



Performance Monitoring Report of the EaSI strand of the ESF+ for 2021-2023

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List of acronyms

ACIG	Annual Convention for Inclusive Growth
AHD	Affordable Housing Database
AI	Artificial Intelligence
ALMA	Aim-Learn-Master-Achieve
ALMP	Active labour market policies
AMEDI+	Assessing and Monitoring Employment and Distributional Impacts Plus
AMPWork+/AIM-WORK	Analysis on the Impact of Algorithmic Management and Artificial Intelligence in the Workplace
ATSDR	Agency for Toxic Substances and Disease Registry
AWP	Annual Working Programme
BIF	Belgian Investment Fund for Social Enterprises
CE	Caritas Europa
COP	Conference of the Parties
CSO	Civil Society Organisation
CSSC	Community-based Social Service Centres
CV	Curriculum Vitae
DG	Directorate-General
DOI	Digital Object Identifier
EAPN	European Anti-Poverty Network
EC	European Commission
ECE	European Centre of Experts
ECHA	European Chemicals Agency
EEA	European Economic Area

EESC	European Economic and Social Committee
EESSI	Electronic Exchange of Social Security Information
EFSA	European Food Safety Authority
EFTA	European Free Trade Association
EIGE	European Institute for Gender Equality
ELA	European Labour Authority
ODS	European Occupational Diseases Statistics
EP	European Parliament
EPR	European Platform for Rehabilitation
EPSR	European Pillars of Social Rights
EQF	European Qualifications Framework
ESAP	European Single Access Point
ESCO	European Skills, Competences, Qualifications and Occupations
ESDE	Employment and Social Developments in Europe
ESF+	European Social Fund Plus
ESFA	European Social Fund Agency
ESN	European Social Network
ESPN	European Social Policy Network
ESSPROS	European system of integrated social protection statistics
ESTAT	Eurostat
ETS	European Tracking Service
ETUC	European Trade Union Confederation
EU	European Union
EURES	European employment services
EUROMOD	Tax-benefit microsimulation model for the European Union
FAB	Fast Track Action Boost
FEANTSA	European Federation of National Organisations Working with the Homeless
FEBEA	European Federation of Ethical and Alternative Banks and Financiers
FTA	Free Trade Agreement
GSC	General Secretariat of the Council
GSP/EBA	Generalised Scheme of Preferences/Everything but Arms
GSP+	Generalised Scheme of Preferences Plus
HHoT	Hypothetical Household Tool
IARC	International Agency for Research on Cancer
ICMPD	International Centre for Migration Policy Development
ICNIRP	International Commission on Non-Ionizing Radiation Protection
ICTWSS	Institutional Characteristics of Trade Unions, Wage Setting, State Intervention, and Social Pacts

IESS	Integrated European Social Statistics
ILA	Individual Learning Accounts
ILO	International Labour Organisation
IT	Information Technology
JNCI	Journal of the National Cancer Institute
JRC	Joint Research Centre
KPI	Key Performance Indicator
LFS	Labour Force Survey
LMP	Labour Market Policies
LTC	Long-term care
LTU	Long-term unemployment
ME	Microenterprises
MF	Microfinance
MFC	Microfinance Centre
MFF	Multiannual Financial Framework
MISSOC	Mutual Information System on Social Protection
MS	Member State
NCP	National Contact Point
NEET	Not in Employment, Education or Training
NGO	Non-governmental organizations
NIR	Non-ionizing radiation
OECD	Organisation for Economic Co-operation and Development
OEM	Occupational & Environmental Medicine
OSH	Occupational safety and health
PES	Public Employment Services
PPI	Primary Performance Indicators
PSR	Psychosocial risks
RIAC	Regional Integration Accelerators
SCOs	Simplified Cost Options
SDG	Sustainable Development Goals
SE	Social enterprises
SEAP	Social Economy Action Plan
SEED	Social innovation EcosystEm Development
SIM	Social Innovation Match
SIP	Secondary Input Indicator
SME	Small and Medium-sized Enterprise
TAP	Transfer and Adaptation Plan

TC	Transnational Cooperation
TMS	Targeted Mobility Scheme
UN	United Nations
UNICEF	United Nations International Children's Emergency Fund
VET	Vocational Education and Training
VZF	Vision Zero Fund
WHO	World Health Organisation
YG	Youth Guarantee

Abstract

The purpose of this report is to assess the performance for the Employment and Social Innovation (EaSI) strand of the European Social Fund Plus (ESF+) for 2021-2023. The report analyses outputs, outcomes, and financial implementation across six main KPIs/PPI covering areas such as analytical activities, information sharing, social experimentation, capacity building, job placements, and support for microenterprises and social enterprises. The study applies a mixed-method approach which involves quantitative analysis of performance data through the 'megareports' indicating EaSI activities, stakeholder survey, interviews and further desk research of examples of EaSI funded projects. The study also utilises methodologies related to the analysis of citations to assess how far reaching are the outputs generated by the EaSI strand.

The EaSI strand demonstrated robust performance from 2021 to 2023, achieving targets set for most of the KPIs (four out of six) and contributing to policy development in areas such as platform work, social protection, and cross-border employment. Budget execution varied across KPIs, with majority of the areas well positioned in terms of disbursements vis-à-vis planned allocations. Challenges emerge in scaling of social innovations – while it is an ongoing component which may ramp up for the subsequent monitoring report, addressing shortcomings in relation to this area is important. Overall, integration into the broader ESF+ framework appears successful in creating a more cohesive approach for EaSI activities and aligns well with the priorities of ESF+ itself.

Introduction

This EaSI Performance Monitoring Report presents the results achieved by the EaSI strand in 2021-2023. It focuses on the delivered products (outputs) and outcomes of these products in 2021-2023, i.e. performance of the strand in relation to established Key Performance Indicators (KPIs)/Primary Performance Indicators (PPIs)/ and complementary indicators (Chapter 3). Then, an assessment of how EaSI contributes to horizontal principles is provided (Chapter 4). The report also includes a chapter on social innovation/social experimentation activities which promote the scaling up and transferability of innovative solution in projects funded through the EaSI strand of the ESF+ (Chapter 5). Then, the report presents EaSI activities that contributed to the achievement of ESF+ specific objectives (Chapter 6). Chapter 7 provides concluding remarks on the implementation of the EaSI strand in 2021-2023 and the main comparisons to the performance during previous years.

The following annexes are attached separately to the main report:

- Annex 1: Intervention logic of the EaSI strand
- Annex 2: Executive Summary of the performance monitoring report
- Annex 3: Catalogue of outputs produced in 2021-2023 under each KPI of the EaSI strand
- Annex 4: Outcomes of the EaSI Stakeholder Survey 2024
- Annex 5: Database of analytical outputs collected for citation analysis
- Annex 6: Methodology for citation analysis
- Annex 7: Examples of social innovation projects with potential for scale-up/transfer
- Annex 8: Additional information on EaSI financial inputs.

1. About the EaSI strand

The Employment and Social Innovation (EaSI) strand of the ESF+ for MFF 2021-2027 builds on the previous EaSI programme (MFF 2014-2020). The new EaSI strand has maintained its focus on social experimentation, evidence-based policymaking, job mobility¹, and microfinance and social entrepreneurship².

Under the ESF+, the EaSI strand retains many of the core objectives and activities of the standalone 2014-2020 EaSI programme. However, EaSI is now part of a broader framework with more aligned objectives and activities which should enable the creation of a more cohesive approach to employment and social innovation across the European Union (EU). The integration of EaSI into ESF+ has also resulted in a better alignment with the European Pillar of Social Rights, which should further strengthen the implementation of the Pillar. The consolidation of various EU funding instruments, including EaSI, into ESF+, resulted in **several programmatic changes** especially relating to the objectives and activities of the Strand and its performance monitoring approach.

On the basis of ESF+ set out in Article 3 of the ESF+ Regulation, the **EaSI strand is well-aligned with the ESF+ general objectives:**

- Support participating countries and regions to achieve high employment levels, fair social protection and a skilled and resilient workforce ready for the future world of work, as well as inclusive and cohesive societies aiming to eradicating poverty and delivering on the principles set out in the European Pillar of Social Rights.
- Support, complement and add value to the policies of participating countries to ensure equal opportunities, equal access to the labour market, fair and quality working conditions, social protection and inclusion, in particular focussing on quality and inclusive education and training, lifelong learning, investment in children and young people and access to basic services.

Article 25 of the ESF+ Regulation establishes **10 operational objectives for the EaSI strand** that align with the 13 specific objectives (Article 4) of the whole fund and the ESF+ three policy areas (employment and labour mobility, education, and social inclusion). The EaSI strand's operational objectives should be achieved under the direct and indirect management modes. The 10 operational objectives also largely align with the specific objectives of the 2014-2020 EaSI programme.

Each operational objective of the EaSI strand correspond to one or more specific objectives of the former EaSI programme.

- The first specific objectives under PROGRESS axis of the EaSI programme (analytical knowledge and comparative information) was **expanded into three operational objectives** under the EaSI strand (a, j, and h) covering, in addition to (a) comparative analytical knowledge, (j) the implementation of international and social labour standards in harnessing globalisation and EU policies external dimension, and (h) offering Guidance for the development of social infrastructure for implementing the European Pillar of Social Rights. Moreover, a new activity consisting in offering support to transnational cooperation (i) (for scaling up tested social policy innovations) was included as one of the EaSI strand operational objectives. This operational objective (i) was not directly covered in the previous MFF (EaSI programme).
- When it comes to EURES axis, the related specific objectives are now represented by one operational objective on the geographical mobility of workers and employment opportunities (d). This operational objective is monitored by one outcome KPI with the monitoring data sourced from EURES (unlike the other operational objectives, which are monitored by five output KPIs/PPI with the monitoring data coming from FINAP).

- Meanwhile, while the former EaSI programme financial instruments were transferred to the InvestEU, all the capacity building related specific objectives under the former PROGRESS and Microfinance/Social Entrepreneurship axes are now represented by EaSI strand the operational objective under the (f) support networking and build up institutional capacity.

The EaSI strand is funded through **two financial envelopes**: the EaSI financial envelope, and an additional amount coming from the ESF+ financial envelope to accelerate the transfer, and facilitate the scaling up, of innovative solutions. Under direct management, grants, procurement, prizes or others are funded. The indirect management mode funds activities implemented in partnership with the EU partners (ESFA³) and international organisations (e.g., OECD, ILO, and WHO).

Grants are a financial contribution by way of donation to activities that serve Union policy objectives. The basic principles under which the Commission may award grants are set out in the Financial Regulation, these are:

- Equal treatment;
- Transparency;
- Co-financing;
- Non-cumulative award and no double financing;
- Non-retroactivity;
- No-profit.

Grants represent **a major part of the Union's expenditure** and fall into two broad categories:

- **Action grants** that finance actions intended to help to achieve an objective that forms part of a Union policy,
- **Operating grants** that finance the work programme of a body pursuing an aim of general European interest or an objective that forms part of a Union policy.

In contrast to procurement contracts, the nature of a donation entails that the granting authority does not receive goods or services in exchange for payment. The results of the action remain the property of the beneficiaries.

The Financial Regulation foresees that grants should be awarded following an open and competitive **call for proposals**. Exceptionally, in the cases listed in Article 195 of the Financial Regulation⁴, grants may also be awarded without a call for proposals (so-called '**direct award**').

The EaSI strand also funds implementation through contracts following **public procurement** (call for tenders and framework contracts) or other actions or expenditures (e.g. service level agreements) in the areas of employment and skills, social protection and inclusion, labour markets and labour mobility, safe and fair working conditions and cross-cutting issues.

The EaSI funding offered under the direct and indirect management modes of the ESF+ also covers **other actions or expenditure** such as:

- Various meetings of standing, ad-hoc committees, and other events.
- Scientific support for evaluation of chemicals at work.
- Support for data collection and management, analysis, studies, and evaluations.
- Publications.
- External evaluators.

The contracted activities of the strand (funded through grants, procurement, and other actions or expenditure) should contribute to the implementation of the European Pillar of Social Rights (and its action plan), the European Semester, and the policy initiatives of the Commission work programme in the field of employment and social inclusion.

Under **indirect management** of EaSI strand, the **Lithuanian European Social Fund Agency (ESFA)** has been selected as the entrusted entity as a result of a competitive procedure through a call for expression of interest to work under indirect management with DG EMPL (for MFF 2021-2027) to facilitate the ESF Social Innovation+ Initiative to contribute to operational objective i) accelerating the scaling up / transfer of social innovation which aims to help transfer and upscale innovative solutions to societal challenges in the fields of employment, education, skills and social inclusion (more information about ESFA and the Social Innovation+ Initiative is presented under Chapter 5).

EaSI Work Programmes define the main policy priorities to which EaSI strand contributes in the given year. A summary for these priorities and calls for proposal launched in the period of 2021-2023 is presented in [Table 1](#). The table has been prepared by cross-checking information in the EaSI Annual Work Programmes, megareports and the EU Funding and Tender Portal.

Table 1 – Main priorities and calls launched under EaSI strand

Annual	Priorities	Calls for proposal
2021	- Implement the European Pillar of Social Rights - Strengthen employment and skills - Improve social protection and inclusion - Improve labour markets and labour mobility - Foster safe and fair working conditions	<i>Implemented directly by DG EMPL</i> - Framework partnership agreements and annual operating grants to support EU level Social NGO Networks (per AWP)⁵ - o Framework partnership agreement under ESF-OG-2021 - Social inclusion (ESF-2021-OG-NETW-NGO-FPA) - o Specific Grant Agreement under FPA-ESF-OG-2021 - Social Inclusion (ESF-2021-OG-NETW-NGO-SGA) - Framework partnerships and operating grants for networks in social enterprise/microfinance (per AWP)⁶ - o Framework Partnership agreement under ESF-OG-2021 Social Enterprise (ESF-2021-OG-NETW-MF-SE-FPA) and - o Specific Grant Agreement under FPA ESF-OG-2021 Social Enterprise (ESF-2021-OG-NETW-MF-SE-SGA) - Activities to tackle undeclared work (ESF-2021-UDW-01) - Posting of workers: enhancing administrative cooperation and access to information (ESF-2021-POW-01) - EURES cross-border partnerships (per AWP): - o EURES Cross Border Partnerships (ESF-2021-CBC-ECP), - o EURES Social Partner Cooperation (ESF-2021-CBC-SOCP) and - o EURES EEA non-EU countries cooperation (ESF-2021-CBC-EEA). - EURES Targeted Mobility Scheme (ESF-2021-EURES-TMS-01) - National Contact Points for EaSI (ESF-2021-AG-NCP)
2022	- Continue implementing the European Pillar of	<i>Implemented directly by DG EMPL</i> - Transaction costs to support social finance intermediaries (ESF-2022-SOC-FIN)

	Social Rights Action Plan - Support and foster an inclusive recovery from COVID-19 pandemic impacts - Promote fair transitions (green, digital) - Address labour shortages and skills mismatches - Improve social protection systems and access to services	- EURES Targeted Mobility Scheme (<i>ESF-2022-EURES-TMS-01</i>) - National Contact Points for EaSI (<i>ESF-2022-NCP</i>) - Social innovations for a fair green and digital transition (<i>ESF-2022-SOC-INNOV</i>) <i>Implemented through indirect management (ESFA)</i> - Call on preparation and implementation of the ALMA (Aim-Learn-Master-Achieve) initiative, to promote the social empowerment of disadvantaged young people (<i>ESF-SI-2022-ALMA-01</i>)
2023	- Further implement European Pillar of Social Rights Action Plan - Support just green and digital transitions - Address labour shortages and skills needs - Improve social protection and inclusion - Promote fair labour mobility	<i>Implemented directly by DG EMPL</i> - EURES Cross-border partnerships and support to EURES cooperation on intra-EU mobility for EEA countries and social partners: - o EURES EEA non-EU countries cooperation (<i>ESF-2023-EURES-CBC-EEA</i>), - o EURES Social partners cooperation (<i>ESF-2023-EURES-CBC-SOCP</i>) and - o EURES Cross-border partnerships (<i>ESF-2023-EURES-CBP-ECP</i>). - Implementation of European Tracking Service for pensions (ETS) (<i>ESF-2023-ETS</i>) - Posting of workers: enhancing administrative cooperation and Access to information (topic 1) (<i>ESF-2023-POW-UDW-01</i>) and activities to tackle undeclared work (topic 2) (<i>ESF-2023-POW-UDW-02</i>) - Social innovation practices to combat homelessness (<i>ESF-2023-HOMELESS</i>) - Support for European Platform on Combatting Homelessness (<i>ESF-2023-EPOCH</i>) - Actions to boost the development of finance markets for social enterprises (<i>ESF-2023-SUPPLY-DEMAND</i>) <i>Implemented through indirect management (ESFA)</i> - Call on building-up and consolidating the capacities of national competence centres for social innovation (<i>ESF-SI-2023-NCC-01</i>) - Social Innovations for Upskilling of Vulnerable Youth, Especially Young People not in Employment, Education, or Training (NEETs)' (<i>ESF-SI-2023-SKILLS-01</i>)

Source: EaSI strand annual work programmes 2021-2023, Funding and Tender Portal, EaSI megareports 2021-2023 and information received from ESFA.

2. EaSI performance framework and monitoring system

For the EaSI strand of the ESF+, Article 32 of the ESF+ Regulation (monitoring and reporting) establishes that “**proportionate reporting requirements shall be imposed on recipients of Union funds and, where relevant, Member States**”.

Based on the principle of proportionality, compared to the previous programming period where the EaSI programme was a self-standing fund, the proposed Performance Framework relies on a **reduced number of indicators**, a **simplified data collection** and a **reduced number of the questionnaires to beneficiaries**.

The Performance Framework of the EaSI strand of the ESF+ 2021-2027⁷ includes **6 primary indicators** to report on the progress of the EaSI strand towards the achievement of the specific objectives set out in Article 4(1) and the operational objectives set out in Article 25. These are the following:

- KPI 1 - Number of analytical activities
- KPI 2 - Number of information sharing and mutual learning activities
- KPI 3 - Number of social experimentation activities
- KPI 4 - Number of capacity building and networking activities
- KPI 5 - Number of job placements under targeted mobility schemes
- KPI 6 - Number of activities supporting microenterprises, social enterprises, and social investment

For KPI 1-4 and 6, the units of measurement are outputs (or “activities”). A single unit of this corresponds to an open call (with one or multiple beneficiaries / projects funded) or a procurement procedure (with one or multiple contracts). For KPI 5, the unit of measurement is an outcome (number of job placements under targeted mobility schemes).

