create new jobs in significant numbers. At the end of 1996, the EU's average unemployment rate still stood at approximately 11% of the workforce – a total of 18 million people out of work. Worrying indications show that given the same rate of growth, Europe is currently creating fewer jobs than the United States or Japan.

Among the EU's larger economies, the unemployment rate ranges from a current high of 20.9% in Spain, to a low of 3.7% in Austria. However, national statistics often mask regional pockets of far higher unemployment. Rates of up to 30% have been recorded in rural and declining urban areas throughout the EU, revealing startling regional disparities within many Member States.



On the lookout for new opportunities

The jobless total also varies widely according to age and gender. Unemployment among the young and among women is disproportionately high, at 20% and 12.5% respectively. Differences between the skills and qualifications of

jobseekers on the one hand, and the demands of the labour market on the other, are becoming increasingly evident.

Sectoral, gender and age-based divergences combined with regional and national variations in employment patterns result in a highly fragmented picture of the EU's workforce. Such differences undermine the objective of achieving greater social cohesion in the EU.

## ...while long-term unemployment is a growing problem

Long-term unemployment, apparently resistant to moderate upturns in the overall economic situation,

is now a real and persistent problem. In 1995 alone, the proportion of the EU jobless total, accounted for by the long-term unemployed, rose from 48 to 50% – a total of over nine million people. Once again, the problem affects some regions and countries more severely than others. It is most serious in Ireland and Italy, where the long-term unemployed make up over 60% of the jobless total.

The usual social problems associated with unemployment, such as social marginalisation, loss of self-esteem and self-confidence, depression, family breakdown and rising crime, are potentially the most worrying side effects of unemployment and are factors which tend to be more acute among the long-



I can do that!

term unemployed, i.e. those who have been out of work for over six months. In addition, these people often fall into two or more of the most disadvantaged sociological groupings, such as unskilled, unqualified school leavers, or people residing in declining urban/industrial areas. To compound the problem, figures indicate that the longer these jobseekers remain unemployed, the less likely it is that they will find work. This serves to illustrate both the frustration and harshness of their predicament.

Clearly, the process of reintegrating the long-term unemployed into the working population cannot be left purely to market forces. Direct intervention is necessary in the form of publicly-funded initiatives to remove structural obstacles to employment on the one hand, and to better equip long-term jobseekers for work on the other.

During the 1995 Madrid European Summit, the EU's political leaders acknowledged the need for urgent action to combat long-term unemployment and identified this as a priority. The Madrid Summit also set out a number of policy guidelines for tackling long-term unemployment and called for an increase in training initiatives to improve the relevant skills base of those hardest hit by the problem. There was also a call for a reduction in the non-wage costs of employment, to make it more attractive for employers to hire people.



Before tackling the urgent policy objectives defined at the Madrid Summit, the European Commission's Directorate General V (Employment, Industrial Relations, Social Affairs) set up a working party in mid-1996 to study the positive impact of ESF financing on measures to combat long-term unemployment in the EU. The working party is also investigating any inadequacies in the procedures or management of the ESF which may reduce the effectiveness of the ESF in addressing this important issue. The study was presented to ESF Committee in May of this year.

The working party identified specific problem areas, and set out a number of recommendations, namely:

- development of more measures to prevent long-term unemployment, i.e. measures which anticipate future market needs
- increased involvement of social partners
- increased support for business start-up measures aimed at the long-term unemployed
- simple explanations of ESF programmes and procedures, clearer information
- improved management of transnational partnerships to increase the exchange of best practice.

Further recommendations regarding the simplification of ESF procedures and eligibility criteria were also put forward.

The suggestions of the Working Party place increased emphasis on preventive projects, and step up complementary research into future skill requirements; they serve to help streamline the workings of the ESF to ensure that as many people as possible are helped back into employment.

## The ESF – a role of critical importance

The renewed focus on long-term unemployment has brought the role of the ESF to the fore. The ESF's overall approach to the problem of long-term unemployment is to concentrate on supporting coordinated programmes which provide a step-by-step path back into work. The ESF helps to unlock funding at national level, through the use of a joint-funding principle whereby support is available only for active measures already being undertaken by Member States to increase people's employment prospects.

The ESF's aims are both preventive and remedial. To help prevent future long-term unemployment, the ESF focuses its support on programmes which prepare young people for working life, which help

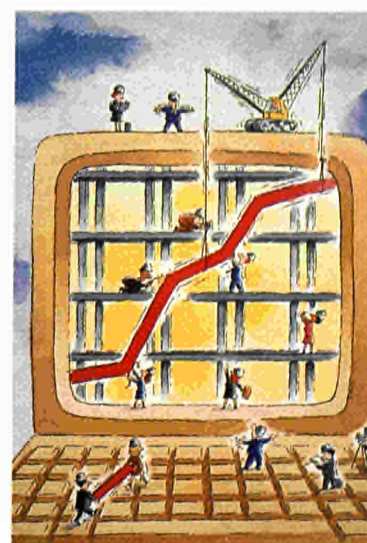
those in employment adapt or develop their skills to meet the challenges of change in the workplace, or which intervene early to help those who have lost their jobs and are at risk of long-term unemployment to regain work quickly.

The ESF helps fund a very broad range of active schemes and projects, which include vocational training; work experience and placement schemes; training of teachers, trainers and public officials; employment counselling and job search assistance; schemes for developing or improving in-company training systems and structures; and research projects which anticipate and help plan for economies' future workforce needs. Programmes are planned by Member States together with the European Commission and then implemented through a wide range of providers both in the public and the private sectors. These organisations include regional and local authorities, educational and training institutions, voluntary organisations, trade unions and works councils, industry and professional organisations and individual companies.

