

**OPERATIONAL PROGRAMME UNDER THE
'INVESTMENT FOR GROWTH AND JOBS' GOAL**

| | |
|---|-------------------------------------|
| CCI | 2014NL05SFOP001 |
| Title | Operational Programme ESF 2014-2020 |
| Version | 1.2 |
| First year | 2014 |
| Last year | 2020 |
| Eligible from | 1-Jan-2014 |
| Eligible until | 31-Dec-2023 |
| EC decision number | |
| EC decision date | |
| MS amending decision number | |
| MS amending decision date | |
| MS amending decision entry into force date | |
| NUTS regions covered by the operational programme | NL - THE NETHERLANDS |

1. STRATEGY FOR THE OPERATIONAL PROGRAMME'S CONTRIBUTION TO THE UNION STRATEGY FOR SMART, SUSTAINABLE AND INCLUSIVE GROWTH AND THE ACHIEVEMENT OF ECONOMIC, SOCIAL AND TERRITORIAL COHESION

1.1 Strategy for the operational programme's contribution to the Union strategy for smart, sustainable and inclusive growth and to the achievement of economic, social and territorial cohesion

1.1.1 Description of the programme's strategy for contributing to the delivery of the Union strategy for smart, sustainable and inclusive growth and for achieving economic, social and territorial cohesion.

Introduction

The Netherlands opts for reforms aimed at strengthening the economic structure. The implementation requires customisation in view of the fragile state of the economy. This section gives a short analysis of the relevant national socioeconomic developments and the ensuing policy objectives. This analysis is largely based on the National Reform Programme (*Nationaal Hervormingsprogramma*, NHP), which was sent to the European Commission in May 2013. In addition to a macroeconomic analysis, this NHP gives an overview of how the government's policy implements the country-specific recommendations as set by the Council in 2012 and the objectives of the Europe 2020 strategy for smart, sustainable and inclusive growth. Where applicable, the analysis from the NHP was updated based on more recent economic information or figures.

1.1.2 Macroeconomic context

Based on data provided by the Netherlands Bureau for Economic Policy Analysis (*Centraal Planbureau*, CPB), this paragraph outlines the macroeconomic scenario on which the NHP[1] is based. According to Statistics Netherlands (*Centraal Bureau van de Statistiek*, CBS), the Dutch economy shrank by 1.2 percent in 2012. The 2012 NHP estimated a shrinkage of 0.75 percent for that year. For 2013 as a whole, the CPB calculated a shrinkage of 0.8 percent of the gross domestic product (GDP). For 2014, a growth of 0.75 percent of GDP is expected, and a growth of 1.25 percent for 2015.

When the Rutte II government took office, the potential growth for the period between 2013 and 2017 was estimated at 1.3 percent per year, which is lower than the potential growths in preceding periods. For during the period between 2003 and 2007, this was 1.8 percent per year and, during the period between 2008 and 2012, this was 1.6 percent per year. Structural growth of labour supply and of labour productivity is lower than it used to be. This is due to the ageing population and a slower pace of technological progress. In the forthcoming government's term of office, labour supply will grow by 0.4 percent per year and labour productivity by 1.0 percent. The year 2012 was characterised by a decreasing demand for labour and a growing working population. As a result, the unemployment rate increased to 5.3 percent of the working

population in 2012 and to 6.7 percent in 2013. According to the CPB (CEP 2014), the unemployment rate will further increase in 2014 up to 7.25 percent, and will only start decreasing to 7 percent in 2015 (according to the international definition).

We are dealing with historically high unemployment rates. In a European perspective, however, the unemployment rate is still relatively low.

1.1.3 Macroeconomic impact of structural reforms

The CPB estimates an average economic growth of 1.25 percent per year for the period between 2013 and 2017. This estimate takes account of the measures contained in the Coalition Agreement, excluding the additional policy agreements contained in the Social Agreement of 11 April 2013. According to the CPB estimate, the average annual growth is 0.2 percentage point lower than in the baseline, so before the implementation of the Coalition Agreement. On balance, the level of consumption for the period between 2013 and 2016 shows no growth. As a result of the Coalition Agreement, labour supply in hours will increase up to and including 2017. Government employment will, as a result of the policy package, decrease by 1 percentage point more per year compared to the baseline. The decrease is now 1.75 percent per year. As a result of the Coalition Agreement, the increase in employment in the healthcare sector is 1 percentage point lower per year compared to the baseline. As a result, the healthcare employment rate will increase by 1.5 percent per year. The reforms contained in the Coalition Agreement may, in the short term, have a negative impact on domestic demand, but are necessary for prosperity in the long term.

The policy intentions contained in the Coalition Agreement and meant to reform the labour market, to increase labour mobility and to increase labour participation have been detailed in consultation with the social partners. This new set of agreements, laid down in the Social Agreement of 11 April 2013, involves, among other things, a reform of rules on employment protection and unemployment benefits and the new Participation Act, which is expected to have more people currently receiving benefit participate on the labour market. The agreements contained in the Social Agreement were subsequently detailed within the context of the 2014 Budget Agreements, so as to guarantee sufficient support for the various reforms. According to the CPB, the labour market measures contained in the Coalition Agreement should produce a structural growth in employment by 0.6 percent.[2] The adjustments to the original plans contained in the Coalition Agreement as agreed in the Social Agreement should, according to the CPB, result in this employment growth being halved[3], although it should be noted here that the CPB uses a highly conservative reform of unemployment benefits. According to the latest calculations by the CPB following the 2014 Budget Agreements, the employment rate will still show a structural growth of 0.6 percent, resulting from, among other things, lower care benefits and lower employer's contributions.[4]

1.1.4 Labour market analysis

Youth unemployment

Unemployment rates have increased for young persons in particular. According to the international definition, the unemployment rate for 15 to 25-year-old persons was 11 percent in July 2013. Generally, youth unemployment rates are double the total unemployment rates. This ratio is fairly constant; both in good and in bad times, youth unemployment rates are usually double the total unemployment rates.

A youth unemployment rate of 11 percent (according to the national definition of unemployment even 17.7 percent in July 2013) corresponds with 164,000 young persons. Although most other European member states have even higher youth unemployment rates, the government believes that the increase in the number of unemployed Dutch young persons is a reason for concern.

[1] The macro-economic situation covered by the 2012 National Reform Programme was based on the 2012 Macro-Economic Outlook (MEV) and on the 2012 Central Economic Plan (CEP). This paragraph is based on CEP core data of March 2014, the 2014 Marco-Economic Outlook and the 2013 December Estimate, all published by the CPB.

[2] CPB, *Actualisatie analyse economische effecten financieel kader Regeerakkoord*, 12 November 2012, page 19

[3] CPB, *Juniraming 2013*, June 2013, page 9

[4] CPB, *Analyse economische effecten Begrotingsafspraken 2014*, 17 October 2013, page 7

The development of youth unemployment rates, especially the unemployment rates for ethnic minority youth, demands that action be taken. According to the national definition, the unemployment rate for non-Western ethnic minorities is three times as high as for native Dutch people (in the first quarter of 2013, this rate for 15 to 64-year-old people was 18.7 percent compared to 6.4 percent). Almost the same ratio (33.9 percent compared to 12.7 percent) applies to young persons (aged 15 to 24). So this makes ethnic minority youth a vulnerable group.

Less educated people

There are also major differences when it comes to educational level. Less educated people are more often (long-term) unemployed than highly educated persons. Compared to the employed working population, persons receiving unemployment benefit are, on average, much older, unemployed for a longer period of time, more often from a (non-Western) ethnic minority background and are less educated. These features, added to the fact that as people are

unemployed for a longer period of time they quickly lose competences and skills, result in an increasingly smaller chance of getting back to work without any help, as shown by outflow figures.

Wajong recipients

There is a large influx of young disabled persons receiving a benefit under the Work and Employment Support (Young Disabled Persons) Act (Wajong recipients). At the end of 2012, there were 226,000 Wajong recipients, 53,000 of whom had a job^[1]. This number corresponds with 23.4% of the total number of Wajong recipients, 12.2% of whom work for a regular employer and 11.2% of whom work in sheltered employment. The number of Wajong recipients keeps rising every year. In 2011 and 2012, the influx was 16,300 and 15,300 persons respectively, and around 7,800 persons in the first half of 2013. This influx by far exceeded the outflow (over 5,000 in 2011 and 2012, and 2,800 in the first half of 2013). In absolute terms, the number of employed Wajong recipients kept increasing over the past few years, but showed a decline for the first time in 2012. Due to the high influx of Wajong recipients, the percentage share in 2011 was around 25% and reduced to 23.4% in 2012. The 2013 Wajong fact sheet published by the UWV Employee Insurance Agency shows that, in total, over two-thirds of Wajong recipients suffer from a development disorder, such as limited mental capacity or an autism spectrum disorder. More than half of Wajong recipients entering a work or education scheme went to a secondary special education or practical school. Since 2013, the Secondary Special Education (Quality) Act has been in force, introducing a specialization in secondary special education which specifically focuses on the labour market.

It is estimated that 25 percent of Wajong recipients have a job (mostly a small part-time job), 50% are unable to work and 25 percent are looking for a job. Not only do Wajong recipients experience problems in finding a job, keeping a job is an even bigger problem. One in three young disabled persons (Wajong recipients) who find a job become unemployed again within one year. As a result, periods of employment are alternated with periods of unemployment. This is frustrating for the people involved.

The development of the number of Wajong recipients gives cause for concern. If no further measures are taken, there will be half a million Wajong recipients in a few decades. Therefore, and in the best interests of Wajong recipients themselves, it is important to lead more Wajong recipients to jobs, which will require permanent jobs for this group. Improved guidance could help both Wajong recipients and their employers.

Older persons

In adverse economic conditions, young persons are more vulnerable than older persons, because employers will initially dismiss young persons (with no permanent employment contract) in particular or, as the case may be, will not renew their employment contract. On the other hand, it is mostly young persons who are the first to benefit from an economic upturn. Older persons have a smaller chance of being dismissed because they have a lot of job security, but if they

become unemployed, chances of finding a job are smaller for them. Older persons on benefits therefore have a very weak labour market position.

[1] UWV Labour Participation Monitor 2013, Amsterdam, December 2013.

As the chances for older persons to stop receiving unemployment benefit are low, most older persons are on benefit for a long period of time. At the end of September 2013, 73% of all households with an applicant aged 55-64 had been receiving benefits for 3 years or longer. For households with an applicant younger than 55 years of age, this percentage is 38%.

Employment development analysis[1]

The employment developments the Netherlands had been facing over the past few years were strongly influenced by the economic crisis. Due to trends in the economic cycle, unemployment rates - mostly youth unemployment rates - increased and vacancy levels reduced sharply. Another development the Dutch labour market has shown for some time is a considerable increase in labour participation of older persons. Despite the economic crisis, employment has shown a (modest) growth over the past few years; between 2008 and 2012, the total employment showed an annual growth of 0.2% on average. The impact of the crisis on employment differed per sector. For instance, the welfare sector (1.9%), healthcare sector (2.3%) and, in particular, the other services sector, households sector and extraterritorial organisations sector (2.6%) have, over the past five years, shown a considerable average annual growth in employment. Of the sectors that were facing a decline in employment, however, the metal industry and the financial services sector and immovable property sector received the heaviest blows, with an average annual decline in employment of 2.8% and 2.2% respectively. In the medium term, employment is expected to remain the same. With an average annual growth of 1.2%, the healthcare sector is expected to show the biggest rise in employment. Compared to the previous period, however, this is a very limited growth prospect, which, moreover, mostly pertains to higher levels of education. Furthermore, the demand for expansion will be negative for all four industrial sectors until 2018. What is noticeable here is that the metal industry seems to have gone through the worst now. Moreover, the structural contraction of employment in the agricultural, forestry and fisheries sectors will continue and there will be employment cuts in the public administration and government services sectors. In the coming years, the demand for replacement will be the most important component by far for the number of job vacancies.

Sustainable employability of workers

State pension age will be gradually increased. This means that employees will have to work longer. The increase in state pension age is necessary in order to meet the economic

consequences of the ageing of the baby-boom generation (the cohort born between 1946-1964) and the fact that there will be fewer young workers. The average age of the Dutch working population has increased considerably over the past 20 years. In the early 1990s, the average age was 36 years and now it is 41 years. This increase was accompanied by a considerable rise in the average effective retirement age: from 61 years in 2006 to 63.9 years in 2013. This retirement age is expected to increase even further.

Summary

The next few years will be characterized by an ageing population and fewer young workers. This demographic development and the aim to maintain welfare provisions requires an increase in labour participation (target: 80% gross in 2020). Promotion of employment, re-integration of unemployed persons and ensuring an effective balance between demand and supply (vacancies and job-seekers) are of paramount importance here.

1.1.5 Challenges

Country-specific recommendations of the Council of the European Union

The council recommended that the Netherlands take measures to increase labour participation. The government agrees to this. In spite of the high labour participation in the Netherlands, an increase in participation is desirable due to a rising dependency ratio.

The 2013 recommendation as made by the Council reads as follows (unofficial translation): “Take further measures to enhance participation in the labour market, particularly of people at the margin of the labour market. Continue to reduce tax disincentives on labour, including by the phasing-out of transferable tax credits for second-income earners. Foster labour-market transitions and address labour-market rigidities, including by reforming employment protection legislation and the unemployment benefit system.”

Moreover, the country-specific recommendations to the Netherlands provide that the gradual increase of the pension age should be underpinned “with measures to increase the employability of older workers”[2]. The government's plans to ensure a sustainable increase in the employability of workers are described in paragraph 1.1.6.

As also detailed in the European Commission's Position Paper of 31 December 2012[3], the ageing population may, in due course, put pressure on the Dutch labour supply. An important opportunity to deal with this potential problem on the Dutch labour market is to use unused labour potential. For instance, women can work more hours, working full-time instead of part-time. Although in 2012, labour participation of women was relatively high compared to the EU average: 71.9 percent compared to 62.4 percent (international definition), there is still considerable unused labour potential as many women work part-time. Measured in FTEs, Dutch women worked even less hours compared to the EU average in 2012. Opportunities to increase labour supply include increasing labour participation of disabled persons, people from a migrant background and older workers.

Poverty and social exclusion levels in the Netherlands are well below the EU average, but, after having showed a decline for many years, the percentage of people living on the poverty line or at the edge of social exclusion was 15 percent (compared to the EU average of 24.8 percent) in 2012. Especially single-parent families, immigrants and households living on benefits other than pension benefits are facing poverty. An important social challenge is to prevent poverty among these most vulnerable groups.

1.1.6 Government policy

The government deems structural adjustments necessary in order to improve the functioning of the labour market. The 2012 Coalition Agreement includes the government's intentions with respect to dismissal, unemployment benefit and the Participation Act. Moreover, the government wants to improve the balance between flexible and permanent employment. On 11 April 2013, the government and social partners reached an agreement about a structural approach to the Dutch economy and labour market, with the aim of offering a chance of work and economic independence to as many people as possible. This Social Agreement details a number of plans contained in the Coalition Agreement.

This paragraph sets out the way in which the measures contained in the 2012 Coalition Agreement and the 2013 Social Agreement are in line with the various elements of the aforementioned country-specific recommendation of the Council. In various ways, the government makes an effort to increase labour participation of older persons, lower-earning partners and partners with no income (usually women), disabled persons and young persons. Many of the measures deemed necessary by the government fall under the Participation Act which will enter into force on 1 January 2015 and which will replace the Work according to Capacity Act[4].

The Netherlands has no specific target-group policy aimed at ethnic minorities; such a policy may have an undesirable stigmatizing effect. The Netherlands pursues a generic anti-discrimination policy and where ethnic minorities are represented in objective unemployment categories (e.g. youth unemployment, provision of assistance) more than average, they will qualify for support in this way. The Coalition Agreement includes a large number of measures to improve the functioning of the labour market and to make education more responsive to the labour market. Especially groups with a vulnerable position on the labour market, including non-Western migrants, will benefit from this.

Unemployment Insurance Act and legislation governing termination of employment

The purpose of the system of legislation consisting of the Unemployment Insurance Act (WW) and of legislation governing flexibility in and the termination of employment is to ensure a healthy balance between flexibility and security. This system requires regular maintenance and should be adjusted now in light of structural developments on the labour market. The most important challenges here are to make the system more activating and to fight the growing dichotomy between people with a permanent and flexible contract. Simultaneously with the adjustments to the Dutch legislation governing the termination of employment and unemployment benefits, the government takes measures to improve the position of flexible workers. For example, the government wants workers with a temporary contract to qualify for a permanent employment contract sooner, reducing the distance between flexible and permanent employment.

The Work and Security Bill, which has been detailed along the lines described here, was sent to the Dutch parliament at the end of November 2013. According to the CPB, the reform of unemployment benefits should generate a structural growth in employment by 0.3 percent.^[5] The implementation of these measures takes time and requires precision. That is why the government will carefully detail the relevant agreements with social partners and will only gradually implement them from 2015 and 2016 onwards. The government has asked the Social and Economic Council of the Netherlands to give advice on the further design of the social infrastructure for the labour market - and especially the role of employers and employees in this - the focus being on preventing unemployment and reducing the duration of unemployment.

Sector plans

The government has reserved 600 million euros for the co-funding of sector plans, whereby sectors will focus on the challenges on the labour market. These funds will become available in the period between 2013 and 2015. There is no simple, quick and overall solution to rising unemployment levels. It is primarily up to employers and employees to take joint measures in these difficult times in order to create sustainable employment. That is why the government has asked employers' and employees' organisations to make an analysis of the labour market in their sector and to come up with a plan to deal with the bottlenecks in the short and medium term

through individual arrangements. Co-funding will be available for measures included in such sector plans and meeting the conditions (social partners will invest in at least 50 percent of the costs of the measures themselves). Moreover, according to the budget agreements for 2014, one-third of the budget for sector plans will be used to fight youth unemployment.

In the Social Agreement, it was agreed that the government will offer support, through the co-funding of sector plans, in efforts to help people who are at risk of losing their jobs to retain their jobs through sectoral and intersectoral mobility and training. Offering opportunities to people who are at a distance from the labour market will also be supported, as well as offering opportunities to young persons to gain work experience. Moreover, sector plans could contribute to a sustainable employability of workers, for example by deploying older skilled workers for coaching and guidance. Sector plans could also improve the functioning of the labour market within and/or between sectors, also in the long term. A subsidy scheme for the sector plans was published on 12 August 2013.

Labour participation of older persons

In order to keep state pension affordable in the long term, the state pension age will, from 2013 onwards, gradually be increased to 67 years and will, after that, be linked to life expectancy. In the Coalition Agreement, it was agreed that this increase be accelerated from 2016 onwards. As a result, state pension age will be 67 years in 2021 (instead of 2023, under current legislation) and will, after that, be linked to life expectancy. In order to increase the chances of older unemployed persons to return to work, a total of 67 million euros was made available for 2013 and 2014 in order to expand the number of network meetings, inspiration days, matching activities, training courses and other re-integration activities of the UWV.

Participation of lower-earning partners and partners with no income

Simplification of schemes for children

In the Coalition Agreement, it was agreed to reform and simplify the system of schemes for children. The purpose is to simplify the system, to increase labour participation of women and to offer income support to those who need it most. The schemes for children will be reduced to four schemes: two schemes which, together, focus on income support (General Child Benefit Act and Child-Related Budget Act) and two schemes focussing on promoting participation (income-related combination tax credit and child care benefit). As a result, the transfer from social assistance to a job will become financially attractive for single parents. The government expects that the reforms on the schemes for children will have been converted into legislation by July 2014.

Tax incentives for lower-earning partners

Since 2009, the transferable tax credit for breadwinner households is being phased out in 15 years' time. In 2013, the generic tax advantage for partners with no income was reduced to two-thirds of that of higher-earning partners. This measure will stimulate non-working partners (usually women) to find a job. The increase in the employed person's tax credit for lower incomes, which was introduced in 2013, will be an additional incentive for entering the labour market. The ongoing phasing out of the double tax credit will, however, hardly be a financial incentive for women who have already entered the labour market to increase the number of hours worked. For from a certain (low) income, one's earnings will exceed one's 'own tax credit'. However, another tax scheme, which has been intensified over the past few years, ensures this: the income-related combination tax credit. Under this scheme, lower-earning partners will receive more additional tax credit as they earn more. So the scheme stimulates them to start working more hours (or, in any case, to start earning more). As a result, lower-earning partners may receive a tax credit in 2014 up to €2,133.

Finally, the government is considering how to improve the functioning of the labour market from a labour and care perspective: how can Dutch residents combine their (informal) care duties and work responsibilities in the best possible way? In order to improve the possibilities for employees and informal caregivers in this respect, a number of matters have to be arranged better. For example, the government aims at better arrangements in the workplace, but also at more modern leave arrangements, e.g. for fathers and informal caregivers. These arrangements will be detailed in the time to come.

Participation of persons with a limitation

The government attaches great value to all Dutch residents, with or without a limitation, participating in society and on the labour market. For the purpose of, among other things, promoting labour participation of disabled persons, the government announced the Participation Act. With the introduction of one scheme through this act, the government wants to offer more opportunities to disadvantaged people. More opportunities of regular work or, if this is not (yet) possible, other forms of participation. In 2015, the Work and Social Assistance Act, Sheltered Employment Act and part of the Work and Employment Support (Young Disabled Persons) Act (Wajong) will be combined into the Participation Act. From that year onwards, the Wajong will only apply to young disabled persons who are fully and permanently unfit for work. Access to the Sheltered Employment Act will, from 2015 onwards, be denied to new influx. Municipalities will organize sheltered employment for people who can only work in a sheltered working environment. People who do not qualify for sheltered employment and whose productivity is lower than 80 percent of the statutory minimum wage can be placed with an employer. For the difference between wage value and statutory minimum wage, employers will receive a wage cost subsidy from the government. The difference between the statutory minimum wage and the negotiated wage will be borne by employers.

There will be 35 regional work placement agencies charged with the placement of people with an occupational disability with employers. Municipal authorities will take the lead when it comes to these work placement agencies. Employers, employees and the UWV Employee Insurance Agency will be involved in this. Some parts have yet to be detailed. Municipal authorities are at liberty to determine the support that people need. Municipal authorities have a broad range of tools for supporting people who need help in finding and performing work.

Employers must play an active role in giving a regular job to people who are at a great distance from the labour market and people with an occupational disability. Agreements were made with employers about the number of jobs becoming available in the next few years for people with a limitation. Job guarantees will be gradually implemented. Employers in the market sector must, in 2014, guarantee 5,000 extra jobs, to be increased to 100,000 in 2026. The government must, in 2014, guarantee 2,500 extra jobs, to be increased to a cumulative 25,000 jobs in 2026. The act sets a quota containing the said annual numbers, achieving a structural situation in 2025. The quota will be activated if the number of agreed jobs is not achieved. An initial assessment as to whether the quota should enter into force will take place in 2016 on the basis of the results for 2015.

Youth participation

Although unemployment among Dutch youth is relatively low in a European perspective, recent developments are unfavourable and rising youth unemployment levels require that action be taken. The government opts for a joint approach with the involvement of social partners, municipal authorities and educational institutions. The approach to youth unemployment is dynamic and includes measures aimed at preventing and combating youth unemployment.