To assess the financial inputs of the EaSI strand, the performance framework includes **two secondary input indicators**. These indicators supplement the first group indicators by adding additional dimensions for their interpretation (i.e., efficiency, scope, other process-related characteristic) and measuring the performance in relation to the financial implementation of the budget defined in Article 5 of the ESF+ Regulation:

- SIP 1 - Absorption rate: Planned budget (planned) vs implemented (= individual + global commitments)
 - SIP 1.1 Amount (EUR)
 - SIP 1.2 Share (%)
- SIP 2 – Budget consumption rate: Budget already spent / total budget (= payments)
 - SIP 2.1 Amount (EUR)
 - SIP 2.2 Share (%)

The primary indicators are supported by a limited number of well-targeted **complementary indicators**. These take form in:

- Perceived quality and effectiveness of EaSI activities (Share of stakeholders who agree or highly agree with relevant statements on quality and benefits of these activities)
- Actual or intended use of evidence produced by EaSI (Share of stakeholders who declare that they have used (or intend to use) the information acquired through EaSI funded actions)
- Examples of EaSI activities/funded projects which contribute to:
 - high quality comparative analytical knowledge, support of implementation on social and labour standards projects and initiatives or guidance produced for the development of social infrastructure
 - policy design of appropriate measures
 - transnational cooperation facilitating transfer and scaling-up of social innovation/experimentation
 - social policy innovations and successful capacity building activities
 - successful services provided via cross-border partnerships and targeted mobility schemes
 - integration of horizontal issues / objectives
- Percentage of budget committed per year and operational objective.

The suggested indicators build upon the guiding principles of proportionality and simplification that underline the current performance framework of the EaSI strand. It does this by incorporating relevant indicators from the previous EaSI programme to ensure a certain level of comparability with previous performance monitoring framework. It also complements the quantitative achievement of targets by providing more nuance on the quality of analytical outputs produced under EaSI strand (concerning KPI 1) by using **citation metrics**. The indicators also facilitate an assessment of the progress made on the transfer and/or scaling up of social innovation initiatives (concerning KPI 3).

Most of the information used in the preparation of the quantitative performance report utilised existing, secondary data sources. Namely, data received from DG EMPL and its Operational Units, as well as other relevant agencies such as ESFA. Additional information was gathered through the stakeholder survey, **interviews with the Commission** and other sources which are available publicly, such as the **Social Innovation Match Database**.

As part of the performance monitoring system of the EaSI strand, **EaSI Stakeholder Survey** is to be issued on a bi-annual basis and disseminated via the EU Survey tool. The objective of this iteration of the survey was to capture the opinions of stakeholders benefitting from or interested in EaSI strand activities. This year's survey aimed to provide a gather the opinions of stakeholders benefitting from the strand (i.e., it aimed to target a wide variety of persons involved in one way or another in EU policy in the area of employment and social affairs). The survey questionnaire abided by the overall principle to assure the comparability of results collected from the previous EaSI Programme. Most of the questions were closed-ended to ensure the comparability of data, with some open-ended questions to gather more in-depth insights. Nevertheless, the 2024 data is not entirely comparable to previous years because the survey branching logic has changed following the principle of simplification. The most relevant topics of the survey form included:

- The EU support to policymaking and implementation through analytical evidence;
- Policy-oriented analytical knowledge provided by EaSI;
- The capability of EaSI to boost information sharing, knowledge dissemination, mutual learning, peer reviews and dialogue;
- The EU support to social innovation and experimentation and to transnational cooperation in policy making;
- The Commission's contribution to geographical mobility of workers and increased employment opportunities;
- Horizontal priorities within EaSI.

Please refer to Annex 4 for a detailed presentation of the survey methodology and results.

3. Performance of the strand

This chapter of the report is structured around six KPIs/PPIs, which consist of related operational objectives, as well as complementary indicators to the KPIs/PPIs. It presents detailed information on activities and outputs delivered by the strand, as well its performance against the predefined indicators. For each KPI, we provide examples of the work completed in the areas of employment, social inclusion, working conditions, as well as cross-cutting issues, to the extent it is relevant, given that these topics are highlighted in the annual work programmes. Each KPI/PPI is accompanied by a set of complementary indicators, stemming from the stakeholder survey, project examples extracted from the Funding and Tender Portal, as well data on budget commitments per each operational objective. The chapter ends with

an overview on the two SIPs which detail the state of play of the EaSI strand in relation to the absorption rate of its budget and the consumption rate.

The data on budget commitments presented in this report is based on information available in FINAP. However, due to a bug, FINAP does not consistently include commitments for co-delegated activities, which remain marked as “0” even if implemented. As a result, part of the co-delegations may already be implemented (committed), which could significantly raise the budget execution rate. DG EMPL will continue to use a cautious approach until FINAP data is aligned with ABAC, ensuring accuracy and avoiding potential overestimation. The final results will be presented once the information is verified.⁸

Please note that there is one complementary indicator that is missing from the analysis - the distribution of budget commitments and project outcomes per KPI/PPI (Member State/ Participating State; type of beneficiary; number of projects; size of committed budget). It cannot be developed for each KPI/PPI due to the lack of data availability at the level of granularity needed. An aggregate level analysis on financial inputs of EaSI can be seen in Annex 8.

3.1. KPI 1 – Analytical activities

KPI 1 – Analytical Activities is designed to support evidence-based policymaking within the EU. This key performance indicator encompasses a wide range of analytical activities, including the collection of data and statistics, the development of common methodologies, monitoring and assessment of relevant legislation, policies, and practices, as well as conducting research, mapping projects, and evaluations. Outputs from these activities include the publication of guides, reports, educational material, and the organisation of various events such as expert meetings, workshops, seminars, and conferences.

KPI 1 is structured around three operational objectives:

- **(a) To develop high-quality comparative analytical knowledge in order to ensure that policies to achieve the specific objectives set out in Article 4(1) are based on sound evidence and are relevant to needs, challenges and local conditions.** The goal is to ensure that EU policies and legislation in targeted fields are grounded in robust evidence and responsive to the unique needs, challenges, and conditions within individual Member States.
- **(h) To provide guidance for the development of social infrastructure needed for the implementation of the European Pillar of Social Rights.** This includes activities aimed at enhancing social policies and practices that align with the EPSR's principles.
- **(j) To support the implementation of relevant international social and labour standards in the context of harnessing globalisation and the external dimension of Union policies in the policy areas set out in Article 4(1).** This objective supports activities that promote the implementation of international social and labour standards. By aligning with these standards, the EU strengthens its intervention in social policies and labour practices, ensuring they meet global benchmarks.

3.1.1. Achievement of targets

Overall, the achievement of targets for KPI 1 is on track. The actual average number of activities conducted between 2021-2023 slightly exceeds the target (see [Table 2](#)).

Table 2 – KPI 1 targets and state of play – period 2021-2023

Target MFF –	Projected results (actual average 2021-2023 * 7)	Indicative average per year (from target MFF / 7)	Average year (from results 2023 / 3) per actual 2021-2023	Difference (target versus real results 2021-2023)
199	205	28	29	+3%

Source: EaSI strand of the ESF+: state of play of the implementation for the period 2021 – 2023, EMPL.A.3, European Commission.

Activities of KPI are not uniformly distributed across operational objectives. As Table 3 shows, producing analytical knowledge (a) has seen consistent uptick activities related to the implementation of relevant international social and labour standards (j) has also seen a consistent output. However, producing guidelines for the implementation of the EPSR (h) has not been carried out within the period of 2021-2023 – we review the state of play of this operational objective under section 3.1.2.3.

Table 3 – KPI 1 number of analytical activities by operational objective per year

Operational objective	2021	2022	2023	Average
(a) Analytical knowledge	18	28	29	25
(j) implementation of relevant international social and labour standards	6	2	4	4
(h) Guidelines implementation EPSR	0	0	0	0
Total	24	30	34	29

Source: EaSI strand of the ESF+: state of play of the implementation for the period 2021 – 2023, EMPL.A.3, European Commission.

3.1.2. Contribution to operational objectives of the EaSI strand

EaSI maintains and develops evidence base necessary for the EU employment, social and equality policies and legislation by financing the following types of activities:

- surveys, studies, statistical data, methodologies, classifications, micro-simulations, indicators and support for European-level observatories and benchmarks
- social experimentation evaluating social innovations
- monitoring and assessment of the transposition and application of Union law.

EaSI analytical activities have a primary purpose to respond directly to the evidence needs of the Commission in the fields of employment and skills, labour markets and labour mobility, social protection and inclusion and working conditions. Such evidence is either contracted directly by the Commission (procurement), funded through grants notably with international organisations researching in the relevant fields (such as the Organisation for Economic Co-operation and Development (OECD) and the International Labour Organisation (ILO)), or developed by the networks of independent experts (such as the European Employment Policy Observatory and the European Social Policy Network). Below the report provides an overview of the most important activities (both financially and content-wise) funded and their

contributions to each of the operational objectives in 2021, 2022 and 2023, based on the data provided in the corresponding annual megareports.

3.1.2.1. Analytical knowledge

Employment and Skills

In 2022, a significant focus within the area of employment and skills was the collaboration between the European Commission and the OECD on inclusive and social entrepreneurship policies. This partnership aimed to enhance the evidence base at the EU level and to provide policy guidance to Member States on creating enabling framework conditions in this field, thereby supporting the implementation of the Social Economy Action Plan.

The Commission also engaged with the International Labour Organisation (ILO) to expand knowledge on the skills required for a Just Transition. This collaboration involved a range of activities, including the provision of data and analysis on labour shortages in the green and digital sectors, co-organizing Just Transition events from COP-28 to COP-30, and sharing best practices on just transitions in non-EU countries.

Additionally, the Commission worked closely with the Joint Research Centre (JRC) on several key studies, including:

- Assessing and promoting synergies between green and digital transitions (APSY – COLLEEM+)
- EUROMOD – including Hypothetical Household Tool (HHoT)
- Measuring the green economy and the associated skills
- Sources and mitigation of carbon inequality and environmental footprint inequality

In 2022, the EaSI strand continued its support for two Eurobarometer studies: the Eurobarometer 2023 on Traineeships and the European Year of Skills 2023.

Furthermore, in 2022 and 2023, EaSI funded the European Centre of Experts (ECE) in the field of employment and labour market policies (LOT 2). The objective of this initiative is to rapidly mobilize high-level experts on specific thematic areas and country-specific issues.

Labour Markets and Labour Policies

In the period 2021-2023, EaSI supported the counterfactual impact evaluations of active labour market policies using linked administrative data in cooperation with the OECD.

For labour markets and policies, one of the major activities was the maintenance and regular update of the Labour Market Policies (LMP) Database in the period 2021-2023.

Social Protection and Inclusion

The EaSI strand maintained its collaboration with the OECD in the field of social protection and inclusion, funding several critical studies, including:

- Monitoring inequalities for inclusive policy responses

- Monitoring inequalities for inclusive responses to the COVID-19 crisis
- Monitoring the adequacy of pensions
- Support for the OECD survey on housing
- Tax Burdens, Benefit Adequacy, and Work Incentives (supporting the OECD TaxBEN model)
- “Faces of Poverty”
- Ageing and adequacy of pensions
- Monitoring the adequacy of social protection in long-term care (LTC)

In collaboration with the JRC, ECFIN, TAXUD and REFORM, the EaSI strand continued to finance long-standing EU-level analytical activities, such as the development and maintenance of the JRC’s EUROMOD model (2021 - 2023). EUROMOD, a microsimulation model covering the tax-benefit systems of all EU Member States, evaluates the impacts of policy changes on income distribution, poverty, and public finances. This tool remains essential in enhancing the European Commission’s capacity for quantitative policy assessment, particularly within the contexts of the European Semester, promotion of Distributional Impact Assessment and the Social Protection Committee’s work as well as DGEMPL analytical work (e.g. Employment and Social Developments in Europe reviews).

In 2022 and 2023, in collaboration with the JRC, the Expert Network for Analytical Support in Social Policies continued to provide the Commission with expertise and rigorous analysis of social protection and social inclusion policies. The network’s work is closely aligned with the Commission’s political priorities and informs the European Semester, the Economic Reform Programme process with enlargement countries, and the development and monitoring of European social policies.

Working Conditions

In the field of working conditions, a standout activity in 2023 was the partnership with the JRC on AMPWork+ / AIM-WORK (Analysis on the Impact of Algorithmic Management and Artificial Intelligence in the Workplace). This initiative aimed to provide original and representative data on the level and implications of algorithmic management in workplaces, as well as the broader impact of advanced technologies, such as digital monitoring and telework.

The Commission also collaborated with the European Chemicals Agency (ECHA) to provide scientific support for evaluating chemicals in the workplace across 2021, 2022, and 2023. Moreover, the EaSI strand demonstrated its commitment to improving working conditions by contributing to the WHO’s International Programme on Chemical Safety from 2021 to 2023.

Additionally, the EaSI strand funded the continuation of the database on Institutional Characteristics of Trade Unions, Wage Setting, State Intervention, and Social Pacts (ICTWSS). This database offers comprehensive and comparable information on the evolving nature and scope of collective bargaining within the EU and Balkan countries. The ongoing support for this project (VS/2019/0185) contributes to monitoring compliance with the Minimum Wage Directive and informs the scoreboard for monitoring Social Pillar 8 (Social Dialogue and Involvement of Workers).

The EaSI strand also supported Eurostat’s pilot project on European Occupational Diseases Statistics (EODS), which seeks to establish a system for collecting administrative data on

officially recognised cases of occupational diseases across all Member States. The experimental nature of EODS is primarily due to the diverse legal systems and procedures for recognising occupational diseases across Europe.

Cross-Cutting Issues

In 2021, 2022, and 2023, the EaSI strand continued its support for the EU Labour Force Survey (LFS). The LFS remains a crucial source of information on the status and trends within the EU labour market, being the largest European household sample survey that provides quarterly and annual results on labour market participation. In addition, the EaSI strand supported National Statistical Institutes, through co-delegation to Eurostat in the implementation of the Integrated European Social Statistics (IESS) Regulation (Regulation 1700/2019), which further harmonised social surveys, including in the area of employment and unemployment and improved the timeliness of data.

In 2021, the EaSI strand also supported multiple studies related to employment and working conditions, scientific and technical developments for pandemic preparedness, and measures to support vulnerable populations, such as youth, long-term unemployed (LTU), people neither in employment nor in education or training (NEETs), and the inactive population.

In the period 2021-2023, the EaSI strand also supported further development and use of the RHOMOLO model. RHOMOLO is a spatial computable general equilibrium model maintained by JRC. It is used for policy impact assessment and provides sectoral, regional and time specific results disaggregated by skills and income levels based on scenario analysis. The model is used in assessing ESF+ interventions as well as in flagship EMPL reports (e.g. ESDE).

Finally, in collaboration with the JRC, the EaSI strand funded assessments of the distributional impacts of geopolitical developments, including socio-economic implications and stress tests for future energy price scenarios under the AMEDI+ initiative.

3.1.2.2. Implementation of relevant international social and labour standards

The second operational objective of KPI 1 is integral to ensuring that policies, laws, and practices align with internationally recognised guidelines and agreements that safeguard workers' rights, promote fair labour practices, and uphold social justice in the workplace.

Working Conditions

In 2021, the EaSI strand played a pivotal role in supporting surveys focused on the application of core labour standards, occupational safety and health (OSH), and working conditions in trade partner countries. These efforts were aimed at effectively monitoring the adherence to core Labour Standards, as well as OSH and Working Conditions, within the framework of Free Trade Agreements (FTAs), Generalised Scheme of Preferences Plus (GSP+), and Generalised Scheme of Preferences/Everything but Arms (GSP/EBA). Given the growing number of trade partner countries, this initiative has been classified as a priority within the European Commission's "Trade for All" communication, as well as in the Commission's Reflection Papers on Harnessing Globalisation and on Implementing the Sustainable Development Goals (SDGs).

In 2021 and 2022, the Commission further strengthened its collaboration with the ILO on several key projects, including:

- Decent work and informality: Impacts of COVID-19 and pathways to recovery that promote decent and sustainable employment
- Combating violence and harassment in the world of work
- Enhancing occupational safety and health (OSH), with a particular focus on labour inspections in the Mediterranean region

Cross-Cutting Issues

Addressing cross-cutting issues, the EaSI strand continued its support for the EU Neighbourhood policy, particularly in the Eastern and Southern partnerships, in both 2021 and 2023. This support aimed to enhance social and economic stability, improve employment and social policies, and bolster commitments under trade agreements within the EU's Eastern and Southern Neighbourhoods.

In 2023, the Commission also collaborated with the OECD and ILO on projects of significant importance to global supply chains and public procurement. These initiatives included:

- Human Rights Due Diligence in Public Procurement - Global Supply Chains
- Sustainable supply chains to build back better: Advancing decent work in five global supply chains critical to the European Union, as part of a fair, resilient, and sustainable recovery from the COVID-19 crisis (Phase 2)

3.1.2.3. Guidance for the development of social infrastructure for the implementation of the European Pillar of Social Rights

Operational objective h, which aims to provide guidance for developing the social infrastructure needed to implement the European Pillar of Social Rights, did not produce any outputs for the period 2021-2023. Nevertheless, it is important to highlight that all activities under the EaSI strand contribute, directly or indirectly, to the implementation of the EPSR.

Although no activities were explicitly assigned to operational objective h, other actions carried out under the EaSI strand align with the goal of providing guidance for developing social infrastructure for the implementation of the EPSR. These activities, while classified under other operational objectives, support the broader goal of implementing the EPSR. Regulation (EU) 2021/1057 stipulates that guidance under the EaSI strand is necessary for the development of social infrastructures and related services, particularly in areas such as social housing, childcare and education, healthcare, and long-term care. This includes support for the transition from institutional care to family- and community-based services, while ensuring accessibility for persons with disabilities. In this way, **certain activities that have been classified as contributing to other operational objectives could also serve as a basis for guiding the development of social infrastructure essential for implementing the European Pillar of Social Rights.**

For instance, the EaSI strand has supported the OECD in conducting a survey on housing. This collaboration resulted in the creation of the **Affordable Housing Database (AHD)**, which features a set of indicators to monitor access to quality, affordable housing, as well as issues of homelessness and housing exclusion across OECD and EU Member States.

Additionally, the EaSI has provided a direct grant to the Government of the Republic of Portugal to support a high-level conference: the “**Porto Social Forum**.” This grant facilitated an event held in Porto, following the commitments established at the Porto Social Summit in May 2021. The Porto Social Forum, initiated exclusively by the Government of Portugal, aims to further contribute to the Union's social dimension and to track, at the highest levels, the progress achieved towards the implementation of the European Pillar of Social Rights.

Similarly, as part of the operational objective to develop social enterprises and social investment markets, the EaSI strand has supported **initiatives to enhance financial markets for social enterprises**. These activities focus on establishing reliable schemes and funds to provide financing for social enterprises, as well as creating support structures that offer business development services and networking opportunities to improve social enterprises' investment readiness. Social enterprises play a crucial role in implementing several principles of the European Pillar of Social Rights, specifically:

- Principle 3: Equal opportunities
- Principle 4: Active support to employment
- Principle 5: Secure and adaptable employment
- Principle 11: Childcare and support to children
- Principle 17: Inclusion of people with disabilities
- Principle 18: Long-term care
- Principle 20: Access to essential services.

3.1.3. Complementary indicators

3.1.3.1. Citation metrics

Complementary indicator 1.1. *Number of citations in analytical outputs produced by EaSI strand*

A complementary approach to gauge the impact and uptake of EaSI analytical activities is the **citation analysis**. Citation analysis allows for assessing various qualities of documents (e.g., importance, similarity) by looking at the number and types of publications citing it. While ordinarily used to measure the impact of scientific articles, this method was applied to EaSI analytical outputs to reveal their importance within a specific collection of documents (e.g., political documents, scientific articles, news articles). By systematically tracking citations, citation analysis serves as a good practice example for monitoring the impact of EaSI outputs, providing valuable insights into their influence and reach within relevant fields.