Much effort goes into coordinating the ESF's EU-wide operations, with particular emphasis on the transfer of knowledge and the sharing of ideas so that creative solutions to the problem of long-term unemployment can be made as widely available as possible. The principle of ensuring equal access to employment for men and women, and all disadvantaged minorities, is enshrined in all the ESF's activities.

## Creative solutions for local problems – actions from around the EU

The participation of local partners ensures that the projects are tailored to the specific needs of the long-term unemployed in the regions affected. For instance, in the new Länder of Germany, ESF-funded programmes focus on training in foreign languages and adult literacy. In Belgium, where the high non-wage costs of labour acts as a disincentive to hiring extra staff, schemes involving employment subsidies take priority.



Working together to improve employment in Europe

Meanwhile, in Italy, where an unusually high proportion (50%) of the long-term unemployed are school leavers looking for their first job, the ESF has funded a research project to

assess fully the skills requirements of companies. This will be complemented by the establishment of links between schools and businesses, so that up-to-date information on job requirements can be made available to students. A number of other initiatives to improve the geographical and occupational mobility of labour are also up and running in Italy, in an attempt to reduce the economic disparities between the north and south of the country.

Similar projects are under way in Ireland, where the structure and underlying causes of long-term unemployment are substantially the same. A programme in Portugal seeks to preserve the cultural heritage of the country, and focuses on both architectural and craft trades. The results are positive, with over 75% of beneficiaries finding work after the training period and 50% going on to set up their own businesses in the field.

In France, where long-term unemployment is a particular problem facing women, and is becoming more and more of a problem for young and middle-aged men, ESF support is centred on on-the-job training measures and on creating a demand for different types of work such as domestic services. Action in Greece includes special tuition for teachers responsible for running training schemes for the long-term unemployed, and the development of innovative schemes aimed particularly at the large number of refugees in the country. Spain and Luxembourg concentrate on vocational training measures, whereas in The Netherlands, job pools for the long-term unemployed have been set up, generating 20,000 work experience positions.

## New entrepreneurs

Sweden adopts an innovative approach when addressing the problem of long-term unemployment, by encouraging the development of 'new entrepreneurs' in collaboration with the public employment sector and company heads. Such a scheme has proved effective – 50% of beneficiaries have succeeded in setting up business activities in a variety of areas such as medical care at home, ecological cleaning, importing electrical vehicles, ergonomic services, financial services and high technology training for the unemployed. In the United Kingdom, business start-up schemes occupy a position of central importance in recognition of the country's strong enterprise culture. Finland also encourages entrepreneurship under the Employment Creation and Development of human resources in SMEs.

## Austria – targeted resources

Austria provides a particularly instructive example of the ESF's work in this field, because its relatively low overall rate of unemployment allows the authorities to target more resources at the long-term jobless. To this end, the Austrian authorities have established a specialised Labour Market Service, bringing together government officials, trade unions, and employers. In 1995, in collaboration with the ESF, the Austrian Labour Market Service introduced a classic job-seeking partnership scheme aimed at the agri-food and transport sectors which has had extremely positive results. Essentially, the project enlists the cooperation and financial support of companies in finding alternative work for the newly-redundant. Participating companies join privately-run 'labour foundations', which provide counselling, training, job-search services, and business start-up advice. To date, 80% of the 2,000 workers involved have found another job within ten months. Plans are afoot to extend the scheme to the banking sector, and to introduce a similar pilot project in The Netherlands. It is expected that by the end of 1997, over 6,000 people will have benefited from the project. The scheme has cost a total of 55 million Austrian schillings, 50% of which was provided by the ESF under Structural Fund Objective 3.

## Denmark – prevention is better than cure...

A Danish scheme introduced in 1994 is also exemplary, because it combines both the remedial and preventive aspects of the ESF's work. Under the title of 'Job Rotation', the programme encourages companies to send their employees on training courses to upgrade their skills in anticipation of future technological changes. During their absence, they are replaced by jobseekers, who have attended intensive preparatory training courses prior to taking up their temporary posts. The scheme covers a wide range of manufacturing and service industries. Thus, those who are already in work benefit from further training, thereby increasing their value to their employer, while jobseekers gain valuable work experience, thereby increasing their chances of finding full-time work. A key dimension to the scheme is improving channels of communication between businesses and the unemployed. Funded within the framework of the Adapt programme under Objectives 3 and 4, the Danish scheme is one of the largest in terms of participation. In its initial year, the project attracted 18,000 employees and jobseekers, but this figure rose to 29,000 the following year, while in 1996, a total of 41,500 people took part.

# Facts and figures

## Introduction

The Annual Report on the Structural Funds gives a snapshot of the Funds as they are at the end of each year. The new eighth report looks at the situation half way through the current programming period, as of 31 December 1996.

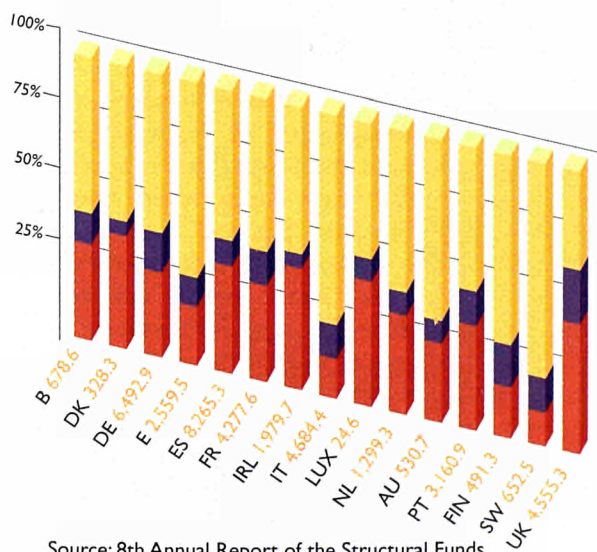
In particular, the report provides information on the rate at which the Funds are being used, in terms of monies which have been committed – that is programmed into expenditure – and those which have been paid.