The government has released an additional 50 million euros in order to boost the regional approach to youth unemployment and to stimulate senior secondary vocational (MBO) students to stay in education longer and to choose a training course with more labour market relevance through the introduction of the School Ex 2.0 programme. This follows on from the valuable experience gained during the 2009 Youth Unemployment Action Plan and the regional approach and infrastructure that were set up at that time. The additional funds will stimulate regional youth to be at school and will support them in their search for a job.

The 2008-2011 approach to early school drop-out ('Aanval op Schooluitval 2008-2011') encouraged schools to reduce school drop-out rates and improved regional cooperation. This resulted in a considerable decrease in the number of new early school leavers over the past few years (to 8.8% in 2012). This success will be continued with new performance-oriented

agreements for the period between 2012 and 2015. The Rutte II Government has tightened its target for preventing early school drop-out. In 2016, the maximum number of new early school leavers may be 25,000. The Central Government supports the approach to early school drop-out with a total of around 110 million euros per year. Whatever goes well is maintained and possible improvements are implemented. The points of departure here are focus on results, simple administration, continuity and guaranteeing the approach to early school drop-out after 2015.

The regional approach is supported by a sectoral approach. The government has called on social partners to also pay attention in their sector plans to young persons entering the labour market, for example by offering sufficient internship posts and work experience places. A substantial part of the budget for sector plans has been earmarked in this context. The Technology Pact contains agreements about this.

Active and healthy ageing

The government and social partners jointly aim for stimulation of sustainable employability. For this purpose, the Labour Foundation prepared the *'Beleidsagenda 2020: investeren in participatie en inzetbaarheid'* [2020 Policy Agenda: investing in participation and employability]. In order to promote sustainable employability, the government expanded the tax deduction of educational expenses.

Employees and employers are primarily responsible for investing in sustainable employability. The government supports the social partners with career provisions such as the vitality savings scheme. Moreover, the «Sustainable Employability» project started in April 2012, distinguishing three pillars:

(1) employee health, (2) employee development and (3) social innovation. With this project, the government wants to stimulate employers to enshrine sustainable employability in their personnel policy. This is done, for example, by having employers who demonstrate that they already focus on sustainable employability serve as an example to others. Good examples of measures for keeping employees sustainably employed are spread among businesses and organisations through employer meetings, among other things. The «Healthy Business» action plan stimulates SME employers to promote a healthy lifestyle of their employees and to make mentally and physically demanding occupations easier. It mostly focuses on keeping less qualified and chronically ill employees fit. In the government's view on healthy and safe working, employers and employees must focus more on sound working conditions. For this purpose, the role of health and safety officers in the workplace must be intensified. Moreover, the occupational healthcare sector and regular healthcare sector should improve their cooperation. With these initiatives, the government underlines the importance of investing in sustainable employability, for all employees: young and old.

1.1.7 European recommendations, national targets and the contribution from the European Social Fund

For the year 2020, the EU formulated the ambitions for smart, sustainable and inclusive growth and employment. The 2013 Dutch National Reform Programme sets out how the Netherlands wants to achieve these ambitions, focusing on enhancing labour participation. Two of the four Country-Specific recommendations of the European Council to the Netherlands of June 2013 relate to enhancing labour participation. It was recommended that the Netherlands underpin the gradual increase of the statutory pension age with measures to increase the employability of older workers and (b) take further measures to enhance participation in the labour market, particularly of people at the margin of the labour market.

The question is how the European Social Fund can best be used to contribute to the policy objective of enhancing labour participation, especially for vulnerable groups. In this connection, the European Commission's Position Paper gives three recommendations:

- integration of the most vulnerable groups in the labour market
- using the labour potential of women
- policy on active ageing.

Important for the consideration for the use of the ESF is how funds can be used as efficiently and effectively as possible. In the Dutch situation, it concerns an amount of around €72 million per year.

The Netherlands wants to focus on the use of the ESF and opts for a concentration of 95% of the financial resources on three investment priorities: (1) active inclusion (Article 3(1)(b)(i) of the ESF Regulation); (2) active and healthy ageing (Article 3(1)(a)(vi) of the ESF Regulation) and (3) access to employment for job-seekers and inactive people (Article 3(1)(a)(i)). All investment priorities contribute to enhancing labour participation by, on the one hand, rehabilitating unused labour potential (including that of women) and, on the other hand, preventing early school drop-out and stimulating people to work longer. At the same time, active inclusion and access to employment for job-seekers and inactive people will contribute to the poverty target. Research shows that poverty is overcome mainly through paid work^[6]. The government believes that education and work are the best tools to prevent poverty. That is why the government, when promoting social inclusion, focuses on enhancing employment and employability and support in finding paid work.

1.1.8 Summary opinion of ex-ante evaluators on substantiation for strategy - Programme (management summary)

On the instructions of the Ministry of Social Affairs and Employment, the external research agency Panteia conducted an ex-ante evaluation of the Operational Programme (OP) for the European Social Fund (ESF) in the period 2014-2020. The most important conclusions are discussed below. The (interim) comments of the evaluators each time resulted in a reflection and tightening of the programme (iterative process). The way of processing the final comments is shown in italics. The full text of the ex-ante evaluation has been attached.

Consistency of targets

The evaluators conclude that the OP is based on a sound, properly substantiated analysis of the labour market and that the strategic choices in the OP are in line with the challenges identified in the labour market. An analysis of the demand side of the labour market would complete the analysis in the OP and make it more powerful. A consideration to be included is that re-integration is especially effective if it does not result in unacceptable displacement in the labour market. The evaluators also recommend that the expected contribution of the ESF to the horizontal targets be set out in more detail, as well as the ITIs.

A brief analysis of the demand side is included in paragraph 1.1.4, the contributions of ESF to the horizontal targets and ITIs have been detailed (in sections 4 and 11).

Intervention logic

The evaluators conclude that the measures as proposed in the OP are in line with the targets and challenges set. ESF grants are provided to the relevant parties in the labour market, being in line with existing national policy. The programme consciously gives applicants a lot of discretion, especially in respect of the 'active inclusion' target. As a result, it is difficult to predict which resources will be used eventually. This makes it difficult to assess the extent to which these resources will eventually contribute to the targets set. The evaluators recommend that the targets for 'social innovation and transnational cooperation' be specified by giving a qualitative definition of the concept of social innovation. As regards the target of 'sustainable employability', the evaluators recommend that substantive arguments be given as to why mini-vouchers are used during the first period. Finally, it is not yet possible to give an ex-ante evaluation of the plans for the target of 'developing a demand-driven labour supply', as these plans have not been detailed sufficiently.

The concept of social innovation has been detailed, the arguments for using mini-vouchers have been added and the 'demand-driven labour supply' part has been detailed in priority axis 3.

Indicators and effectiveness

The evaluators conclude that the most of the indicators included in the OP meet the requirements set thereon. The target values of the result indicators are realistic. An important point for attention are the targets of the result indicators for 'active inclusion' and 'developing a demand-driven labour supply'. The figures will strongly depend on the economic situation and on the re-integration instruments to be used by applicants. This means that the indicators will eventually give limited information about the effectiveness of the ESF grants.

The evaluators' comments on the indicators have been processed, the evaluations part has been expanded.

Implementation and management

The evaluators conclude that the objectives with respect to the performance of the ESF programme, i.e. a lawful implementation and full use, can probably be achieved on the basis of the measures included in the OP. As regards lawfulness, the evaluators do not expect any risks. As regards the full use, there is a risk that the filing of applications will have a slow start. The evaluators recommend that the managing authority take preventive measures to minimise the effects of any such slow start.

In mid-2013, the managing authority started a comprehensive implementation programme in order to prepare prospective applicants for the new programme period.

[1] Based on the Research Centre for Education and the Labour Market: *De arbeidsmarkt naar opleiding en beroep tot 2018*, Maastricht University, Maastricht, December 2013

[2] Literal phrase from the third recommendation for 2013.

[3] Position of the departments of the Commission on the development of the partnership agreement and the programmes in the Netherlands for the period 2014-2020

[4] Parliamentary Papers 2012-2013, 29817, no 98.

[5] CPB, *Gevolgen Wet Werk en Zekerheid voor werkgelegenheid*, 27 November 2013

[6] Stella Hoff: *Uit de armoede werken, omvang en oorzaken van uitstroom uit armoede*, Netherlands Institute for Social Research, September 2010

1.1.2 A justification for the choice of thematic objectives and corresponding investment priorities having regard to the partnership agreement, based on an identification of regional and, where appropriate, national needs including the need to address the challenges identified in relevant country-specific recommendations adopted in accordance with Article 121(2) TFEU and the relevant Council recommendations adopted in accordance with Article 148(4) TFEU, taking into account the ex-ante evaluation.

Table 1: Justification for the selection of thematic objectives and investment priorities

| Selected thematic objective | Selected investment priority | Justification for selection |
|--|--|--|
| <p>08 - Promoting sustainable and quality employment and supporting labour mobility</p> | <p>8i - Access to employment for job seekers and inactive people, including the long term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility</p> | <ol style="list-style-type: none"> 1. In accordance with the target contained in Article 12(2) of the ESF Regulation: a complement to ERDF interventions, the ESF supporting sustainable urban development through strategies setting out integrated actions to tackle the economic, environmental and social challenges. 2. Objective of the National Reform Programme to enhance gross labour participation from 75.9% in 2010 to 80% in 2020. 3. Ambition of the National Reform Programme to reduce the number of persons (aged 0 - 64) in households without paid work by 100,000 in 2020 (figure for 2008: 1,613 million, in 2012: 1.635 million, so a deterioration by 22,000). 4. From the 2013 Country-Specific Recommendation (4): Take further measures to enhance participation in the labour market, particularly of people who are at a distance from the labour market. |

| Selected thematic objective | Selected investment priority | Justification for selection |
|--|---|---|
| <p>08 - Promoting sustainable and quality employment and supporting labour mobility</p> | <p>8vi - Active and healthy ageing</p> | <ol style="list-style-type: none"> 1. Objective of the National Reform Programme to enhance gross labour participation from 75.9% in 2010 to 80% in 2020. 2. Necessity for older persons to work longer. Acceleration of increase of pension age: to 66 years in 2018 and to 67 years in 2021. 3. From the 2013 Country-Specific Recommendation (3): Supporting the gradual increase of the statutory pension age with measures to promote the employability of older workers in the labour market. Complementary policy is required in order to ensure an active and healthy ageing of workers. The Staff Working Document (par. 3.3) also underlines the importance of measures to stimulate lifelong learning and active ageing. 4. Supporting the use of social partners: ‘Policy Agenda 2020: investing in participation and employability’. |
| <p>09 - Promoting social inclusion, combating poverty and any discrimination</p> | <p>9i - Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability</p> | <ol style="list-style-type: none"> 1. Objective of the National Reform Programme to enhance gross labour participation from 75.9% in 2010 to 80% in 2020. 2. Ambition of the National Reform Programme to reduce the number of persons (aged 0 - 64) in households without paid work by 100,000 in 2020 (figure for 2008: 1,613 million; in 2012: 1.635 million, so a deterioration by 22,000). 3. From the 2013 Country-Specific Recommendation (4): Take further measures to enhance participation in the labour market, particularly of people at the margin of the labour market. |

| Selected thematic objective | Selected investment priority | Justification for selection |
|-----------------------------|------------------------------|--|
| | | 4. The necessity of enhancing labour participation of young disabled persons, a rapidly growing group. |

1.2 Justification for the financial allocation

Justification for the financial allocation (Union support) to each thematic objective and, where appropriate, investment priority, in accordance with the thematic concentration requirements, taking into account the ex-ante evaluation.

The Netherlands receives a relatively limited budget. Over the past few years, the allocated resources have decreased from over 300 million euros per year for the period between 2000 and 2006, to 118 million euros per year in the past period, and approximately 72 million euros per year in the coming period. In order to prevent fragmentation and ineffective use of the limited resources, concentration of the allocated budget on a limited number of subjects is required. The ESF Regulation provides for this (Article 4 on consistency and thematic concentration). The Netherlands wants to use the following overall financial allocation:

Priority axis: Art.3.1(b) >> Active inclusion (*budget percentage: 70%*) and social innovation and transnational cooperation (*budget percentage: 1%*)

Priority axis: Art.3.1(a) >> Active and healthy ageing, (*budget percentage: 20%*)

Priority axis: Art.3.1(a) >> Four biggest cities with an Integrated Territorial Investment (ITI) (*percentage budget: 5%*)

Technical assistance: Agentschap SZW (*budget percentage: 4%*)

Short and long-term challenges for the Netherlands with respect to national Europe 2020 targets were referred to above in the area of labour participation and social inclusion. The national target with respect to labour participation is that 80% of the population aged 20 to 64 has a job (gross). The average gross labour participation in 2012 is 76.6% (Dutch definition). The national target with respect to social inclusion and combating poverty is a reduction in 2020 of the number of persons aged 0 to 64 living in households with a low work intensity by 100,000. Both national EU targets have not been achieved, the growth in gross labour participation decreasing and the situation with respect to social inclusion levelling off, after a deterioration.

The targets are in line with each other: people are enabled to escape from (imminent) poverty through paid work, resulting in an increase in labour participation. Many people in the Netherlands perform unpaid work or work for which they receive limited pay; (non-)benefit recipients as part-time workers. Most of the people without a job are excluded from the labour

market and need support. This also applies to less qualified women who are not on benefit, have no job, have little or no work experience, and who are looking for paid work. The biggest gain through ESF with respect to labour participation is achieved if non-working people find a job.

The Netherlands wants to achieve both targets by focusing on three investment priorities:

The most important investment priority is "Active inclusion", detailed in the form of active re-integration of people who are at a distance from the labour market, which includes combating youth unemployment. This will serve both targets simultaneously: it will enhance labour participation and social inclusion and prevent poverty. The (rapidly) growing unemployment levels in the Netherlands underline the importance of this investment priority. That is why the Netherlands allocates approximately 70% of the ESF resources to this investment priority. This is in line with the financing priority the EC's position paper places on the integration of the most vulnerable groups in the labour market. The use of the ESF for active inclusion is in line with the drafting of the Participation Act, which aims to lead everyone who is able to work to jobs, preferably regular work. For vulnerable students attending special education and practical training schools (see also the EC's position paper): 30% of the budget has been earmarked for labour market regions.

A policy aimed at active and healthy ageing is an important theme for the future. The EC's position paper therefore identifies this theme as a financing priority. The ageing Dutch society demands that we do more work with fewer people. This theme will become more important if the hoped-for recovery of the economy will result in shortages in the labour market. In the meantime, the gradual increase of the pension age requires that workers are able to actually reach that age. This, too, will enhance labour participation. Social partners and the business community are primarily responsible for this theme, the government playing an agenda-setting and boosting role. That is why an indicative 20% of the ESF budget is allocated for this theme. The use of the ESF for sustainable employability links up closely with the policy of the government and social partners to promote sustainable employability of workers, as part of the social agreement between the government and social partners of 11 April 2013.

Amsterdam, Rotterdam, The Hague and Utrecht, the four biggest municipalities in the Netherlands (G4), accommodate approximately 12% of the Dutch population and almost 30% of the total number of benefit recipients. The G4 have the highest unemployment rates of the Netherlands, especially among youth and non-Western migrants. Most of the 40 biggest problem districts of the Netherlands are located in the G4. Features:

- mixture of social-economic problems and of the physical environment.
- living conditions in the G4 are relatively unfavourable; there is a significant difference with the living conditions in the G27 [1].
- the percentage of benefit recipients (>1 year on benefit) in these districts (12.2%) is considerably higher than the percentage of 7.1% in other districts.[2]

- average unemployment rate in the G4 is 3.2% above the national average.
- displacement by highly skilled workers in respect of jobs that are suitable for low-skilled workers, within these cities[3].
- mismatching in the labour market and substandard business location factors in parts of the city.

These circumstances will, to an important degree, prevent a sustainable urban development. The possibility offered by the ESF Regulation in Article 12(1) and (2) is used to develop integrated actions, in cooperation with ERDF West region, in each of the G4 in order to face economic, social and environmental challenges that urban areas are facing, in accordance with the Partnership Agreement.

For this purpose, the ESF uses IP Article 3.1(a)(i). The financial allocation is 5%; a budget in addition to the budget received by the G4 for their labour market region under 'Active inclusion'. IP art.3.1(a)(i) contributes to enhancing labour participation, combating poverty and reducing the number of household persons without paid work.

TB fall under a separate priority axis. Agentschap SZW has been appointed MA. The priority comprises implementation expenses, the development and installation of monitoring systems, external evaluation and publicity. The financial allocation is 4%.

[1] *Atlas voor gemeenten 2013*

[2] For an overview of these districts: M. Permentier et al., *Werk aan de wijk*, Netherlands Institute for Social Research, July 2013, annex.

[3] Scientific Council for Government Policy: *Naar een lerende Economie*, November 2013, pages 259-260.

Table 2: Overview of the investment strategy of the operational programme

| Priority axis | Fund | Union support (€) | Proportion of total Union support for the operational programme | Thematic objective / Investment priority / Specific objective | Common and programme-specific result indicators for which a target has been set |
|---------------|------|-------------------|---|--|---|
| PA1 | ESF | 361,025,499.00 | 71.16% | <ul style="list-style-type: none"> ▼ 09 - Promoting social inclusion, combating poverty and any discrimination <ul style="list-style-type: none"> ▼ 9i - Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability <ul style="list-style-type: none"> ▼ 1 - Promoting the labour market access of people who are at a distance from the labour market ▼ 2 - Social innovation and transnational cooperation | [R11, R12, R13, R14, R15, R16, R17] |
| PA2 | ESF | 101,000,000.00 | 19.91% | <ul style="list-style-type: none"> ▼ 08 - Promoting sustainable and quality employment and supporting labour mobility <ul style="list-style-type: none"> ▼ 8vi - Active and healthy ageing <ul style="list-style-type: none"> ▼ 3 - Promoting sustainable employability of workers | [R18, R19] |
| PA3 | ESF | 25,000,000.00 | 4.93% | <ul style="list-style-type: none"> ▼ 08 - Promoting sustainable and quality employment and supporting labour mobility <ul style="list-style-type: none"> ▼ 8i - Access to employment for job seekers and inactive people, including the long term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility ▼ 4 - Rehabilitation through development of demand-driven labour supply in the G4 | [R110, R111] |
| PA4 | ESF | 20,292,729.00 | 4.00% | <ul style="list-style-type: none"> TB1 - Lawful implementation of the 2014-2020 ESF programme TB2 - Full use of the 2014-2020 ESF budget | [R113, R112] |

2. PRIORITY AXES

2.A DESCRIPTION OF THE PRIORITY AXES OTHER THAN TECHNICAL ASSISTANCE

2.A.1 Priority axis

| | |
|----------------------------|---|
| ID of the priority axis | PA1 |
| Title of the priority axis | Promoting social inclusion and combating poverty and discrimination |

- The entire priority axis will be implemented solely through financial instruments
- The entire priority axis will be implemented solely through financial instruments set up at Union level
- The entire priority axis will be implemented through community-led local development
- For the ESF: The entire priority axis is dedicated to social innovation or to transnational cooperation, or both

2.A.2 Justification for the establishment of a priority axis covering more than one category of region, thematic objective or fund (where applicable)

Not applicable

2.A.3 Fund, category of region and calculation basis for Union support

| Fund | Category of region | Calculation basis (total eligible expenditure or eligible public expenditure) | Category of region for outermost regions and northern sparsely populated regions (where applicable) |
|------|--------------------|---|---|
| ESF | More developed | Total | |

2.A.4 Investment priority

| | |
|---|--|
| ID of the investment priority | 9i |
| Title of the investment priority | Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability |

2.A.5 Specific objectives corresponding to the investment priority and expected results

| | |
|--|---|
| ID of the specific objective | 1 |
| Title of the specific objective | Promoting the labour market access of people who are at a distance from the labour market |
| Results that the Member States seek to achieve with Union support | <p>IP "Active inclusion" is selected for the thematic objective under Article 3.1(b). This IP will be further specified with the "Specific objective": Promoting the labour market access of people who are at a distance from the labour market. Labour participation will allow people to become involved in society, will increase their confidence and their chances of improving their position in the labour market. It includes people through paid work. ESF supports activities that bridge the distance from the labour market. Paid work can also be achieved through intermediary steps such as voluntary work.</p> <p>The extensive influx of young disabled persons into social security schemes results in special attention being paid within this specific objective to current or former students of practical training or secondary special education schools. Half of Wajong recipients have attended these types of schools. Further schooling or obtaining a basic qualification is difficult for these students. A simple regular full-time or part-time job is, however, possible. ESF supports the transfer from school to work or further schooling. The new (Secondary) Special Education (Quality) Act will be followed.</p> <p>The labour market position of (former) detainees, hospital order patients and youth in juvenile custodial institutions is generally poor due to long-term unemployment and a lack of a basic qualification and they are practically unemployable due to stigmatisation. Schooling and training in the last phases of detention and re-integration support to detainees and hospital order patients after release will support their return to society and will prevent recidivism. Youth in juvenile custodial institutions usually have complicated problems and benefit from an individual counselling process so that after leaving the institution, they can stand on their own feet through (further) training or work[1].</p> <p>An explicit part of this objective is to promote sustainable participation and progress of women in the labour market.</p> |

| | |
|---|---|
| | <p>Enhancing the economic independence and financial self-reliance of women continues to be a crucial objective. This IP allows room for the labour market regions in order to reach women (low-skilled women in particular), to stimulate them and to allow them to attend a training course, if possible. Many women who are not entitled to a benefit have no idea how to enter the labour market[2]. Supporting these women will promote gender equality; economic independence of women will combat the feminisation of poverty (in accordance with Article 7 of the ESF Regulation).</p> <p>The ESF policy is in line with the duties and participation budget of municipalities with respect to integration into the workforce. Municipalities are the most important ESF applicants and implementers. The UWV is the 2nd implementer because of its duties of re-integrating persons who are unfit for work and older persons. The Ministry of Security and Justice acts as applicant for detainees, hospital order patients and youth in a juvenile custodial institution.</p> <p>The ESF provides the national policy and the means with respect to labour participation, social inclusion and non-discrimination. The ESF enhances labour participation of job-seekers who are at a distance from the labour market. The EFS co-finances (50%) the re-integration of around 89,200 persons. In the period from 2014 to 2020, the ESF wants to give additional support to around 89,200 people towards the labour market.</p> <p>[1] Council for the Administration of Criminal Justice and Youth Protection: <i>Zorg voor ingesloten licht verstandelijk beperkte jongeren</i>, (2011), page 5</p> <p>[2] Verwey Jonker (2013), <i>Luxepositie of buitenspel, vrouwen zonder werk en uitkering</i></p> |
| ID of the specific objective | 2 |
| Title of the specific objective | Social innovation and transnational cooperation |
| Results that the Member States seek to achieve with Union support | Part of the ESF objective is to promote social innovation, especially to try out innovative solutions for dealing with social needs and to apply them on a large scale. A second objective is to support transnational cooperation with a view to promoting mutual learning and |

improving the efficiency of the policy measures supported by the ESF.

The Netherlands will start with opening a continuous period for applications for projects between €120,000 and €380,000 (ESF grant is 50% of this). For the time being, two broad themes will be covered: (1) development of methods and tools: testing, improving, researching, evaluating and innovating existing or new instruments or procedures based on the practice of facilitating labour market access of people who are at a distance from the labour market; (2) knowledge sharing: ensuring mutual learning from practical experiences of facilitating labour market access of people who are at a distance from the labour market.

Based on experiences gained, the Netherlands will evaluate during the programme if, and if so, what adjustments are required. The EC will be informed of the nature and objectives of project as soon as more information is available.