A detailed justification of the methodological approach used for the citation analysis is provided in Annex 6. The key steps, however, were as follows. First, we compiled the reports, statistics, and databases funded through EaSI, which we refer to as **analytical outputs**. The list is summarised in Annex 5.⁹ Second, we identified the most appropriate **analytical strategies** for conducting citation analysis. Ordinarily, citation analysis relies on unique Digital Object Identifiers (DOIs) to accurately link citing and cited documents. However, many EaSI outputs do not have DOIs, making alternative citation identification methods necessary. To address this, we selected four strategies designed to best identify citations in documents without unique identifiers.

- **Strategy 1:** Identifying citations and mentions of EaSI analytical outputs within the EU Publications Office database by searching for the titles or catalogue numbers of the publications.
- **Strategy 2:** Searching for citations of the titles of EaSI analytical outputs within Unpaywall, the largest repository of open-access scientific publications.¹⁰
- **Strategy 3:** Using commercial artificial intelligence tools (e.g., Perplexity.ai, Scite.ai) to identify citations and mentions of EaSI publications within larger document repositories, such as the Google document database.
- **Strategy 4:** Conducting a manual identification of the top 10 citations within the Google Search results to validate the results of the automated analysis, provide a contingency measure in case the other strategies fail to deliver the expected results, and provide more insight into the types of publications citing EaSI outputs.

These four analytical strategies enable comprehensively assessing the relevance of EaSI analytical outputs across (a) EU-level publications, (b) scientific literature, and (c) the broader information landscape, including news articles and policy papers.

Strategies 2 and 3 failed to deliver the expected results. **Strategy 2** returned a total of eight citations in academic journals that cited two EaSI analytical outputs. Manual checks confirmed most scientific citations of EaSI analytical outputs were missed due to, for example, the title of the analytical output being quoted slightly differently than the actual title. **Strategy 3** also failed by (a) either returning incomplete citation lists or (b) identifying document citations when they did not in fact exist after manual checks were performed.

On the other hand, **Strategies 1 and 4** successfully retrieved citations of EaSI analytical outputs from their respective document collections. **Of the 92 EaSI analytical outputs, a majority—65 publications (71%)—were cited among EU publications.** These 65 publications received **a total of 528 citations — an average of approximately 8 citations per analytical output.** These citations **originated from a range of EU publications, including legal documents, directives, reports, opinions, working documents, and others.**¹¹

The number of citations across analytical outputs varied. **Nine outputs were cited 20 times or more**, providing evidence for a wide range of EU publications, including directives, proposals, reports, opinions, and others (see [Table 4](#)).

Table 4 – EaSI analytical outputs receiving 20 or more citations in the EU Publications database

Title of the analytical output	Author of the analytical output	Year of publication	Citation count
Building an economy that works for people: an action plan for the social economy ¹²	European Commission	2021	63
Special Eurobarometer 527: Fairness perceptions of the green transition	Eurobarometer	2022	63
Employment and Social Developments in Europe (ESDE) 2023: Addressing labour shortages and skills gaps in the EU	Directorate-General for Employment, Social Affairs and Inclusion (EMPL)	2023	37

Title of the analytical output	Author of the analytical output	Year of publication	Citation count
Annual Report on intra-EU labour mobility 2022	Directorate-General for Employment, Social Affairs and Inclusion (EMPL)	2023	27
Annual Report on intra-EU labour mobility 2021	Directorate-General for Employment, Social Affairs and Inclusion (EMPL)	2022	25
European system of integrated social protection statistics ESSPROS	Eurostat	2022	24
Employment and Social Developments in Europe (ESDE) 2021: Towards a strong social Europe in the aftermath of the COVID-19 pandemic	Directorate-General for Employment, Social Affairs and Inclusion (EMPL)	2021	23
The future of social protection and of the welfare state in the EU	Directorate-General for Employment, Social Affairs and Inclusion (EMPL)	2023	20
Flash Eurobarometer 529: European Year of Skills - Skills shortages, recruitment and retention strategies in small and medium-sized enterprises	Eurobarometer	2023	20

The most widely cited output was a 2021 communication by the European Commission titled “*Building an economy that works for people: An action plan for the social economy*”¹³, receiving 63 citations on topics such as taxation, adequate minimum income, employment policy guidelines, and others (see Box 1). While not a traditional EaSI analytical output – in the sense that it is neither a study, nor a collection of statistics or databases – supporting “the preparation and roll out of the Action Plan for the social economy” was among the key priorities of the EaSI strand for 2021.¹⁴ A high number of citations indicates that the plan was not only developed, but also received a lot of attention, which contributed to its successful roll-out.

Box 1. Relevance of EC's communication across EU publications

- EC Communication “Building an economy that works for people: An action plan for the social economy” had **the most far-reaching impact among the analytical outputs** within the EU Publications database. We identified several trends by looking at the documents citing this analytical output.
- Several legal and preparatory documents extensively engaged with aspects of the communication, particularly its characterisation of social economy. For instance, a recent opinion by the European Economic and Social Committee (EESC) regarding the “Taxation framework for social economy entities”¹⁵ heavily relied on the document for recognising the “unique nature of the social economy, clarifying the differences between social economy entities and traditional enterprises [and] that the social economy serves both social cohesion in the internal market and the fairness of the European economic system.”
- Numerous proposals, decisions, and recommendations referred to the communication as a condition that delimits future agenda-setting and decision-making processes. For instance, several legal documents issued by the European Parliament and/or the Council of the EU (e.g., Council Decision (EU) 2023/2528 on guidelines for the employment policies of the Member States, Decision (EU) 2023/936 of the European Parliament and of the Council of 10 May 2023 on a European Year of Skills)¹⁶¹⁷ mention the document as an important marker of the conditions that their proposed policy suggestion must account for.

Analysis of the citation data further suggests a relation between the number of citations and the breadth of the output's content. The list of most cited outputs features annual reports, action plans, and other documents that delineate overarching trends in specific policy areas, such as social economy, labour policy, labour mobility, redistributive policy, and welfare policy. Notably, the *Special Eurobarometer 527 on fairness perceptions of the green transition*, also received 63 citations, making it one of the most cited analytical outputs (Box 2).¹⁸ The significant citation count for this output can be attributed to the pressing nature of its policy focus – environmental policy – as well as the critical insights provided by the accompanying survey data.

Box 2. Impact of Special Eurobarometer 527 on fairness perceptions of the green transition

- Special Eurobarometer 527, focusing on fairness perceptions of the green transition, **was another EaSI analytical output receiving the most citations across EU publications (63).**
- The Eurobarometer **received 26 citations from the 2023 European Semester country reports**, offering valuable insights into national progress toward climate neutrality and the challenges of achieving a fair transition. It specifically highlighted what percentage of respondents in each country felt they “do not have the necessary skills to contribute to the green transition.” These findings underscored how citizens across countries may be disproportionately affected by the green transition. They also informed discussions on initiatives designed to address these disparities, including the Fair Transition Mechanism, targeted investments under the Recovery and Resilience Plans, and others.
- Among the remaining citations, Special Eurobarometer 527 **informed a variety of reports related to EU citizens’ attitudes on sustainability**, the green transition, and energy challenges. For example, the Employment and Social Developments in Europe (ESDE) 2023 Report¹⁹ referenced the survey to highlight that 57% of EU citizens believe policies under the European Green Deal will create more jobs than they remove, 61% expect these jobs to be of better quality, and 55% consider the green transition personally important. Similarly, the impact assessment report accompanying the proposal for a Directive on European cross-border associations²⁰ used the Eurobarometer to emphasize that 88% of EU citizens agree the green transition should leave no one behind. Finally, The OA9 *Report on Citizen Engagement in the EU Climate Transition*²¹ utilized the data to show that while 93% of citizens are concerned about current energy prices, 81% support increased public financial backing for clean energy transitions, and 78% believe clean technology development will foster job creation in the EU. These citations underscore the central role of Special Eurobarometer 527 in shaping EU policymaking and public discourse on the green transition.

Most analytical outputs, however, received less than 10 citations each from EU Publications and their impact was limited to the specific policy area of the output. An illustrative example is the *study supporting the ex-post evaluation of Europass*.²² While only receiving one citation, the study played an important part in the recent EC Report on a common framework for the provision of better services for skills and qualifications (Europass), showing “to what extent Europass is effective, efficient and coherent, provides EU added value and remains relevant to tackle present and future needs.”^{23,24} More broadly, our analysis indicates that while many analytical outputs received fewer than five citations, they nonetheless provided critical information that informed specific EU-level decisions reliant on the findings of these studies.

Focusing on the impact of EaSI analytical outputs on the legislative EU processes, citation analysis revealed that **multiple analytical outputs influenced the preparation and development of various EU-level directives**. For instance, a publication by European Agency for Safety and Health at Work (EU-OSHA) titled “*Guidance for the safe management of hazardous medicinal products at work*”²⁵ was cited in Directive (EU) 2024/869.²⁶ This document provided essential guidance on identifying and safely handling potentially carcinogenic medicinal substances, benefiting workers, employers, and regulatory authorities. Moreover, **seven analytical outputs were cited in the proposals for directives**, contributing analytical expertise, stakeholder insights, normative policy guidance, and

monitoring frameworks (see [Table 5](#)). Finally, **29 analytical outputs were cited in European Commission staff working documents**, which play a pivotal role in the development and justification of proposals for directives issued by the Commission. Hence, EaSI analytical outputs play a critical role in informing policy development and shaping legislative decision-making processes within the European Union.

Table 5 – The list of proposals citing EaSI analytical outputs and the context of the citation

Title of the analytical output	Proposal for a directive citing the analytical output	Context and contributions of the analytical output
Thematic review 2021 on platform work: synthesis report	Proposal for a directive on improving working conditions in platform work ²⁷	The review served as one of the contributions of expertise, providing guidance “in the field of labour law, employment and labour market policies.”
Building an economy that works for people: an action plan for the social economy	Proposal for a directive on European cross-border associations ²⁸	The action plan was cited several times, serving as a guiding policy initiative that provides a normative framework, specifically regarding the prioritization of people, social well-being, and environmental concerns over profit-driven objectives.
Study supporting the evaluation of the Quality Framework for Traineeships	Proposal for a directive on improving and enforcing working conditions of trainees and combating regular employment relationships disguised as traineeships ('Traineeships Directive') ²⁹	The study served as a contribution of expertise underpinning the analytical aspects of the proposal.
Study exploring the context, challenges and possible solutions in relation to the quality of traineeships in the EU	Proposal for a directive on improving and enforcing working conditions of trainees and combating regular employment relationships disguised as traineeships ('Traineeships Directive')	The study served as a contribution of expertise, providing information about the “current practices of businesses regarding traineeships” while also identifying “good practices implemented in Member States and their impact on the quality of traineeships.” Moreover, the study featured in the impact assessment process carried out by the EC.
Flash Eurobarometer 523: Integration of young people into the labour market with particular focus on traineeships	Proposal for a directive on improving and enforcing working conditions of trainees and combating regular employment relationships disguised as traineeships ('Traineeships Directive')	The survey report served as a contribution of expertise, providing information on EU traineeship situation. The report shows that an “increasing number of trainees in the EU participate in cross-border traineeships” while also providing estimates regarding the number of long-duration trainees in 2019.
Study exploring issues and possible solutions in relation to the Recast Directive 2009/38/EC on European Works Council	Proposal for a directive amending Directive 2009/38/EC as regards the establishment and	The study was cited in the context of stakeholder consultation, providing “insights from a diverse pool of stakeholders including also

Title of the analytical output	Proposal for a directive citing the analytical output	Context and contributions of the analytical output
	functioning of European Works Councils and the effective enforcement of transnational information and consultation rights ³⁰	policy makers, EWC representatives, management of Community-scale undertakings, and legal and academic experts.”
Occupational diseases statistics	Proposal for a directive amending Directive 2009/148/EC on the protection of workers from the risks related to exposure to asbestos at work ³¹	The data collected by Eurostat's occupational statistics was cited as one of the core indicators when monitoring and assessing the impact of the Directive 2009/148/EC.

An additional aspect of the citation analysis was **identifying primary policy topics of publications citing EaSI analytical outputs** (Figure 1).³² The figure shows that publications citing EaSI outputs are clearly related to social and employment policy: keywords such as “employment policy,” “working conditions,” and “labour market” dominate, followed by “economic policy,” “social security,” “social integration,” and “economic and monetary union.” Nevertheless, albeit less common, keywords relevant to other policy domains are also present. Examples include “sustainable development,” “innovation,” “green economy,” “health policy,” etc., illustrating that EaSI analytical outputs are relevant for publications beyond DG EMPL.

Figure 1: Primary keywords of citation documents

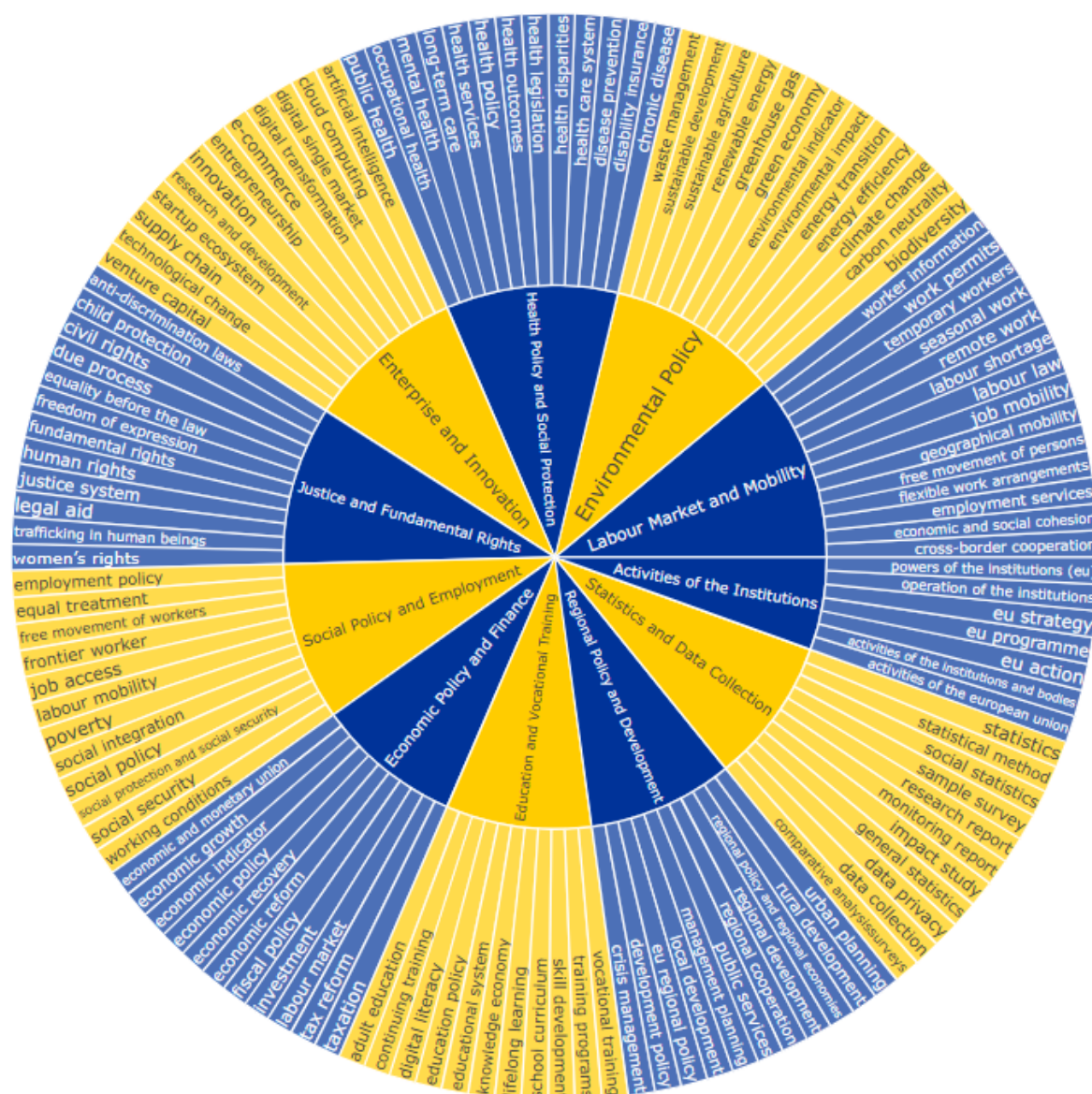


Source: Own elaboration.

These keywords were used for a topic modelling analysis³³, and the results are illustrated in [Figure 2](#). The aim of topic modelling analysis was to identify the clusters of policy areas associated with the listed keywords. Our results show that publications citing EaSI outputs concern not only social and employment policy but also economic policy and finance, activities

of EU institutions, regional policy and development, statistics and data collection, the labour market and mobility, environmental policy, enterprises and innovation, education and vocational training, justice, and fundamental rights, as well as health policy and social protection.

Figure 2: Primary topics/policy areas and their associated keywords



Source: Own elaboration.

Meanwhile, across the 27 EaSI outputs receiving no citations within EU Publications database, a few trends could be identified:

- Several analytical outputs were unpublished or only used internally and, therefore, could not receive any citations from external sources.
- Several analytical outputs are forthcoming or were published only recently. Therefore, their impact is currently unclear and should become more apparent in the future.
- Several analytical outputs (e.g., publications resulting from the collaboration with ECHA) have high scientific relevance but are unlikely to receive direct citations from

EU-level publications. Hence, their usefulness should become more manifest using different document collections.

To address the gaps left by previous strategies, a manual citation search using Google Search results was implemented to identify citations of analytical outputs beyond those captured in the EU Publications database. For this analysis, 40 EaSI outputs were selected, including 20 outputs that had not received any citations within the EU Publications database. This approach allows identifying whether there are differences between EaSI outputs that receive citations within the EU Publications database and those that do not.

Our analysis showed that **approximately 90% of the 40 EaSI outputs were cited or mentioned across various sources mentioned in Google Search results, including scientific articles, news articles, policy papers, legal documents, and reports**. Hence, while a bit more than a quarter (29%) of the outputs had no citations among EU publications, the vast majority were cited elsewhere. Importantly, there were no substantial differences in citation frequency between outputs cited within the EU Publications database and those that were not.

Among all the citations found through the manual search, **academic and news articles emerged as the most frequent document types**, accounting for 26% and 25% of the total citations, respectively (see [Box 3](#) for examples). The high frequency of citations from news and academic articles underscores the diverse range of information spheres influenced by EaSI analytical outputs. In contrast, legal documents and policy papers came up the least, representing only 8% and 6% of the citations, respectively. However, this could be due to Google's ranking system rather than the true distribution of citations across document types. A comprehensive examination of all citations within the Google document database would be necessary to draw definitive conclusions about the types of documents most influenced by EaSI outputs. This was not possible due to resource constraints (the citation analysis was used for the first time during this performance monitoring report as an experimental method). However, such a comprehensive approach should be considered for the next performance monitoring report.