Each bar represents 100% of the total ESF funds allocated for each Member State in 1994. The amount appears at the bottom of each bar. The charts show what percentage of the ESF allocation has been committed or paid after the first three years.

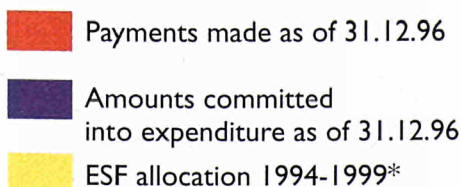
Note that these amounts do not include Community initiatives, because of their somewhat different financing arrangements.

ESF funding for Objective 3 and Objective 4 is shown in a similar way. We are unable to show directly comparable figures for Greece, Ireland or Portugal, as Objective 3 and 4 actions figure in these countries' Objective 1 programmes. The UK's Objective 4 programme was not adopted in the period 1994-1996.

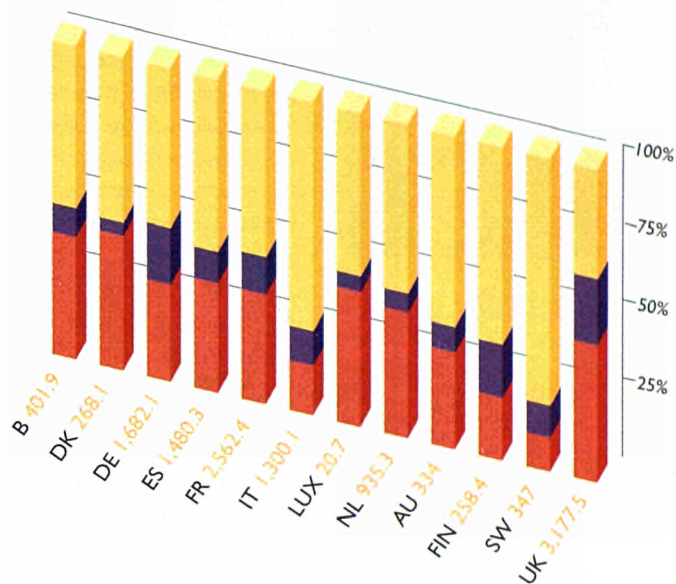
## ESF funding across all Objectives (ECU million)



Source: 8th Annual Report of the Structural Funds

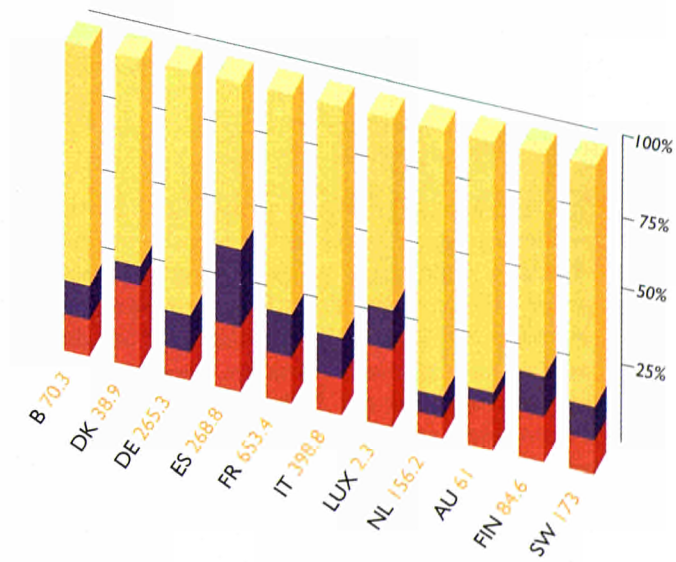


## Objective 3 allocations vs. commitments/payments per Member State 1994-1999 (ECU million)



Source: 8th Annual Report of the Structural Funds

## Objective 4 allocations vs. commitments/payments per Member State 1994-1999 (ECU million)



Source: 8th Annual Report of the Structural Funds

\*1994-1999 for Objectives 1,3,4 (Spain, France, Netherlands) and 5b  
 1994-1996 for Objectives 2 and 4 (Belgium, Denmark, Germany, Luxembourg)  
 1995-1999 for Austria, Sweden and Finland (except Objective 2 in Finland: 1995-1996)



# Territorial Pacts take off



The European Commission has launched a number of schemes to tackle its chronic unemployment problems, but few have proved as popular as the Territorial Pacts for employment drawn up between the EU, local or regional authorities and the private sector. By the time of the EU's Summit in Amsterdam

on June 16 and 17, the European Commission was able to present nearly 90 draft Territorial Employment Pacts – a significant increase from the 60 projects envisaged just six months earlier at the Dublin European Council.

The pacts appear to have captured the imagination in the Member States because they bring together everyone with a potential role to play in a concerted effort to stimulate the local economy and create new jobs. Launched as an idea in June 1996 by Commission President Jacques Santer, the pacts are built around the idea of extending cooperation between local and regional authorities, businesses, trade unions, chambers of commerce and higher education authorities, and any other body with something to contribute to the job creation process.