Table 4: Common result indicators for which a target value has been set and programme-specific result indicators corresponding to the specific objective (by investment priority and category of region) (for the ESF)

| Investment priority : 91 - Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability | | | | | | | | | | | | | | |
|---|---|--------------------|--------------------------------|--|----------------|---|-------|--|---------------|---------------------|---|-------|----------------|------------------------|
| ID | Indicator | Category of region | Measurement unit for indicator | Common output indicator used as basis for target setting | Baseline value | | | Measurement unit for baseline and target | Baseline year | Target value (2023) | | | Source of data | Frequency of reporting |
| | | | | | M | W | T | | | M | W | T | | |
| R11 | Number of participants of the active inclusion target group who completed their personal action plan and found paid work on or before the end date of the ESF project | More developed | Number of participants | | | | 15.00 | Ratio (%) | 2007 | | | 20.00 | Monitoring | Annually |
| R12 | Number of participants of the active inclusion target group who completed their personal action plan and found paid work within 12 months after the project end date | More developed | Number of participants | | | | 20.00 | Ratio (%) | 2007 | | | 25.00 | Monitoring | Annually |
| R13 | Number of participants of the LWF target group who completed their personal action plan and found paid work on or before the end date of the ESF project | More developed | Number of participants | | | | 45.00 | Ratio (%) | 2009 | | | 55.00 | Monitoring | Annually |
| R14 | Number of participants of the LWF target group who completed their personal action plan and found paid work within 12 months after the project end date | More developed | Number of participants | | | | 55.00 | Ratio (%) | 2009 | | | 65.00 | Monitoring | Annually |
| R15 | Number of former detention participants in the ESF project who have paid work or entered a training course within one month after their detention has ended | More developed | Number of participants | | | | 13.00 | Ratio (%) | 2010 | | | 22.00 | Monitoring | Annually |
| R16 | Number of young persons who used to be placed in an institution under criminal or civil law and who followed an ESF procedure and who have paid work or entered a training course within one month after their stay in an institution | More developed | number of Participants | | | | 50.00 | Ratio (%) | 2010 | | | 60.00 | Monitoring | Annually |
| R17 | Number of socially innovative and/or transnational projects completed | More developed | Number of projects | | | | 70.00 | Ratio (%) | 2011 | | | 80.00 | Monitoring | Annually |

2.A.6 Action to be supported under the investment priority (by investment priority)

2.A.6.1 Description of the type and examples of actions to be supported and their expected contribution to the specific objectives including, where appropriate, the identification of main target groups, specific territories targeted and types of beneficiaries

| | |
|--|---|
| Investment priority | 9i - Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability |
| Comment on table 4. | |
| <p>The table only includes common result and programme-specific result indicators, lined to a target value. The Netherlands aims for realistic indicators and target values. At the same time, the ESF programme will only be implemented specifically during the programme period. The target values are determined in particular by the choice of the intervention type: the choice for short-term interventions (training), or for a limited number of long-term action plans (support through a job coach) greatly determines the output level (number of participants). The outflow results in case of combating youth unemployment will be different than for people with an occupational disability. The actual implementation of the programme (within the Active Inclusion investment priority, of course) will almost by definition result in deviations from the indicators and target values included in this Operational Programme. That is why the Netherlands will, if there is a reason to do so, submit proposals plus a substantiation to the European Commission to adjust the indicators and target values.</p> <p>Moreover, in accordance with Article 5 of the ESF Regulation, annual reports will be drawn up about the prescribed set of common indicators.</p> <p>The prescribed evaluation programme will report on a more elaborate set of relevant output and result indicators, providing information about the scope and results per target group. This concerns statistical information.</p> <p>Explanation of table 4: Result indicator plus substantiation of target</p> <p>A result indicator is proposed for 3 target groups of this theme, which indicator relates to return to work and which is also linked to a target: the (municipal) active inclusion target group, the UWV target group and the Security & Justice target group.</p> <p>The intended term of projects with municipalities and the UWV is 24 months. In Dutch practice, see the current ESF programme, participants _____</p> | |

Investment priority 9i - Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability

enter throughout the term of the project. Consequence: at the end of the ESF project, the individual action plan of some participants will continue (now fully paid for by the grant applicant) and so no results can be determined on the project end date. In other words: The ESF project and individual action plans may not link together. This problem can be solved by measuring the results of participants who have completed their individual action plan. This will dovetail with the common indicators. In order to ensure a link between the project and individual action plans, two measuring moments are proposed: the first moment concerns the measurement of results (return to paid work) of participants who have completed their action plan on the project end date. The second moment is the measurement of results of all participants who have completed their personal action plan and found paid work within 12 months after the project end date. This measuring method provides information about (almost) all participants, the quality of the data and the link with the ESF intervention is high and the initial results can be reported shortly after the project.

RI 1: number of participants of the active inclusion target group who completed their personal action plan and found paid work on or before the end date of the ESF project

RI 2: number of participants of the active inclusion target group who completed their personal action plan and found paid work within 12 months after the project end date

CBS measurements covering the current ESF period for the years 2007-2009 (as proxy for the municipal target group) indicate that, in 2007 and 2008, approximately 14% of the participants found a job (six months after completion of the action plan). In 2009, this percentage increased up to 26%, partly as a result of an increased number of job coaching plans. Based on this, the ex-ante evaluators opt for a target of 20% up to a maximum of 25% (Ex-ante evaluation, page 23).

For the standard action plans within the municipal target group, we consider a target of 20% to be feasible. As the 'job coach' and 'wage cost subsidy' instruments may also be used for the municipal target group (which, by definition, includes a job), we will increase the target up to 25%.

With respect to both indicators, the outflow indicator is related to participants who have completed their individual action plan. For result indicator 2, the effects for a number of participants will be measured some time after completion of their individual action plan. This means that the effect of the time spent on searching for a job is included in the measurement. As indicator 1 does not or almost not include this searching time, result indicator 1 is set a little lower: at 20%.

| | |
|---|--|
| <p>Investment priority</p> <p>RI 3: number of participants of the UWV target group who completed their personal action plan and found paid work on or before the end date of the ESF project</p> <p>RI 4: number of participants of the UWV target group who completed their personal action plan and found paid work within 12 months after the project end date</p> <p>It is expected that 2/3 of the budget is used for job coaching plans; the remaining part is expected to be used for standard action plans.</p> <p>By definition, job coaching plans concern a return to work; an outflow of 20% is assumed for standard action plans, just as for the municipal action plans. The weighted outflow average is 65%. In accordance with the explanation of indicators 1 and 2, indicator number 3 is set a little lower (0.8) than indicator 4 (55% and 65% respectively).</p> <p>RI 5: number of former detainees/ participants in the ESF project who have a job or attend a training course within one month after their detention has ended.</p> <p>RI 6: number of young persons who used to be placed in an institution under criminal or civil law and who followed an ESF procedure and who have a job or attend a training course within one month after their stay in an institution.</p> <p>The research by the Research and Documentation Centre (WODC) titled: “<i>Effect deelname ESF-projecten op werk/opleiding en strafrechtelijke recidive</i>” determined on the basis of available figures on adult detainees/ESF participants in the period between 2008 and 2010 that more than one quarter of them had a job or attended a course one month after their detention (cf. CBS database). In view of the worsening labour market situation for the coming years, a target value of 22% is used.</p> <p>Most adult former detainees had no job or did not attend a course before and after their detention while most former young persons placed in a juvenile custodial institution under criminal law had a job or attended a course before or after their detention. However, this percentage is much higher before their detention than after. For instance, 83% had a job or attended a course one month before detention, while this percentage was 70% one month after detention (68% six months after detention and 59% one year after detention). The same research concluded that the same picture is created for young persons who are placed in an institution under civil law and who followed an ESF project as for former young persons placed in a juvenile custodial institution under criminal law who completed an ESF project: most of them had a job or attended a course both before and after their stay in a juvenile custodial institution. Again, the percentage before detention is much higher than after. One month before detention, 92% still had a job or attended a course, while one month after detention, this number was still 69% (and still 57% one year after detention).</p> <p>Due to the research results and a worsening labour market situation in the coming years, the joint target value for young persons placed in an institution under criminal or civil law will be set at: 60%. The CBS monitors participants through citizen service numbers, supplied by the applicant to Agentschap SZW.</p> | <p>9i - Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability</p> |
|---|--|

Result indicator 7: the number of socially innovative and/or transnational projects completed

In view of the nature of these (more exploratory/research-based) projects, the result primarily lies in the completion of the project.

Explanation of baseline values used: an initial value must be set in order to assess any improvement. For this purpose, the target group must be clear. The research agency conducting the ex-ante evaluation was asked to give an opinion on the target value to be used. The researchers conclude that the labour market position of the participants can best be used for active inclusion: the percentage of participants with paid work before the start of the action plan. This will, given the target groups chosen, always be 0% (Panteia: Ex-ante evaluation ESF 2014-2020, 11 Dec. 2013).

Measures for specific objective: promoting the labour market access of people who are at a distance from the labour market

Broad target group

The composition of the group of people who are at a distance from the labour market varies per labour market region and in time. For instance, youth unemployment is a growing problem in 2013/2014, but youth unemployment may have been solved in the period 2018-2020. It is therefore desirable to be able to respond to regional and time-related changes in the composition of the categories of people who are in need of support with finding a job. That is why the Netherlands opts for a broad definition: "people who are at a distance from the labour market". Examples of people falling under this definition are (non-exhaustive): unemployed youth, people with an occupational disability or receiving occupational disability benefit, people who have been unemployed for more than six months, older workers, people who receive no benefit (no education, no job, no benefit), people with a language delay.

NB: The Netherlands has no target group policy for non-Western migrants (no separate registration). Where people of a non-Western origin form part of the other groups mentioned, they will be reached by the ESF. See also under horizontal principles. The legal definition of a target group and eligible activities can be found in the national ESF grant scheme. A guiding principle here is the practicability (lawfulness and efficiency) of this scheme with a focus on participants and eligible activities that can easily be checked and accounted for, with the best possible measurable results.

| | |
|---|---|
| Investment priority | 9i - Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability |
| <i>Applicants/beneficiaries</i> | |
| <p>Prospective applicants for the broad target group, including the group of (former) students of practical education and secondary special education will initially be the 35 central municipalities and the 35 labour market regions[1]. In mid-2012, municipalities, the UWV and the Ministry of Social Affairs and Employment reached an agreement on 35 labour market regions. The reason for the new division is the Work and Income (Implementation Organisation Structure) Act. This act provides, among other things, that there will be a single point of contact for employers in a labour market region, there will be a single registration system of vacancies and job-seekers, and that each region will have a labour market agenda and cooperation agreements. The Social Agreement of April 2013 also provides that this division into regions will be the point of departure for the Work Placement Agencies (regional link between employers and people with an occupational disability).</p> | |
| <p>A central municipality will act as applicant also on behalf of the other municipalities in the region.</p> | |
| <p>The second prospective applicant is the Employee Insurance Agency (UWV), which is responsible, among other things, for the re-integration of unemployment benefit recipients, Wajong recipients and partially disabled persons.</p> | |
| <p>The third prospective applicant is the Ministry of Security and Justice for the purpose of improving the labour market position of young persons staying in juvenile custodial institutions under criminal or civil law.</p> | |
| <p>This list of applicants is not exhaustive. Based on changes in policy and the policy field, monitoring and evaluation, or otherwise, it may be desirable for other applicants to be appointed for the implementation of this investment priority.</p> | |
| <i>Measures</i> | |
| <p>Applicants can offer a broad range of activities to persons from the target group. The activities should contribute to active inclusion of people in society through participation in the labour market. The activities offered may vary from providing information, activation, help with overcoming a language delay, offering job coaching, training and education, to specific job placement services etc. This list is not exhaustive.</p> | |
| <p>The municipal activities are in line with the re-integration activities generally offered by municipalities to people who are at a distance from the labour market. Based on an intake interview and a diagnosis, the municipality will draw up a re-integration plan and will assess which combination of instruments will best meet</p> | |

Investment priority 9i - Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability

the needs of the final beneficiary, also taking into account the opportunities in the regional labour market, in order for supply and demand (from the technology or IT sector, for example) to match where possible. Real gain is achieved when unemployed persons fill vacancies that are difficult to fill.

Students and former students of practical education or secondary special education are offered support during the last phase of their school period and afterwards in order to enter the labour market, for example through additional intensive work placement supervision.

The UWV's activities are also in line with the UWV's regular activities, such as offering re-integration support and procurement of re-integration programmes and support through job coaching.

Detainees, hospital order patients and young persons staying in an institution under civil or criminal law follow preparatory programmes for entering the labour market or attending a course after detention. In the period immediately following the detention, after-care can be offered. So following on from the comment of the ex-ante evaluation, the focus is on continuous programmes that start before and continue after detention.

The Netherlands Institute for Human Rights (hereinafter: the Institute), the national institute for the promotion of equal treatment and prevention of discrimination in society, argues that recognizing unintentional, indirect discrimination is essential because it will otherwise be impossible to prevent discrimination. The Institute argues that discrimination occurs most in the labour market (recruitment and selection, mediation, schooling, working environment, terms and conditions, etc.). The Institute considers equal participation in the labour market to be an indicator for an inclusive society. The Institute points out that there is no equal participation for many groups, including young persons, older persons, transgenders, disabled persons and ethnic minority groups in particular. Employers generally believe that they are well capable of assessing job applicants objectively; merely based on competencies. However, practice shows that discrimination unmistakably occurs as a result of stereotyping of groups, which unconsciously influences opinions. The Institute therefore believes that the new ESF programme should contain measures to improve the labour market position of vulnerable groups. Apart from monitoring compliance with laws and regulations, awareness of what discrimination is should be increased and people should become aware of the role played by stereotyping in discrimination[2]. See also 2.AI.6.1 under "Horizontal principles" and paragraphs 11.2 and 11.3.

Measures for specific objective 2: social innovation and transnational cooperation

Investment priority

9i - Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability

Municipalities have asked that room be created within 'Active inclusion' for innovative project proposals from specific policy practice in the area of social inclusion (social innovation), possibly in cooperation with foreign sister cities and national and international knowledge institutions. This could be the development of methods or instruments, i.e. testing, improving, evaluating and innovating existing and/or new instruments and procedures in the practice of facilitating labour market access. It could also be about sharing knowledge and ensuring mutual learning from practical experiences. Projects may have a maximum term of 2 years. The project application should state the manner of distributing the results after completion of a project and of incorporating these results in regular policy. Project applications can be submitted throughout the programme period, if the reserved limited budget so allows. The proposed amount of the grant is at least 60,000 euros, with a maximum of 190,000 euros per project.

Horizontal principles

In order to ensure that the horizontal principles of equal opportunities, anti-discrimination and equal treatment of men and women are given adequate attention during the preparation and implementation of projects in line with the analysis and recommendations of the Netherlands Institute for Human Rights, professional support will be given to the MA and project applicants/implementers. Experts were engaged and asked to develop and implement a proposal that will properly support the parties involved in ESF in this area. Resources for this purpose will come from the budget for technical assistance (see also paragraph 11.2 and 11.3). The project support within this context will be given in line with the 'Labour Market Discrimination Action Plan' that was offered by the Minister of Social Affairs and Employment to the House of Representatives on 16 May 2014 (TK 2013-2014, 29 544, no. 523).

[1] If desired, a labour market region may also designate another municipality as applicant for ESF.

[2] Reply of the Netherlands Institute for Human Rights of 6 February 2014 to the Draft ESF Operational Programme.

2.A.6.2 Guiding principles for selection of operations

| |
|--|
| <p>Investment priority 9i - Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability</p> <p>The budget available for this investment priority is initially allocated to three types of applicants: the 35 labour market regions, the UWV and the Ministry of Security and Justice. The budget will be allocated to the labour market regions based on the same allocation model that is used to allocate the national re-integration budget to municipalities. This is an objective allocation model, taking account of the seriousness of regional labour market problems (e.g. number of social assistance recipients, number of unemployment benefit recipients, working population figures and qualitative discrepancy of low-skilled labour). The average annual budget available for each labour market region is around 1 million euros. This is enough for one or two projects per labour market region per application period. The municipal executive of the central municipality from the labour market region will be responsible for regional preparations and drawing up the project applications. The application must meet a number of criteria: apart from eligibility, these criteria relate to feasibility, quality of implementation and administration, reasonable cost-benefit ratio, financing, verifiability. These criteria are laid down in national regulations and constitute grounds for a refusal of a grant application.</p> <p>The Ministry of Security and Justice and the UWV respectively are, in principle, the applicants for their target group. This list of applicants is not exhaustive. Based on changes in policy and the policy field, monitoring and evaluation, or otherwise, it may be desirable for other applicants to be appointed for the implementation of this investment priority.</p> <p>The project grants specifically aimed at social innovation in the area of active inclusion and/or aimed at transnational cooperation in the area of active inclusion can be applied for by all applicants covered by this investment priority: central municipalities, the UWV and the Ministry of Security and Justice. In principle, the application period will be continuous; the exact allocation mechanism and the related assessment criteria (based on the ESF Regulation) will be included in national regulations.</p> <p>All project applications will be checked by the managing authority against the criteria as laid down in regulations. Special attention is paid to the criterion that it should be possible for projects to be easily checked and accounted for.</p> |
|--|

2.A.6.3 Planned use of financial instruments (where appropriate)

| | |
|----------------------------|---|
| Investment priority | 9i - Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability |
| Not applicable | |

2.A.6.4 Planned use of major projects (where appropriate)

| | |
|----------------------------|---|
| Investment priority | 9i - Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability |
| Not applicable | |

2.A.6.5 Output indicators by investment priority and, where appropriate by category of region

Table 5: Common and programme-specific output indicators (by investment priority, broken down by category of region for the ESF, and where relevant, for the ERDF)

| Investment priority | | 9i - Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability | | | | | | | |
|---------------------|--|---|------|-------------------------------------|---------------------|---|-----------|----------------|---------------------|
| ID | Indicator | Measurement unit | Fund | Category of region (where relevant) | Target value (2023) | | | Source of data | Frequency reporting |
| | | | | | M | W | T | | |
| OI3 | Number of Security&Justice participants | Number of participants | ESF | More developed | | | 10,900.00 | Monitoring | Annually |
| OI4 | Number of projects aimed at social innovation and/or transnational | Number of projects | ESF | More developed | | | 40.00 | Monitoring | Annually |

| Investment priority | | 9i - Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability | | | | | | | |
|---------------------|---|---|------|-------------------------------------|---------------------|---|-----------|----------------|------------------------|
| ID | Indicator | Measurement unit | Fund | Category of region (where relevant) | Target value (2023) | | | Source of data | Frequency of reporting |
| | | | | | M | W | T | | |
| | cooperation | | | | | | | | |
| OI1 | Number of participants for active inclusion (labour market regions) | Number of participants | ESF | More developed | | | 72,500.00 | monitoring | annually |
| OI2 | Number of UWV participants | Number of participants | ESF | More developed | | | 5,700.00 | Monitoring | Annually |

2.A.7 Social innovation, transnational cooperation and contribution to thematic objectives 1-7

| | | |
|---|-----|--|
| Priority axis | PA1 | -Promoting social inclusion and combating poverty and discrimination |
| <i>(NB: An explanation of table 5 has been included in an annex)</i> | | |
| Social innovation and transnational cooperation | | |
| Social innovation and transnational cooperation will be promoted in two ways: | | |
| <ol style="list-style-type: none"> specific projects: the Managing Authority will open a continuous application period for submitting project proposals in the area of social innovation and/or transnational cooperation. As stated above - in accordance with provisions 9 and 10 of the ESF Regulation - the testing and evaluating of innovative solutions are important for improving policy efficiency. Transnational cooperation is desirable with a view to promoting mutual learning and improving the efficiency of the policy measures supported by the ESF. In the course of the programme period (after a number of substantial projects), a research institute will be instructed to collect and evaluate projects and to assess them on the basis of potential for national mainstreaming. The costs for this research will be paid for from the Technical Assistance budget. | | |

| | |
|----------------------|---|
| Priority axis | PA1 - Promoting social inclusion and combating poverty and discrimination |
| | <p>2. Moreover, the Netherlands will, in due course and where it believes it can make a contribution, respond to a request for transnational cooperation within the context of the themes supported and facilitated by the EC (as referred to in Article 10(3) of the ESF Regulation). The costs of participation in a transnational network will be paid for from the Technical Assistance budget or the separate budget line.</p> <p>Thematic objectives 1-7 of the General Regulation</p> <p>Active inclusion in the form of re-integration into the labour market of people who are at a distance from the labour market may, in that sense, contribute to thematic objectives 1 to 7, that people may be trained or be employed in the sectors in line with these thematic objectives. For instance, people may be trained for or placed in a job in the SME sector or in a specific sector, e.g. the IT or green sector. There is still much to be accomplished in terms of energy savings and protection of the environment by insulation, waste separation and recycling of raw materials, etc. Retraining and re-integration of unemployed people looking for jobs in future-proof sectors, so-called green jobs (which do not all constitute high-skilled labour), will contribute to these objectives. National policy already stimulates labour market regions to develop a regional labour market policy on the basis of regional labour market analysis and to start providing employer services in order for supply and demand to match better and in order for people to be channelled to sectors showing growth potential, and to create labour supply that matches demand and to prevent mismatching within the relevant labour market region (a national Programme Council has been set up for this purpose, see www.samenvoordeklant.nl). Synergy with ERDF would seem logical, ERDF investments in, for example, environmental measures and low-carbon technologies through the instrument of "social return on investment" creating job opportunities for the unemployed, who can be given further training through ESF resources. In accordance with the requirements of Article 112 of the CPR regulation, a report will be drawn up annually (if possible) about the results in respect of thematic objectives 1-7 (where relevant), the so-called secondary themes.</p> |

2.A.8 Performance framework

Table 6: Performance framework of the priority axis (by fund and, for the ERDF and ESF, category of region)

| | |
|----------------------|--|
| Priority axis | PA1 - Promoting social inclusion and combating poverty and discrimination |
|----------------------|--|

| ID | Indicator type | Indicator or key implementation step | Measurement unit, where appropriate | Fund | Category of region | Milestone for 2018 | | | Final target (2023) | | | Source of data | Explanation of relevance of indicator, where appropriate |
|-----|----------------|---|-------------------------------------|------|--------------------|--------------------|---|----------|---------------------|---|----------------|----------------|--|
| | | | | | | M | W | T | M | W | T | | |
| FP1 | F | € | € | ESF | More developed | | | 96500000 | | | 361 025 499.50 | Monitoring | Financial indicator gives a reliable picture of the implementation of the programme. |
| FP2 | O | Number of participants for active inclusion (labour market regions) | Number of participants | ESF | More developed | | | 35800 | | | 89 100.00 | Monitoring | Item, output indicator can be measured well |

Additional qualitative information on the establishment of the performance framework

Explanation

- The basis for the estimate of the financial indicator is formed by the N+3 rule: by 2018, two annual tranches of one-seventh of the ESF budget must have been settled so as to prevent decommitment.
- Assuming a total budget for Priority Axis 1 of €361,025,499 minus a performance reserve of €23,439,093 = €337,586,405.2, $2 \times 1/7 = 2 \times €48,226,629.31$ must, by 2018, have been included in a statement of expenditure that is offered to the EC. So: €96,453,258.62, rounded off €96,500,000
- The output indicator is based on the cumulative output results of this priority up to and including the year 2018, as included in the Annual Report on the implementation which must have been submitted to the European Commission by 30 June 2019, as referred to in Article 111, paragraph 1 and paragraph, of Regulation 1303/2013.
- For the entire programme period, a total number of 83,400 participants (including performance reserve: 89,100) has been estimated for this priority axis. This is 11,900 per programme year on average.
- The actual development of the programme cannot be predicted. Due to the overrun of the 2007-2013 programme, the projects of which will continue until 2015 at the latest, the labour market regions are expected to start in 2015 and the UWV and the Ministry of Security and Justice are expected to start from 2016 onwards. Assuming a gradual start of the programme, a less than average number of people will participate in the years 2015 and 2016 and an average number in the years 2017 and 2018. Assuming that one-third of the average is around 4,000; 2/3 of the average in 2016 will be around 8,000 and 11,900 in 2017 and 2018 = a total of 35,800.