Box 3. Engagement with EaSI Analytical Outputs in News Media and Academic Research

- Most **news articles** focused on summarizing the main findings of analytical outputs and, in some instances, also commenting on their relevance. These articles often originated from organizations that monitor EU policy developments (e.g., Social Economy News³⁴, Social Europe³⁵, PubAffairs Bruxelles³⁶) or from organizations topically related to the analytical outputs. To give an example of the latter, a news article issued by the insurance company *Zurich* engaged with the 2023 Eurostat's Accidents at work statistics, highlighting most high-risk professions, comparing EU findings with available US statistics, and providing guidelines for avoiding common workplace accidents.
- **Academic articles** engaged with EaSI analytical outputs in a more critical manner, using these outputs to support or criticize various arguments and perspectives. For example, a study published in the Journal of Regional Economic and Social Development titled *Gender discrimination in youth employment: A case study in Germany* uses the 2023 Employment and Social Developments in Europe (ESDE) report "*Addressing labour shortages and skills gaps in the EU*" to discuss some of the limitations and future directions of the study. The study draws on findings from the ESDE report to highlight challenges in examining gender discrimination within engineering—a field identified by the report as experiencing the most significant labour shortages. These shortages complicate efforts to identify gender disparities, as demand for skilled workers potentially overshadows gender-based inequalities within the domain.

To gain more insight into the prevalence of the types of documents citing EaSI analytical outputs identified via Google Search, we manually compiled all citations for the 2023 Employment and Social Developments in Europe (ESDE) report titled "*Addressing labour shortages and skills gaps in the EU*". The analysis found a total of 54 citations, with academic articles, reports, and news articles most frequently referring to the analytical output. Therefore, the distribution of topics was similar even after exploring more than the initial 10 Google search results. Notably, significantly more citations located in the later pages of Google's search results were in languages other than English (e.g., Greek, German, Spanish, Hungarian, Italian, Swedish, and Romanian). These findings suggest that the influence of EaSI analytical outputs extends well beyond the initial top 10 search results, shaping policy discussions and public discourse across numerous languages beyond English.

The manual Google search also revealed the diversity of organisations and document types citing EaSI analytical outputs. Table 6 illustrates all the organisations citing the documents in the sample. **While EU institutional actors dominate the citation list, EaSI publications were also referenced by organizations across different continents – including Australia, North America, and Asia – and at various institutional levels, including municipal and state entities.** For instance, several publications produced in collaboration with ECHA³⁷³⁸ informed the updated list of hazardous chemicals included in the Safe Drinking Water and Toxic Enforcement Act of 1986³⁹ produced by the California Office of Environmental Health Hazard Assessment (OEHHA). Another analytical output resulting from collaboration with ECHA⁴⁰ led to several additions and amendments to the cancer compensation scheme for firefighters in Queensland, Australia.⁴¹ Finally, several analytical outputs were referenced in documents by various national and municipal governments in Europe. For instance, the Ministry for Work and Economy⁴² in Austria reported on the outcomes and findings of the *Flash*

*Eurobarometer 529 on the European year of skills*⁴³ while the strategy document issued by North Macedonia's city of Bitola⁴⁴ referred to the *Flash Eurobarometer 513 on the social entrepreneurship and youth*.⁴⁵ These examples demonstrate that the impact of EaSI analytical outputs extends well beyond EU-level institutions, influencing political decision-making across diverse geographical regions and institutional levels.

Table 6 – List of organisations citing EaSI analytical outputs

World Bank	World Economic Forum	European Commission (EC)	Children's Rights	OECD
Victoria University	Institute for Fiscal Studies	Czech National Bank	Malta Today	ICCS/IEA
APRIL International (private)	Servizzi Ewropej f'Malta	GESIS – Leibniz Institute for the Social Sciences	Istituto Affari Internazionali	MicroFinanza
City of Bitola	EducaWeb	Bundesministerium für Arbeit und Wirtschaft	Spirito Artigiano	Business Europe
International Centre for Migration Policy Development (ICMPD)	Intereconomics (journal)	Occupational Cancer Research Centre	Fire Engineering	National Firefighting Section
Queensland Government	Military Medical Research	California Office of Environmental Health Hazard Assessment	International Agency for Research on Cancer (IARC)	Pathogens (journal)
Food and Chemical Toxicology (journal)	Asian Journal of Research in Biochemistry	Cells (journal)	EFSA Journal	Agency for Toxic Substances and Disease Registry (ATSDR)
JNCI: Journal of the National Cancer Institute	Occupational & Environmental Medicine (OEM)	Environmental Science & Technology Letters	United Nations (UN)	eClinicalMedicine
British Journal of Anaesthesia	European Journal of Epidemiology	Cancers (journal)	Frontiers in Public Health	Zurich Nordic
Occupational Medicine (journal)	Safety Science (journal)	Decision Analytics Journal	Scandinavian Journal of Work, Environment, and Health	Journal of Economic Behavior & Organisation
European Agency for Safety and Health at Work	Bulletin of the World Health Organisation	Eurostat	La Medicina del Lavoro (journal)	European Society of Hospital Pharmaceutical Technologies
European Public Service Union	Health and Safety Authority	EU Biosafety Network	Social Europe	Safe Handling of Hazardous Drugs

Conference in Poland	Save the Children Deutschland	Joint Research Centre (JRC)	European Labour Authority (ELA)	EURES Italy
KU Leuven	Spark Consultancy	INSEE	Civil Society Organisation (CSO)	EU Social
International Journal of Care and Caring	Research Handbook on Health Care Policy	Verian Group	European Institute for Gender Equality (EIGE)	PubAffairs Bruxelles
E3G – Third Generation Environmentalism	European Trade Union Confederation (ETUC)	European Office of Cyprus	Asociación Española de Agencias de Desarrollo Regional	Raiffeisen Bank International
Visionary Analytics	Quality and Qualifications Ireland (QQI)	Rare (NGO)	Panteia	European Platform for Rehabilitation (EPR)
Oxford Research Latvia	HEFTA (organisation)	Stiftung Wissenschaft und Politik (SWP)	European Parliament (EP)	Social Economy News
OVES-GEEB (organisation)	European Biosafety Network	European Social Network (ESN)	EURES (European Employment Services)	Europeum

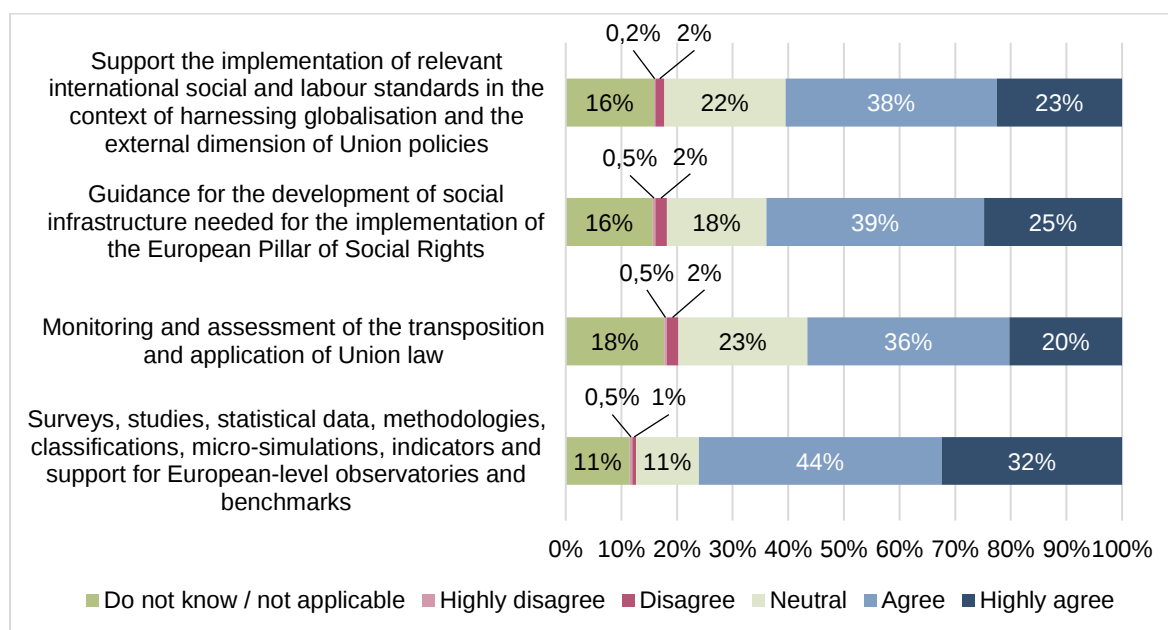
Overall, the citation analysis underscored the substantial influence of EaSI analytical outputs across EU-level decision-making, academic discourse, and public opinion. The summary of findings is presented below.

Box 4. Summary of the main findings from citation analysis

- The majority of analytical outputs produced using EaSI funding were cited among other EU publications. Of the 92 EaSI analytical outputs, 65 publications (71%) received a total of 528 citations in other documents available in the Publications Office of the EU, averaging 8 citations per document.
- The most frequently cited documents in other EU publications were the European Commission's policy initiative *"Building an Economy That Works for People: An Action Plan for the Social Economy"* and the *Special Eurobarometer on fairness perceptions of the green transition*, each with 63 citations.
- EaSI outputs influenced several major proposals for directives, contributing to policy development in areas such as platform work, cross-border associations, traineeship standards, European Works Councils, and protection of workers from the risks related to exposure to asbestos at work.
- Manual collection of citations from the top 10 Google Search results for a lower number of analytical outputs (40) showed that EaSI-funded documents were referenced across various publication types, with academic and news articles being the most frequently cited, each accounting for roughly a quarter of all citations identified through this search method.
- The citations found through Google Search suggest that the influence of EaSI outputs extends beyond Europe, contributing to policy discussions and legislative actions in Australia, the United States, and Canada.
- A lesson learned for future EaSI performance monitoring is that the search for citations through open-source repositories of academic articles or novel AI-based tools fails to capture the vast majority of citations – at least for now while technology is still rapidly developing. For example, only eight citations across two EaSI analytical outputs were identified through Unpaywall, an open database of 20 million free scholarly articles.

3.1.3.2. Stakeholder survey**Complementary indicator 1.2. Perceived quality and effectiveness of EaSI analytical activities**

The responses collected from stakeholders in the 2024 survey demonstrate a largely positive perception of the analytical activities and evidence produced under the EaSI strand of ESF+, particularly regarding the quality, relevance, and contribution to EU employment and social policy. [Figure 3](#) below shows the distribution of stakeholders' opinions regarding the usefulness of various analytical activities funded under the EaSI strand of ESF+, based on their responses to specific questions.

Figure 3: Perceived usefulness of evidence produced under the EaSI strand of ESF+

Source: Stakeholder Survey 2024.

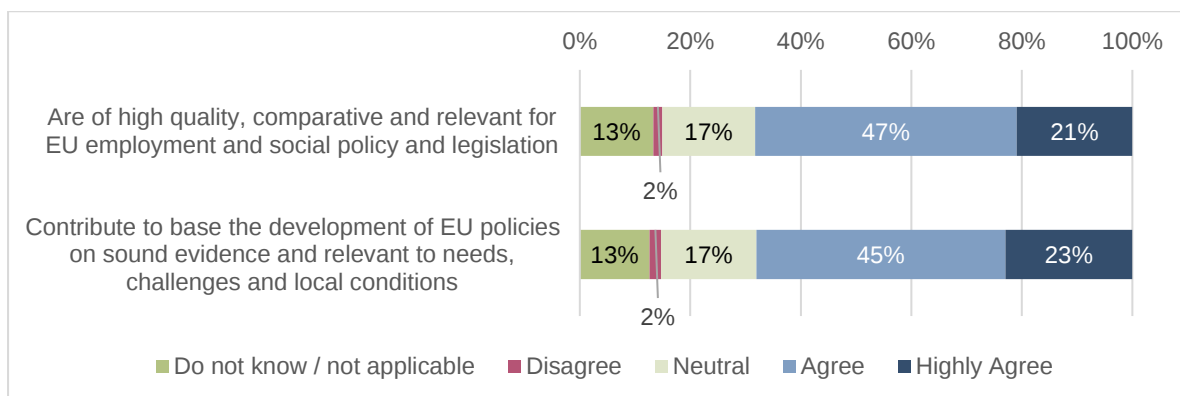
Surveys, studies, and statistical data generated by EaSI are seen as valuable, with **76%** of respondents agreeing or highly agreeing on their usefulness for European observatories and benchmarks. Low disagreement and neutrality (1.2% and 11.3%) confirm their effectiveness in EU policymaking. For **monitoring and assessment of Union law**, **56%** of respondents found it useful, while **23%** were neutral, indicating possible limited involvement or awareness. **Guidance for social infrastructure under the EPSR** also received strong support, with **64%** agreeing or highly agreeing. However, **18%** were neutral, showing room for further engagement. **Support for international social and labour standards** is viewed positively by **60%**, though **22%** remain neutral, suggesting some do not find it as directly relevant to their work.

Only one category of evidence—surveys, studies, and related data—is comparable to last year's survey. The percentage of respondents who highly agreed with its usefulness dropped from 51% to 31%, while those who agreed increased from 35% to 44%. The new "Neutral" option, chosen by 11%, likely contributed to this shift. Responses for "Disagree" and "Highly disagree" remained minimal, and those unsure or unaware slightly decreased from 12% to 11%.

Stakeholders also responded positively when asked specifically about the relevance and impact of analytical knowledge supported by EaSI, as shown in [Figure 4](#) below.

A large portion of respondents (**68%**) agreed or highly agreed that the analytical evidence is of **high quality, comparative, and relevant** to EU employment and social policy and legislation. This demonstrates strong confidence in the robustness of the evidence base produced through EaSI, with only **2%** disagreeing. Similarly, **68%** of respondents believe that this evidence **contributes to the development of EU policies** based on sound evidence, aligned with local needs and challenges. The alignment between these two indicators suggests that stakeholders view the evidence produced as both credible and practically useful in policy development.

Figure 4: Agreement on the Impact of Analytical Knowledge and Evidence Generated by the EaSI Strand of ESF+



Source: Stakeholder Survey 2024.

Complementary indicators 1.3. Actual or intended use of evidence and 1.4 Good practice examples of EaSI funded initiatives.

The survey responses indicate as well that **a significant share of stakeholders have already used, or intend to use, the analytical knowledge and evidence produced by EaSI** for their policy initiatives. The responses show both stakeholders' intentions (see Figure 5) and real examples of how this evidence has shaped their work from the open-ended question.

Roughly a fifth (**21%**) of respondents confirmed that they have already used EaSI-produced evidence and intend to continue doing so, while a further **37%** have not yet used it but intend to in the future. This indicates that nearly **58%** of respondents see a clear and future role for EaSI-generated evidence in their policy work. Specific examples of this include:

- The **Training on basic skills** for low-skilled adults implemented at the local level in Greece, which was informed by EaSI analytical outputs.
- The development of **inclusive education reforms** and **social inclusion policies** targeting vulnerable groups in the EU.
- EaSI's role in influencing the **Child Guarantee** and **Housing First initiatives**, providing critical evidence on addressing child poverty and homelessness.
- The **EU-wide exchange of knowledge between labour inspections**, improving working conditions by addressing psychosocial risks.
- The **transition of the Posted Workers Directive into national law**, where EaSI evidence contributed to discussions around migration and labour market reforms.
- The creation of **Life and Employability skills courses** for Ukrainian lone parents, which were part of the EaSI funded **Lone Parent Digital Activation Programme**.
- Reports from the **PES Network**, which have been frequently used to inform systems design across North America and Asia Pacific.
- The evidence presented in Employment and Social Developments in Europe 2023 on labour shortages contributed considerably to the **Action Plan on Labour and Skills Shortages** and the **European Year of Skills**.
- The evidence presented in Employment and Social Developments in Europe 2022 on young people contributed considerably to the **European Year of Youth**.
- The production of indicators in the framework of the **OECD TaxBEN model** contributed to the analysis in the European Semester.

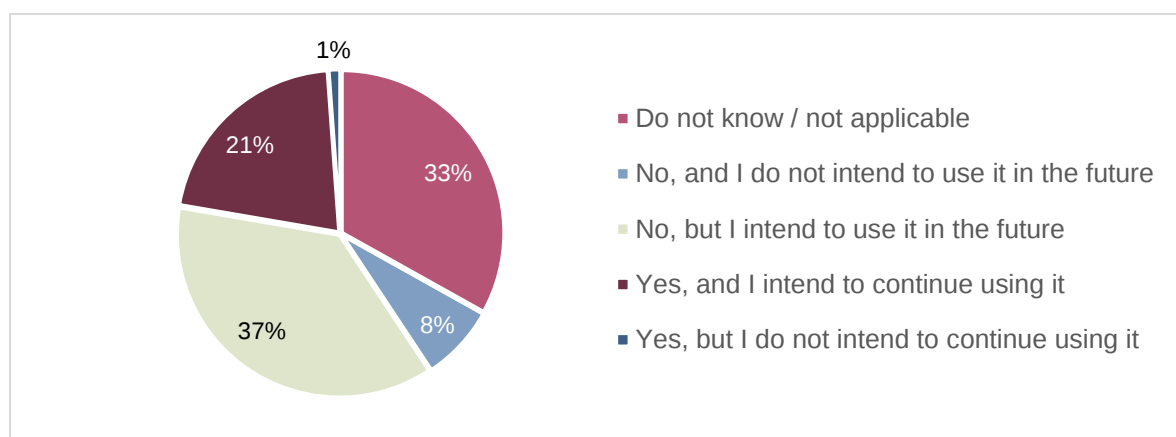
- Microsimulations conducted with the Euromod model provided critical evidence underpinning the **Minimum Wage Directive** and the **Recommendation on the Minimum Income**. They also underpin Country Reports in the context of the European Semester.

However, **33%** of respondents either do not know or are unsure about the relevance of this evidence to their work. This suggests that while a majority of stakeholders are engaged with EaSI-produced evidence, there is still a notable segment that is either unaware of or less engaged with these resources. This could also be due to methodological reasons: in the attempt to simplify the burden on the respondents, the 2024 survey questionnaire asked about EaSI analytical knowledge in general after listing some examples of studies produced under EaSI. This means that stakeholders may not have heard of EaSI as such – and hence selected ‘Do not know / not applicable’ – even if they had used specific EaSI outputs

In addition to this, various EaSI funded initiatives, such as the **ESAP 2 programme** and **microfinance workshops**, have contributed to shaping **active employment policies**, social inclusion measures, and support for the **Platform Work Directive**. Other impactful projects include the **EU Care Strategy** and the **Work-life Balance Directive**, both of which have been developed with contributions from EaSI-generated data.

Only **8%** of stakeholders have not used the evidence and do not intend to do so, and just **1%** stated that they had used it but do not intend to continue. These low numbers suggest that once stakeholders engage with the evidence, they tend to find ongoing value in it.