## Confidence Pact

The pacts are part of the European Confidence Pact for Employment that Mr Santer launched in January 1996 as a wider plan for generating new jobs. Mr Santer had commented that Europe took many specific measures to stimulate employment but did not seem to have an overall strategy. He pointed to figures showing that the EU's overall external trade accounts for only 8% of gross domestic product, with the result that growth and job creation must depend primarily on the internal dynamic process. The EU, as the world's largest economy, must both use its transversal strengths – such as the power of the Single Market – and develop the capacities and specialised knowledge of local and regional bodies, in order to develop new jobs and overcome unemployment problems through local action.

## Partnership and coordination

The thinking behind the pacts is based on the concept of a broad partnership transcending the limits of the public sector and administrations. National authorities have presented the candidacies for the areas selected. A locally-appointed coordinator will be assigned to each of the projects to draw up an action plan for the pact, which could also involve the European Investment Bank (EIB) and the European Investment Fund (EIF). The European Commission plans to give all projects an on-line presence via their participation in an electronic forum on the Europa Internet site.

## A joint effort

Some ECU 200,000 has been earmarked by the European Commission for technical assistance for each pact, with the rest coming from partnerships between local and regional authorities and private business. The European Commission's Directorate-General for regional policy (DG XVI) will provide 60% of EU funds invested in the chosen pacts, with the remainder covered by the DGs for social affairs (DG V) and agriculture (DG VI). The Commission's provisional figures show that some 32 million people will be involved in these pacts, or 8.7% of the EU's population. The average unemployment rate in the regions concerned is 14.5%, and the average population per pact 412,824.

## Wide variety

The initiatives are wide-ranging in their scope and influence. They include projects to maintain local cultural heritage, such as the project in the Spanish region of Ceuta in Northern Africa, where young people will be involved in projects to develop tourism and preserve the local craft industry. A Portuguese project in the Centro region will aim, amongst other things, to help the restructuring of the glass and plastics sector with the minimum of social upheaval. The central theme of a German project in Niedersachsen – the Peine pact – is to create a contact point for the different actors in the local labour market using modern information technologies, and to create a regional training and employ-



ment centre. In Denmark, a programme for the South Jutland region is set to overcome problems related to the low level of skills in the area, the 'brain drain' and the ageing workforce, by setting up training centres and establishing business links with Germany. In the Rhône-Alpes region of France, government departments, trade unions, industries and employment centres will work together to develop innovative methods of working and to encourage the use of information technology.

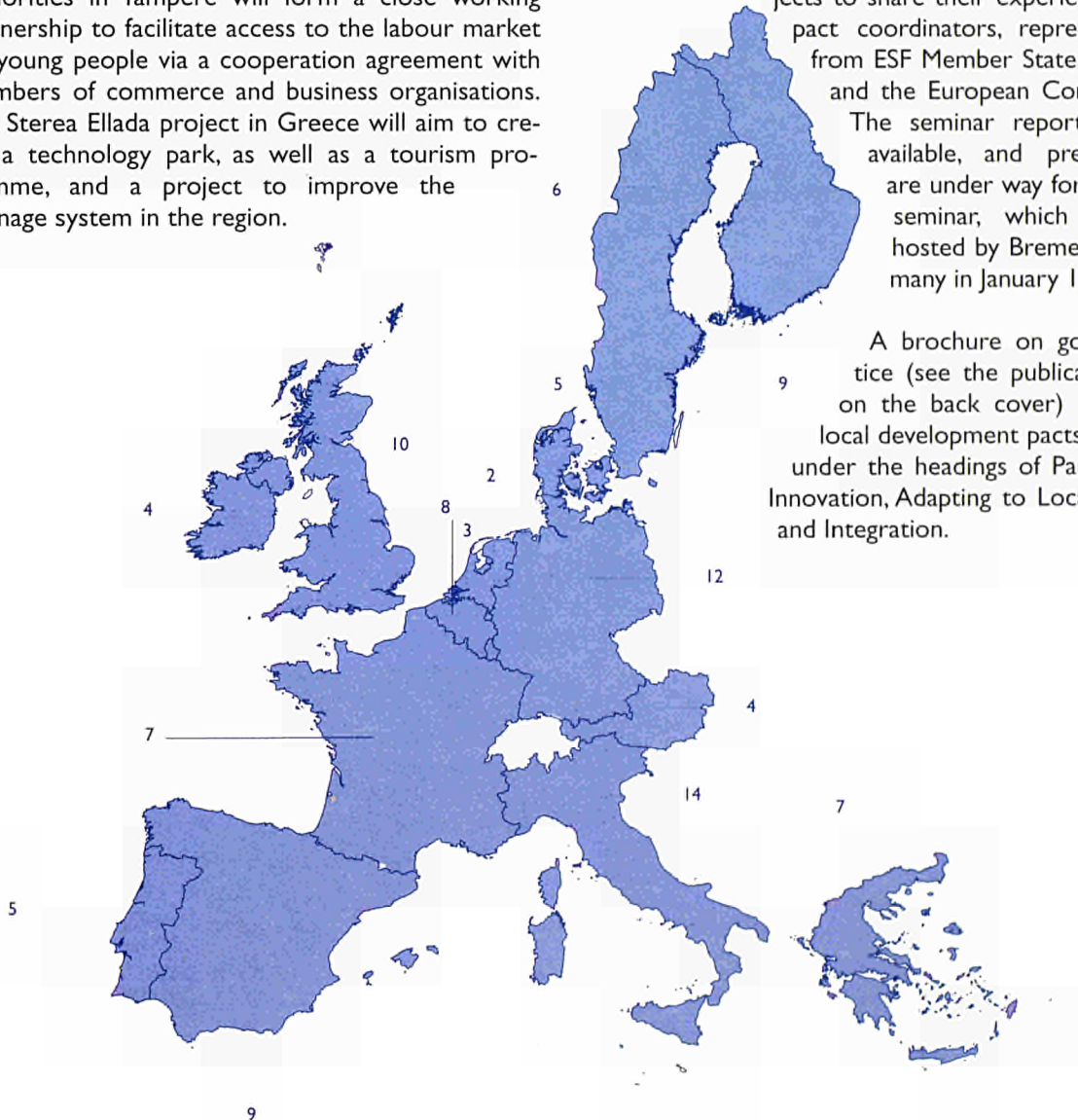
The town council of Vienna, Austria, in collaboration with trade unions and local industries, intends to improve the regional skills base and promote equal opportunities, while improving the image of the region as an investment base. Similarly, in Brussels, Belgium, activities will centre around developing the infrastructure and the quality of the workforce to attract multi-national companies to the city and to encourage new business start-ups, particularly in underprivileged areas. Finnish local and district authorities in Tampere will form a close working partnership to facilitate access to the labour market for young people via a cooperation agreement with chambers of commerce and business organisations. The Sterea Ellada project in Greece will aim to create a technology park, as well as a tourism programme, and a project to improve the drainage system in the region.