2.A.9 Categories of intervention

Categories of intervention corresponding to the content of the priority axis based on a nomenclature adopted by the Commission, and indicative breakdown of Union support.

Tables 7-11: Categories of intervention

Table 7: Dimension 1 - Intervention field

| Priority axis | | PA1 - Promoting social inclusion and combating poverty and discrimination | |
|---------------|--------------------|---|----------------|
| Fund | Category of region | Code | Amount |
| ESF | More developed | 109. Active inclusion, including with a view to promoting equal opportunities and active participation, and improving employability | 361,025,499.00 |

Table 8: Dimension 2 - Form of finance

| Priority axis | | PA1 - Promoting social inclusion and combating poverty and discrimination | |
|---------------|--------------------|---|----------------|
| Fund | Category of region | Code | Amount |
| ESF | More developed | 01. Non-repayable grant | 361,025,499.00 |

Table 9: Dimension 3 - Territory type

| Priority axis | | PA1 - Promoting social inclusion and combating poverty and discrimination | |
|---------------|--------------------|---|----------------|
| Fund | Category of region | Code | Amount |
| ESF | More developed | 06. ESF transnational cooperation | 2,536,591.00 |
| ESF | More developed | 07. Not applicable | 358,488,908.00 |

Table 10: Dimension 4 - Territorial delivery mechanisms

| Priority axis | | PA1 - Promoting social inclusion and combating poverty and discrimination | |
|---------------|--------------------|---|----------------|
| Fund | Category of region | Code | Amount |
| ESF | More developed | 07. Not applicable | 361,025,499.00 |

Table 11: Dimension 6 - ESF secondary theme (ESF and YEI only)

| Priority axis | | PA1 - Promoting social inclusion and combating poverty and discrimination | |
|---------------|--------------------|---|----------------|
| Fund | Category of region | Code | Amount |
| ESF | More developed | 01. Supporting the shift to a low-carbon, resource efficient economy | 445,250.00 |
| ESF | More developed | 02. Social innovation | 2,536,591.00 |
| ESF | More developed | 07. Gender equality | 358,043,658.00 |

2.A.10 Summary of the planned use of technical assistance including, where necessary, actions to reinforce the administrative capacity of authorities involved in the management and control of the programmes and beneficiaries (where appropriate) (by priority axis)

| Priority axis: | PA1 - Promoting social inclusion and combating poverty and discrimination |
|----------------|---|
| Not applicable | |

2.A.1 Priority axis

| | |
|-----------------------------------|--|
| ID of the priority axis | PA2 |
| Title of the priority axis | Promoting sustainable and high-quality employment and supporting labour mobility |

- The entire priority axis will be implemented solely through financial instruments
- The entire priority axis will be implemented solely through financial instruments set up at Union level
- The entire priority axis will be implemented through community-led local development
- For the ESF: The entire priority axis is dedicated to social innovation or to transnational cooperation, or both

2.A.2 Justification for the establishment of a priority axis covering more than one category of region, thematic objective or fund (where applicable)

Not applicable

2.A.3 Fund, category of region and calculation basis for Union support

| Fund | Category of region | Calculation basis (total eligible expenditure or eligible public expenditure) | Category of region for outermost regions and northern sparsely populated regions (where applicable) |
|------|--------------------|---|---|
| ESF | More developed | Total | |

2.A.4 Investment priority

| | |
|--------------------------------------|-----|
| ID of the investment priority | 8vi |
|--------------------------------------|-----|

| | |
|----------------------------------|---------------------------|
| ID of the investment priority | 8vi |
| Title of the investment priority | Active and healthy ageing |

2.A.5 Specific objectives corresponding to the investment priority and expected results

| | |
|---|--|
| ID of the specific objective | 3 |
| Title of the specific objective | Promoting sustainable employability of workers |
| Results that the Member States seek to achieve with Union support | <p>The "Active and healthy ageing" IP is supplemented with the following Specific Objective: "promoting sustainable employability of workers".</p> <p>The labour market is changing rapidly. On the one hand, the population is ageing and on the other hand the competencies required for the work are shifted as a result of further technical advances and globalisation. In order to meet the consequences (of ageing in particular), more people will have to continue working productively for a longer period of time (per week, per year, per course of life).</p> <p>Age-conscious personnel policy, increasing vitality, introduction of new forms of labour relations and the New Way of Working will contribute to a sustainable deployment of workers. Employers fail to realise sufficiently that a different labour market and personnel policy is required. Training and Development Funds often lack the expertise required. As a result, there is no adequate active ageing policy. Participation of older workers has been increasing over the past few years, but this is mostly a demographic effect. Older people losing their jobs due to illness or dismissal have a small chance of finding another job again shortly.</p> <p>Part of the ESF is the aim for equal participation of men and women in the labour market. In its report titled <i>Closing the Gender Gap</i> (December 2012), the OECD states that there is a serious underutilization of human capital in the Dutch economy due to the common practice of part-time employment of women. An active ageing policy is required in order to allow for combinations of labour and (informal) care, which will allow women <u>and</u> men to continue combining their work and private lives and which will promote an equal division of care duties between men and women (in accordance with Article 7 of the ESF Regulation). Flexibilisation and other forms of "the new way of working" will allow workers to remain active in the labour market for more hours. For women, working more hours will usually also promote the desired increase in economic independence. Agreements about leave arrangements and working flexibly and independently of location should be made by employers and employees. At the end of 2013, the government decided to assess whether the care leave for employees can be extended. It will also be assessed if fathers can take longer leave after the birth of their child and if rules</p> |

should be adopted about flexible working hours^[1].

Activities financed by ESF support businesses and sectors in the development and implementation of active ageing policy. Complementary to national effects with respect to "Active and healthy ageing", around 5,500 businesses and institutions will be reached through mini-projects in 2014-2015. The reason for this is to make a relatively large number of businesses/institutions easily familiar with sustainable employability. Intended results: a completed mini-project in which a business/institution had a recommendation on active ageing drawn up. Moreover, the aim is for the years 2016-2020 to have around 480 larger projects implemented by, for example, sectors (Training and Development Funds), partnerships between social partners, businesses and (government) institutions under this theme, which, apart from preparing an external recommendation, also concerns an implementation process. In case of applications of businesses and (government) institutions, employees of the grant applicant must be demonstrably involved in the development process.

^[1] Letter from the Minister of Social Affairs and Employment to the House of Representatives about the results of the Labour Meeting of 12 December 2013.

Table 4: Common result indicators for which a target value has been set and programme-specific result indicators corresponding to the specific objective (by investment priority and category of region) (for the ESF)

| Investment priority : 8vi - Active and healthy ageing | | | | | | | | | | | | | | | |
|---|---|--------------------|--------------------------------|--|----------------|---|-------|--|---------------|---------------------|---|---|----------------|------------------------|----------|
| ID | Indicator | Category of region | Measurement unit for indicator | Common output indicator used as basis for target setting | Baseline value | | | Measurement unit for baseline and target | Baseline year | Target value (2023) | | | Source of data | Frequency of reporting | |
| | | | | | M | W | T | | | M | W | T | | | |
| R38 | The number of mini-projects (vouchers) resulted in advice | More developed | Number of projects | | | | 55.00 | Ratio (%) | 2012 | | | | 75.00 | Monitoring | Annually |
| R39 | Percentage of the number of projects (not being mini-projects) which, in the final report, (at least) contains one product as described in the ESF regulations, which product is not rejected when a final check is performed | More developed | Percentage | | | | 70.00 | Ratio (%) | 2011 | | | | 80.00 | Monitoring | Annually |

2.A.6 Action to be supported under the investment priority (by investment priority)

2.A.6.1 Description of the type and examples of actions to be supported and their expected contribution to the specific objectives including, where appropriate, the identification of main target groups, specific territories targeted and types of beneficiaries

| | | |
|--|-----|----------------------------|
| Investment priority | 8vi | -Active and healthy ageing |
| Explanation | | |
| <ul style="list-style-type: none"> Indicator 8 is the number of mini projects which have been completed and resulted in a recommendation to the grant recipient and actually submitted a final report. Based on the experience with the mini-projects scheme Action E1 from the 2007-2013 programme period, the target value was set at 75% compared to vouchers granted. For Action E1, around 19% of applications were withdrawn. As the theme of "sustainable employability" is less broad than the concept of "social innovation", it is expected that the number of withdrawals (read: projects that do not | | |

come off the ground) will be higher, which explains the 75%.

- **Indicator 9** is the percentage of the number of projects granted (i.e. the larger projects with an average ESF contribution of €95,000) and actually constituting at least one product as referred to in the ESF regulations (is part of the final report and must be accepted as performance substantiation upon assessment of the final report). In other words: the project is completed and resulted in a project report. Not in all cases will a project granted (i.e. a project application that has been approved) actually result in an analysis, policy plan, pilot project, implementation report, etc., because a sector/business creates insufficient content/support for a policy aimed at active ageing, or because the project does not come off the ground or is withdrawn for other reasons. Based on data collected with the Action of social innovation from the 2007-2013 programme, a target of 80% is used (the withdrawal percentage of the Action of E-projects in 2008 was: 20%, in 2009: 16% and 2010: 9%; so 15% on average. As the theme of "sustainable employability" is less broad than the concept of "social innovation", it is expected that the number of withdrawals (read: projects that do not come off the ground) will be slightly higher, which is why the target value will be 80%.
- The evaluation programme will include a substantive, qualitative evaluation of the project content and results.
- The initial value for active and healthy ageing is zero, because no projects will have been completed then, or because there are no approved products yet (Panteia, Final report of ex-ante evaluation ESF 2014-2020, paragraph 4.3, December 2013).

Measures for specific objective 1: promoting sustainable employability of workers

Target group

Target group: labour organisations

Type of applicants:

All parties who can be expected to implement a project with sufficient support can act as applicant. Examples include businesses and (government) institutions, Training and Development Funds, partnerships between social partners (parties to collective agreements) with one of the partners acting as applicant, regional partnerships between, for example, government authorities, businesses and/or employees' organisations, with one of the parties acting as lead applicant.

| | |
|---|---------------------------------|
| Investment priority | Svi - Active and healthy ageing |
| NB: in case of an application filed by a business, employees must be demonstrably involved. | |
| <i>Measures</i> | |
| Measures to be financed include (non-exhaustive): | |
| (a) advice to businesses, (government) institutions about age-conscious personnel policy, increasing vitality and competencies of employees, introduction of new forms of labour relations and the New Way of Working (flexible deployment/working from home) based on which organisations can timely anticipate changes. This advice may result in various products, such as a recommendation, implementation plan, communication plan, pilot project or, in case of larger projects, also the testing and implementation of these products within the business or institution. | |
| (b) sector-wide analyses and recommendations. | |
| During the 2007-2013 programme period, valuable experience was gained with so-called mini-projects, also called vouchers, in which businesses could receive a limited financial contribution (€ 18,000) in an accessible manner, for the deployment of an external expert to give advice in the area of social innovation. This procedure will be used again, stimulating sectoral cooperation and incorporation, for example through the involvement of Training & Development Funds. | |
| <i>Expected results</i> | |
| Principally, this concerns paying continuous attention to the theme of active ageing. The aim of the mini-projects and the larger projects is to create, following on from national policy, good examples that continue to focus on the theme of sustainable employability and building a sectoral infrastructure for this purpose, supported by sectoral social partners. The below passage from the 2012 SCP report titled "Supply of work" underlines this importance. | |
| "Over the past decades, the government and social partners have become increasingly aware of the importance of employees having control over their working hours and workplace. This control could facilitate the connection between the work and private lives of employees. Moreover, health complaints are reduced if people have control over their working hours. Over the past few years, the government has therefore drawn up several statutory rules that should make it easier for employees to adjust their working hours. The government also calls on employers to offer their staff more possibilities for working from home and determining their own working hours. The growing attention to the connection between working hours and workplace | |

Investment priority 8vi - Active and healthy ageing

on the one hand and private life on the other hand is primarily a result of the fact that an increasing number of women with young children have started to perform paid work. The increase in the number of employees with informal care duties also plays a role. Recently, however, the policy attention to these and other working and care arrangements seems to have reduced somewhat, because other topics are more urgent as a result of the continuing economic crisis. Still, working and care arrangements continue to be important, especially if the government wants family members and relatives to care for the elderly and long-term sick persons more.[1]

This investment priority includes the financing of actions aimed at being able to combine work and care duties better. This could be achieved through flexible scheduling, for example. As a result, careers need not be interrupted for care duties and people will continue to be better and sustainably employable during their careers. This may contribute to non-main breadwinners (often women) continuing to be available for the labour market or continuing to be available for more hours, which contributes to improved career prospects and sustainable employability in the labour market.

Channelling employees from work to work also facilitates sustainable employability. Training and schooling of employees is possible, but must be expressly incorporated into processes aimed at sustainable employability. This concerns, for example, retraining or further training, whether or not on an intersectoral basis, preferably courses that substantially change a person's level or direction.

[1] This passage has been derived from: Netherlands Institute for Social Research: *Aanbod van werk 2012*, April 2013 (par 3.5)

2.A.6.2 Guiding principles for selection of operations

Investment priority 8vi - Active and healthy ageing

A voucher system will include mini-projects, the ESF contribution being a relatively limited amount (an amount of, for example, €10,000). So this does not concern large-scale projects, but a large number of small projects characterised by a start-up grant. Some thousands of applications are expected per application period. The managing authority will assess all applications based on the general conformity criteria from the ESF grant scheme. In view of the small-scale nature of the

| | |
|--|---------------------------------|
| Investment priority | 8vi - Active and healthy ageing |
| grant, with a limited project description, the principle of "first come first served" will be used, just as during the period between 2007 and 2013. | |
| The large project grants (ESF grant of around €100,000) will be divided among applying organisations based on open enrolment. Parties can submit a proposal during an application period. The managing authority will check all project applications against general criteria on quality of substantiation, financial soundness and administrative capacity. Special attention is paid to the criterion that it should be possible for projects to be easily checked and accounted for. If too many applications are filed, there will be a ranking based on qualitative criteria. | |

2.A.6.3 Planned use of financial instruments (where appropriate)

| | |
|----------------------------|---------------------------------|
| Investment priority | 8vi - Active and healthy ageing |
| Not applicable | |

2.A.6.4 Planned use of major projects (where appropriate)

| | |
|----------------------------|---------------------------------|
| Investment priority | 8vi - Active and healthy ageing |
| Not applicable | |

2.A.6.5 Output indicators by investment priority and, where appropriate by category of region

Table 5: Common and programme-specific output indicators (by investment priority, broken down by category of region for the ESF, and where relevant, for the ERDF)

| Investment priority | | 8vi - Active and healthy ageing | | | | | | | |
|---------------------|------------------------|---------------------------------|------|-------------------------------------|---------------------|---|----------|----------------|------------------------|
| ID | Indicator | Measurement unit | Fund | Category of region (where relevant) | Target value (2023) | | | Source of data | Frequency of reporting |
| | | | | | M | W | T | | |
| OI5 | Number of set vouchers | Number | ESF | More developed | | | 5.500.00 | Monitoring | Annually |
| OI6 | Number of set projects | Number | ESF | More developed | | | 480.00 | Monitoring | Annually |

2.A.7 Social innovation, transnational cooperation and contribution to thematic objectives 1-7

| Priority axis | PA2 - Promoting sustainable and high-quality employment and supporting labour mobility |
|---|--|
| <p>Explanation of table 5.</p> <p>The number of set projects will be used as (output) indicator.</p> <ul style="list-style-type: none"> Based on the experience gained in 2012 with an accessible mini-projects scheme (voucher scheme), a new voucher system for sustainable employability will be developed. For the time being, an ESF contribution of €10,000 per voucher is assumed, which makes this scheme interesting to SMEs in particular. €52 million of the budget available for this investment priority (€95 million) will, and these are only indicative figures, be allocated for such a scheme: €13.5 million in 2014, €13.5 million in 2015, €5 million in the years 2016-2020. This corresponds with a reach of 5,200 businesses/institutions. The use from 2016 onwards in particular will depend on evaluations of earlier application rounds. | |

| Priority axis | PA2 - Promoting sustainable and high-quality employment and supporting labour mobility |
|---------------|--|
| | <ul style="list-style-type: none"> • For the years 2016-2020, an indicative amount of €43 million will be made available for projects of Training & Development Funds/sectoral organisations et al. and business and (government) institutions (with employee involvement) with an average ESF contribution of €95,000 per project. This corresponds with a reach of approximately 450. <p>NB: based on experiences gained during the programme period (evaluations), it is very well conceivable that the division between large and small projects, as well as the amounts that are used are changed in order to optimise the functioning of this programme component and to be more consistent with the then existing policy views and (European) initiatives.</p> <ul style="list-style-type: none"> • Including performance reserve, this concerns a total amount of €101 million. The target values will then be 55 million/reach of 5,500 and 46 million/reach of 480. <p><i>Social innovation and transnational cooperation</i></p> <ul style="list-style-type: none"> • In due course, where the Netherlands believes it can make a contribution, it will respond to a request for transnational cooperation within the context of the themes supported and facilitated by the EC (as referred to in Article 10(3) of the ESF Regulation). The costs of participation in a transnational network will be paid for from the Technical Assistance budget. • The projects in the area of sustainable employability of workers are, by their nature, already socially innovative. The evaluation programme will pay particular attention to the identification of socially innovative parts of projects within this investment priority and will ensure dissemination of the experience gained with this through publications. <p><i>Horizontal principles</i></p> <p>In its recommendation on the draft ESF programme, the Netherlands Institute for Human Rights notes in respect of this theme that, in the Netherlands, most practical care - care for children as well as informal care - is consistently provided by women. This limits the possibilities in the labour market for both women and caring men. However, the prejudice to women is more serious due to stereotypes on caring women, for example women who just had children and can no longer perform as they used to. Therefore, within the context of an equal treatment of men and women, it is of the essence that employers consult with both male and female employees about how to combine care duties with work. This can be dealt with in projects for sustainable employability.</p> <p>The Institute also recommends measures to be taken by employers not only to promote equal treatment of men and women, but also of _____</p> |

| | |
|---|--|
| Priority axis | PA2 - Promoting sustainable and high-quality employment and supporting labour mobility |
| <p>various disadvantaged groups in the labour market. Training courses for HR personnel and managers should regularly pay attention to prohibition of discrimination and to how stereotyping works. Moreover, managers should be trained to avoid any discriminatory decisions during recruitment, selection, promotion, remuneration and dismissal. The Institute has developed a training course that increases awareness of stereotyping processes during recruitment, selection and promotion and development of procedures minimising the influence of stereotypes on selection processes. <i>Selecteren zonder vooroordelen, voor de beste match</i> (2014). Moreover, the Institute developed an on-line guide for equal treatment in recruitment and selection procedures: "Werving & Selectie Gids, de online gids voor gelijke behandeling bij de werving- en selectieprocedure. See: www.mensenrechten.nl. Both instruments will be actively promoted in communications about the themes of the new ESF programme.</p> | |
| <p><i>Thematic objectives 1-7</i></p> | |
| <p>By enabling the working population to continue working healthily for a longer period of time, experience and knowledge gained will be used longer, saving costs resulting from absence through illness and incapacity for work. If, as a result, scarce high-skilled (research) staff participate in the labour market for a longer time, this will contribute to thematic objective 1: strengthening research, technological development and innovation.</p> | |
| <p>In a general sense, the Dutch economy will benefit socially and economically from a more sustainable employability of workers. This will enhance the competitiveness of SMEs, among others (thematic objective 3), especially through the intended voucher scheme, which will reach several thousands of businesses.</p> | |
| <p>As a sustainable economy is the future, intersectoral schooling and mobility of workers partly towards these growth sectors may be expected to take place. This shift towards "green jobs" and towards "green" business sectors respectively will contribute to thematic objective 4: shift towards a low-carbon economy and to thematic objective 5: climate change adaptation. In accordance with the requirements of Article 112 of the CPR Regulation, an annual report will be drawn up, where relevant and possible, on the results with respect to thematic objectives 1-7 (secondary themes).</p> | |

2.A.8 Performance framework

Table 6: Performance framework of the priority axis (by fund and, for the ERDF and ESF, category of region)

| Priority axis | | PA2 - Promoting sustainable and high-quality employment and supporting labour mobility | | | | | | | | | | | |
|---------------|----------------|--|-------------------------------------|------|--------------------|--------------------|---|----------|---------------------|---|----------------|----------------|---|
| ID | Indicator type | Indicator or key implementation step | Measurement unit, where appropriate | Fund | Category of region | Milestone for 2018 | | | Final target (2023) | | | Source of data | Explanation of relevance of indicator, where appropriate |
| | | | | | | M | W | T | M | W | T | | |
| PF3 | F | Euro | Euro | ESF | More developed | | | 27100000 | | | 101,000,000.00 | Monitoring | Financial indicator gives a reliable picture of the implementation of the programme |
| PF4 | O | Number of set vouchers | Number | ESF | More developed | | | 2200 | | | 5,500.00 | Monitoring | Output indicator can be measured well. |
| PF5 | O | Number of set projects | Number | ESF | More developed | | | 75 | | | 480.00 | Monitoring | Idem, output indicator can be measured well. |

Additional qualitative information on the establishment of the performance framework Explanation

- The basis for the estimate of the financial indicator is formed by the N+3 rule: by 2018, two annual tranches of one-seventh of the ESF budget must have been settled so as to prevent decommitment.
- Assuming a total budget for Priority Axis 2 of €101 million, minus a performance reserve of €6 million = €95 million, an amount of $2 \times 1/7 = 2 \times € 13,571,428 = €27,142,856$ must, by 2018, have been included in a statement of expenditure that is offered to the EC, rounded off €27.1 million.
- The output indicator is based on the cumulative output results of this priority up to and including the year 2018, as included in the Annual Report on the implementation which must have been submitted to the European Commission by 30 June 2019, as referred to in Article 111, paragraph 1 and paragraph, of Regulation 1303/2013.
- For the entire programme period, a total number of 5,200 vouchers (including performance reserve: 5,500) has been estimated for this priority axis. This is 742 per programme year on average. Moreover, 450 larger projects have been scheduled, including performance reserve: 480.

- The exact development of the programme cannot be predicted. The vouchers will start at the end of 2014, as planned. The larger projects will probably start during the course of 2016 (in connection with national sector plans).
- The voucher projects from the years 2014/2015, 2015/2016 and 2016/2017 are expected to be complete by 2018: 3x the average of 742 is 2,200 (rounded off).
- The first tranche of the larger projects (with a probable term of 24 months) will start during the course of 2016 and will be complete by 2018. Assuming an average of 90 projects per tranche and a gradual start in the first year due to a continuation of the 2013-2015 national programme, the outcome of the first tranche and thereby the milestone is set at 75.