Figure 5: Stakeholder use and intent to use EaSI analytical evidence for policy development

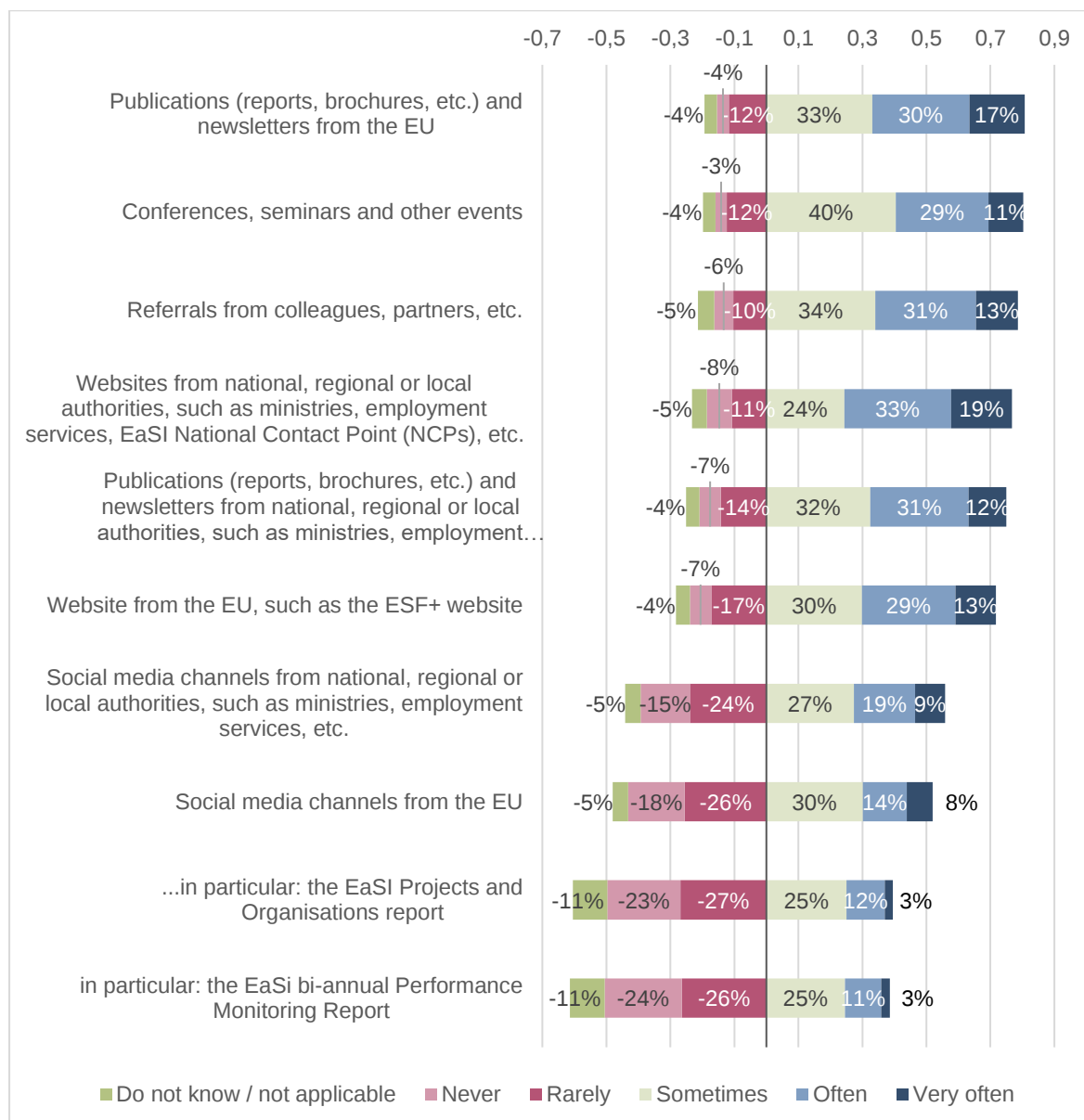


Source: Stakeholder Survey 2024.

In terms of **how stakeholders access EaSI analytical knowledge**, the survey revealed varied patterns of information use, as illustrated in [Figure 6](#).

- Publications and newsletters, both from the EU and from national authorities, are widely used, with **47%** of respondents reporting frequent use of EU publications and **44%** using those from national authorities.
- Websites from both the EU and national/regional authorities are frequently consulted, with **42%** of stakeholders using EU websites often or very often and **52%** using national authority websites often or very often. This shows a strong reliance on digital platforms for accessing policy-relevant information.

- **Conferences and seminars** also play a significant role, with **40%** of respondents indicating frequent participation in such events as a way of staying informed. This highlights the importance of networking and knowledge-sharing events in disseminating policy-relevant information.
- **Social media channels** are less frequently used, with only **22%** of respondents reporting that they often or very often use EU social media, and **28%** doing so for national authority social media. This suggests that while social media plays a role, traditional websites remain the primary source for evidence-based information.
- Additionally, stakeholders provided several "other" sources they use to stay informed, reflecting the diversity of channels through which they gather policy evidence:
 - books, journal articles, and scientific publications,
 - Community of Practice (CoP) meetings and material,
 - direct contacts and participation in knowledge platforms: Personal networks, collaboration with colleagues abroad, and participation in knowledge-sharing platforms (e.g., EURES) were mentioned as key avenues for staying updated on policy-relevant developments, and
 - training schools, workshops, and various forms of formal and informal training.

Figure 6: Frequency of use of information sources for EaSI policy evidence and analytical knowledge

Source: Stakeholder Survey 2024.

The comparison between the current and previous surveys reveals notable shifts in the frequency of using various information sources.

- The current survey shows a higher reliance on the European Commission website, with **22%** of respondents using it "Very often" compared to **13%** in the previous survey. While the proportion of "Often" users remains similar (28% vs 29%), more respondents now use it "Sometimes" (42% vs 30%), indicating increased engagement with this resource overall.
- Usage of newsletters has declined slightly, with fewer respondents reporting "Very often" (13% vs 17%) and "Often" (27% vs 30%) usage. However, there is an increase in respondents who use newsletters "Sometimes" (40% vs 33%) or "Never" (20% vs 7%), indicating a shift towards less frequent use.

- Trust in referrals from colleagues and partners has grown, with **22%** of respondents now using them "Very often" (up from 13%) and **38%** using them "Often" (up from 31%). The number of respondents who "Never" rely on referrals has dropped from **10%** to **4%**, showing increased trust in personal networks for information.
- Attendance at conferences and events has increased, with **20%** of respondents attending "Very often" (up from 11%) and **34%** attending "Often" (up from 29%). Fewer respondents report never attending events (6% vs 12%), highlighting their growing role as a source of information.

Overall, the complementary indicators from the Stakeholder Survey indicate that EaSI funded analytical activities are widely perceived as high quality, relevant, and useful for supporting evidence-based policymaking in the EU. A significant share of stakeholders either already use or intend to use the information provided, demonstrating the clear value of these outputs. However, there remains a portion of the stakeholder community that is either unaware of or less engaged with these resources.

3.1.3.3. Budget commitments

Complementary indicator 1.5. Percentage of budget committed per year, analysed KPI and/or operational objective

As shown in [Table 7](#) below, the budget execution for KPI 1 in **2021** was marked by a significant shortfall between the planned budget and the committed amount. Of the EUR 19,084,000 initially allocated, only EUR 11,516,964 was committed, representing just **60% of the planned amount**. A breakdown of the budget commitments reveals that the majority of the funds were allocated to analytical knowledge activities, with EUR 10,092,648 accepted against the planned EUR 17,314,000. This represents a commitment rate of approximately 58% for this operational objective. Meanwhile, EUR 1,424,316 was allocated to international social and labour standards, which, although below the planned amount of EUR 1,770,000, reflects an 80.5% commitment rate, indicating a relatively higher alignment in this category.

In **2022**, there was a marginal reduction in the planned budget to EUR 18,874,075, with the **actual committed amount** rising to EUR 15,360,594, or approximately **81% of the planned amount**. This marks an improvement in budgetary execution compared to 2021. A significant portion of this committed amount was again allocated to analytical knowledge activities, where EUR 15,020,594 was disbursed, representing a commitment rate of 81% against the indicative amount of EUR 18,534,075. This reflects a stronger performance in the execution of analytical activities compared to the previous year, although a funding gap remained. In contrast, EUR 340,000 was disbursed for international social and labour standards, perfectly matching the indicative amount.

By **2023**, the planned budget had increased significantly to EUR 22,989,193, while actual commitments reached EUR 18,599,680, or approximately **81%** of the planned budget, consistent with the previous year's commitment efficiency. For analytical knowledge, EUR 16,767,509 was committed, which is about 80.5% of the planned amount of EUR 20,819,193. The growth in absolute spending demonstrates a continued prioritisation of analytical knowledge within the overall strategy. Additionally, EUR 1,832,171 was committed for international social and labour standards, representing 84.5% of the indicative amount of EUR 2,170,000, reflecting an improvement in execution compared to previous years.

Table 7 – Budget commitment KPI 1

Year	Budget commitment	Analytical knowledge (a)	International social and Labour standards (j)	Grand Total
2021	Planned Amount	17,314,000	1,770,000	19,084,000
	Committed	10,092,648	1,424,316	11,516,964
2022	Planned Amount	18,534,075	340,000	18,874,075
	Committed	15,020,594	340,000	15,360,594
2023	Planned Amount	20,819,193	2,170,000	22,989,193
	Committed	16,767,509	1,832,171	18,599,680
All years	Total Planned Amount	56,667,268	4,280,000	60,947,268
	Total Committed	41,880,751	3,596,487	45,477,238

Source: 2021, 2022 and 2023 megareports.

Over the three-year period, the **total planned budget** amounted to **EUR 60,947,268**, with an **actual committed amount** of **EUR 45,477,238**, indicating that **approximately 75%** of the planned funds were utilised.

The largest share of the budget was consistently directed towards analytical knowledge activities (EUR 41,880,751 over three years), demonstrating its central role within this KPI. However, commitments for international social and labour standards initiatives amounted to EUR 3,596,487 over the same period, reflecting a smaller and more focused allocation to this objective, with relatively better alignment with the planned amounts.

3.2. KPI 2 – Information sharing and mutual learning

The second KPI of the EaSI strand covers operational objective (b), which aims to facilitate effective and inclusive information sharing, mutual learning, peer reviews and dialogue on policies in the policy areas set out in Article 4(1) in order to assist the design of appropriate policy measures. The goal is to assist Member States and other countries participating in the strand in developing their policies and the Member States in implementing EU law.

The knowledge of policies applied in other countries and of their results, including those achieved through social policy experimentation at the local, regional and national level, is expected to broaden the range of options available to policymakers and thereby trigger new policy developments. Practical guidance and mutual learning are foreseen to help the Member States in transposing and applying the EU Directives. They should also assist in ensuring that minimum labour standards are in place and that working conditions improve constantly in the EU, considering evolving work patterns and new health and safety risks.

3.2.1. Achievement of targets

The achievement of targets for KPI 2 has been lower than expected. The target set for the MFF was 191 activities by the end of the period. However, the actual progress from 2021 to 2023 indicates a shortfall, with a difference of -21% between the target results and the actual results.

Table 8 – KPI 2 targets and state of play – period 2021-2023

Target – MFF	Projected results (actual average 2021-2023 * 7)	Indicative average per year (from Target MFF / 7)	Average per year (from actual results 2021-2023 / 3)	Difference (target versus real results 2021-2023)
191	149	27	21	-21%

Source: EaSI strand of the ESF+: state of play of the implementation for the period 2021 – 2023, EMPL.A.3, European Commission.

To meet the target, an average of 27 activities per year are required. However, the real average over the first three years (2021-2023) has been 22 activities per year. This gap can be partially attributed to the low number of activities in 2021, where 15 activities were recorded (almost half of the required average) largely due to the impact of the COVID-19 pandemic, which limited the possibility to hold events. Although there was a recovery in 2022 with 28 activities, this increase was not sufficient to compensate for the earlier deficit. In 2023, the number of activities dropped again to 22, which is still below the necessary yearly average to achieve the overall target.

Table 9 – KPI 2 number of information sharing and mutual learning activities by operational objective per year

Operational objective	2021	2022	2023	Average (2021-2023 / 3)	Projected results at the end of the MFF (average * 7)
(b) information sharing, mutual learning, peer reviews and dialogue	15	28	21	21	149

Source: EaSI strand of the ESF+: state of play of the implementation for the period 2021 – 2023, EMPL.A.3, European Commission.

Despite the slight improvement in the expected results per year from -23% (2021-2022) to -21% (2021-2023), the performance remains below the target.

3.2.2. Contribution to operational objectives of the EaSI strand

The analysed KPI contributes to the fulfilment of **operational objective b) information sharing, mutual learning, peer reviews and dialogue in order to assist the design of appropriate policy measure**. To achieve this objective, the strand funds five main types of activities:

- Exchanges of good practice, peer reviews, mutual learning and training
- Council Presidency events, conferences and seminars;
- Guides, reports and educational material
- Information and communication activities and
- Information systems to exchange and disseminate information

In the sections below, this report presents an overview of information-sharing and mutual-learning activities funded in each of the thematic sections.

Employment

In 2021, one of the key activities to which funding was allocated was support for the Public Employment Services (PES) Network. This support primarily focused on enhancing cooperation among Public Employment Services, particularly through the implementation of the benchlearning concept within the PES Network. Benchlearning aims to foster mutual learning and continuous improvement across Member States by benchmarking performance and sharing best practices.

In 2022 and 2023, the EaSI strand extended its support to social economy stakeholders. This included funding for mutual learning activities, guidance and awareness training workshops, advisory services, and training related to actions outlined in the Social Economy Action Plan (SEAP). These years also saw the implementation of communication and awareness-raising activities centred around the SEAP and its specific actions, ensuring broader understanding and engagement with the plan's objectives.

From 2021 to 2023, the EaSI strand played a pivotal role in supporting Member States in exchanging best practices in the employment sector, in line with Treaty requirements. This was facilitated through the Mutual Learning Programme within the European Employment Strategy, which promoted the sharing of knowledge and successful strategies across the EU.

In 2022, the Commission backed mutual learning activities aimed at implementing the Upskilling Pathways Recommendation. These activities focused on supporting low-skilled individuals, addressing topics such as basic skills, progress towards qualifications, skills assessment, flexible learning pathways, validation, and information on funding opportunities. Furthermore, there was follow-up support for the Commission's proposal on Individual Learning Accounts (ILA) with a particular focus on vulnerable groups.

In 2023, the EaSI strand continued to bolster cooperation among Public Employment Services, particularly through services aimed at furthering the benchlearning concept within the PES Network. This cooperation is crucial for the successful implementation of the Union's employment policies, contributing to the principles of the European Pillar of Social Rights, the European Green Deal objectives, and the achievement of the United Nations Sustainable Development Goals.

Social Protection and Inclusion

In 2023, a major focus in the area of Social Protection and Inclusion was the IT Project [ESSPass](#), which involved the analysis, architecture, and proof of concept development for a digital EU social security pass⁴⁶. This project is poised to significantly enhance the efficiency and integration of social protection systems across the EU.

Additionally, in 2023, the European Commission continued to support the [European Platform on Combatting Homelessness](#)⁴⁷. Activities under this platform focused on promoting capacity and knowledge building in the areas of homelessness and housing exclusion. These efforts were grounded in an inclusive and participatory approach, engaging key stakeholders and individuals experiencing homelessness. The platform's activities also contributed to the dissemination of good practices and raised awareness of homelessness issues.

Further, in 2023, the EaSI strand financed mutual learning and capacity-building activities to support the implementation of the Council Recommendation on Long-Term Care. These activities addressed various dimensions of long-term care, including social protection, availability and accessibility, quality, workforce support, and assistance for informal carers. The mutual learning sessions also incorporated international examples of best practices alongside EU policies.

In 2022, a comprehensive package of activities was launched to support the social inclusion of persons with disabilities. This package included initiatives under the employment sector, studies on social protection, and a study to support guidance on de-institutionalisation.

In 2021, mutual learning activities were conducted to alleviate poverty, with a specific focus on preventing and tackling homelessness. These activities aimed to build consensus and commitment among members of the European Platform on Combatting Homelessness, including representatives from Member States, cities, regions, civil society, social partners, and EU institutions. The activities included organising events and meetings where recent research and good practices were discussed.

Working Conditions

In 2022, two major activities were financed in the field of OSH. The first was a contribution agreement with ILO for the Vision Zero Fund (VZF) on OSH in the General Secretariat of the Council (GSC). This project strives to achieve the goal of zero work-related fatalities, severe injuries, and diseases by improving OSH practices and conditions in the garment and ginger supply chains. EaSI also funded analyses and preparatory work on mental health and the zero-vision initiative, which included workshops and a conference.

The second activity focused on developing mechanisms to prepare for the OSH Summit. Held in Stockholm on May 15-16, 2023, the OSH Summit provided an opportunity to review the EU strategic framework on health and safety at work for 2021-2027, particularly in the context of a changing world of work.

Throughout 2021, 2022, and 2023, the EaSI strand also financed meetings of expert groups in the field of labour law and meetings of the group of Directors General for Industrial Relations, ensuring the continued exchange of expertise and best practices.

Cross-Cutting Issues

In 2022 and 2023, the EaSI strand collaborated extensively with the ILO on several key projects and activities. These included the EU-ILO Technical Assistance Facility for implementing the Youth Guarantee in the Western Balkans (Phase 2). As part of the Economic Reform Programme, candidate countries and potential candidates from the Western Balkans were advised to establish inter-ministerial task forces to draft Youth Guarantee implementation plans, with the goal of progressively deploying Youth Guarantee schemes based on the EU model. The grant provided tailor-made assistance from the ILO to support these countries in setting up their Youth Guarantee schemes.

Additionally, the EaSI strand followed up on the Decent Work Communication, focusing on monitoring its impact along global supply chains and in sectors most affected by decent work deficits. This initiative paid special attention to the contribution of decent work to an inclusive and green recovery from COVID-19, aligning with the European Social Pillar Action Plan.

In 2021, the EaSI strand supported various communication activities of DG EMPL, including digital and audiovisual campaigns, publications, and communication efforts related to EMPL campaigns.

In 2022, the EaSI strand also entered into a contribution agreement with the OECD for the [Global Deal](#)⁴⁸, aimed at promoting capacity building for social dialogue and collective bargaining in third countries. The Global Deal fosters collaboration between employers, workers, and governments to achieve mutual respect and trust, leading to labour market peace, enhanced competition, economic stability, and shared prosperity. The Global Deal will support regional events, research, and capacity-building efforts to promote social dialogue and collective bargaining in third countries.