**David Coyne, Head of the ESF Policy Coordination and Information Unit, comments on the pacts...**

"Management of the territorial pacts within the Commission is shared between the different Directorates-General in the European Commission responsible for the Structural Funds. DG V is not only responsible for the employment and ESF aspects of the pacts, but also for a key part of the pacts' raison d'être: the exchange of 'good practice' and of relevant experience between Pacts and between Member States.

The aim is that effective and proven solutions to employment problems in one part of the EU can – in some cases – be made available to others. This came out very clearly at a seminar in Rome in May, organised by the Italian National Council for the Economy and Labour (CNEL), as part of the 'good practice' activity. It enabled local development projects to share their experiences with pact coordinators, representatives from ESF Member State missions, and the European Commission. The seminar report is now available, and preparations are under way for the next seminar, which will be hosted by Bremen in Germany in January 1998."

A brochure on good practice (see the publications list on the back cover) illustrates local development pacts at work, under the headings of Partnership, Innovation, Adapting to Local Needs, and Integration.



**Provisional number of pacts approved in each in Member State**

# Adapt and Employment – crossing national boundaries

## Innovation and positive change

The main objective of both the Adapt and Employment Community Initiatives is to promote innovation and positive change in the vast range of activities financed by the ESF and also in the training and employment policies and practices in force at national, regional and local level throughout the European Union. This is one of the reasons for using transnationality as a guiding principle in both Initiatives because the sharing of new approaches across national boundaries promotes further innovation and increases their overall impact.

In this issue of the ESF InfoReview, we look at three partnerships and the benefits which transnational working has brought to the projects involved. One promoter summed up the minimum gain which can be expected – “It is important to learn from your own mistakes but it can be much cheaper to learn from the mistakes of others” – wise words indeed !

## Matching people to work and work to people

Part-time, flexitime, temp work, out-placement – all “buzz-words” or terms which reflect the increased efforts of business and industry to cut personnel costs in order to survive in a rapidly changing market, while providing staff with flexible working options.

But the experience of the Detapool project run by Start Services in The Netherlands proves that flexible forms of employment can help job seekers who are “partially fit to work” to find employment.

## Renewed hope for disadvantaged groups

“Sometimes, it takes very little to get a person’s career going again”, says Wim van der Linden, the Director of a Housing Association called Progrez. “We wanted to take on a caretaker but to be honest, we had little spare money, which made things rather difficult. Then Start came up with the idea of looking for a suitable candidate through the Detapool project. A wage subsidy was obtained as a result of the collaboration between Start and the GAK (Common Administration Office). Start settled the subsidy demand and took on the employer’s

risks related to the Sickness Act which was a great help to us”, explains Mr van der Linden. As a result of this collaboration, the new caretaker is settled in his career with good prospects ahead of him.

## Labour market empowerment

Though operating in different national realities, the Integra and Horizon Matchwork partners have jointly developed a labour market empowerment scheme, which has been distilled from the best practices of Start and its three partner projects. The government of the Province of Salamanca uses this to help people with disabilities who are unemployed. By contrast the community of Upplands-Bro in Stockholm district promotes the labour market integration of unemployed immigrants. The German Matchwork project, based in the Labour Market Department of the City of Offenbach on the Main, has created a tailor-made approach both for people with disabilities and for the long term unemployed.

## Transnational dimension

The transnational dimension of the Matchwork network challenged all of the partners to extend their work. Comparing their own practice with that applied elsewhere in the European Union encouraged the project promoters to evaluate themselves from a broader and more critical standpoint and new methods were tested and passed on. For example, the Start project adapted its staff training methods so that they could be used at international level. These were then documented and translated into English. The Swedish partner, with a small project starting from scratch, could take advantage of the expertise and methods of Start which is a large organisation with a great deal of experience. Working with partners in other Member States also opened the door to new contacts for future partnerships and projects, and the mutual comparison and analysis of national legislation which followed provided a clearer view of the rights of disadvantaged groups and the opportunities open to them.

A copy of the report on the partnership and legislation in all the participating countries may be obtained from: Start Diensten  
Afd. Doelgroepen, Ms J.A. Goedbloed  
PO Box 478  
NL – 2800 AL Gouda  
Tel +31/182/54 58 58 – Fax + 31/182/54 54 69.