2.A.9 Categories of intervention

Categories of intervention corresponding to the content of the priority axis based on a nomenclature adopted by the Commission, and indicative breakdown of Union support.

Tables 7-11: Categories of intervention

Table 7: Dimension 1 - Intervention field

| Priority axis | | PA2 - Promoting sustainable and high-quality employment and supporting labour mobility | |
|---------------|--------------------|--|----------------|
| Fund | Category of region | Code | Amount |
| ESF | More developed | 107. Active and healthy ageing | 101,000,000.00 |

Table 8: Dimension 2 - Form of finance

| Priority axis | | PA2 - Promoting sustainable and high-quality employment and supporting labour mobility | |
|---------------|--------------------|--|----------------|
| Fund | Category of region | Code | Amount |
| ESF | More developed | 01. Non-repayable grant | 101,000,000.00 |

Table 9: Dimension 3 - Territory type

| Priority axis | | PA2 - Promoting sustainable and high-quality employment and supporting labour mobility | |
|---------------|--------------------|--|----------------|
| Fund | Category of region | Code | Amount |
| ESF | More developed | 07. Not applicable | 101,000,000.00 |

Table 10: Dimension 4 - Territorial delivery mechanisms

| Priority axis | | PA2 - Promoting sustainable and high-quality employment and supporting labour mobility | |
|---------------|--------------------|--|----------------|
| Fund | Category of region | Code | Amount |
| ESF | More developed | 07. Not applicable | 101,000,000.00 |

Table 11: Dimension 6 - ESF secondary theme (ESF and YEI only)

| Priority axis | | PA2 - Promoting sustainable and high-quality employment and supporting labour mobility | |
|---------------|--------------------|--|----------------|
| Fund | Category of region | Code | Amount |
| ESF | More developed | 08. Not applicable | 101,000,000.00 |

2.A.10 Summary of the planned use of technical assistance including, where necessary, actions to reinforce the administrative capacity of authorities involved in the management and control of the programmes and beneficiaries (where appropriate) (by priority axis)

| Priority axis: | | PA2 - Promoting sustainable and high-quality employment and supporting labour mobility | |
|----------------|--|--|--|
| Not applicable | | | |

2.A.1 Priority axis

| | |
|-----------------------------------|--|
| ID of the priority axis | PA3 |
| Title of the priority axis | Promoting sustainable and high-quality employment and supporting labour mobility |

- The entire priority axis will be implemented solely through financial instruments
- The entire priority axis will be implemented solely through financial instruments set up at Union level
- The entire priority axis will be implemented through community-led local development
- For the ESF: The entire priority axis is dedicated to social innovation or to transnational cooperation, or both

2.A.2 Justification for the establishment of a priority axis covering more than one category of region, thematic objective or fund (where applicable)

Not applicable

2.A.3 Fund, category of region and calculation basis for Union support

| Fund | Category of region | Calculation basis (total eligible expenditure or eligible public expenditure) | Category of region for outermost regions and northern sparsely populated regions (where applicable) |
|------|--------------------|---|---|
| ESF | More developed | Total | |

2.A.4 Investment priority

| | |
|--------------------------------------|----|
| ID of the investment priority | 8i |
|--------------------------------------|----|

| | |
|---|---|
| ID of the investment priority | 8i |
| Title of the investment priority | Access to employment for job seekers and inactive people, including the long term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility |

2.A.5 Specific objectives corresponding to the investment priority and expected results

| | |
|--|--|
| ID of the specific objective | 4 |
| Title of the specific objective | Rehabilitation through development of demand-driven labour supply in the G4 |
| Results that the Member States seek to achieve with Union support | <p>Human capital is a weak link between the G4 and an important point of attention for a sustainable urban development of these cities. This concerns the developing mismatch between supply and demand in the labour market. Varying within the G4 in the extent to which, there is displacement of low-skilled persons by high-skilled persons on jobs suitable for low-skilled persons; youth, especially youth with a non-Western background, too often choose a training course for which there is less demand and too few of them choose training courses in sectors that offer opportunities for sustainable employment; long-term benefit recipients are developing an increasingly larger distance from the labour market (see explanation in paragraph 1.1.9). The development of the economy in a general sense is slowed down in the G4 due to a lack of suitable labour supply and a poor business climate, while social problems are increasing due to high unemployment levels and benefit dependency. These situations do not occur across the board, but concentrate in every city in certain districts. Residents of a large number of districts lack behind in social and economic development and in participation in society. Making sure that labour supply is more in line with the (future) demand for labour will be decisive in steering these developments in the right direction. This will be stimulated along various lines jointly and by means of a contribution from the ESF and ERDF.</p> <p>The concurrence of problems in the G4 benefits from integrated territorial investments; an approach to problems from various angles. Improving the business climate of problem districts in particular is facilitated through ERDF resources. ESF will be used for development and support of the unemployed and job-seekers based on the demand and needs of employers, based on the expectation that this - given their distance from the labour market - will improve placement results. The joint use of ESF and ERDF should contribute to improving the labour supply and placement in the labour market, increase employment opportunities in problem districts in particular and reduce the number of long-term unemployed persons, long-term job-seekers and people depending on benefits. It will increase labour participation and reduce the number of persons in households who have no paid job.</p> |

It supports combating poverty and social inclusion.

Table 4: Common result indicators for which a target value has been set and programme-specific result indicators corresponding to the specific objective (by investment priority and category of region) (for the ESF)

| Investment priority : 8i - Access to employment for job seekers and inactive people, including the long term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility | | | | | | | | | | | | | | |
|--|--|--------------------|--------------------------------|--|----------------|---|-------|--|---------------|---------------------|---|-------|----------------|------------------------|
| ID | Indicator | Category of region | Measurement unit for indicator | Common output indicator used as basis for target setting | Baseline value | | | Measurement unit for baseline and target | Baseline year | Target value (2023) | | | Source of data | Frequency of reporting |
| | | | | | M | W | T | | | M | W | T | | |
| R110 | Number of participants who completed their personal action plan and found paid work on or before the end date of the ESF project | More developed | Number of participants | | | | 15,00 | Ratio (%) | 2007 | | | 20,00 | Monitoring | Annually |
| R111 | Number of participants who completed their personal action plan and found paid work within 12 months after the project end date | More developed | Number of participants | | | | 20,00 | Ratio (%) | 2007 | | | 25,00 | Monitoring | Annually |

2.A.6 Action to be supported under the investment priority (by investment priority)

2. A.6.1 Description of the type and examples of actions to be supported and their expected contribution to the specific objectives including, where appropriate, the identification of main target groups, specific territories targeted and types of beneficiaries

| | |
|-------------------------------|--|
| Investment priority | 8i - Access to employment for job seekers and inactive people, including the long term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility |
| Explanation of table 4 | NB: In accordance with the provisions under Table 4 IP 1 and the related annex, only common result indicators and programme-specific result indicators respectively have been included here as well, and have been linked to a target. The Netherlands aims for realistic indicators and |

| | |
|--|--|
| Investment priority | 8i - Access to employment for job-seekers and inactive people, including the long term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility |
| <p>target values. At the same time, the ESF programme will only be implemented specifically during the programme period. The target values are determined in particular by the choice of the intervention type: the choice for short-term interventions (training), or for a limited number of long-term action plans (support through a job coach) greatly determines the output level (number of participants). The outflow results in respect of unemployed youth will be different than in respect of people with an occupational disability. The actual implementation of the programme within this investment priority will almost by definition result in deviations from the indicators and target values included in this Operational Programme. That is why the Netherlands will, if there is a reason to do so, submit proposals plus a substantiation to the European Commission to adjust the indicators and target values.</p> | |
| <p>Moreover, in accordance with Article 5 of the ESF Regulation, annual reports will be drawn up about the prescribed set of common indicators.</p> | |
| <p>The prescribed evaluation programme will report on a more elaborate set of relevant output and result indicators, providing information about the scope and results per target group. This concerns statistical information.</p> | |
| <p>Explanation of result indicator plus substantiation of target</p> | |
| <p>A result indicator is proposed for this theme, which indicator relates to return to work and which is also linked to a target: unemployed persons receiving a social assistance benefit or job-seekers who are not entitled to a benefit (municipal target group) or people receiving a benefit from the UWV.</p> | |
| <p>The intended term of projects for municipalities and the UWV is 24 months. In Dutch practice, as shown by the current ESF programme, participants are taken into the programme throughout the term of the project. This means that at the end of the ESF project, the individual action plan of a number of participants will continue (now fully paid for by the grant applicant) and so no results can be determined on the project end date. In other words: The ESF project and individual action plans may not link together. This problem can be solved by measuring the results of participants who have completed their individual action plan. This will dovetail with the common indicators. In order to ensure a link between the project and individual action plans, two measuring moments are proposed: the first moment concerns the measurement of results (return to paid work) of participants who have completed their action plan on the project end date. The second moment is the measurement of results of all participants who have completed their personal action plan and found paid work within 12 months after the project end date. This measuring method provides information about (almost) all participants, the quality of the data and the link with the ESF intervention is high and the initial results can be reported shortly after the project.</p> | |

| | |
|-----------------------------|--|
| Investment priority | 8i - Access to employment for job-seekers and inactive people, including the long term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility |
| Result indicator 10: | number of participants who completed their personal action plan and found paid work on or before the end date of the ESF project |
| Result indicator 11: | number of participants who completed their personal action plan and found paid work within 12 months after the project end date |

Here, too, the point of departure will be CBS measurements covering the current ESF period for the years 2007-2009 (as proxy for the municipal target group) and indicating that, in 2007 and 2008, approximately 14% of the participants found a job (six months after completion of the action plan). In 2009, this percentage increased up to 26%, partly as a result of an increased number of job coaching plans. Based on this, the ex-ante evaluators opt for a target of 20% up to a maximum of 25% (Ex-ante evaluation, page 23).

For the standard action plans within the municipal target group, we consider a target of 20% to be feasible. The demand-driven approach, based on the needs of employers, may be expected to result in more placements than an approach with standard action plans. For this reason, the target is set at 25%.

With respect to both indicators, the outflow indicator is related to participants who have completed their individual action plan. For result indicator 2, the effects for a number of participants will be measured some time after completion of their individual action plan. This means that the effect of the time spent on searching for a job is included in the measurement. As indicator 1 does not or almost not include this searching time, result indicator 1 is set a little lower: at 20%.

An initial value or baseline value must be set in order to assess if the situation improves. For this purpose, the target group must be clear. In accordance with the advice included in the ex-ante evaluation (page 33), the labour market position of the participants can best be used for active inclusion: the percentage of participants with paid work before the start of the action plan. Given the target groups selected, this will always be 0%, just like for active inclusion.

Apart from these result indicators, the results will be measured and reported to the ESF monitoring committee on an annual basis and per city.

Investment priority 8i - Access to employment for job-seekers and inactive people, including the long term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility

Measures for specific objective 1: rehabilitation through development of demand-driven labour supply in the G4.

Target group

The ESF target group mostly includes young persons and other people looking for a job, people receiving a benefit under the Work and Social Assistance Act as well as people who are not entitled to a benefit, people changing jobs as well as persons receiving a benefit from the UWV (the list is not exhaustive). The target group for this specific objective mainly includes persons who, due to obstacles such as long-term unemployment, age, background or handicap have more difficulty finding a job. Apart from the findings of the Netherlands Institute for Human Rights (see under 2.A15, p. 26), job-seekers with certain characteristics such as aged 55 or older, benefit from being equipped in accordance with specific needs of employers for overcoming any prejudices in finding a job.

Type of actions

Each of the G4 has to make a connection between parts of the city (districts) where the current demand for labour is preventing economic development and parts of the city with a large number of job-seekers and little employment. Specifically, this means a connection between employers and unemployed persons: (potential) vacancies must be collected and job-seeking candidates be selected who may qualify for this, setting the instruments to be used in order for the matching to succeed. Each of the G4 has institutions and facilities that can make the connections.[1] The *Werkplein*, at least representing the municipality (benefits office) and the UWV, is the place where people looking for work and income report to. The G4 *Werkpleinen* also have facilities for the unemployed available, such as a training and employment help desk, a youth desk and usually a representation of temporary employment agencies.

Each of the G4 provide information about the demand of employers for staff at Employers' Service Points (*WerkgeversServicepunt*, WSP) and at municipal services such as the Economic Affairs Department. An Employers' Service Point is a partnership between at least the UWV, the municipality, educational institutions and knowledge centres. An Employers' Service Point gears the services provided by the parties to employers' demands. An Employers' Service Point has knowledge of the labour market, sectors and schemes for supporting employers with their demand for staff. An Employers' Service Point contacts employers in order to identify and list the need for staff at an early stage. An Employers' Service Point develops solutions in order to meet the specific needs of employers. Examples are targeted training and employment arrangements for sectors showing structural mismatching in the labour market or entry projects for future jobs resulting from replacement demand and growth; or development of jobcarving, as vacancies for low-skilled unemployed persons.

| | |
|--|--|
| Investment priority | 8i - Access to employment for job-seekers and inactive people, including the long term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility |
| <p>With the expertise and knowledge of an Employers' Service Point, projects subsidized by the ESF are developed under the direction of the municipality in cooperation with the UWV (and possibly specific organisations with knowledge of the labour market) for the purpose of demand-driven introduction and mediation to work of the municipal target group and unemployed persons receiving a benefit from the UWV. Agreements can be made about the use of instruments available to the municipalities and the UWV such as wage cost subsidies and job coaches. This also applies to retraining, training or courses necessary for the filling of vacancies.</p> <p>The use of ERDF within the context of the integrated territorial investment in the G4 focuses, through investment priority 8b: "Supporting employment-friendly growth through the development of own potential", mainly on future labour supply and securing any missing top talent. Through investment priority 9.b: "Social inclusion and combating poverty through physical, economic and social regeneration of deprived communities", ERDF also focuses on developing work sites for the SME sector in particular, also in problem districts. Here, it will generate employment and improve the social and physical environment. The contributions from the ESF and ERDF in preventing labour market mismatches in the G4 will be detailed in an Implementation Plan, which will be drawn up for each of the G4 urban programmes and which will serve as a basis and reference framework.</p> <p>Examples of possible connections between urban districts with high unemployment levels on the one hand and insufficient labour supply on the other hand can be found in The Hague, for example. A considerable part of the population living in the areas surrounding the Central Station and Hollands Spoor Station is unemployed and generally less qualified, while the International Zone in The Hague (Statenkwartier and Duinoord districts) has a great need for support and security staff. In the city centre of Utrecht, there is mainly a demand for staff in the catering industry and the hotel industry. Unemployed people from, for example, the Kanaaleiland district can fill low-skilled positions there provided that they have a basic command of the English language.</p> | |
| <p><i>Applicants</i></p> | |
| <p>The applicants are the G4 municipalities (in coordination with the UWV). Applications will refer to the urban Implementation Plan for sustainable urban development.</p> | |
| <p>[1] Based on the Work and Income (Implementation Organisation Structure) Act (SUWI Act)</p> | |

2.A.6.2 Guiding principles for selection of operations

| Investment priority | 8i - Access to employment for job seekers and inactive people, including the long term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility | | | | | | | | | | | | | | | | |
|--|--|--------------|------------|---------|------------|-----------|------------|-----------|------------|-----------|------------|--------------|--------------------|--------------|------------|---------|----------|
| <p>For the next seven years, there will be 25 million euros available from the ESF for sustainable urban development in the G4. Around 46 million euros will be available from the ERDF for the entire programme period. ESF resources are allocated based on the objective distribution formula of the work component of the Participation Budget of the Work and Social Assistance Act and will, as an indication, result in the following amounts per municipality (the amounts may change based in interim results):</p> <p>Division of ESF budget among the G4:</p> <table border="1"> <thead> <tr> <th>Municipality</th> <th>ESF budget</th> </tr> </thead> <tbody> <tr> <td>Utrecht</td> <td>€1,657,812</td> </tr> <tr> <td>Amsterdam</td> <td>€8,974,724</td> </tr> <tr> <td>The Hague</td> <td>€5,160,265</td> </tr> <tr> <td>Rotterdam</td> <td>€9,207,199</td> </tr> <tr> <td>Total</td> <td>€25,000,000</td> </tr> </tbody> </table> <p>This comes down to an annual amount of:</p> <table border="1"> <thead> <tr> <th>Municipality</th> <th>ESF budget</th> </tr> </thead> <tbody> <tr> <td>Utrecht</td> <td>€236,830</td> </tr> </tbody> </table> | | Municipality | ESF budget | Utrecht | €1,657,812 | Amsterdam | €8,974,724 | The Hague | €5,160,265 | Rotterdam | €9,207,199 | Total | €25,000,000 | Municipality | ESF budget | Utrecht | €236,830 |
| Municipality | ESF budget | | | | | | | | | | | | | | | | |
| Utrecht | €1,657,812 | | | | | | | | | | | | | | | | |
| Amsterdam | €8,974,724 | | | | | | | | | | | | | | | | |
| The Hague | €5,160,265 | | | | | | | | | | | | | | | | |
| Rotterdam | €9,207,199 | | | | | | | | | | | | | | | | |
| Total | €25,000,000 | | | | | | | | | | | | | | | | |
| Municipality | ESF budget | | | | | | | | | | | | | | | | |
| Utrecht | €236,830 | | | | | | | | | | | | | | | | |

| | |
|----------------------------|--|
| Investment priority | 8i - Access to employment for job-seekers and inactive people, including the long term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility |
| Amsterdam | € 1,282,103 |
| The Hague | €737,181 |
| Rotterdam | € 1,315,314 |
| Total | €3,571,429 |

The G4 can submit applications for two-year projects three times. The last year is a run-off year. The concurrence of available resources from ESF and ERDF allows for a joint development of labour supply for the purpose of employment. The Implementation Plan for each of the G4 urban programmes will be the most important guideline as regards the development of projects. In accordance with the funding of ESF projects under the two other investment priorities, only costs that can be easily checked and accounted for will be eligible. The ESF projects may be co-funded using both public and private means (e.g. employers). Each city will set up an advisory group that will, as a preparatory body, assess project applications based on quality and coherence with the overall programme. As the managing authority for the ESF, Agenschap SZW will then only allocate grants to projects eligible for ESF; the Managing Authority for ERDF West will act accordingly.

2.A.6.3 Planned use of financial instruments (where appropriate)

| | |
|----------------------------|--|
| Investment priority | 8i - Access to employment for job seekers and inactive people, including the long term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility |
| Not applicable | |

2.A.6.4 Planned use of major projects (where appropriate)

| | |
|----------------------------|--|
| Investment priority | 8i - Access to employment for job-seekers and inactive people, including the long term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility |
| Not applicable | |

2.A.6.5 Output indicators by investment priority and, where appropriate by category of region

Table 5: Common and programme-specific output indicators (by investment priority, broken down by category of region for the ESF, and where relevant, for the ERDF)

| Investment priority | | 8i - Access to employment for job seekers and inactive people, including the long term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility | | | | | | | |
|---------------------|---------------------------|--|------|-------------------------------------|---------------------|---|----------|----------------|---------------------|
| ID | Indicator | Measurement unit | Fund | Category of region (where relevant) | Target value (2023) | | | Source of data | Frequency reporting |
| | | | | | M | W | T | | |
| OI7 | Number of participants G4 | Number of participants | ESF | More developed | | | 5,850.00 | Monitoring | Annually |

2.A.7 Social innovation, transnational cooperation and contribution to thematic objectives 1-7

| | |
|---|--|
| Priority axis | PA3-Promoting sustainable and high-quality employment and supporting labour mobility |
| Explanation of table 5. | |
| This indicative estimate is based on principles in accordance with those of the specific objective: "Promoting the labour market access of people who are at a distance from the labour market". This means that: | |
| <ul style="list-style-type: none"> • €23.5 million or around 5% of the total budget for the new programme period (minus performance reserve) will be used; | |

| Priority axis | PA3 - Promoting sustainable and high-quality employment and supporting labour mobility |
|---------------|---|
| | <ul style="list-style-type: none"> • based on data collected, it is assumed that 10% of the budget will be used for activities aimed at non-participants such as providing information, recruitment, etc. and around €21.15 million will be left for action plans and instruments; • broadly speaking, the instruments to be used correspond with those of the municipal and UWV target group under "Promoting labour market access, etc." <p>In other words:</p> <ul style="list-style-type: none"> - wage cost subsidies - job counselling processes - vocational education (leading to a qualification) - job coaching plans <ul style="list-style-type: none"> • the estimated share of "job coaching plans" is 20% = €4.3 million. Assuming an ESF amount of 5,300 euros per participant, as argued under "Promoting labour market access, etc.", around 800 participants may benefit from this. • the remaining amount of €16.8 million and an estimated average ESF share of 3,562 euros per participant, this will result in (rounded off) 4,760 participants who are supported with the other instruments. - A total of $800+4,760=5,560$ participants can be reached with ESF. <p>Including performance reserve, this gives the following picture: total budget = €25 million, €22.5 million for action plans, of which 4.5 million for job coaches/reach = around 850, and €18 million for standard action plans/reach = 5,000 (rounded off). Total reach is 5,850.</p> <p><i>This, too, is subject to the proviso that the Netherlands emphasises that these are assumptions, based on current information. The G4 will make local decisions about the specific mixture of instruments and this mixture will often change during the period 2014-2022. This means that the numbers of participants mentioned will be indicative at most, and have no forecasting value. Twice a year, the Netherlands will have research performed into the actual mixture of instruments and include the results in the annual report.</i></p> <p>Social innovation and transnational cooperation</p> <p>Within the context of this specific objective, the Netherlands will, in due course and where it believes it can make a contribution, respond to a request</p> |

| | |
|----------------------|--|
| Priority axis | PA3 - Promoting sustainable and high-quality employment and supporting labour mobility |
| | <p>for transnational cooperation within the context of the themes supported and facilitated by the EC (as referred to in Article 10(3) of the ESF Regulation). The costs of participation in a transnational network will be paid for from the Technical Assistance budget.</p> <p><i>Horizontal principles</i></p> <p>In order to ensure that the horizontal principles of equal opportunities, anti-discrimination and equal treatment of men and women are given adequate attention during the preparation and implementation of projects in line with the analysis and recommendations of the Netherlands Institute for Human Rights, professional support will be given to the Managing Authority and project applicants/implementers. Experts are engaged and asked to develop and implement a proposal that will properly support the parties involved in ESF in this area. Resources will be made available from the Technical Assistance budget. (See also paragraphs 11.2 and 11.3). The project support within the context of these horizontal principles will be given in line with the 'Labour Market Discrimination Action Plan' that was offered by the Minister of Social Affairs and Employment to the House of Representatives on 16 May 2014 (TK 2013-2014, 29544, no. 523).</p> <p><i>Thematic objectives 1-7 of the General Regulation</i></p> <p>The specific objective of Introduction to territorial development of demand-driven labour supply in the G4 contributes to thematic objectives 1 to 7 if there are opportunities to train people or employ them in the sectors in line with these thematic objectives. For instance, people may be trained for or placed in a job in the SME sector or in a specific sector, e.g. the IT or green sector. Employers' Service Points can gather information about how to use ESF to introduce job-seekers to jobs in future-proof sectors (green jobs, which do not all constitute high-skilled labour) and how to match supply and demand in sectors showing growth potential. ERDF investments in, for example, environmental measures and low-carbon technologies will create job opportunities for unemployed people who can be given additional training through the instrument of "social return on investment" and by means of ESF resources. In accordance with the requirements of Article 112 of the CPR Regulation, an annual report will be drawn up, where relevant and possible, on the results with respect to thematic objectives 1-7 (secondary themes).</p> |

2.A.8 Performance framework

Table 6: Performance framework of the priority axis (by fund and, for the ERDF and ESF, category of region)

| Priority axis | | | | | | | | | | | | | |
|--|----------------|--------------------------------------|-------------------------------------|------|--------------------|--------------------|---|--------|---------------------|---|---------------|----------------|---|
| PA3 - Promoting sustainable and high-quality employment and supporting labour mobility | | | | | | | | | | | | | |
| ID | Indicator type | Indicator or key implementation step | Measurement unit, where appropriate | Fund | Category of region | Milestone for 2018 | | | Final target (2021) | | | Source of data | Explanation of relevance of indicator, where appropriate |
| | | | | | | M | W | F | M | W | F | | |
| PI6 | F | Euro | Euro | ESF | More developed | | | 600000 | | | 25,000,000,00 | Monitoring | Financial indicator gives a reliable picture of the implementation of the programme |
| PI7 | O | Number of participants GIs | Number of participants | ESF | More developed | | | 2400 | | | 5,850,00 | Monitoring | Non-output indicator can be measured well |

Additional qualitative information on the establishment of the performance framework

Explanation

- The basis for the estimate of the financial indicator is formed by the N+3 rule: by 2018, two annual tranches of one-seventh of the ESF budget must have been settled so as to prevent decommitment.
- Assuming a total budget for Priority Axis 3 of €25 million, minus a performance reserve of €1.5 million = €23.5 million, $2 \times 1/7 = 2 \times €3,357,142 = €6,714,284$ must, by 2018, have been included in a statement of expenditure that is offered to the EC, rounded off €6.8 million.
- The output indicator is based on the cumulative output results of this priority up to and including the year 2018, as included in the Annual Report on the implementation which must have been submitted to the European Commission by 30 June 2019, as referred to in Article 111, paragraph 1 and paragraph, of Regulation 1303/2013.
- For the entire programme period, a total number of 5,600 participants (including performance reserve: 5,850) has been estimated for this priority axis. This is 800 per programme year on average.
- The actual development of the programme cannot be predicted. Due to the overrun of the 2007-2013 programme, the projects of which will continue until 2015 at the latest, the ITIs are expected to actually start in the course of the year 2015.