3.2.3. Complementary indicators

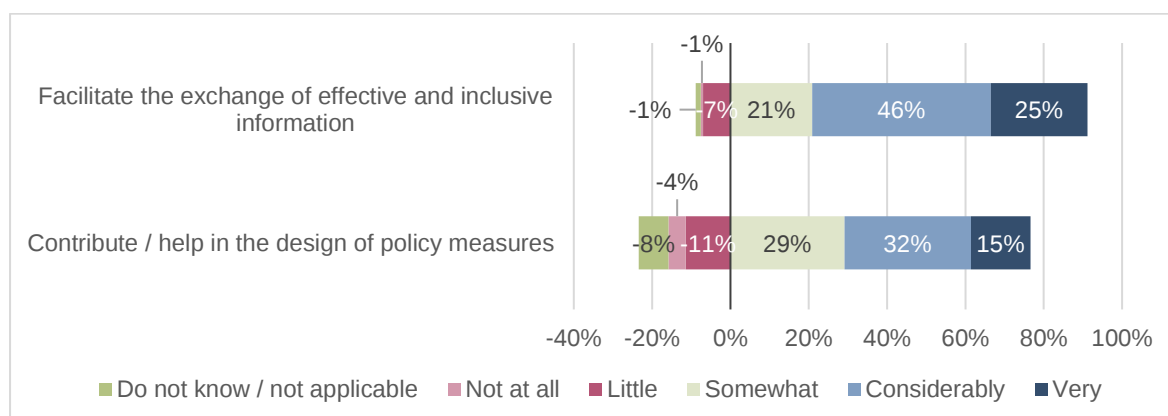
3.2.3.1. Stakeholder survey

Complementary indicator 2.1. Perceived quality and effectiveness of EaSI information sharing and mutual learning activities

The survey responses provide insight into stakeholders' perceptions regarding the **quality and effectiveness** of EaSI information sharing, mutual learning, and dialogue activities. A significant proportion of respondents expressed positive views on the value these activities bring to policy development.

Among those respondents who participated in **EaSI funded information-sharing or mutual learning activities**, **92%** agreed that these activities **facilitate the exchange of effective and inclusive information**, while **76%** believed that they **contributed to the design of policy measures** (please see [Figure 7](#) below). Only **4%** reported that these activities did not contribute at all to policy design, and **1%** felt they did not facilitate the exchange of information.

Figure 7: Stakeholder perceptions of the impact of EaSI funded activities on policy design and information exchange



Source: Stakeholder Survey 2024.

Therefore, a substantial share of stakeholders perceived the information-sharing and mutual learning activities facilitated by EaSI as valuable in promoting dialogue and broadening the scope of policy options available to policymakers. However, a segment of respondents (**11%** for contribution to policy design and **7%** for facilitation of information exchange) rated the effectiveness of these activities as "little," indicating that while the activities are generally well-received, improvements can be made to ensure they meet the needs of a broader audience.

Complementary indicator 2.2. Actual or intended use of evidence of EaSI information sharing and mutual learning activities

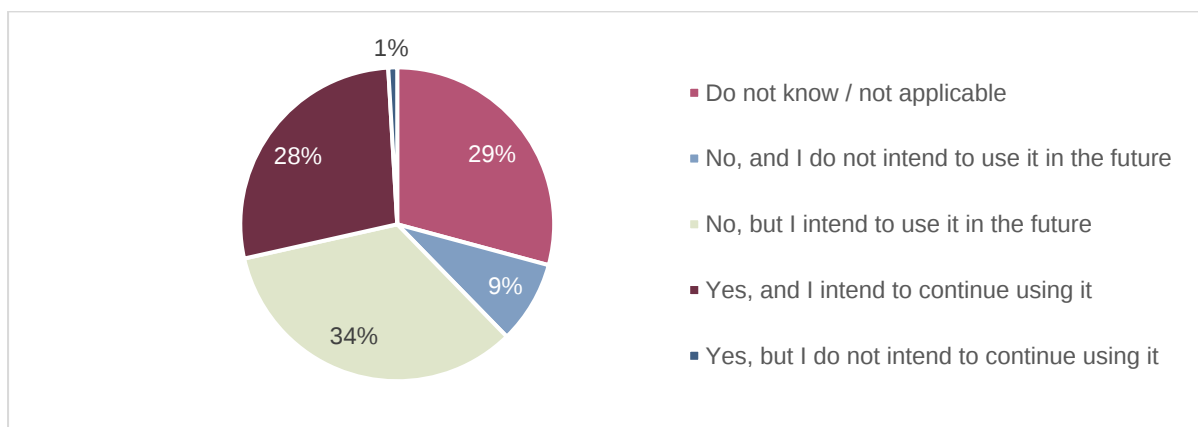
The responses also show that **stakeholders are actively using or intending to use** the evidence and knowledge gained through EaSI funded activities, as displayed in [Figure 8](#). More than a quarter of respondents (28%) reported having used EaSI-produced information and plan to continue doing so. An additional 34% have yet to use the information but intend to in the future. Together, this accounts for **62% of respondents who either currently use or plan to apply the knowledge gained from these activities** in their work.

Nearly a third (**29%**) of respondents were **unsure whether they had used the information**. Similarly as with KPI 1, the high percentage of respondents who do now know about EaSI

events may also be due to the survey asking about these activities generally rather than specifically about individual events.

Only **9%** of respondents indicated that they had not used the information and did not intend to use it in the future. This relatively small proportion suggests that once stakeholders are exposed to EaSI funded activities, most find the evidence and knowledge produced to be valuable.

Figure 8: Stakeholder use and intent to use information from EaSI funded actions for information sharing, mutual learning, peer reviews, and dialogue



Source: Stakeholder Survey 2024.

The open-ended responses further support the utility of the information shared through EaSI funded events, as stakeholders provided numerous examples⁴⁹ of how they had applied the knowledge gained. These include:

- **Peer reviews** and **mutual learning activities** on topics such as the regulation of psychosocial risks (PSR) and Roma inclusion.
- Use of EaSI data and discussions to **improve the Youth Guarantee programme** in Latvia and enhance career guidance services for young people.
- Information from the **PES network** that informed national policy discussions on active labour market measures and integration of refugees.
- Applications in research and presentations in **conferences** and **workshops** to share insights on employability policies and **social inclusion** strategies.

Overall, the survey data show that **EaSI funded information sharing and mutual learning activities are regarded positively by a majority of stakeholders**. A significant proportion of respondents find these activities to be effective in contributing to policy design and facilitating knowledge exchange, with many intending to continue using the information in their work. However, there is still room to improve engagement and ensure that more stakeholders, especially those who are currently uncertain about the value of the activities, can benefit from the information generated through EaSI initiatives.

3.2.3.2. Examples of EaSI funded projects

Complementary indicator 2.3. *Good practice examples of policy design of appropriate measures informed by EaSI*

Table 10 presents examples of activities linked to KPI 2, focusing on its sole operational objective of "information sharing, mutual learning, peer reviews, and dialogue (b)."

Table 10 – Examples of EaSI strand funded activities linked to KPI2

Name of the activity	Description
Promoting dialogue with civil society and stakeholders	Continuation and further development of the involvement of civil society in the implementation of the Commission's priorities in the area of employment, social inclusion and disability, including the European Pillar of Social Rights and the EU Semester. The activity notably includes the organisation of the Annual Convention for Inclusive Growth (ACIG) and of a number of strategic dialogue meetings, including the European Meeting of People Experiencing Poverty. The dialogue focuses on concrete achievements, and aim provide feedback, input, recommendations and best practices from civil society organisations for all relevant ongoing policy initiatives (Work-Life Balance, Social Fairness Package, Youth Guarantee, Active Inclusion etc.). Promotion of the implementation of the European Pillar of Social Rights.
Exchange and evaluation within Senior Labour Inspectors Committee	Exchanges between the labour inspection authorities of the Member States with a view to promote effective and equivalent enforcement of EU-OSH Directives in the EU.
Contribution agreement with ILO: Designing and assessing Just Transition policies - joint research, new evidence & good practices	The activity supported, in accordance with the conclusions of the EU-ILO High-Level Meeting of October 2020, joint research and exchange of best practices to promote just transition policies, including within the Climate Action for Jobs Initiative. It triggered complementary action at the national level, particularly in emerging and developing economies, and conducted joint analysis to continue advancing a positive narrative on the employment and social effects of ambitious action against climate change. It also focused on designing and implementing cooperation regarding capacity building on just transition, sharing of country experiences, and international collaboration in the field of just transition.
Support to Active Labour Market Policies, including implementation of the Youth Guarantee and LTU Council Recommendation	Organisation of regular meetings of Youth Guarantee coordinators (Member State contact points for the YG), LTU contact points, communication activities and development of visual identity for the reinforced Youth Guarantee.
Events, mutual learning and capacity building to support the implementation of the Council Recommendation on Long-Term Care	The activity comprised preparation, organisation, and follow-up of mutual learning and capacity-building activities to support the implementation of the Council Recommendation on Long-Term Care, alongside its different dimensions: social protection, availability and accessibility, quality, workforce, and informal carers. In addition to a focus on EU policies, the mutual learning activities included international examples of good practice. The target group included policy-makers and practitioners concerned with implementing the EU guidance at national and regional levels. The seminars, which formed part of the mutual learning activities, were organised on the basis of discussion papers produced by the contractors. The activity also comprised other events and communication activities, for example, linked to the follow-up to the High-Level Group on the future of social protection or the report on access to social protection. It combined physical and online events.

Source: 2021, 2022 and 2023 megareports.

3.2.3.3. Budget commitments

Complementary indicator 2.4. Percentage of budget committed per year, analysed KPI and/or operational objective

The budget execution for activities dedicated to effective and inclusive information sharing, mutual learning, and dialogue on EU policies over the period from 2021 to 2023 exhibits **fluctuations in the alignment between the planned budgets and individual commitments** (see [Table 11](#) below).

In 2021, the planned budget for KPI 2 was EUR 6,798,818, of which EUR 4,990,535 was committed, reflecting a commitment rate of approximately 73%.

By 2022, the planned budget increased significantly to EUR 10,072,045, suggesting an expanded scope for information-sharing and peer-learning activities. Actual commitments for the year reached EUR 8,731,739, representing approximately **87% of the planned budget**, marking an improvement in execution compared to the previous year.

However, **in 2023**, the planned budget decreased to EUR 6,343,030, with actual commitments amounting to EUR 4,242,556, resulting in a **commitment rate of approximately 67%**.

Table 11 – Budget commitment KPI 2

Year	Budget commitment	Information sharing, mutual learning, peer reviews (b)
2021	Planned Amount	6,798,818
	Committed	4,990,535
2022	Planned Amount	10,072,045
	Committed	8,731,739
2023	Planned Amount	6,343,030
	Committed	4,242,556
All years	Total Planned Amount	23,213,893
	Total Committed	17,964,830

Source: 2021, 2022 and 2023 megareports.

Over the three-year period, the total planned budget amounted to EUR 23,213,893, with the committed amount totalling EUR 17,964,830, indicating an **overall commitment rate of about 77%**. In summary, the budget execution from 2021 to 2023 for information sharing, mutual learning and peer review activities shows variable efficiency in the use of allocated funds.

3.3. KPI 3 – Social innovation/Social experimentation activities

KPI 3 measures the number of social experimentation activities aimed at promoting innovation and scaling up successful solutions within the specific policy areas defined in Article 4(1) of the Regulation. These activities aim to create better conditions for social policy innovations, ultimately supporting strategic welfare reforms and translating successful innovations into policy changes. Additionally, the activities facilitate transnational partnerships and networking among public, private, and third-sector stakeholders, encouraging their involvement in developing and implementing new approaches to address emerging social and economic challenges. This indicator is structured around two operational objectives:

- (c) to support social experimentation in the policy areas set out in Article 4(1) and build up the stakeholders' capacity at national and local levels to prepare, design and

implement, transfer or scale up the tested social policy innovations, in particular with regard to the scaling up of projects developed by local stakeholders in the field of the socio-economic integration of third-country nationals, and

- (i) to support transnational cooperation in order to accelerate the transfer and facilitate the scaling up of innovative solutions, in particular for the policy areas set out in Article 4(1).

3.3.1. Achievement of targets

The implementation of activities under KPI 3 is currently on track and performing better than expected. The target set for the MFF is 14 activities by the end of the period. The actual progress from 2021 to 2023 suggests a positive trajectory, with a difference of +25% between the targets and the actual results.

The indicative average required to meet the MFF target is 2 activities per year. However, the real average over the first three years (2021-2023) has been three activities per year. This higher-than-expected performance indicates a strong execution in this area, with projected results at the end of the MFF estimated to be 19 activities, exceeding the target by five activities.

Table 12 – KPI 3 targets and state of play – period 2021-2023

Target – MFF	Projected results (actual average 2021-2023 * 7)	Indicative average per year (from MFF / 7) Target	Average per year (from results 2021-2023 / 3) actual	Difference (Target Versus real results 2021-2023)
14	19	2	3	+25%

Source: EaSI strand of the ESF+: state of play of the implementation for the period 2021 – 2023, EMPL.A.3, European Commission.

Table 13 provides a breakdown of the number of activities by operational objective per year. For the objective of social experimentation (c), one activity was recorded in 2021, which involved the appropriation for the use of various existing framework contracts and small-scale procurement. In 2022, two activities were carried out: a call for proposals titled *Social innovations for a fair green and digital transition* and the appropriation for the use of various existing framework contracts and small-scale procurement. In 2023, one activity was recorded, namely a call for proposals titled *Social innovation practices to combat homelessness*.

Similarly, for the objective of accelerating the scaling up / transfer of social innovation (i), one activity was conducted in 2021, focusing on entrusting the implementation of transnational cooperation activities. In 2022, one activity was recorded, which involved transnational cooperation initiatives for social innovation. In 2023, two activities were undertaken, both related to transnational cooperation initiatives for social innovation. Of these, one stemmed from the shared management strand (operational expenditure), and the other was supported through the EaSI strand budget line. This consistent level of activity across the years

demonstrates a solid foundation that should allow the strand to comfortably reach, if not surpass, the target of 14 activities by the end of the MFF.

Table 13 – KPI 3 number of social innovation/social experimentation activities by operational objective per year

Operational objective	2021	2022	2023	Average
(c) Social experimentation	1	2	1	1
(i) Acceleration of the transfer - scaling up of social innovations	1	1	2 ⁵⁰	1
Total	2	3	3	3

Source: EaSI strand of the ESF+: state of play of the implementation for the period 2021 – 2023, EMPL.A.3, European Commission.

Moreover, the expected result per year has improved from an indicative average of two activities to three, reflecting a 25% increase in performance compared to the initial projections. This positive trend underscores the effectiveness of the strategies and measures implemented to promote social innovation and experimentation. Given the current pace and the upward trend in activity levels, there is strong confidence that the targets for KPI 3 will be met by the end of the MFF period. The successful execution of these activities not only supports the overarching goals of social innovation and experimentation but also contributes to broader transnational cooperation, further reinforcing the strand's impact. Continued monitoring and support will be essential to maintaining this positive trajectory and ensuring that the strand continues to exceed its objectives.

3.3.2. Contribution to operational objectives of the EaSI strand

3.3.2.1. Social experimentation

The EaSI strand supported two calls on social experimentation:

- **Social Innovations for a Fair Green and Digital Transition (2022):** This call aimed to develop and test inclusive social innovation approaches in various settings like schools, training centres, and local communities. The goal was to support equitable green and digital transitions by addressing skills needs from new technologies, promoting sustainable business models and behaviours, creating tools for social economy actors, and ensuring access to essential services like energy and digital communications under Principle 20 of the European Pillar of Social Rights. In this call for proposals, while experimental methodologies, such as piloting small-scale interventions, are encouraged, they are not mandatory⁵¹. Projects focused on skill development, behaviour change, and capacity building for vulnerable groups.
- **Social Innovation Practices to Combat Homelessness (2023):** This call provided funding for the piloting and evaluation of social innovation practices specifically aimed at addressing homelessness. These projects were designed to test and refine innovative approaches to homelessness policies and interventions. The ESF-2023-HOMELESS call prioritised social experimentation to combat homelessness, requiring small-scale interventions tested with robust evaluation frameworks. Projects also focused on stakeholder capacity building and integrated housing solutions.

Additionally, the EaSI strand facilitated the organisation of events and procurement of consultancy services aimed at fostering social innovation and enhancing social protection.

These events were intended to share and disseminate best practices related to social innovation and social protection, while also encouraging networking among diverse stakeholders.

3.3.2.2. Acceleration of the transfer - scaling up of social innovations

Under the EaSI strand, significant efforts have been made to accelerate the transfer and scaling up of social innovations through activities undertaken between 2021 and 2023. Funding was allocated to a public law body formally involved in implementing the European Social Fund under shared management. This body was entrusted with preparing and implementing EU-wide calls for proposals, supporting stakeholder capacity building in collaboration with National Competence Centres for Social Innovation, validating and showcasing innovative solutions via the EU Social Innovation Database, and fostering thematic cooperation through Communities of Practice. This approach ensured a coordinated effort to scale up social innovations across the EU while complementing Member States' activities under the ESF+.

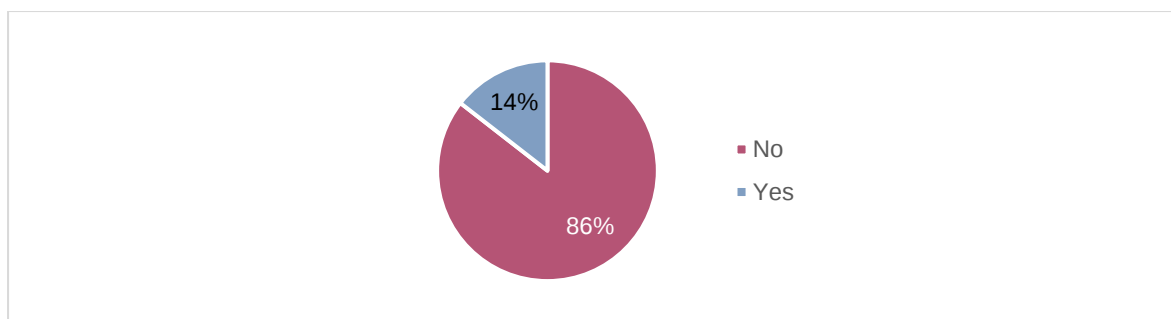
The European Social Fund Agency (ESFA) is responsible for implementing the operational objective to support transnational cooperation, specifically focusing on scaling up innovative solutions. This involves funding activities that accelerate the transfer and facilitate the expansion of successful initiatives. For a detailed overview of how this objective has been operationalised, including specific examples, please refer to [Chapter 5](#).

3.3.3. Complementary indicators

3.3.3.1. Stakeholder survey

According to the 2024 Stakeholder Survey, the majority of respondents (**86%**) indicated that they were **not aware** of any EaSI projects that had been successfully transferred or scaled up by local, national, or ESF+ authorities (see [Figure 9](#)). Only **14%** of respondents reported awareness of such projects. This significant gap in awareness suggests that, despite ongoing efforts, the visibility of successfully scaled-up projects remains low among stakeholders. This points to a potential area for further communication and dissemination of information on successful project transfers.

Figure 9: Stakeholder awareness of successfully transferred or scaled-up EaSI projects



Source: Stakeholder Survey 2024.