The report includes an annex containing useful information on legislation in all of the participating countries and some recommendations on the management of transnational partnerships.

## Strategies for change

There are more than 15 million small and medium-sized firms out there in Europe, all trying to find their own ways of coping with change. All Adapt projects and partnerships are, in one sense or another, trying to provide them with new methods to do this. In the 'Learning for change' partnership, six diverse projects are looking at how adults learn at work, and at how this can be improved.

The findings of these projects will be used to produce a range of resources, available in 1998, that will help companies to identify and understand the cultural and technical barriers which prevent their workers from learning effectively, and will help them to create new learning methods.

The six partners are all using similar or complementary methods, but in very different environments. This is the strength of the partnership approach. The partners compare the effects of different learning methods in diverse cultures. They observe how workers at different levels of responsibility, and with very different levels and types of qualifications, receive and use information.

The Finnish partner, the Lifelong Learning Institute Dipoli at Helsinki University of Technology, is looking at how small and medium-sized firms in the metal industry, and in the environmental and information technology sectors, learn to anticipate change. This research material is being used to train well-qualified but unemployed job seekers, working on a contract basis with small companies, to become experts in the anticipation and management of change.

In the Swedish partner project, the City of Linköping is concentrating on poorly qualified personnel who are currently working in the caring services and in the schools' sector. The project uses the existing skills and experience of the target group to develop new forms of workplace training.

The Portuguese partner, Globalgarve, is raising awareness of the environment among entrepreneurs, managers and technicians. As a result of this work, it has set out to create new jobs and occupations in environmental care and protection. The

work is based on an analysis carried out by Globalgarve of the environmental issues faced by industries undergoing change.



"When is the beer arriving? It's all controlled by this highly automated plant."

In Ireland, Arthur Guinness Son & Co (Dublin) Ltd., the brewers of the world-renowned 'black stuff', are providing traditionally trained workers with the continuous learning skills they need to acquire the broad skills necessary to be successful in a changing labour market, and in an industry where both methods and organisation are continually evolving.

The Economic and Labour Office of the City of Bologna is leading a project to update the vocational qualifications of women entrepreneurs. The idea is to develop a coordinated, permanent system to anticipate important trends affecting businesses, including a monitoring service to observe changes. On the basis of the needs identified, services will be set up to assist women entrepreneurs and their firms.

The sixth partner project, in Soria, Spain, is helping workers in the farming and foodstuffs sector to adapt to new environmental and quality standards. Employers and managers from SMEs, and a number of young farmers, are involved in training and in disseminating the results. The project is also focusing on marketing and distribution issues.

This wide variety of cultures, settings and participants provides the Learning for Change partners with their own unique laboratory of learning behaviour, styles and successful techniques. They will use it to improve the focus and content of their own training structures and materials. The Adapt Initiative will ensure that the experience it has gained can be accessed throughout Europe.

## Now helps women entrepreneurs to succeed in Europe



Businesswomen doing business in Greece

The work of any transnational partnership is normally based on a series of transnational meetings held in a number of different countries and this often means that participants have to cope with differences in opinions, social behaviour and working methods and of

course, adapt to new types of food and possibly a different rhythm of life.

So let's be a fly on the wall at one of the Now transnational meetings, and see what kind of people are taking part, what they are trying to do, and how they get on.

It's a hot June day in Thessaloniki, June 26th to be precise, but the atmosphere in the seminar room of the Macedonia Palace is cool and calm. The project Creative is hosting a regular three-monthly meeting of DATAWEB – the Incubators and Business Growth Network. This transnational Now partnership involves projects from Italy, Portugal and The Netherlands, and of course, Greece.

### Seated among project managers and trainers from the different countries are four women entrepreneurs:

**Jacqueline Ham**, from The Netherlands opened a slimming and beauty salon 14 years ago. She now has five branches employing 35 staff. Initially she needed a substantial loan to acquire a licence and equipment from Switzerland. As a licence is not 'tangible', she went to three banks before persuading one of them to give her a loan. Her business proved to be so successful that after six months she was able to repay the bank.

**Mida Rodrigues** worked for 23 years in her family's business in Portugal. Seven years ago she started her own sewing shop in a large shopping centre. She is now opening her third shop, bringing the number of her employees to seven. Mida provided 50% of the finance and borrowed the other half from a friend. For her third shop, she made an arrangement with DMC, a large sewing thread manufacturer: DMC will provide the shop furnishings and Mida has a year in which to pay for them.

**Maria Manasku** has been running the family business in Greece for the last seven years. It was established in 1964 and now employs seven people. Maria supplies spare parts for agricultural machinery and wants to open a factory so that she can manufacture some parts herself.

**Paula Capelli**, from Italy, has worked as a self-employed graphic designer for eleven years. Financing is difficult as she is not registered with the Chamber of Commerce and so she is not eligible for business loans. Initially she used her own savings but then took out a small bank loan which her sister guaranteed. Paula is still angry that the bank would not accept her ten-year record as a good customer, her healthy accounts and contracts for future work, as collateral.

Looking in on this meeting we can see how transnationality can enhance women's business creation and entrepreneurship. The discussion on this first day explores various strategies for increasing women's access to finance, including involving banks in support groups, increasing women's visibility as valuable customers, dealing with indirect discrimination and negotiating mutually beneficial arrangements with suppliers or customers. The participants acknowledge the need for women to demand equal treatment in business.