- Assuming a gradual start of the programme, a less than average number of people will participate in the years 2015 and 2016 and an average number in the years 2017 and 2018. Assuming that one-third of the average in 2015 is around 280; 2/3 of the average in 2016 will be around 520 and 800 in 2017 and 2018, a total of 2,400.

2.A.9 Categories of intervention

Categories of intervention corresponding to the content of the priority axis based on a nomenclature adopted by the Commission, and indicative breakdown of Union support.

Tables 7-11: Categories of intervention

Table 7: Dimension 1 - Intervention field

| Priority axis | | PA3 - Promoting sustainable and high-quality employment and supporting labour mobility | |
|---------------|--------------------|--|---------------|
| Fund | Category of region | Code | Amount |
| ESF | More developed | 102. Access to employment for job-seekers and inactive people, including the long-term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility | 25,000,000.00 |

Table 8: Dimension 2 - Form of finance

| Priority axis | | PA3 - Promoting sustainable and high-quality employment and supporting labour mobility | |
|---------------|--------------------|--|---------------|
| Fund | Category of region | Code | Amount |
| ESF | More developed | 01. Non-repayable grant | 25,000,000.00 |

Table 9: Dimension 3 - Territory type

| Priority axis | | PA3 - Promoting sustainable and high-quality employment and supporting labour mobility | |
|---------------|--------------------|--|---------------|
| Fund | Category of region | Code | Amount |
| ESF | More developed | 01. Large Urban areas (densely populated >50 000 population) | 25,000,000.00 |

Table 10: Dimension 4 - Territorial delivery mechanisms

| Priority axis | | PA3 - Promoting sustainable and high-quality employment and supporting labour mobility | |
|---------------|--------------------|--|---------------|
| Fund | Category of region | Code | Amount |
| ESF | More developed | 01. Integrated Territorial Investment - Urban | 25,000,000.00 |

Table 11: Dimension 6 - ESF secondary theme (ESF and YEI only)

| Priority axis | | PA3 - Promoting sustainable and high-quality employment and supporting labour mobility | |
|---------------|--------------------|--|---------------|
| Fund | Category of region | Code | Amount |
| ESF | More developed | 08. Not applicable | 25,000,000.00 |

2.A.10 Summary of the planned use of technical assistance including, where necessary, actions to reinforce the administrative capacity of authorities involved in the management and control of the programmes and beneficiaries (where appropriate) (by priority axis)

| Priority axis: | PA3 - Promoting sustainable and high-quality employment and supporting labour mobility |
|----------------|--|
| Not applicable | |

2.B DESCRIPTION OF THE PRIORITY AXES FOR TECHNICAL ASSISTANCE

2.B.1 Priority axis

| | |
|----------------------------|----------------------|
| ID of the priority axis | PA4 |
| Title of the priority axis | Technical assistance |

2.B.2 Justification for establishing a priority axis covering more than one category of region (where applicable)

Not applicable

2.B.3 Fund and category of region

| Fund | Category of region | Calculation basis (total eligible expenditure or eligible public expenditure) |
|------|--------------------|---|
| ESF | More developed | Total |

2.B.4 Specific objectives and expected results

| ID | Specific objective | Results that the Member States seek to achieve with Union support |
|-----|--|---|
| TB1 | Lawful implementation of the 2014-2020 ESF programme | A single national managing authority (Agentschap SZW) will be responsible for the implementation of the 2014-2020 ESF programme, just as in the 2007-2013 programme period. The Netherlands aims for a controlled error rate, which will remain below 2% throughout the 2014-2020 programme period. |

| ID | Specific objective | Results that the Member States seek to achieve with Union support |
|----|--------------------|---|
| | | N.B. The priority technical assistance comprises implementation expenses, as well as expenses for IT, external evaluation and publicity. As stated in the financial table, the amount in question is 4% of the total amount received from the EC. |

2.B.5 Result indicators

Table 12: Programme-specific result indicators (by specific objective) (for ERDF/ESF/Cohesion Fund)

| Priority axis | | TBI - Lawful implementation of the 2014-2020 ESF programme | | | | | | | | | |
|---------------|----------------|--|----------------|---|------|---------------|---------------------|---|------|-----------------|------------------------|
| ID | Indicator | Measurement unit | Baseline value | | | Baseline year | Target value (2023) | | | Source of data | Frequency of reporting |
| | | | M | W | T | | M | W | T | | |
| RI12 | Error fraction | Percentage | | | 2.00 | 2012 | | | 1.99 | System audit AA | Annually |

2.B.4 Specific objectives and expected results

| ID | Specific objective | Results that the Member States seek to achieve with Union support |
|-----|--------------------------------------|---|
| TB2 | Full use of the 2014-2020 ESF budget | The Netherlands aims for a full use of the allocated ESF budget 2014-2020 and therefore wants |

| ID | Specific objective | Results that the Member States seek to achieve with Union support |
|----|--------------------|---|
| | | to prevent decommitment of ESF resources. |

2.B.5 Result indicators

Table 12: Programme-specific result indicators (by specific objective) (for ERDF/ESF/Cohesion Fund)

| Priority axis | | TB2 - Full use of the 2014-2020 ESF budget | | | | | | | | | |
|---------------|--------------------------------------|--|----------------|---|-------|---------------|---------------------|---|--------|----------------------------------|------------------------|
| ID | Indicator | Measurement unit | Baseline value | | | Baseline year | Target value (2023) | | | Source of data | Frequency of reporting |
| | | | M | W | T | | M | W | T | | |
| R113 | Full use of the 2014-2020 ESF budget | Euro | | | 97.00 | 2014 | | | 100.00 | Annual reports plus final report | Annually |

2.B.6 Actions to be supported and their expected contribution to the specific objectives (by priority axis)

2.B.6.1 A description of actions to be supported and their expected contribution to the specific objectives

| Priority axis | PA4 | -Technical assistance |
|---|-----|-----------------------|
| Measures for Specific Objective 1: lawful implementation of the 2014-2020 ESF programme | | |
| The technical assistance will primarily be used for defraying the costs of the Managing authority. Its primary tasks are broken down into two categories: | | |
| <ol style="list-style-type: none"> tasks relating to the allocation of grants to the applying institutions and the verification of a lawful implementation by applying institutions; | | |

2. tasks in relation to the information supply to and support of the client/owner and European institutions relating to the performance of the ESF.

A lawful implementation of the ESF programme will be promoted along three lines:

- (1) using a grant scheme that is as simple and transparent as possible,
- (2) ensuring that a project can be easily accounted for and offers eligible activities as much as possible and
- (3) overall control: the Managing Authority will check all projects granted (100% management verifications).

Measures for Specific Objective 2: full use of the ESF budget for 2014-2020

The use is determined by:

1. the timeliness and financial level of commitment
2. the level of actual implementation of projects by applicants
3. timeliness and quality of first level control by the managing authority.

By providing information as early as possible, the Netherlands wants to make sure that potential applicants prepare their applications in a timely and thorough manner. As planned, around 70% of the budget will be spent through 35 labour market regions. The managing authority will set up an account structure in order to inform these 35 regions of the possibilities within the 2014-2020 ESF scheme.

The Dutch ESF programme uses multi-year projects as a basis. As a result, it will become attractive for applicants to put more energy in preparations and the set-up of regional projects, which will benefit the implementation of projects. The ESF scheme will also include an incentive for preventing very low achievements: in case of an achievement (after a check of the final report) of less than 60% of the amount granted, the grant will be adjusted downwards.

Due to this intended timely interaction with potential applicants, the aim is to make a reliable prior estimate of the number of applications to be expected for a period and the related amounts.

| | |
|---|----------------------------|
| Priority axis | PA4 - Technical assistance |
| <p>The managing authority will conduct a 100% management verification of the final reports. As a member state, the Netherlands will ensure such audit capacity (qualitative and quantitative) that the N=3 rule will be met.</p> <p>This way, technical assistance will benefit a proper execution of priority axes I to III.</p> | |

2.B.6.2 Output indicators expected to contribute to results (by priority axis)

Table 13: Output indicators (by priority axis) (for ERDF/ESF/Cohesion Fund)

| Priority axis | | PA4 - Technical assistance | | | | |
|---------------|-------------------------------|----------------------------|--------------------------------|---|---|---|
| ID | Indicator (name of indicator) | Measurement unit | Target value (2023) (optional) | | | Source of data |
| | | | M | W | T | |
| O09 | Number of hours worked | Hours | | | | Annual final settlement Agentschap SZW |
| O10 | Number of grants | Number | | | | Annual report by the managing authority |
| O11 | Number of determinations | Number | | | | Annual report by the managing authority |

2.B.7 Categories of intervention (by priority axis)

Corresponding categories of intervention based on a nomenclature adopted by the Commission, and an indicative breakdown of the Union support

Tables 14-16: Categories of intervention

Table 14: Dimension 1 - Intervention field

| Priority axis | | PA4 - Technical assistance | |
|---------------|--------------------|---|---------------|
| Fund | Category of region | Code | €Amount |
| ESF | More developed | 121. Preparation, implementation, monitoring and inspection | 17,292,729.00 |
| ESF | More developed | 122. Evaluation and studies | 1,500,000.00 |
| ESF | More developed | 123. Information and communication | 1,500,000.00 |

Table 15: Dimension 2 - Form of finance

| Priority axis | | PA4 - Technical assistance | |
|---------------|--------------------|----------------------------|---------------|
| Fund | Category of region | Code | €Amount |
| ESF | More developed | 01. Non-repayable grant | 20,292,729.00 |

Table 16: Dimension 3 - Territory type

| Priority axis | | PA4 - Technical assistance | |
|---------------|--------------------|----------------------------|---------------|
| Fund | Category of region | Code | €Amount |
| ESF | More developed | 07. Not applicable | 20,292,729.00 |

3. FINANCING PLAN

3.1 Financial appropriation from each fund and amounts for performance reserve

Table 17

| Fund | Category of region | 2014 | | 2015 | | 2016 | | 2017 | | 2018 | | 2019 | | 2020 | | Total | |
|--------------|--------------------|----------------------|---------------------|----------------------|---------------------|----------------------|---------------------|----------------------|---------------------|----------------------|---------------------|----------------------|---------------------|----------------------|---------------------|------------------------|----------------------|
| | | Main allocation | Performance reserve | Main allocation | Performance reserve | Main allocation | Performance reserve | Main allocation | Performance reserve | Main allocation | Performance reserve | Main allocation | Performance reserve | Main allocation | Performance reserve | Main allocation | Performance reserve |
| ESF | More developed | 64 142 872,00 | 4 094 228,00 | 65 427 027,00 | 4 156 194,00 | 66 767 111,00 | 4 259 790,00 | 68 072 332,00 | 4 343 042,00 | 69 434 642,00 | 4 431 998,00 | 70 824 170,00 | 4 520 692,00 | 72 241 380,00 | 4 611 152,00 | 47 6 879 134,00 | 30 439 094,00 |
| Total | | 64 142 872,00 | 4 094 228,00 | 65 427 027,00 | 4 156 194,00 | 66 767 111,00 | 4 259 790,00 | 68 072 332,00 | 4 343 042,00 | 69 434 642,00 | 4 431 998,00 | 70 824 170,00 | 4 520 692,00 | 72 241 380,00 | 4 611 152,00 | 47 6 879 134,00 | 30 439 094,00 |

3.2 Total financial appropriation by fund and national co-financing (€)

Table 18a: Financing plan

| Priority axis | Fund | Category of region | Basis for calculation of Union support (Total eligible cost or public eligible cost) | Union support (a) | National counterpart (b) = (c) + (d) | Indicative breakdown of national counterpart | | Total funding (e) = (a) + (b) | Co-financing rate (f) = (a) / (e) (2) | EIB contributions (g) | Main allocation | | Performance reserve | | Performance reserve amount as proportion of total Union support (l) = (j) / (a) * 100 |
|---------------|------|--------------------|--|-------------------|--------------------------------------|--|----------------------------------|-------------------------------|---------------------------------------|-----------------------|-------------------------------|--------------------------------------|---------------------|--|---|
| | | | | | | National public funding (c) | National private funding (d) (1) | | | | Union support (h) = (a) - (j) | National Counterpart (i) = (b) - (k) | Union support (j) | National Counterpart (k) = (b) * (j) / (a) | |
| PA1 | ESF | More developed | Total | 361 025 499,00 | 361 025 499,00 | 361 025 499,00 | 0,00 | 722 050 998,00 | 50,00% | 0,00 | 118 066 405,00 | 150 066 405,00 | 22 939 094,00 | 22 939 094,00 | 6,55% |
| PA2 | ESF | More developed | Total | 101 000 000,00 | 101 000 000,00 | 0,00 | 101 000 000,00 | 202 000 000,00 | 50,00% | 0,00 | 25 000 000,00 | 75 000 000,00 | 6 000 000,00 | 6 000 000,00 | 5,94% |
| PA3 | ESF | More developed | Total | 25 000 000,00 | 25 000 000,00 | 25 000 000,00 | 0,00 | 50 000 000,00 | 50,00% | 0,00 | 23 500 000,00 | 23 500 000,00 | 1 500 000,00 | 1 500 000,00 | 6,00% |
| PA4 | ESF | More developed | Total | 20 252 720,00 | 30 439 094,00 | 30 399 094,00 | 0,00 | 50 711 814,00 | 40,00% | 0,00 | 50 252 720,00 | 10 439 094,00 | | | |
| Total | ESF | More developed | | 507 318 219,00 | 517 464 593,00 | 416 464 593,00 | 101 000 000,00 | 1 024 782 812,00 | 49,56% | 0,00 | 216 279 134,00 | 407 485 499,00 | 36 439 094,00 | 36 439 094,00 | 6,89% |
| Grand total | | | | 507 318 219,00 | 517 464 593,00 | 416 464 593,00 | 101 000 000,00 | 1 024 782 812,00 | 49,56% | 0,00 | 216 279 134,00 | 407 485 499,00 | 36 439 094,00 | 36 439 094,00 | 6,89% |

(1) To be completed only when priority axes are expressed in total costs.

(2) This rate may be rounded to the nearest whole number in the table. The precise rate used to reimburse payments is the ratio (f).

Table 18b: Youth Employment Initiative - ESF and YEI specific allocations (where appropriate)

| Priority axis | Fund | Category of region | Basis for calculation of Union support (Total eligible cost or public eligible cost) | Union support (a) | National counterpart (b) = (c) + (d) | Indicative breakdown of national counterpart | | Total funding (e) = (a) + (b) | Co-financing rate (f) = (a)/(e) (2) |
|---------------|------|--------------------|--|-------------------|--------------------------------------|--|----------------------------------|-------------------------------|-------------------------------------|
| | | | | | | National public funding (c) | National private funding (d) (1) | | |
| Total | | | | 0.00 | 0.00 | 0.00 | 0.00 | | 0.00% |

| Ratio | % |
|---|-------|
| Ratio of ESF for less developed regions | 0.00% |
| Ratio of ESF for transition regions | 0.00% |
| Ratio of ESF for more developed regions | 0.00% |

(1) To be completed only when priority axes are expressed in total costs.

(2) This rate may be rounded to the nearest whole number in the table. The precise rate used to reimburse payments is the ratio (f).

Table 18c: Breakdown of the financial plan by priority axis, fund, category of region and thematic objective

| Priority axis | Fund | Category of region | Thematic objective | Union support | National counterpart | Total funding |
|---------------|------|--------------------|---|-----------------------|-----------------------|-----------------------|
| PA1 | ESF | More developed | Promoting social inclusion, combating poverty and any discrimination | 361,025,499.00 | 361,025,499.00 | 722,050,998.00 |
| PA2 | ESF | More developed | Promoting sustainable and quality employment and supporting labour mobility | 101,000,000.00 | 101,000,000.00 | 202,000,000.00 |
| PA3 | ESF | More developed | Promoting sustainable and quality employment and supporting labour mobility | 25,000,000.00 | 25,000,000.00 | 50,000,000.00 |
| Total | | | | 487,025,499.00 | 487,025,499.00 | 974,050,998.00 |

Table 19: Indicative amount of support to be used for climate change objectives

| Priority axis | Indicative amount of support to be used for climate change objectives (€) | Proportion of the total allocation to the operational programme (%) |
|---------------|---|---|
| PA1 | 445,250.00 | 0.09% |
| Total | 445,250.00 | 0.09% |

4. INTEGRATED APPROACH TO TERRITORIAL DEVELOPMENT

Description of the integrated approach to territorial development taking into account the content and objectives of the operational programme having regard to the Partnership Agreement and showing how it the operational programme contributes to the accomplishment of the objectives of the operational programme and expected results

The social and economic problems within each of the G4 benefit from an integrated programme covering various domains. Through the ERDF, the G4 will turn the economic focus on creating sustainable 'added value': more jobs, higher sales, more innovative strength and increased competitiveness. Market initiatives and investments are stimulated and facilitated. Priority is given to strengthening economic focal points, room for activities and stimulating and facilitating successful entrepreneurship. Boosting the driving (knowledge-based) economy and service economy is of paramount importance. For ESF the labour market focus is on improving the labour market opportunities of job-seekers based on the needs of employers: development of demand-driven labour market introduction and placement - in a broad sense - of persons entitled and not entitled to a benefit. The aim is to deal with mismatches within the G4 between districts with high unemployment levels and benefit dependency and accumulation of problems and the unfilled demand for the right labour supply in other parts of the city, with the use of ERDF and ESF combined. The integrated approach is ensured by, on the one hand, within the ERDF programme of Sustainable Urban Development: *Kansen voor West II*, apart from the priority axes of innovation (1) and low-carbon economy (2), also seeking to promote employment (3) and to promote social inclusion (4). Complementary to this, this ESF programme is used to promote employment and support labour mobility, the investment priority being: "Access to employment for job-seekers and inactive people, also through local employment initiatives and support for labour mobility". The demand of employers in the labour market determines the nature of the support and the intermediation services provided to job-seekers with or without a benefit. ERDF is used to prepare young persons specifically for opportunities in the labour market. The intentions are in line with the EU objective to form partnerships for smart, sustainable and inclusive growth.

4.1 Community-led local development (where appropriate)

The approach to the use of community-led local development instruments and the principles for identifying the areas in where they will be implemented

not applicable

4.2 Integrated actions for sustainable urban development (where appropriate)

Where appropriate the indicative amount of ERDF support for integrated actions for sustainable urban development to be implemented in accordance with the provisions under Article 7(2) of Regulation (EU) No 1301/2013 and the indicative allocation of ESF support for integrated action.

Amsterdam, Rotterdam, The Hague and Utrecht each prepare their own implementation plan for integrated sustainable urban development, detailed according to specific circumstances. It describes both the economic (ERDF) and social aspects (ESF) for sustainable urban development. In terms of programme, the economic and social issues are in line with each other (integrated). An urban advisory group will give advice when this implementation plan is prepared. The four urban implementation plans will, after their adoption, be published via the *Kansen voor West II* website.

The choices will be different for each city. The scope of problems, economic structure and administrative ambitions differ. As specific problems also have a territorial dimension, the area choice will also be different. The G4's main points are:

- Amsterdam focuses on urban economic and innovation policy, the labour market and education, and accommodation and living environment. Entrepreneurship, new activities and attracting and keeping talent (at all levels) are important here.
- Rotterdam focuses on a link with the National Programme for South Rotterdam and the Port Area, in which the partners make a joint effort to improve the urban economy, education levels, labour participation and housing quality.
- The Hague focuses on the city's international nature by further developing and strengthening the international cluster, quality of life, economic structure and labour market.
- Utrecht focuses on strengthening and innovating the urban (knowledge-based) economy and making it sustainable. By stimulating entrepreneurship and employment, focusing on training talent at all levels, developing future-proof work sites in line with priorities for economic development (creative sector, sustainable employment and living environment, health, IT and creative sector).

The programmes of each of the G4 will be implemented as an ITI by means of sub-delegation to each of the four municipal executives. The starting point for the implementation for each city is the above-mentioned urban implementation plan for integrated sustainable urban development. Applicants must base their applications on this. Each city will set up a support centre for the provision of information and advice on initiatives. If a project application is filed, an urban advisory group will then advise on honouring the application. As, based on its composition, the urban advisory group is well-informed of the problems and solutions through the implementation plan, the programme's integrated approach will be guaranteed as much as possible. Applications are granted and managed while identifying the specific economic (ERDF) and/or social (ESF) nature of applications. This implies that, although an integrated programme approach exists, the derivative applications are structured according to the ERDF or ESF line of responsibility in the Netherlands, including the management system appropriate for this purpose.

The formal ERDF responsibility for allocation and management is carried out through delegation to the management of the G4. This also applies to the allocation of the earmarked resources for sustainable urban development of the priority axes of innovation (1) and low-carbon economy (2). The formal ESF responsibility for allocation of resources and management is carried out through Agentschap SZW.