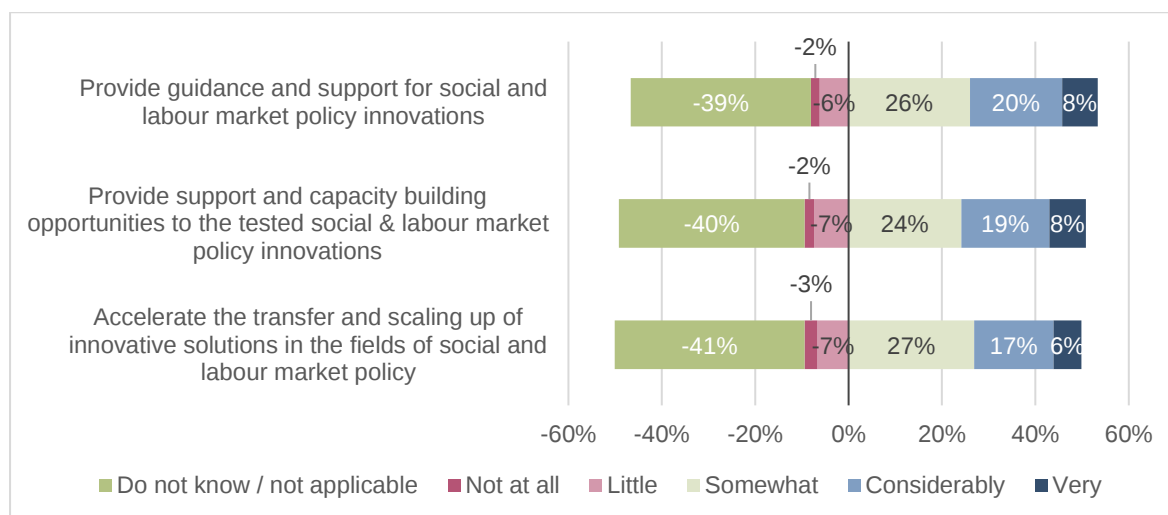
Among those who were aware of successfully scaled-up projects, several examples were provided⁵², including:

- **A project targeting NEETs (youth under 29 not in employment or education)**, which developed a multicultural approach to working with this group, identifying the best services, strategies, and integration methods.
- The **ALMA Programme**, a social innovation initiative focused on supporting young people.
- The **CITIZEN Project**, advancing lessons learned from previous projects for practice and policy improvement, specifically focused on addressing homelessness.
- Various **EURES Targeted Mobility Scheme (TMS)** projects, such as **TMS Germany** and **TMS Sweden**, supporting the mobility of workers and cross-border employment opportunities.
- **Housing First initiatives**, supported by organisations such as **FEANTSA**, which are focused on providing housing solutions for vulnerable groups, including actions like peer reviews and knowledge exchange.
- **SEED Project** (Social innovation Ecosystem Development), aimed at establishing National Competence Centres in Italy, Greece, Slovenia, and Romania to promote social innovation across EU member states.
- The **Youth Employment Initiative in Italy**, which improved the employability of young people through training, apprenticeships, and job placement services, with positive outcomes and methodologies being scaled up into national programmes.

Complementary indicator 3.1. Perceived EU effect on supporting social innovation / experimentation

The survey responses also provide a valuable perspective on the **extent to which the EaSI strand of the ESF+ has supported social innovation and experimentation in the fields of social and labour market policy**, as illustrated in [Figure 10](#).

Figure 10: Stakeholder perceptions of the extent to which EaSI has supported social and labour market policy innovations (2021-2023)



Source: Stakeholder Survey 2024.

Stakeholders offered a mixed assessment of EaSI's contribution, highlighting both successes and areas for improvement.

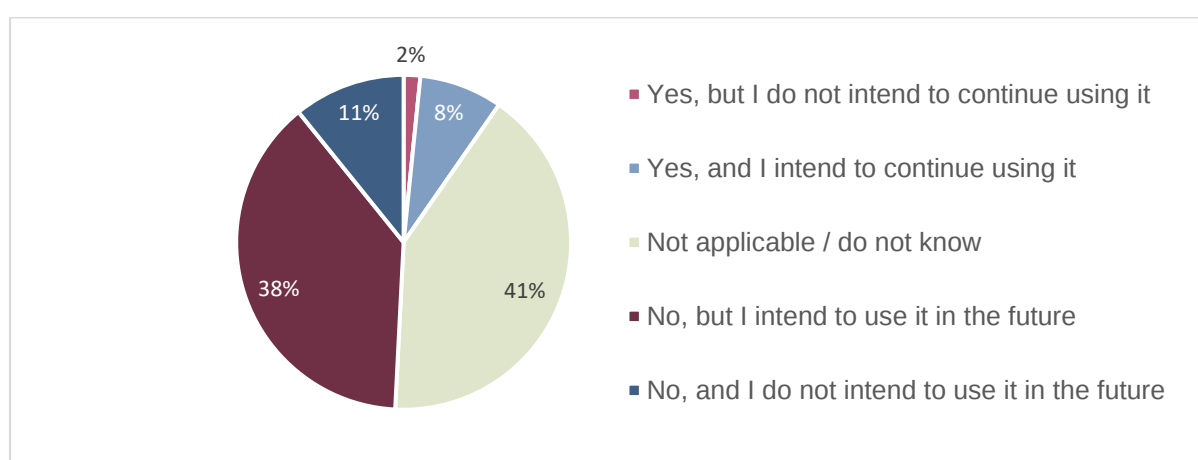
Half of the respondents (**50%**) indicated that the EaSI strand had accelerated the transfer and scaling of innovative solutions, while **51%** believed it provided support for capacity-building. Additionally, **53%** agreed that the strand had made contributions to guidance and support.

However, a significant portion of respondents expressed uncertainty, with **41%** indicating they did not know or found the question not applicable when asked about the extent to which the EaSI strand has accelerated innovation transfer. Similarly, **40%** and **39%** were unsure about the EaSI's contribution to capacity building and guidance, respectively.

Lastly, only **3%** felt that the EU had **not at all** accelerated the transfer of innovative solutions, and similarly small shares (**2%** for each) rated EaSI's support and guidance efforts as having **no impact**.

Responses regarding the **use of social policy innovations** promoted by EaSI for policymaking or implementation revealed a notable level of future interest, as illustrated in Figure 11 below:

Figure 11: Stakeholders' use of EaSI-promoted social policy innovations for policymaking or implementation



Source: Stakeholder Report 2024.

A small portion of respondents (**8%**) **confirmed that they had used** social policy innovations and **intended to continue using** them, while many others (**38%**) had not yet used these innovations but **planned to do so in the future**. On the other hand, **41%** of respondents were either unsure or did not find the question applicable, which might reflect limited exposure to these innovations or a need for clearer guidance on how to apply them in different policy contexts. Lastly, a small minority (**2%**) reported having used the innovations but did not plan to continue, while **11%** had not used the innovations and did not intend to in the future. This indicates that, while the majority of respondents see value in the social policy innovations promoted by EaSI, there is a small portion who do not find these innovations relevant to their work.

Several respondents provided concrete examples of how social policy innovations promoted by EaSI have been applied in real-world contexts. These examples demonstrate the tangible impact of these innovations on various policy initiatives:

- The **activation of Lone Parents and [Jobseeker Transitional Payment](#) recipients**, where full support packages, including in-work financial supports and easier access to labour market services, were informed by EaSI-promoted innovations.
- **EURES cross-border partnerships and integrated employment and housing initiatives**, such as the '[Homelab](#)' initiative, were cited as examples of social policy innovations that have been used to promote employability services, particularly in the context of social housing.

- The [ESCO European Classification Tool](#) was adopted by the Hellenic PES, showcasing how innovations related to jobseeker profiling and classification have been incorporated into national procedures, benefiting from cross-border mobility perspectives.

Other examples include ongoing efforts to improve **working conditions** through the SEED project and the use of **integrated approaches**, such as **one-stop shops** for service delivery, demonstrating the broader application of these innovations across multiple sectors.

The **comparison with the previous survey** reveals a mixed picture regarding the use of social policy innovations promoted by EaSI. In the current survey, 8% of respondents reported having used the innovations and intend to continue, an increase from the 3% who indicated prior use. Additionally, 46% of respondents expressed intentions to use these innovations in the future, slightly lower than the combined 60% in the previous survey. Furthermore, the percentage of respondents who do not intend to use the innovations in the future increased to 11%.

3.3.3.2. Examples of EaSI funded projects

Complementary indicator 3.2. Examples, measures and projects on transnational cooperation facilitating transfer and scaling-up of social innovation/experimentation

Table 14 presents examples of projects associated with KPI 2, specifically on the operational objective of social experimentation (c).

Table 14 – Examples of EaSI funded projects

Project name (from Funding and Tender Portal)(*)	Description of the project (from Funding and Tender Portal)
The digital era of social enterprises: Trends and opportunities in the circular economy	The DigiSocCirc project explores threats, opportunities, and solutions for social enterprises to adapt to change through three key actions: (1) mapping digital initiatives and trends in the re-use and repair sector, (2) assessing their impact on social inclusion and skills, and (3) promoting cross-border cooperation to develop innovative digital solutions with high social value. Activities include research and workshops on how digitalisation affects the entire re-use value chain, focusing on skill adaptation, especially for low-skilled individuals. The project aligns with the goal of ensuring inclusiveness and fairness in the twin green and digital transitions, engaging social enterprises and networks.
European African Diaspora for an inclusive circular economy	The project, based in Italy, Germany, and Greece, aims to support African migrants and refugees in developing essential circular economy and digital skills to enhance their employability. It focuses on providing qualifications, practical experience, and professional training to help them integrate into the job market. Additionally, the project prepares European youth, African diaspora, and SME staff to create entrepreneurial opportunities in Africa through targeted skill development.
Nudging social acceptance of green transition to active mobility	Despite widespread bike ownership in the EU, daily urban cycling remains low. Bike2Green aims to boost active mobility and support the green transition through a gamified system offering rewards for bike trips, using a patented hardware-software solution for accurate trip monitoring. The project will involve 1,500 users from schools, universities, and research centres in Stockholm, and local shops will be engaged to ensure rewards are spent locally, emphasizing community involvement and environmental activism for sustainable transport adoption.

Project name (from Funding and Tender Portal)(*)	Description of the project (from Funding and Tender Portal)
gReen and digitAl Initiative addreSsEd to dropoUts' Prevention (RAISE-UP)	RAISE-UP aims to prevent Early School Leaving by supporting VET students (ages 14-16) and enhancing educators' skills in digital and green transitions. The project involves a two-phase programme: (1) a 4-month training for teachers and educators (24 hours) to develop capacity-building skills, resulting in six collaborative project works; (2) an 8-month classroom implementation for 120 students to boost vocational maturity and motivation. The programme will be piloted in three VET schools in Italy and evaluated using a Counterfactual Impact Evaluation. Results will be shared internationally, with findings presented at global events and academic conferences.

Source: Funding and Tender Portal and megareports.

(*) Call name (link megareports to Funding and Tender Portal): Social innovations for a fair green and digital transition. Operational objective (from megareports): Social experimentation (c).

3.3.3.3. Budget commitments

Complementary indicator 3.3. Percentage of budget committed per year, analysed KPI and/or operational objective

As reflected in [Table 15](#), the budget execution of KPI 3, Social innovation/Social experimentation, demonstrates a **strong alignment between the planned budgets and actual commitments**.

In 2021, the total planned budget was EUR 26,730,200, with actual commitments totalling EUR 26,666,889, representing **99.8% of the planned amount**. The majority of these funds were allocated to activities in the field of transnational cooperation for social innovation, which had a planned amount of EUR 26,530,200 and achieved a full commitment rate of 100%. Conversely, social experimentation activities received EUR 136,688 against a planned amount of EUR 200,000, resulting in a commitment rate of about 68%.

In 2022, the planned budget was EUR 25,730,402, with actual commitments amounting to EUR 25,211,403, equating to a commitment rate of approximately **98%**. Social experimentation initiatives achieved a significant improvement with actual commitments of EUR 11,683,402 against the planned EUR 12,200,000, resulting in a commitment rate of about 96%. Meanwhile, social innovation activities maintained an excellent execution with EUR 13,528,001 committed out of EUR 13,530,402 planned, achieving a commitment rate of nearly 100%.

By 2023, the planned budget totalled EUR 45,308,100, and the actual commitments amounted to EUR 30,308,100, which is **67% of the planned total**. Specifically, the entire committed amount was directed towards the scaling up of social innovations, achieving a full commitment rate of 100%. Consequently, while funds were allocated to social experimentation activities with a planned amount of EUR 15,000,000, no commitments were made in this area for 2023.

Table 15 – Budget commitment KPI 3

Year	Budget commitment	Social experimentations (c)	Acceleration of the transfer - scaling up of social innovations for social innovation (i)	Grand total
2021	Planned Amount	200,000	26,530,200	26,730,200
	Committed	136,688	26,530,200	38,213,602
2022	Planned Amount	12,200,000	13,530,402	25,730,402
	Committed	11,683,402	13,528,001	25,211,403
2023	Planned Amount	15,000,000	30,308,100	45,308,100
	Committed	0	30,308,100	30,308,100
All years	Total Planned Amount	27,400,000	70,368,702	97,768,702
	Total Committed	23,366,804	70,366,301	93,733,105

Source: 2021, 2022 and 2023 megareports.

Over the three-year period, the total planned budget amounted to EUR 97,768,702, with actual commitments totalling EUR 93,733,105, indicating that **approximately 96% of the planned funds were utilised**. The largest portion of the budget was consistently allocated to the scaling up of social innovation activities, with total commitments of EUR 70,366,301, against a planned EUR 70,368,702, resulting in a near-perfect commitment rate of 100%. Social experimentations received total commitments of EUR 23,366,804 against a planned amount of EUR 27,400,000, achieving an overall commitment rate of about 85%.

In summary, the budget execution from 2021 to 2023 reflects a high level of efficiency and alignment with planned budgets, especially in the area of scaling up of social innovations. Social experimentation activities' budget commitment rates showed marked improvement from 68% in 2021 to nearly 96% in 2022, before being fully redirected in 2023.

3.4. KPI 4 - Capacity building and networking

KPI 4 tracks the number of capacity building and networking activities aimed at strengthening institutional capacity and fostering collaboration among stakeholders. These activities are designed to enhance the skills, knowledge, and effectiveness of relevant organisations, including public employment services, public social security and health insurance institutions, civil society organisations, microfinance institutions, and institutions supporting social enterprises and the social economy. The indicator specifically tracks operational objective (f), to support networking at Union level and dialogue with and among relevant stakeholders in the policy areas set out in Article 4(1) and contribute to build up the institutional capacity of involved stakeholders, including the public employment services, public social security and health insurance institutions, civil society, microfinance institutions and institutions providing finance to social enterprises and the social economy. By supporting these activities, the EaSI strand contributes to creating a more robust and interconnected ecosystem for policy implementation, ensuring stakeholders are better equipped to address social and labour challenges.

3.4.1. Achievement of targets

The implementation of activities under KPI 4 is currently on track with solid progress toward the target set for the MFF. The target is to achieve 75 activities by the end of the MFF period, and current projections based on data from 2021 to 2023 suggest that this target will be met, if not exceeded.

The indicative average required to meet the MFF target is 11 activities per year. However, the actual average over the first three years has been 13 activities per year, indicating a positive performance with an 18% difference between the target and real results. This difference, although slightly reduced from 21% due to minor fluctuations in the number of activities, still represents a strong position.

Table 16 – KPI 4 targets and state of play – period 2021-2023

Target – MFF	Projected results (actual average 2021-2023 * 7)	Indicative average per year (from MFF / 7)	Average per year (from actual results 2021-2023 / 3)	Difference (Target real results Versus results 2021-2023)
75	89	11	13	+18%

Source: EaSI strand of the ESF+: state of play of the implementation for the period 2021 – 2023, EMPL.A.3, European Commission.

The breakdown of activities by year for the operational objective of supporting networking and building institutional capacity shows consistent implementation: 14 activities were conducted in 2021, followed by 12 activities each in 2022 and 2023.

With a projected total of 89 activities by the end of the MFF, which is well above the target, the current level of execution per year is expected to comfortably meet or surpass the intended outcomes.

Table 17 – KPI 4 number of capacity building and networking activities by operational objective per year

Operational objective	2021	2022	2023	Average
(f) support networking and build up institutional capacity	14	12	12	13

Source: EaSI strand of the ESF+: state of play of the implementation for the period 2021 – 2023, EMPL.A.3, European Commission.

While these numbers reflect that the strand is on track, it remains crucial to maintain this level of activity to ensure that the positive trend continues. The consistent execution across the years suggests that the strategies and operational plans in place are effective in supporting networking and capacity-building efforts. Continued monitoring and fine-tuning of these strategies will be important to sustain the momentum and ensure that the strand fully realises its potential impact by the end of the MFF period.

3.4.2. Contribution to operational objectives of the EaSI strand

KPI 4, "Capacity building and networking activities," is based on operational objective (f), which aims to support networking at the Union level and foster dialogue with relevant stakeholders in the policy areas outlined in Article 4(1). It also seeks to strengthen the institutional capacity of involved parties, such as public employment services, public social security and health insurance institutions, civil society, microfinance institutions, and organisations that provide financing to social enterprises and the social economy.

The report below provides an overview of the most significant activities both financially and content-wise, funded under KPI 4 in each thematic section for the years 2021, 2022, and 2023.

3.4.2.1. Support networking and build up institutional capacity

In the area of **employment and skills**, the EaSI strand played a key role in supporting two significant events. The first was a **conference focused on the social dimension of climate and energy transitions**, where available evidence, monitoring outcomes, stakeholder feedback, and policy developments were presented and discussed, culminating in a set of recommendations. The second event was **the EMPL Annual Flagship**, which, following its 2022 pilot on the social dimension of the green transition, integrated lessons learned and streamlined its approach for 2023. This year's event also drew on elements from other initiatives, such as the VET Week.

Through its calls for proposals, the EaSI strand supported two major capacity-building activities:

- In 2022, four-year Framework Partnership Agreements were signed with **networks active in social enterprise finance and microfinance** aiming to provide these organisations the possibility to apply for annual operating grants. The same year, the first annual operating grants were provided to support these networks with outreach, knowledge exchange, research, and input into policy-making.
- In 2023, annual operating grants were awarded, under the same framework, aiming to provide support and fund activities such as outreach, mutual learning among members, research, and contributions to policy design.

In 2021, the EaSI strand also invested in several **IT projects**. These included initiatives related to business analysis, technical support, stakeholder engagement, and communication for the New Europass, as well as the maintenance and promotion of ESCO and its associated IT systems.

Within the domain of **labour markets and mobility**, the EaSI strand continued its support for the **European Network of Public Employment Services (PES Network)**, funding their analytical outputs, meetings, and events.

The Network of Public Employment Services (PES Network) aims to:

- enhance cooperation between Public Employment Services;
- compare PES performance through benchmarking;
- identify evidence-based good practices and foster mutual learning (individual PES practices can be found in the PES Repository and outputs from the network activities can be found in the PES Knowledge Centre);

- promote the modernisation and strengthening of PES service delivery, including of the Youth Guarantee;
- prepare inputs to the European Employment Strategy and the corresponding national labour market policies.

In the area of **social protection and inclusion**, the EaSI strand has provided continuous funding to key EU-level NGO networks from 2021 through 2023, resulting from calls for proposals that set up 4-year Framework Partnership Agreements for networks active in social inclusion. Funded activities include outreach, mutual learning, research, and input into policy design. Another call for proposals supported networks in microfinance and social enterprise, awarding the first annual operating grants in 2022 for activities aligned with similar objectives.