On the second day the sun is still shining but inside the Greek project is holding a demonstration. Their main contribution to the partnership is exploring new communication technologies as a tool for business growth. The partners exchange ideas on how they and their entrepreneurs could use this tool. In the traditional style of doing business, much information is channelled through 'old boy' networks, but the Internet now gives women equal access to information as men. These new technologies also enable women to do business with people outside their immediate locality, which is vital to women who work in rural areas, or to those whose working time is limited by family commitments. The partners begin to learn how they can easily create simple web pages to advertise their business. Then, towards the end of the demonstration, the Greek partner provides each participant with a resource pack containing statistics, tips, articles on women and the Internet, and addresses of useful websites.

The final Friday evening takes all of the participants away from the Macedonia Palace to the **Greek Entrepreneurs' Growth Workshop** for discussion with local businesswomen on the benefits of networking – a discussion reinforced by the positive results of the transnational meeting they have just left.



# Headlines

## Article 6: experiments in new sources of jobs

Over the summer months the European Commission has been hard at work sorting through the mountain of applications resulting from a call to the Member States for project proposals featuring potential new sources of employment. The call, which officially closed in March, resulted in a total of 957 proposals, far higher than originally expected. All projects are to be financed under Article 6, which supports innovative actions designed to mobilise the labour market.

Most of the proposals, and the projects selected, relate to helping the unemployed set up small businesses in new areas singled out as promising for future job growth, such as the environment, new technology, or home services. The majority emphasise the importance placed by most Member States on the integration of the long-term unemployed, particularly young people, into the job market by means of the new activities proposed. Fewer of the projects concentrate on creating jobs through reduced working hours or changing the structure of the working week via job sharing and other methods of organisational change.

After careful assessment, and some difficult choices, a short list of some 70 projects has been drawn up. The projects selected will benefit from total ESF assistance to the tune of ECU 25 million.

## Finding a job: young people show policy makers how

The Youthstart Conference, held in Stockholm on 9-10 October, provided the first opportunity at European level to explore the new ideas and approaches developed by around 500 Youthstart projects across the European Union to tackle youth unemployment. The conference brought together top officials from national governments and the European Commission, local authorities and organisations and young people. It was attended by Commissioner Padraig Flynn, responsible for Employment and Social Affairs (DG V). "Youthstart is ... a pact with Europe's young people. A pact not only to do better for them, but to do it with their consent and their participation," commented Commissioner Flynn.

One of the key features of this conference was the active involvement of young people in the debates. As well as providing a showcase for presenting the results of the Youthstart projects, the focus of the Conference was on how these positive experiences could be applied throughout the EU Member States by introducing ideas and successful models to policy makers, in particular to local and national authorities.

The overriding theme of the conference was the empowerment of young people to improve their future prospects for employment. This concept underlay the main elements of the conference, which were:

**A youth debate** where the young participants put forward their proposals on how to improve work prospects for young people and explained what they have gained from their Youthstart experiences. They presented their conclusions during the workshops and at the final panel discussion,

where they explained to policy-makers how their ideas work in practice.

**Workshops themes** included: focusing on ways to enable young people to play an active and valuable role in mapping out their own route to working life; creating new areas and types of employment; engaging local organisations and authorities to improve services to young people; improving access to training and employment for young people in rural areas; and finding ways to combat social exclusion.

**The conference exhibition** included stands from 23 local projects and transnational partnerships from around the Member States. Project promoters and young people involved in the projects displayed the results of their work.

**A website chat line**, created by young people taking part in a Swedish Youthstart project, was installed to open up a dialogue between policy makers and local beneficiaries. Issues and questions related to the conference were 'discussed' on-line during the conference via a giant video screen.

The Conference 'Access to the World of Work – Young People's Future' was co-organised by the Swedish Ministry of Labour and the European Commission, Directorate-General for Employment, Industrial Relations and Social Affairs (DG V).

More information about the results and conclusions of the conference will be included in the next issue of InfoReview.

**"Youthstart is ... a pact with Europe's young people. A pact not only to do better for them, but to do it with their consent and their participation"**

YOUTHSTART

## ESF Congress – “The European Social Fund: Investing in People”

A major Congress on the ESF is to take place in Birmingham, on 9-11 February, 1998.

Perhaps surprisingly, this is the first time in the ESF's 40 year history that there has been a major conference which has focused solely on explaining and illustrating what the ESF is all about – investing in people.

The aims of the Congress will be to assess the impact of the ESF to date and the contribution it has made to improving the employment prospects and skills base of the workforce in the EU. The Congress will examine the preventative and remedial action in education, training and other initiatives designed to raise the level of employment in the Member States. Conclusions will be drawn from the mid-term review, with a look forward to the future of the ESF at a time when discussions on the new Regulations for the 2000-2005 period are opening up.

There will also be an in-depth look at the ESF's operations, and the positive impact of these, in six particular areas: long-term unemployment; youth unemployment; people facing exclusion from the labour market; equal opportunities; adaptation to industrial change; regional cohesion.

The impact of the ESF in these six key areas will form the basis for measuring its success and the results will be set out in a series of ESF information publications to be published at the end of 1997 and in 1998.

In addition to a wide-ranging discussion covering ESF policy and action on the ground, which will serve to highlight the variety of programmes and projects supported by the ESF, the Congress will also feature an exhibition illustrating ESF activities in the Member States. A range of information material about the ESF in general and in the Member States will be available for distribution at the Congress.

## Easier access to the job market for disabled people

Disabled people face particular problems in finding suitable work and in avoiding the trap of long-term unemployment. The European Commission has put into place a strategy to promote equal opportunities for disabled people, and this strategy formed the subject of a two-day seminar in Luxembourg in September, jointly organised by the Grand-Duchy of Luxembourg, currently President of the EU, and the European Commission.