Table 20: Integrated actions for sustainable urban development - indicative amounts of ERDF and ESF support

| Fund | ERDF and ESF support (indicative) (€) | Proportion of fund's total allocation to programme |
|-----------------------|--|---|
| Total ESF | 25,000,000.00 | 4.93% |
| TOTAL ERDF+ESF | 25,000,000.00 | 4.93% |

4.3 Integrated Territorial Investment (ITI) (where appropriate)

The approach to the use of Integrated Territorial Investments (ITIs) (as defined in Article 36 of Regulation (EU) No 1303/2013) other than in cases covered by 4.2, and their indicative financial allocation from each priority axis.

Not applicable

Table 21: Indicative financial allocation to ITI other than those mentioned under point 4.2 (aggregate amount)

| Priority axis | Fund | Indicative financial allocation (Union support) (€) |
|---------------|------|--|
| Total | | 0.00 |

4.4 The arrangements for interregional and transnational actions, within the operational programme, with beneficiaries located in at least one other Member State (where appropriate)

Not applicable

4.5 Contribution of the planned actions under the programme to macro-regional and sea basin strategies, subject to the needs of the programme area as identified by the Member State (where appropriate)

(Where the Member State and regions participate in macro-regional strategies and sea basin strategies).

Not applicable

5. SPECIFIC NEEDS OF GEOGRAPHICAL AREAS MOST AFFECTED BY POVERTY OR TARGET GROUPS AT HIGHEST RISK OF DISCRIMINATION OR SOCIAL EXCLUSION (WHERE APPROPRIATE)

5.1 Geographical areas most affected by poverty/target groups at highest risk of discrimination or social exclusion

Not applicable

5.2 Strategy to address the specific needs of geographical areas most affected by poverty/target groups at highest risk of discrimination or social exclusion, and where relevant, the contribution to the integrated approach set out in the Partnership Agreement

Not applicable

Table 22: Actions to address specific needs of geographical areas most affected by poverty/target groups at highest risk of discrimination or social exclusion

| Target group/geographical area | Main types of planned action as part of integrated approach | Priority axis | Fund | Category of region | Investment priority |
|--------------------------------|---|---------------|------|--------------------|---------------------|
|--------------------------------|---|---------------|------|--------------------|---------------------|

6. SPECIFIC NEEDS OF GEOGRAPHICAL AREAS WHICH SUFFER FROM SEVERE AND PERMANENT NATURAL OR DEMOGRAPHIC HANDICAPS (WHERE APPROPRIATE)

Not applicable

7. AUTHORITIES AND BODIES RESPONSIBLE FOR MANAGEMENT, CONTROL AND AUDIT AND THE ROLE OF RELEVANT PARTNERS

7.1 Relevant authorities and bodies

Table 23: Relevant authorities and bodies

| Authority/body | Name of authority/body and department or unit | Head of authority/body (position or post) |
|---|--|--|
| Managing authority | Agentschap SZW (part of the Ministry of Social Affairs and Employment) | Ms P.A. Loekemeijer |
| Certifying authority | Netherlands Enterprise Agency (part of the Ministry of Economic Affairs) | Mr E.J. de Hilster, registered accountant |
| Audit authority | National Audit Service (part of the Ministry of Finance) | Mr P.J.J. Vlasveld, registered accountant and certified internal auditor |
| Body to which Commission will make payments | Netherlands Enterprise Agency (part of the Ministry of Economic Affairs) | Mr E.J. de Hilster, registered accountant |

7.2 Involvement of relevant partners

7.2.1 Actions taken to involve the relevant partners in the preparation of the operational programme, and the role of those partners in the implementation, monitoring and evaluation of the programme

During the 2007-2013 period, the structure of managing authority (MA), certifying authority (CA) and audit authority (AA) has evolved into a properly functioning system of management and control measures. In the 2014-2020 programme period, the structure of MA, CA and AA from the 2007-2013 period will be continued. The improvements implemented in the current period will be continued. Where necessary and possible, small adjustments will be implemented. The below schedule shows which organisation has been appointed authority.

The authority that coordinated the preparation and implementation of the Operational Programme is the Ministry of Social Affairs and Employment. Directly involved ministries were the Ministry of Education, Culture and Science, the Ministry of Security and Justice, the Ministry of Economic Affairs and the Ministry of the Interior and Kingdom Relations. The main elements of the ESF programme were approved by the government in early July 2013. The choices were then explained in writing to the House of Representatives, which held a general consultation with the State Secretary for Social Affairs and Employment about this letter on 13 November 2013. The House of Representatives was especially curious about the way in which the horizontal principles were guaranteed in the programme and agreed to the design of the new programme in all respects.

Apart from the said ministries, the other primary stakeholders involved were the social partners (representatives of the central employers' organisations and of the central employees' organisations), representatives of the municipalities and their umbrella organisation the Association of Netherlands Municipalities (VNG), representatives of the Employee Insurance Agency (UWV), representatives of secondary special education and practical education and the umbrella organisation (VSO/Pro-raad).

The partners were selected on the basis of their involvement in the 2007-2013 ESF programme, their expected involvement in the 2014-2020 programme and their expertise. For the purpose of their report, the ex-ante evaluators interviewed the representatives of these organisations. The Netherlands Institute for Human Rights was asked to reflect on the intended efforts of the Ministry of Social Affairs and Employment to promote equal opportunities and non-discrimination.

At the end of 2011, the first steps were taken towards a new ESF Operational Programme (OP) through several exploratory consultations with a number of ministries.

In early 2012, a broad meeting was organised for stakeholders, including municipalities, social partners and the education world. This meeting presented the context and possible ambitions of the new ESF programme based on the objectives and regulations of the European Commission, the country-specific recommendations and the National Reform Programme of the Netherlands and based on experience with the then and previous Operational Programme. Afterwards, three broad working groups were formed, focusing on re-integration, education and sustainable employability of workers. A total of 45 participants participated in the working groups.

During the following months of March to September 2012, these working groups each met six times in order to explore and detail themes, based on the starting points presented earlier. The following was discussed: (1) substantive themes (investment priorities and specific objectives, horizontal principles regarding equality between men and women, equal opportunities, preventing discrimination), (2) reducing the administrative burden and implementation costs, (3) results-oriented management, cost efficiency, (4) improving project control, (5) synergy and (6) division mechanism/applicants. A large joint meeting of the topic groups was organised in May 2012, which was also attended by ERDF and EAFRD representatives, meant to explore possibilities for synergy between the funds. All meetings were facilitated with a web-based discussion tool (Yammer).

Parallel to this, in the spring of 2012, an external agency carried out a digital social consultation among social interest organisations, applicants, municipalities, schools, etc. via around 1,000 e-mail addresses (report has been attached, see annex).

The results of the discussions in the working groups and of the digital consultation were summarised in a final document setting out the core of the new Operational Programme and important basic principles for a 2014-2020 ESF grant scheme. This document was discussed at a joint final meeting of the working groups in September 2012. As from October 2012, official proposals for the new ESF programme were submitted at various administrative levels: interdepartmental, with the VNG and the social partners via the Labour Foundation.

In the meantime, consultations were held where necessary with the EC country desk, requesting an explanation and correct interpretation of various regulations (and parts thereof). In mid-2012, at the invitation of the European Commission, a representation of the Ministry of Social Affairs and Employment received an explanation of parts of the ESF Regulation during a personal meeting, followed by the presentation of a Brussels Position Paper in November 2012 during a joint meeting for the ESI funds.

Parallel to this process, at the invitation and under the coordination of the Ministry of Social Affairs and Employment, regular consultations were held at various official levels in order to explore substantive possibilities for synergy between the funds, to exchange the progress in the composition of the programmes and to adopt the contents of the Partnership Agreement.

Based on the possibilities provided for in the regulations, two surveys were conducted in order to set standard costs or lump sums for funding of various instruments, methods and counselling forms[1]. Within the context of these surveys, four stakeholder meetings were held, in order to gather practical expertise. The Ministry of Social Affairs and Employment and ERDF and ESF representatives of the four largest cities in cooperation with the ERDF Managing Authority for the West region, set up an Integrated Territorial Investment programme in the G4 within the context of sustainable urban development.

The most important results of the consultations with stakeholders relate to (a) the description of the eligible activities and (b) practicability and the administrative burden. The focus on the two main themes: (1) active inclusion and (2) active and healthy ageing were broadly supported. An important issue brought forward by almost all parties was the scope of the eligible activities: a broad target group for participants and a broad description of the activities were argued, in order to allow for room at a regional or sectoral level to meet the needs available there as best as possible. This broad description is also necessary in order to deal with changing circumstances in a flexible way. Following administrative consultations between the Ministry of Social Affairs and Employment and the VNG, the strategic choice was made to opt for a broad interpretation of the concept of active inclusion: including social activation. A second important point for attention was monitoring the practicability of the ESF scheme and reducing the administrative burden.

The grant scheme for the implementation of the programme was regularly submitted to a delegation of potential applicants in order to overcome any bottlenecks and lack of clarity in the terms and conditions and explanatory notes. The most important stakeholders - including the Netherlands Institute for Human Rights - were invited to join an ESF Monitoring Committee. In accordance with the General Regulation, the duties of this committee will be to evaluate the implementation of the programme and the progress made in achieving the objectives. The composition, organisation and duties of the Monitoring Committee are in accordance with Chapters 4 and 5 of the Code of Conduct on Partnership. The programme for static data collection and the quantitative and qualitative evaluation programme drawn up by the Managing Authority provide information for reporting and annual reports.

State aid

The provision of ESF resources can only be considered a state aid measure within the meaning of Article 107 of the Treaty on the Functioning of the European Union, if all conditions of this article are met, among other things if:

- the measure is of a selective nature, and
- the aid goes to the benefit, directly or indirectly, of certain enterprises.

If that is the case for a programme component, the aid measure must be reported to the Committee, or the standards of an exempting regulation (with the obligation to notify) must be met. It is also possible that a programme component must be considered an aid measure falling under the scope of the minimis regulation and the grant will be provided in accordance with the new minimis regulation EC no. 1407/2013 of 18 December 2013.

As a member state, the Netherlands focuses on three investment priorities: 1) access to employment for job-seekers and inactive people; 2) active ageing; 3) active inclusion. For the first and third investment priority, the primary grant applicants are public parties (municipalities, the UWV and the Ministry of Security and Justice) and the activities relate to re-integration of job-seekers.

The second investment priority concerns a generic grant for businesses. The grant scheme (an incentive grant of around 10,000 euros or an ESF contribution to larger ESF projects up to 190,000 euros respectively) is open to all enterprises from all sectors and offers all potential beneficiaries equal opportunities for meeting the conditions of the scheme, and the Minister has no discretionary power to benefit certain sectors or enterprises more than others.

All state support under this programme must be in accordance with both the procedural and material rules of state support as applicable at the moment that the aid is allocated. As a member state, the Netherlands will, upon the implementation of or change to an ESF programme component, assess if any state aid is provided. If a programme component involves potential state aid, the managing authority will, when handling project applications, assess if the application does not violate provisions on state aid.

Anti-fraud measures

Within the context of the organisation of the implementation of the 2014-2020 ESF scheme by Agentschap SZW as managing authority, an extensive Financial Management Concept (*Financieel Beheersconcept*, FBC) will be prepared. This is a formalisation of the internal course of affairs at the Ministry of Social Affairs and Employment for a certain scheme (who does what and when). The organisation and procedures must be efficient and result in obtaining security with respect to the lawful deployment of funds. The FBC will be adopted by the director of the policy department implementing the scheme, forming

part of the formal internal regulations of the Ministry of Social Affairs and Employment. The FBC is co-signed by the directors of the National Audit Service and the director of the Financial-Economic Affairs Department.

The FBC includes that, in case of an on-site project inspection of any irregularities, the MA will assess if there is any suspicion of fraud. If this is the case, this will be recorded in the inspection report, with substantiation. The MA will then decide on the basis of this report on any follow-up actions required in order to further investigate this suspicion in preparation for a decision to be made by the MA on whether or not to file a report.

Moreover, Agentschap SZW has drawn up preventive policy on misuse and improper use. Agentschap SZW conducts regular implementation tests and M&O tests, also if a scheme is introduced. Moreover, Agentschap SZW will, in consultation with the AA, assess if the current system is adequate or if any additional measures are necessary. The Arachne tool supplied by the Commission and the fraud risk assessment guide are also included in the assessment.

[1] SEOR/Berenschot: *Vereenvoudiging van de kostensystematiek in het ESF-programma 2014-2020*, Rotterdam, April 2013

Ernst & Young: *Naar vereenvoudigde kostenopties ESF Duurzame inzetbaarheid 20142020*, June 2013

7.2.2 Global grants (for the ESF, where appropriate)

Not applicable

7.2.3 Allocation of an amount for capacity building (for the ESF, where appropriate)

Not applicable

8. COORDINATION BETWEEN THE FUNDS, THE EAFRD, THE EMFF AND OTHER UNION AND NATIONAL FUNDING INSTRUMENTS, AND WITH THE EIB

The mechanisms to ensure coordination between the Funds, the European Agricultural Fund for Rural Development (EAFRD), the European Maritime and Fisheries Fund (EMFF) and other Union and national funding instruments, and with the European Investment Bank (EIB), taking into account the relevant provisions laid down in the Common Strategic Framework.

During the preparation of the Partnership Agreement and this Operational Programme, there was close cooperation between the four EFI funds: the European Social Fund (ESF), the European Regional Development Fund (ERDF), the European Agricultural Fund for Rural Development (EAFRD) and the European Maritime and Fisheries Fund (EMFF). There were intensive consultations between the ESI funds (and their project leaders) at central government level, joint Technical sessions between fund specialists and cross-fund working groups for the purpose of umbrella themes, such as the administrative burden (see the more detailed description in the PA).

The Partnership Agreement discusses in detail the synergy, cooperation and coordination between ESI funds and the synergy, cooperation and coordination with other relevant EU and national policy (see paragraph 2.1). The Ministry of Economic Affairs plays a twofold central role in this. As coordinating ministry for the annual review of the National Reform Programme, the ministry ensures a coherent national policy, aimed at the Europe 2020 targets. National and European financing instruments are combined here. This is the first coordination mechanism.

Moreover, the Structural Funds Coordination Centre (*Coördinatiepunt Structuurfondsen*) of the Ministry of Economic Affairs forms the second mechanism for coordination between the funds: the centre organises joint consultations between the funds and ensures a joint approach of cross-fund and/or joint themes.

Supplementary to the PA, as far as the ESF-ERDF coordination is concerned, ERDF focuses on economic growth for each region, creating employment and therefore a demand for labour. ESF focuses on enhancing the labour supply that is at a distance from the labour market. It is desirable that the available number of unemployed people seeking work is taken into account during the implementation of the nation-wide economic growth strategy. For the purpose of a link between ESF and ERDF, it is important that the 35 central municipalities/labour market regions become important ESF actors. The decentralized margin within ESF and ERDF allows for practical cooperation between the nation-wide ERDF structure and the local labour market regions/municipal ESF applicants, for the purpose of exploring and taking advantage of synergy possibilities during the development of specific ERDF and ESF projects. Specifically, this synergy is already visible in the formation of the four Integrated Territorial Investments in the four major cities.

Given the nature of the Operational Programme, no cooperation with the EIB is expected yet at the moment of its submission.

During the design of the Asylum, Migration and Integration Fund and the Fund for European Aid to the Most Deprived, the relationship with the ESF programme was a subject of consultation with respect to target groups and eligible activities to be distinguished. As managing authority, Agentschap SZW manages and is responsible for the implementation of these three funds. This structure guarantees that coordination and harmonization between the funds are monitored.

9. EX-ANTE CONDITIONALITIES

9.1 Ex-ante conditionalities

Information on the assessment of the applicability and the fulfilment of ex-ante conditionalities (optional).

All applicable ex-ante conditions have been met; see annex.

Table 24: Applicable ex-ante conditionalities and assessment of their fulfilment

| Ex-ante conditionality | Priority axes to which conditionality applies | Ex-ante conditionality fulfilled (Yes/No/Partially) |
|--|---|---|
| T.08.1 - Active labour market policies are designed and delivered in the light of the Employment guidelines. | PA3 - Promoting sustainable and high-quality employment and supporting labour mobility | Yes |
| T.08.4 - Active and healthy ageing: Active ageing policies are designed in the light of the Employment Guidelines. | PA2 - Promoting sustainable and high-quality employment and supporting labour mobility | Yes |
| T.09.1 - The existence and the implementation of a national strategic policy framework for poverty reduction aiming at the active inclusion of people excluded from the labour market in the light of the Employment guidelines. | PA1 - Promoting social inclusion and combating poverty and discrimination | Yes |
| G.1 - The existence of administrative capacity for the implementation and application of Union anti-discrimination law and policy in the field of ESI Funds. | PA1 - Promoting social inclusion and combating poverty and discrimination PA2 - Promoting sustainable and high-quality employment and supporting labour mobility PA3 - Promoting sustainable and high-quality employment and supporting labour mobility PA4 - Technical assistance | Yes |
| G.2 - The existence of administrative capacity for the implementation and application of Union gender equality law and policy in the field of ESI Funds. | PA1 - Promoting social inclusion and combating poverty and discrimination PA2 - Promoting sustainable and high-quality employment and supporting labour mobility PA3 - Promoting sustainable and high-quality employment and supporting labour mobility PA4 - Technical assistance | Yes |

| Ex-ante conditionality | Priority axes to which conditionality applies | Ex-ante conditionality fulfilled (Yes/No/Partially) |
|---|---|--|
| G.3 - The existence of administrative capacity for the implementation and application of the United Nations Convention on the rights of persons with disabilities (UNCRPD) in the field of ESI Funds in accordance with Council Decision 2010/48/EC. | PA1 - Promoting social inclusion and combating poverty and discrimination PA2 - Promoting sustainable and high-quality employment and supporting labour mobility PA3 - Promoting sustainable and high-quality employment and supporting labour mobility PA4 - Technical assistance | Yes |
| G.5 - The existence of arrangements for the effective application of Union State aid rules in the field of the ESI Funds. | PA1 - Promoting social inclusion and combating poverty and discrimination PA2 - Promoting sustainable and high-quality employment and supporting labour mobility PA3 - Promoting sustainable and high-quality employment and supporting labour mobility | Yes |
| G.7 - The existence of a statistical basis necessary to undertake evaluations to assess the effectiveness and impact of the programmes. The existence of a system of result indicators necessary to select actions, which most effectively contribute to desired results, to monitor progress towards results and to undertake impact evaluation. | PA1 - Promoting social inclusion and combating poverty and discrimination PA2 - Promoting sustainable and high-quality employment and supporting labour mobility PA3 - Promoting sustainable and high-quality employment and supporting labour mobility PA4 - Technical assistance | Yes |

| Ex-ante conditionality | Criteria | Criteria fulfilled (Yes/No) | Reference | Explanations |
|--|---|-----------------------------|-----------|--------------|
| T.08.1 - Active labour market policies are designed and delivered in the light of the Employment guidelines. | 1 - Employment services have the capacity to, and do, deliver: personalised services and active and preventive labour market measures at an early stage, which are open to all jobseekers while focusing on people at highest risk of social exclusion, including people from marginalised communities; | Yes | See annex | |
| T.08.1 - Active labour market policies are designed and delivered in the light of the Employment guidelines. | 2 - Employment services have the capacity to, and do, deliver: comprehensive and transparent information on new job vacancies and employment opportunities taking into account the changing needs of the labour market. | Yes | See annex | |
| T.08.1 - Active labour market policies are designed and delivered in the light of the Employment guidelines. | 3 - Employment services have set up formal or informal cooperation arrangements with relevant stakeholders. | Yes | See annex | |
| T.08.4 - Active and healthy ageing: Active ageing policies are designed in the light of the Employment Guidelines. | 1 - Relevant stakeholders are involved in the design and follow-up of active ageing policies with a view to retaining elderly workers on the labour market and promoting their employment; | Yes | See annex | |
| T.08.4 - Active and healthy ageing: Active ageing policies are designed in the light of the Employment | 2 - A Member State has measures in place to promote active ageing. | Yes | See annex | |

| Ex-ante conditionality | Criteria | Criteria fulfilled (Yes/No) | Reference | Explanations |
|--|--|-----------------------------|-----------|--------------|
| Guidelines. | | | | |
| T.09.1 - The existence and the implementation of a national strategic policy framework for poverty reduction aiming at the active inclusion of people excluded from the labour market in the light of the Employment guidelines. | 1 - A national strategic policy framework for poverty reduction, aiming at active inclusion, is in place that: | Yes | See annex | |
| T.09.1 - The existence and the implementation of a national strategic policy framework for poverty reduction aiming at the active inclusion of people excluded from the labour market in the light of the Employment guidelines. | 2 - provides a sufficient evidence base to develop policies for poverty reduction and monitor developments; | Yes | See annex | |
| T.09.1 - The existence and the implementation of a national strategic policy framework for poverty reduction aiming at the active inclusion of people excluded from the labour market in the light of the Employment guidelines. | 3 - contains measures supporting the achievement of the national poverty and social exclusion target (as defined in the National Reform Programme), which includes the promotion of sustainable and quality employment opportunities for people at the highest risk of social exclusion, including people from marginalised communities; | Yes | See annex | |
| T.09.1 - The existence and the implementation of a national strategic policy framework for poverty | 4 - involves relevant stakeholders in combating poverty; | Yes | See annex | |

| Ex-ante conditionality | Criteria | Criteria fulfilled (Yes/No) | Reference | Explanations |
|--|---|-----------------------------|-----------|--------------|
| reduction aiming at the active inclusion of people excluded from the labour market in the light of the Employment guidelines. | | | | |
| T.09.1 - The existence and the implementation of a national strategic policy framework for poverty reduction aiming at the active inclusion of people excluded from the labour market in the light of the Employment guidelines. | 5 - depending on the identified needs, includes measures for the shift from institutional to community based care; | Yes | See annex | |
| T.09.1 - The existence and the implementation of a national strategic policy framework for poverty reduction aiming at the active inclusion of people excluded from the labour market in the light of the Employment guidelines. | 6 - Upon request and where justified, relevant stakeholders will be provided with support for submitting project applications and for implementing and managing the selected projects. | Yes | See annex | |
| G.1 - The existence of administrative capacity for the implementation and application of Union anti-discrimination law and policy in the field of ESI Funds. | 1 - Employment services have the capacity to, and do, deliver: personalised services and active and preventive labour market measures at an early stage, which are open to all jobseekers while focusing on people at highest risk of social exclusion, including people from marginalised communities; | Yes | See annex | |

| Ex-ante conditionality | Criteria | Criteria fulfilled (Yes/No) | Reference | Explanations |
|--|--|-----------------------------|-----------|--------------|
| G.1 - The existence of administrative capacity for the implementation and application of Union anti-discrimination law and policy in the field of ESI Funds. | 2 - Employment services have the capacity to, and do, deliver: comprehensive and transparent information on new job vacancies and employment opportunities taking into account the changing needs of the labour market. | Yes | See annex | |
| G.1 - The existence of administrative capacity for the implementation and application of Union anti-discrimination law and policy in the field of ESI Funds. | 3 - Employment services have set up formal or informal cooperation arrangements with relevant stakeholders. | Yes | See annex | |
| G.2 - The existence of administrative capacity for the implementation and application of Union gender equality law and policy in the field of ESI Funds. | 1 - Arrangements in accordance with the institutional and legal framework of Member States for the involvement of bodies responsible for gender equality throughout the preparation and implementation of programmes, including the provision of advice on gender equality in ESI Fund-related activities. | Yes | See annex | |
| G.2 - The existence of administrative capacity for the implementation and application of Union gender equality law and policy in the field of ESI Funds. | 2 - Arrangements for training for staff of the authorities involved in the management and control of the ESI Funds in the fields of Union gender equality law and policy as well as on gender mainstreaming. | Yes | See annex | |

| Ex-ante conditionality | Criteria | Criteria fulfilled (Yes/No) | Reference | Explanations |
|--|--|-----------------------------|-----------|--------------|
| G.3 - The existence of administrative capacity for the implementation and application of the United Nations Convention on the rights of persons with disabilities (UNCRPD) in the field of ESI Funds in accordance with Council Decision 2010/48/EC. | 1 - Arrangements in accordance with the institutional and legal framework of Member States for the consultation and involvement of bodies in charge of protection of rights of persons with disabilities or representative organisations of persons with disabilities and other relevant stakeholders throughout the preparation and implementation of programmes. | Yes | See annex | |
| G.3 - The existence of administrative capacity for the implementation and application of the United Nations Convention on the rights of persons with disabilities (UNCRPD) in the field of ESI Funds in accordance with Council Decision 2010/48/EC. | 2 - Arrangements for training for staff of the authorities involved in the management and control of the ESI Funds in the fields of applicable Union and national disability law and policy, including accessibility and the practical application of the UNCRPD as reflected in Union and national legislation, as appropriate. | Yes | See annex | |
| G.3 - The existence of administrative capacity for the implementation and application of the United Nations Convention on the rights of persons with disabilities (UNCRPD) in the field of ESI Funds in accordance with Council Decision 2010/48/EC. | 3 - Arrangements to ensure monitoring of the implementation of Article 9 of the UNCRPD in relation to the ESI Funds throughout the preparation and the implementation of the programmes. | Yes | See annex | |
| G.5 - The existence of arrangements for the effective application of Union State aid rules in the field of the ESI | 1 - Arrangements for the effective application of Union State aid rules. | Yes | See annex | |

| Ex-ante conditionality | Criteria | Criteria fulfilled (Yes/No) | Reference | Explanations |
|---|---|-----------------------------|-----------|--------------|
| Funds. | | | | |
| G.5 - The existence of arrangements for the effective application of Union State aid rules in the field of the ESI Funds. | 2 - Arrangements for training and dissemination of information for staff involved in the implementation of the ESI funds. | Yes | See annex | |
| G.5 - The existence of arrangements for the effective application of Union State aid rules in the field of the ESI Funds. | 3 - Arrangements to ensure administrative capacity for implementation and application of Union State aid rules. | Yes | See annex | |
| G.7 - The existence of a statistical basis necessary to undertake evaluations to assess the effectiveness and impact of the programmes. The existence of a system of result indicators necessary to select actions, which most effectively contribute to desired results, to monitor progress towards results and to undertake impact evaluation. | 1 - Arrangements for timely collection and aggregation of statistical data with the following elements are in place: the identification of sources and mechanisms to ensure statistical validation. | Yes | See annex | |
| G.7 - The existence of a statistical basis necessary to undertake evaluations to assess the effectiveness and impact of the programmes. The existence of a system of result indicators necessary to select actions, which most effectively contribute to desired results, to monitor progress | 2 - Arrangements for timely collection and aggregation of statistical data with the following elements are in place: arrangements for publication and public availability of aggregated data. | Yes | See annex | |

| Ex-ante conditionality | Criteria | Criteria fulfilled (Yes/No) | Reference | Explanations |
|---|--|-----------------------------|-----------|--------------|
| towards results and to undertake impact evaluation. | | | | |
| G.7 - The existence of a statistical basis necessary to undertake evaluations to assess the effectiveness and impact of the programmes. The existence of a system of result indicators necessary to select actions, which most effectively contribute to desired results, to monitor progress towards results and to undertake impact evaluation. | 3 - An effective system of result indicators including: the selection of result indicators for each programme providing information on what motivates the selection of policy actions financed by the programme. | Yes | See annex | |
| G.7 - The existence of a statistical basis necessary to undertake evaluations to assess the effectiveness and impact of the programmes. The existence of a system of result indicators necessary to select actions, which most effectively contribute to desired results, to monitor progress towards results and to undertake impact evaluation. | 4 - An effective system of result indicators including: the establishment of targets for these indicators. | Yes | See annex | |
| G.7 - The existence of a statistical basis necessary to undertake evaluations to assess the effectiveness and impact of the programmes. The existence of a system of result indicators necessary to select actions, which most effectively contribute to | 5 - An effective system of result indicators including: the consistency of each indicator with the following requisites: robustness and statistical validation, clarity of normative interpretation, responsiveness to policy. | Yes | See annex | |

| Ex-ante conditionality | Criteria | Criteria fulfilled (Yes/No) | Reference | Explanations |
|---|--|-----------------------------|-----------|--------------|
| desired results, to monitor progress towards results and to undertake impact evaluation. | timely collection of data. | | | |
| G.7 - The existence of a statistical basis necessary to undertake evaluations to assess the effectiveness and impact of the programmes. The existence of a system of result indicators necessary to select actions, which most effectively contribute to desired results, to monitor progress towards results and to undertake impact evaluation. | 6 - Procedures in place to ensure that all operations financed by the programme adopt an effective system of indicators. | Yes | See annex | |

9.2 Description of actions to fulfil ex-ante conditionalities, responsible bodies and timetable

Table 25: Actions to fulfil applicable general ex-ante conditionalities

| General ex-ante conditionality | Criteria not fulfilled | Actions to be taken | Deadline (date) | Bodies responsible |
|--------------------------------|------------------------|---------------------|-----------------|--------------------|
| | | | | |

Table 26: Actions to fulfil applicable thematic ex-ante conditionalities

| Thematic ex-ante conditionality | Criteria not fulfilled | Actions to be taken | Deadline (date) | Bodies responsible |
|---------------------------------|------------------------|---------------------|-----------------|--------------------|
| | | | | |

10. REDUCTION OF ADMINISTRATIVE BURDEN FOR BENEFICIARIES

Summary of the assessment of the administrative burden for beneficiaries and, where necessary, the actions planned accompanied by an indicative timeframe to reduce administrative burden.

The administrative burden for beneficiaries follows from the regulations on Structural Funds, other European legislation, national regulations, programme requirements and beneficiaries' own rules.[1] Checking the programme authorities against all relevant aspects therefore logically also means that beneficiaries have to account for these aspects and therefore also incur costs (documentation, records, accountability, etc.).

Frequently-mentioned causes of administrative burden for beneficiaries in the 2007-2013 programme period are[2]:

- Correctness and completeness of the project files and records; implementing a project funded by the European Union often involves additional conditions for project records.
- Accounting for eligible project costs; accounting for internal wage costs (and overhead expenses) in particular resulted in a lack of clarity and problems. This applies to the choice of hourly rate system, the accountability and substantiation of the hourly rate and to the accountability of the number of hours (e.g. in separation of duties and timely signed hourly time sheet).
- Tendering rules and procedures and especially rules on tendering below the European threshold values.
- The accountability system and inspection pressure are experienced as high. On the one hand, due to the fact that several institutions can pay an inspection visit (in theory, up to five institutions) while not often using each other's earlier inspection reports.
- Under the rules from the European regulation that all costs must be "paid" and must be "real costs" beneficiaries must ensure that each invoice including proof of payment is accounted for and the relationship with the project is demonstrated.
- In many cases, the period for retention of the records for projects financed by the European Union is much longer than the retention period prescribed by national legislation. This is especially true for projects for which the grant was already determined in the first implementation years.

During the 2007-2013 programme period, the Netherlands already gained positive experiences with standard prices (for basic vocational programmes) and a fixed surcharge (for employer's contributions). Where possible, the Netherlands also removed the national supplement to the European regulations.

The aim for the 2014-2020 ESF programme is to start using costs that can be easily checked and accounted for as much as possible. The General Regulation and the ESF Regulation (Article 14(2) in particular) provide for new possibilities for simplified cost options. In consultation with the most important stakeholders, it was explored how these possibilities can be used. The possibility of Article 14(2) of the ESF Regulation (only direct staff costs are

eligible, plus a 40% surcharge in order to cover the remaining costs of the project) will be used when the new programme period starts. Beneficiaries are allowed to make use of this possibility. As a supplement to this, a standard surcharge on the gross wage will be used (comparable with the 2007-2013 period) and the number of hours in which work can be done will be set at 1,720 in case of full-time employment. This will simplify the common calculation of direct wage costs for applicants as much as possible.

Moreover, the managing authority will, when handling project applications, explicitly assess whether the proposed project activities can be easily checked and accounted for. The measurability of the performance is of the essence for the accountability of the results (this will be given extra attention during the 2014-2020 period). The granting process will include the applicant and managing authority paying specific attention to the manner of providing information about the quality and effectiveness of the project. By paying attention - more than during the current programme period - to the choice of activities and the manner of recording these activities, at the front of the granting process, the aim is that beneficiaries will, as much as possible, opt for simplicity and will not include any complicated cost types in their project. This way, the administrative burden for beneficiaries will be reduced as much as possible. During the current programme period, the Netherlands already gained positive experience with this procedure for the Action Youth1.

The Netherlands will continue monitoring the development of the administrative burden and will examine further options to reduce this burden during the course of the programme, starting after the initial project round of 2014-2016 and then after the 2017-2018 round.

[1] ERAC: *Onderzoek naar de impact van de concept-Structuurfondsverordeningen 2014-2020 op de administratieve lasten en uitvoeringskosten van de Europese Structuurfondsen in Nederland, 11 June 2012*

[2] Idem: this list is based on Annex C, paragraph C4

11. HORIZONTAL PRINCIPLES

11.1 Sustainable development

Description of specific actions to take into account environmental protection requirements, resource efficiency, climate change mitigation and adaptation, disaster resilience and risk prevention and management, in the selection of operations.

If it concerns a contribution to environmental protection requirements, resource efficiency, climate change mitigation and adaptation, disaster resilience, risk prevention and management, a contribution from the investment priorities of Access to Employment and Active Inclusion to the first three themes mentioned will be conceivable. Disaster resilience, risk prevention and management are too far removed from the ESF programme.

Possibilities include people being trained or introduced to jobs in the sectors in line with these themes. For instance, people may be trained for or placed in a job in the green sector. There is still much to be accomplished in terms of energy savings and protection of the environment by insulation, waste separation and recycling of raw materials, etc. Retraining and re-integration of unemployed people looking for jobs in future-proof sectors, so-called green jobs (which do not all constitute high-skilled labour), will contribute to these objectives. The extent to which people who are at a distance from the labour market will be placed in the aforementioned jobs/sectors cannot be indicated in advance, because this depends on the regional development and composition of unemployment. In accordance with the opinion of the ex-ante evaluators, it is not realistic, in view of the focus on active inclusion, to expect that the ESF contribution will make a substantial contribution to sustainable development. In accordance with the requirements of Article 112 of the CPR Regulation, an annual report will be drawn up, where relevant, on the results with respect to thematic objectives 1-7 (secondary themes).

The CBS keeps statistics on the environment industry (<http://www.cbs.nl/NR/rdonlyres/6048B589-C79F-416E-A5E2-BD93E3DCA29C/0/2012EGSSCBSbackground.pdf>). The environment industry consists of the group of companies and institutions engaging in activities to measure, prevent, limit, minimise or correct environmental damage to water, air and soil, as well as problems related to waste, noise and eco-systems (OECD, 1999; Eurostat 2009). This definition also includes 'cleaner technologies' and 'cleaner products and services' that reduce environmental risk and minimise pollution and resource use. The definition of the environment industry has been set at a European level and is applied by EU countries as such. (<http://statline.cbs.nl/StatWeb/publication/?DM=SLNL&PA=82273NED&D1=a&D2=a&D3=0&D4=15-16&VW=T>)

This table presents economic data for the environment industry. This table shows the labour volume, production and added value of the environment industry. Production and added value are measured in basic prices and labour volume is measured in annual work units (employed persons). In 2010, the labour volume was 112,300 employed persons and, in 2011 (most recent data): 112,700 persons. If this line is continued in 2014: 113,900.

What will be the outflow from re-integration projects within the context of active inclusion during the period between 2014 and 2020 to these sectors? The total estimated reach of ESF with respect to active inclusion is 89,100 persons (people who are at a distance from the labour market, including students of secondary special education/practical education, people with an occupational disability and former detainees). It is estimated that around 24,000 of these persons will actually find a job.

In 2014, the estimated employment in the environment industry will be around 113,900 persons. Compared with the total employed working population of 7,141,000 (first quarter of 2014), we are therefore talking about approximately 1.6% of employment. Hypothetically: assuming that the introduction to work from ESF is proportionate to this division, we would be taking about 1.6% of 24,000=around 384 persons who, in theory, are introduced to a job in the environment industry with a corresponding total ESF contribution of $384 \times \text{€}3,562 = \text{€}1,367,808$ (rounded off). In view of the composition of the target group (low-skilled and outdated training, physical and psychological labour obstacles, multiple problems, age and long-term benefit) and the partly high-tech nature of the environment industry, the outflow to these sectors will surely be lower. The indicative estimate is therefore: 125 persons with a corresponding financial contribution of around €445,250.

It will be discussed with the CBS how to determine the outflow from ESF projects to a job in the environment industry (which partly depends on the definition of the environment industry).

11.2 Equal opportunities and non-discrimination

Description of specific actions to promote equal opportunities and prevent discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation during the preparation, design and implementation of the operational programme and in particular in relation to access to funding, taking account of the needs of the various target groups at risk of such discrimination and in particular the requirements for ensuring accessibility for persons with disabilities.

In a general sense, equal opportunities and non-discrimination are guaranteed in the Netherlands under Article 1 of the Constitution and the elaboration of this article in the Equal Treatment Act. The latter provides for equal treatment and protection against discrimination based on religion, beliefs, political opinion, race, gender, nationality, heterosexual or homosexual orientation or civil status. Moreover, the Equal Treatment of Disabled and Chronically Ill People Act prohibits any direct or indirect discrimination on the grounds of a disability or chronic illness. The Equal Treatment in Employment (Age Discrimination) Act prohibits any discrimination on the grounds of age.

All citizens have the right to file a complaint about any (perceived) unequal treatment or discrimination to the Netherlands Institute for Human Rights (hereinafter: the Institute). As the national institute for investigation into and reporting on human rights violations, unequal treatment and discrimination, the Institute will start an investigation and give a non-binding opinion. This procedure is free of charge. Information about this can be found at: www.mensenrechten.nl.

The Netherlands also has an extensive network of anti-discrimination centres that people can contact if they have a question or complaint about discrimination. Anti-discrimination centres focus on helping people who feel discriminated against; they also provide information and advice on discrimination at schools and businesses. Finally, it is also possible to bring discrimination proceedings before the court. The court's decision is binding. Some forms of discrimination are punishable under criminal law.

The legislation guaranteeing equal opportunities, prevention of discrimination, equal treatment of men and women and any reliance thereon is described in detail in the Partnership Agreement. It has been demonstrated that, as far as this theme is concerned, the Netherlands meets the requirements set by the EC on legislation and institutions in this area. The Partnership Agreement was concluded under the responsibility of the Ministry of Economic Affairs as coordinator for the ESI funds. The legislation overview was assessed and supplemented by the Institute; the supplement has been processed.

Together with many other countries, the Netherlands signed the UN Convention of 30 March 2007 on increasing access of persons with disabilities in society in a broad sense. Its purpose is to enhance, protect and guarantee a full enjoyment by all persons with disabilities of all human rights and fundamental freedoms on terms of equality and to respect their inherent dignity. The convention offers, among other things, guarantees of access of disabled people to any company offering services or goods (apart from the obligation for public buildings). On 29 November 2013, the cabinet agreed to the implementation act that allows for a ratification of the UN Convention on the Rights of Persons with Disabilities. The bill has been submitted to the Council of State for advice, after which the bill will be debated in Parliament. The parliamentary debate will take at least one year. The Partnership Agreement includes the implementation process as part of the ex-ante condition.

When asked to give advice on the organisation of the new programme with respect to promoting equal treatment and non-discrimination, the Institute points out that many groups lack proper access to the labour market due to stereotypes on groups, which unconsciously affects people's opinion. The Institute is of the opinion that the new ESF programme must contain measures for enhancing the labour market position of vulnerable groups and the aim for an inclusive society. The measures must focus on the set-up of projects, such that the various groups enter the picture without any distinction being made and their introduction to work is not hindered by conscious or unconscious stereotypes. Moreover, the project must focus on preventing and avoiding discrimination by providers in the labour market: employers, work placement officers, employment officers, temporary employment agencies, etc.

In the practical implementation of this position of the Institute, the choice was made to select a number of experts in the area of equal treatment and non-discrimination who, as a support team, support applicants and the Managing Authority (Agentschap SZW) in becoming aware and recognising unintentional (indirect) discrimination and preventing discrimination. The support team was instructed to formulate, after having assessed knowledge and needs of applicants and the Managing authority, proposals for instruments to be used and, after approval, to develop and apply the instruments. The team's continuation (and nature thereof) will be decided on after a report and evaluation of the first year. The report will be submitted to, among others,

the Monitoring Committee for assessment. The team will ensure the spreading of experiences and good examples in the context of mainstreaming. An indicative amount of 200,000 euros will be available for this. The support by the support team is in line with the 'Labour Market Discrimination Action Plan', as offered by the Minister of Social Affairs and Employment to the House of Representatives on 16 May 2014. (House of Representatives 2013-2014, 29 544, no. 523).

11.3 Equality between men and women

Description of contribution of the operational programme to the promotion of equality between men and women and, where appropriate, the arrangements to ensure the integration of the gender perspective at operational programme and operation level.

According to the most recent Gender Equality Index of the UN, the gap between men and women in the Netherlands is increasing[1]. The Netherlands ranks first. This means that differences between Dutch men and women are smallest in the world. The list is compiled on the basis of, for example, maternal mortality data, the number of women in parliament, educational level and the labour participation rate of the working population. This ranking does not mean that there is no room for improvement of equal treatment between men and women in the Netherlands. The Institute concludes, for example, that women continue to be underrepresented in higher positions and receive a lower remuneration than men for the same/similar work. The Netherlands ranks fourth in the EU's Gender Equality Report Index.

The specific objective of "Promoting sustainable employability of workers" offers every opportunity to initiate projects dealing with and correcting any imbalances in the treatment of men and women. The elaboration of the objective gives examples of actions, whereby the possibility to consult with both male and female employees about combining care duties with work, in particular, will improve working conditions for women. This could contribute to working more hours and increase the poor economic independence of women. The Institute also recommends measures to be taken by employers not only to promote equal treatment of men and women, but also of various disadvantaged groups in the labour market.

After having included in the programme its recommendations for proper guarantees of the horizontal principles in the implementation of the 2014-2020 ESF programme, the Institute ruled that this is guaranteed. The opinion has been attached.

[1] <http://hdr.undp.org./eng/statistics/gii>

12. SEPARATE ELEMENTS

12.1 Major projects to be implemented during programming period

Table 27: List of major projects

| Project | Planned notification/submission date (year, quarter) | Planned start of implementation (year, quarter) | Planned completion date (year, quarter) | Priority Axes / Investment Priorities |
|---------|--|---|---|---------------------------------------|
| | | | | |

12.2 Performance framework of operational programme

Table 28: Performance framework by fund and category of region (summary table)

| Priority axis | Fund | Category of region | Indicator or key implementation step | Measurement unit, where appropriate | Milestone for 2018 | | | Final target (2023) | | |
|--|------|--------------------|---|-------------------------------------|--------------------|---|----------|---------------------|---|----------------|
| | | | | | M | W | T | M | W | T |
| PA1 - Promoting social inclusion and combating poverty and discrimination | ESF | More developed | Euro | Euro | | | 96500000 | | | 361,025,459.00 |
| PA1 - Promoting social inclusion and combating poverty and discrimination | ESF | More developed | Number of participants for active inclusion (labour market regions) | Number of participants | | | 35800 | | | 89,100.00 |
| PA2 - Promoting sustainable and high-quality employment and supporting labour mobility | ESF | More developed | Euro | Euro | | | 27100000 | | | 101,000,000.00 |
| PA2 - Promoting sustainable and high-quality employment and supporting labour mobility | ESF | More developed | Number of set vouchers | Number | | | 2200 | | | 5,500.00 |
| PA2 - Promoting sustainable and high-quality | ESF | More developed | Number of set | Number | | | 75 | | | 480.00 |

| Priority axis | Fund | Category of region | Indicator or key implementation step | Measurement unit, where appropriate | Milestone for 2018 | | | Final target (2023) | | |
|--|------|--------------------|--------------------------------------|-------------------------------------|--------------------|---|--------|---------------------|---|---------------|
| | | | | | M | W | T | M | W | T |
| employment and supporting labour mobility | | | projects | | | | | | | |
| PA3 - Promoting sustainable and high-quality employment and supporting labour mobility | ESF | More developed | Euro | Euro | | | 680000 | | | 25,000,000.00 |
| PA3 - Promoting sustainable and high-quality employment and supporting labour mobility | ESF | More developed | Number of participants G4 | Number of participants | | | 2400 | | | 5,850.00 |

12.3 Relevant partners involved in preparation of programme

1. Association of Netherlands Municipalities (VNG)
2. municipality of Amsterdam
3. municipality of Rotterdam
4. municipality of Almere
5. municipality of Enschede
6. municipality of Utrecht
7. municipality of Berkelland
8. municipality of The Hague
9. municipality of Emmen
10. municipality of Gennip
11. municipality of Tilburg
12. municipality of Veldhoven
13. municipality of Zaanstad
14. municipality of ISD Noordoost (municipalities of Delfzijl, Appingedam, Loppersum)
15. Ministry of Social Affairs and Employment: Re-integration and Participation Department/Agentschap SZW
16. Ministry of Education, Culture and Science
17. Ministry of Economic Affairs
18. Ministry of Health, Welfare and Sport
19. Ministry of the Interior and Kingdom Relations

20. Ministry of Security and Justice
21. G4 Major Cities Organisation
22. G32 Organisation
23. ERDF Managing Authority West
24. Dutch Trade Union Confederation (FNV)
25. Confederation of Netherlands Industry and Employers (VNO-NCW)/Dutch Federation of Small and Medium-Sized Enterprises (MKB Nederland)
26. Employee Insurance Agency (UWV)
27. Respont Foundation
28. ATC Amersfoort/ATC Match
29. Primary Education Council
30. National Association for Practical Education

Documents

| Document title | Document type | Document date | Local reference | Commission reference | Files | Sent date | Sent By |
|---|---|---------------|-----------------|----------------------|---|-----------|---------|
| Final report of Ex-ante evaluation | Report of the ex-ante evaluation | 11-Dec-2013 | Final report | | Final report of Ex-ante evaluation | | |
| Opinion of the Netherlands Institute for Human Rights | Opinion of national equality bodies on sections 12.2 and 12.3 | 27-Feb-2014 | | | Opinion of the Netherlands Institute for Human Rights | | |
| EACs ESF, statistics + 3 thematic objectives | Documentation on the assessment of the applicability and the fulfilment of ex-ante conditionalities | 18-March-2014 | Annex EACs OP | | EACs ESF, statistics + 3 thematic objectives | | |
| Four general EACs | Documentation on the assessment of the applicability and the fulfilment of ex-ante conditionalities | 18-March-2014 | | | Four general EACs | | |
| Explanation of output indicators | Programme annexes | 10-June-2014 | | | Explanation of output indicators | | |