Delegates from around the European Union examined three principal themes: training policy and applications for the disabled; pathways into working life; and new forms of employment. New applications for information technology, social enterprises and supported employment, tended to underlie the themes under discussion.

## Pathways to Integration seminar

A two-day seminar in Bruges in October gathered together some 300 delegates from Belgium and around the EU to discuss 'pathways to integration'.

The seminar comprised three workshops. One of the workshops examined the different methods available to job-seekers in helping to create their own path to employment, by taking into account the different resources and options open to them such as career guidance, training and vocational training schemes, work experience and placements, and job centres. A second workshop investigated the relationships and partnerships between job promoters, job seekers, employment schemes, social partners and policy-makers, and the way these different bodies cooperated to develop social enterprises, local agreements and placement enterprises. A third workshop considered how integration between ESF policy and Member State programmes was being developed and the links between labour market policy and social inclusion of the unemployed into working life.

## Amsterdam Treaty employment provisions in a nutshell

The Treaty of Amsterdam proposed a number of initiatives to get the Member States working together to combat unemployment. InfoReview provides you with the main points from the Treaty at a glance...

- promoting a high level of employment is now a specific EU Treaty objective
- the EU's employment strategy is to work closely with – and be a part of – common economic guidelines
- employment is to be taken into account in all Community policies
- an annual report on employment policy, and guidelines for future practice for Member States
- the EU can adopt measures to encourage Member States to cooperate on improving employment policy and practice
- an Employment Committee is set up to advise on employment policy.

# The ESF in brief

The European Social Fund (ESF) was set up 40 years ago under the 1957 Treaty of Rome establishing the former European Economic Community (EEC). Its purpose today is to encourage the best possible development of human resources for competitive economic growth within the Single Market of the European Union, coupled with balanced regional development throughout the Union and a fair deal for all EU citizens in their working lives.

The main priorities of ESF action are to:

- combat long-term unemployment and exclusion from the labour market
- develop the skills and qualifications of potential job seekers
- promote equal opportunities in the labour market between men and women
- foster the creation of new jobs
- pre-empt unemployment by adapting workers to industrial change
- improve education and training systems.

The ESF is to disburse a total of around ECU 47 billion across the 15 Member States from 1994 to 1999, representing some 10% of the EU budget.

The ESF has been run, since its inception, by the European Commission in partnership with the Member States and assisted by an ESF Committee made up of representatives of Government, trade unions and employers' organisations. The ESF combines with the other Structural Funds for regional development<sup>1</sup>, agriculture<sup>2</sup> and fisheries<sup>3</sup> to bridge the gap between 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.

The operation of today's ESF, as of the three other Structural Funds, follows certain basic principles. Foremost among them are that the projects financially assisted by the Fund should receive comparable funding from the Member States concerned, and be the end-product of partnership.

1 ERDF – European Regional Development Fund  
2 EAGGF – European Agricultural Guidance and Guarantee Fund  
3 FIFG – Financial Instrument of Fisheries Guidance

## For further information on ESF in your country

### Austria

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Abteilung III - ESF  
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A-1010 Wien  
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### Belgium

At Federal level  
Ministère de l'Emploi et du Travail/Ministerie van Tewerkstelling en Arbeid  
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B-1040 Buxelles - 1040 Brussel  
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Flemish speaking community  
Ministerie van de Vlaamse Gemeenschap  
Europese Sociale Zaken  
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European Communities Branch -  
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### UK Northern Ireland

Training & Employment Agency  
Clarendon House  
Adelaide Street 9-21  
UK-Belfast BT2 8DJ  
Tel.: +(44-1232) 54 16 48  
Fax: +(44-1232) 54 15 47

# European Social Fund publications

## Available publications

- **The European Social Fund brochure**, July 1995 (available in all EU languages)
- **Leaflets on the ESF in each Member State**  
Available in the national language(s), plus English  
Available October 1997: 'The ESF in...  
Austria, Ireland, Italy, France, Germany, Portugal, Sweden, Greece, Finland (English only), Netherlands, Spain, and UK.  
Appearing shortly: 'The ESF in...  
Belgium, Denmark, Luxembourg, Finland (Finnish version).
- **Meeting the challenge of change at work**, ESF projects examples, October 1997 (available in English, French and German)
- **Territorial Employment Pacts**: Examples of good practice, September 1997 (available in all EU languages)
- **Local development and Territorial Employment Pacts, Report of the Rome seminar**, September 1997 (available in English, French, German and Italian)
- **'Building the European information society for us all'** - First reflections of the High Level Group of Experts, Interim Report, January 1996 (available in all EU languages)
- **'Living and working in the information society: People first'** - Green paper, July 1996 (available in all EU languages)

## Community Initiatives

- **Information leaflets, December 1996 (all EU languages)**  
Employment - Now; Employment - Horizon; Employment - Youthstart; Employment - Integra (Oct 1996); Adapt.
- **Special reports, Feb/May 1997 (all EU languages)**  
Employment - Now; Employment - Horizon;  
Employment - Youthstart; Employment - Integra; Adapt.
- **Summaries of Member State operational programmes (English, French)**  
Employment, December 1995  
Adapt, January 1996

- **Provisional directory of projects, March/September 1996. 4 editions**  
Employment - Now; Employment - Horizon; Employment - Youthstart; Adapt.
- **New Perspectives - Youthstart: a new commitment**, March 1996 (English, French, German and Spanish)
- **Special Report n°4: Employment - Now: New opportunities for women**, March 1996 (English, French, and German)

## Forthcoming publications

- **4 brochures covering the ESF's work in the areas of**
  - Long-term unemployment
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