In 2021, and following the existing activity for the period 2018-2022, the EaSI strand has continued financing some long-standing major EU-level analytical activities, such as the [European Social Policy Network \(ESPN\)](#) or the [Mutual Information System on Social Protection \(MISSOC\)](#) – a database for public authorities, professional users and European citizens, providing up-to-date information on social protection legislation, benefits and conditions in all participating countries.

The EaSI strand has also supported the **ROMACT9 Programme**, implemented by the Council of Europe. ROMACT9 focuses on strengthening local authorities' capacity to implement plans for the socio-economic inclusion of Roma communities.

In the field of **working conditions**, the EaSI strand financed several key events, including:

- A high-level conference in 2021 titled "Quality Work for Life Quality," held in Ljubljana under the Slovenian Presidency.
- In 2023, thematic meetings of the Senior Labour Inspectors Committee, which facilitated the sharing between National Labour Inspectorates on their experience on how to enforce the EU Acquis on occupational health and safety.
- A Presidency conference to provide a platform for Member States and relevant stakeholders to exchange information and good practice in the field of occupational safety and health (OSH).

Additionally, in 2021-2023, the EaSI strand has continued to provide grants to fund some of the well-known and long-standing analytical databases, studies and other activities in the field of occupational safety and health:

- **International Agency for Research on Cancer (IARC) Monographs Programme**, which helps to identify environmental factors that are carcinogenic hazards to humans. These include chemicals, complex mixtures, occupational exposures, physical agents, biological agents, and lifestyle factors. National health agencies can use this information as scientific support for their actions to prevent exposure to potential carcinogens.
- **International Commission on Non-Ionizing Radiation Protection (ICNIRP)** provides scientific advice and guidance on the health and environmental effects of non-ionizing radiation (NIR) to protect people and the environment from detrimental NIR exposure.

Finally, in 2021, the EaSI strand funded National Contact Points (NCPs) through a call for proposals. This support helped national authorities establish and maintain NCPs for the EU Programme for Employment and Social Innovation.

3.4.3. Complementary indicators

3.4.3.1. Stakeholder survey

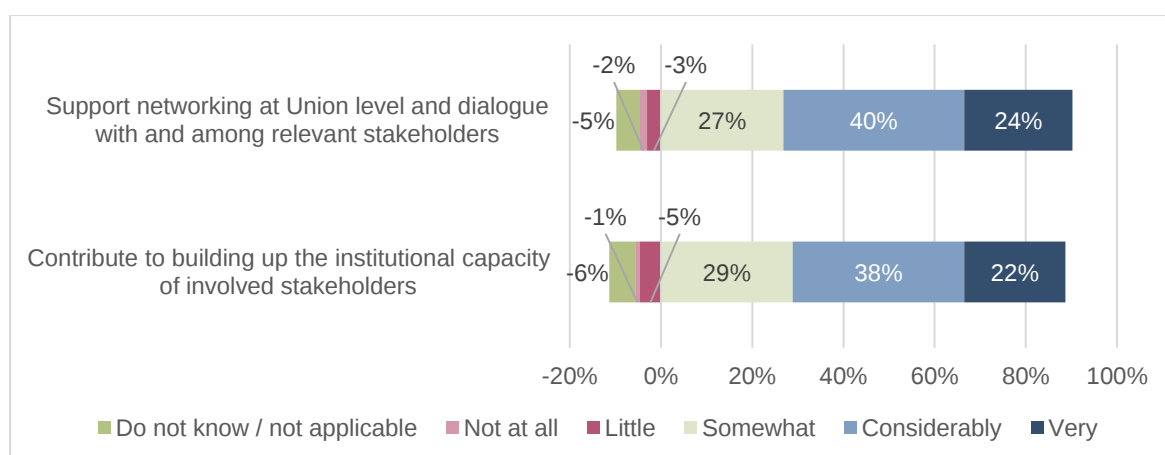
Complementary indicator 4.1. Perceived quality and effectiveness of EaSI capacity building and networking activities

The survey results provide insights into how stakeholders perceive the effectiveness of the EaSI strand of ESF+ in capacity building and networking activities.

As illustrated in Figure 12, among those stakeholders who reported involvement in networking and capacity-building activities, perceptions of the **support provided by the EaSI strand in facilitating networking and dialogue** at the Union level are generally positive. A combined **64%** of respondents rated the support as either "Considerably" (40%) or "Very" (24%) useful. However, a small percentage felt there was little or no support, with **2%** saying "Not at all" and **3%** reporting "Little." Additionally, **5%** were unsure or felt the question did not apply to them.

The perceived impact of the EaSI strand on building institutional capacity also yielded positive results, though slightly less positive than regarding perceptions of networking support. 89% of stakeholders indicated that these activities had contributed to capacity building, and 22% rated the impact as "Very." These responses suggest that **the majority of stakeholders recognise the EaSI strand's role in enhancing institutional capacity, with a total of 60% expressing strong or very strong agreement.**

Figure 12: Perceived extent of EaSI's contributions to networking and capacity building



Source: Stakeholder Survey 2024.

Overall, the majority of stakeholders involved view EaSI's capacity-building and networking activities as effective, with a strong majority agreeing on their benefits. However, there remains a small group of respondents who are unsure or perceive limited impact.

3.4.3.2. Examples of EaSI funded projects

Complementary indicator 4.2. Examples of social policy innovations and successful capacity building activities results funded by EaSI

Table 18 provides examples of projects related to KPI 2, specifically focusing on the operational objective of institutional capacity building, EU level networking, and dialogue (f).

Table 18 – Examples of EaSI funded projects

Project name (from Funding and Tender Portal)	Call name (link megareports to Funding and Tender Portal (*))	Description of the project (from Funding and Tender Portal)
FEBEA - Taking Social Enterprise Finance in Europe to the next level through the contribution of Ethical financiers	Framework partnership agreements and annual operating grants to support networks active in the areas of social enterprise and microfinance support	FEBEA's proposal aims to strengthen Social Enterprise Finance providers in Europe, boosting the social investment market. The project will enhance FEBEA members' services through new research on social finance trends, tailored training, and capacity-building initiatives. Policy activities will inform practitioners about relevant EU policies and communicate their needs to the EU. Partnerships with social economy networks and policymakers will be expanded, and collaboration among FEBEA members will be promoted through knowledge-sharing tools. Enhanced communication will target both practitioners and the public to highlight the value of social finance. The expected impact is increased support for Europe's social economy, fostering green, just, and inclusive growth.
Financial Inclusion for Green Inclusive Growth in Europe	Framework partnership agreements and annual operating grants to support networks active in the areas of social enterprise and microfinance support	This 4-year programme aims to advance the EU's green and inclusive finance agenda for microenterprises and social businesses. Building on MFC's experience and partnership with the European Commission, it aligns with the Invest EU, ESF+, EaSI strand, and EU Green Deal. The programme will support the EC through four Action Groups: (1) Local Action Group—mapping local needs and raising policy awareness, (2) Trends & Good Practices Group—identifying trends and organising the Social Finance Vibe conference, (3) Capacity Building Group—enhancing institutions' digital and green solutions, and (4) Partnership Group—strengthening networks and maintaining communication with EU institutions.
Eradicate Poverty and Enhance Social Rights in Europe – Year 1	Annual operating grants to support EU level Social NGO Networks	EAPN's mission is to promote a socially inclusive, poverty-free Europe. The 2022 work plan will focus on defending the rights of people experiencing poverty through the voices of its 32 national networks and 13 European organisations. Key actions include: a) highlighting poverty data and personal testimonies to push the EU and Member States for action; b) overseeing the implementation of the European Pillar of Social Rights and poverty targets; c) monitoring EU funds and Recovery Plans to ensure social inclusion; d) supporting vulnerable groups in advocating for their rights; and e) making policy proposals around the green and digital transitions. This plan supports recent and upcoming EU policy initiatives.
Eurochild specific grant agreement 2022	Annual operating grants to support EU level Social NGO Networks	Eurochild is a network of organisations and individuals working for children's rights across Europe, guided by the UN Convention on the Rights of the Child. The 2022 operating grant will support Eurochild in shaping EU policies to reduce child poverty and promote social inclusion, aligning with the European Child Guarantee and the EPSR Action Plan. Eurochild has 191 members in 35 countries, directly involving children through the Eurochild Children's Council and National Forums. Its activities focus on policy advocacy, supporting members in monitoring EU policies, sharing best practices, and strengthening internal capacity. The grant also supports governance and collaboration with other EU networks.

Source: Funding and Tender Portal.

(*) Operational objective (from megareports): Institutional capacity building, EU level networking and dialogue (f)

3.4.3.3. Budget commitments

Complementary indicator 4.3. *Percentage of budget committed per year, analysed KPI and/or operational objective*

Table 19 below shows the budget commitments made for KPI 4. The budget execution for this KPI demonstrated a **consistent pattern of fund utilisation across the three years**. In 2021, the planned budget was set at EUR 24,935,253, with actual commitments reaching EUR 22,376,581. This reflects a commitment rate of approximately **90%**, indicating strong alignment between planned and actual expenditures for this operational objective.

In 2022, the planned budget slightly decreased to EUR 20,471,531, while the actual committed remained robust at EUR 19,777,473, resulting in a commitment rate of about **97%**.

In 2023, the planned budget increased again to EUR 21,125,118, with actual commitments amounting to EUR 19,572,322, which is approximately **92% of the planned budget**.

Table 19 – Budget commitment KPI 4

Year	Budget commitment	Institutional capacity building, EU level networking and dialogue (f)
2021	Planned Amount	24,935,253
	Committed	22,376,581
2022	Planned Amount	20,471,531
	Committed	19,777,473
2023	Planned Amount	21,125,118
	Committed	19,572,322
All years	Total Planned Amount	66,531,902
	Total Committed	61,726,376

Source: 2021, 2022 and 2023 megareports.

Over the three-year period, the total planned budget amounted to EUR 66,531,902, with actual commitments totalling EUR 61,726,376, indicating an overall commitment rate of about **93%**.

In summary, the budget execution from 2021 to 2023 for activities focused on institutional capacity building, EU level networking and dialogue reflects a high level of efficiency and effective use of allocated funds, with **commitment rates remaining above 90% each year**.

3.5. KPI 5 - Job placements under targeted mobility schemes

KPI 5 (Job Placements under Targeted Mobility Schemes) is a key performance indicator covering a wide range of activities including those aimed at policy objectives such as improving access to employment, modernising the labour market, and enhancing active inclusion and employability. These activities include capacity-building initiatives, communication conferences, events, meetings, data collection and statistical analysis, IT project development, and the preparation of reports. The beneficiaries of these efforts include

academia, researchers, experts, civil society organisations such as associations, foundations, and NGOs, as well as enterprises, international organisations, public authorities, social partners, and business representative organisations.

KPI 5 is structured around one operational objective - **Mobility of workers**. The objective aims to enhance voluntary geographical mobility of workers and expand employment opportunities by developing and providing targeted support services for employers and jobseekers. This includes comprehensive assistance throughout the recruitment process—from pre-recruitment preparation to post-placement support—focusing on filling vacancies in specific sectors, professions, countries, border regions, or among particular groups, such as individuals in vulnerable situations. The goal is to foster the development of integrated European labour markets.

3.5.1. Achievement of targets

The progress towards achieving the targets for KPI 5 is ongoing (see [Table 20](#)). In 2023, 1,851 jobs were created, which is approaching the indicative annual average target of 2,071 jobs and is more than double the 2021-2023 average of 786 jobs.

Table 20 – KPI 5 targets and state of play – period 2021-2023

Target – MFF	Projected results (actual average 2021-2023 * 7)	Indicative average per year (from Target MFF / 7)	Average per year (from actual results 2021-2023 / 3)	Difference (Target Versus real results 2021-2023)
14,500	5,504	2,071	786	-62%

Source: EaSI strand of the ESF+: state of play of the implementation for the period 2021 – 2023, EMPL.A.3, European Commission.

Although the shortfall between the target values and actual results for 2021-2023 is significant (-62%), it is important to note that the number of jobs created is an outcome indicator, not an output indicator. As outcome indicators tend to reflect results later than output indicators, improvements in job creation are expected as implementation advances.

[Table 21](#) shows the breakdown per year and Operational objectives for the number of job placements under targeted mobility schemes. We observe a significant increase in the period, going from none in 2021 to over 2,300 in 2023. The reason why there are no job placements in 2021 is due to the late approval of the ESF+ Regulation in June 2021, that delayed the start of related projects. Although the first call for targeted mobility schemes was launched in July 2021, the projects did not commence until July 2022. Meanwhile, projects under the previous EaSI Programme (2014-2020) continued to be implemented throughout 2021, 2022, and 2023, with the last project concluding in September 2023.⁵³

Table 21 – KPI 5 number of job placements by operational objective per year

Operational objective	2021	2022	2023	Average
(d) Mobility of workers	-	508	2,359 total (1,851 created in 2023)	786

Source: EaSI strand of the ESF+: state of play of the implementation for the period 2021 – 2023, EMPL.A.3, European Commission.

3.5.2. Contribution to operational objectives of the EaSI strand

3.5.2.1. Mobility of workers

The EaSI strand supported 45 activities between 2021 and 2023 in the operational objective related to mobility of workers: 17 in the first year, and 14 in the remaining two. Among all these activities, there are a few that stand out:

- **EURES Targeted Mobility Scheme (TMS) (2021, 2022):** The action aims at reaching jobseekers in the EU and EEA countries, in compliance with the ESF+ Regulation. It aims to fulfil people's needs, supporting and promoting the implementation of tailor-made employment services and innovative forms of work, that ensure quality working conditions, to foster the placement and integration of mobile workers in the host country(ies), combined with financial incentives. It targets the filling of hard-to-fill vacancies as identified in national/EU labour market studies or other data sources. The overall objective of each call for proposals is to ensure around 4,000 placements, in particular of young people. The activities cover the provision of direct services to jobseekers and employers, such as information, recruitment, matching and placement; pre- and post-placement support to customers; and direct financial support to candidates and SMEs.
- **EURES Cross-border partnerships and support to EURES cooperation on intra-EU mobility for EEA countries and social partners (2021, 2023):** The overall objectives of the call are to promote workers' intra-EU labour mobility, to boost employment opportunities and support the implementation of the EURES Regulation. The call for projects of two-year duration consists of three strands: 1) Support for fair mobility for frontier workers in cross-border regions, in particular cross-border partnerships offering comprehensive EURES services; 2) Target of both EEA countries, that are part of EURES, to offer comprehensive EURES services in EEA countries or specific EURES services for workers or employers. The action aims at reaching jobseekers in EEA countries; 3) Target of EU-level social partner organisations, to support the coordination of activities of the European social partners in the EURES network.
- **Implementation of a European Tracking Service (ETS) for pensions (2023):** The action supported the implementation of the roll-out phase of the ETS. The ETS is an international platform of pension institutions aiming to help mobile workers follow their pension rights held in different Member States.
- **Posting of workers: enhancing administrative cooperation and access to information (2021, 2023):** It supports the implementation, application and enforcement of the Directive 96/71/EC and Directive (EU) 2018/957 concerning the posting of workers in the framework of provision of services and its Enforcement Directive 2014/67/EU. The goal is to fund transnational cooperation initiatives aiming at developing initiatives by relevant stakeholders involved in the context of posting with a significant and lasting impact on workers, companies and administrations. Activities support competent authorities in Member States and social partners in administrative cooperation, in increasing access to essential information for posted workers, to promote the evidence basis through the collection and evaluation of original data and analysis.
- **IT Projects (2021, 2022, 2023):** These projects include 1) the implementation of the Electronic Exchange of Social Security Information (EESSI) system, a decentralised IT system that helps social security institutions across the EU exchange information; 2) the development and maintenance of the EURES Portal; 3) technical support, assistance, development, maintenance and licenses of ESCO, the European multilingual classification of Skills, Competences and Occupations.

Overall, the activities that stand out most in terms of worker mobility are those related to the EURES axis of EaSI. These include mobility schemes such as the Targeted Mobility Scheme and Cross-Border Partnerships, which provide tailored support to specific groups of jobseekers and help fill vacancies in sectors facing recruitment difficulties. Moreover, activities under the operational objective mobility of workers also include funding the development and maintenance of the EURES portal, which helps address information gaps by offering access to a broader range of job vacancies and CVs. This portal assists employers in overcoming the challenge of finding candidates with relevant skills. According to the Study supporting the ex-post EURES evaluation and the second biennial EURES report,⁵⁴ EURES tools and services are both relevant and effective in meeting the needs of intra-EU labour mobility. Services provided through the EURES portal, and those offered within the framework of EURES mobility schemes, have contributed to job placements across the EU and raised awareness of cross-border labour mobility opportunities.

3.5.3. Complementary indicators

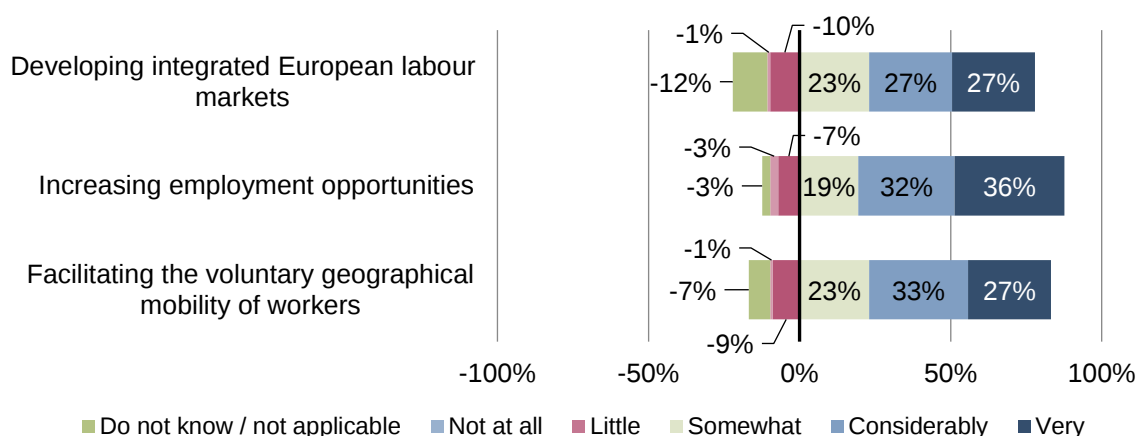
3.5.3.1. Stakeholder survey

Complementary indicator 5.1. *Extent to which support services have helped in developing integrated European labour markets, increasing employment opportunities and facilitating mobility of workers*

The stakeholder survey results indicate that those who are involved in projects or policies related to voluntary geographical mobility of workers or increasing employment opportunities consider services valuable and impactful (Figure 13). This highlights the positive role these services play in fostering a more cohesive and dynamic European labour market.

Among those who reported involvement, when asked about the extent to which support services have contributed to developing integrated European labour markets, 77% reported positively, with 27% stating that this support was very important. Similar was the view on the facilitation of worker mobility, with 83% reporting positively and 27% stating that the support was very important to accomplish this goal. The statement gathering the most support was the opinion on how much support services have increased employment opportunities, with 87% of respondents having a positive view on the topic and 36% reporting a very important impact.

Figure 13: Extent to which support services have helped in developing integrated European labour markets, increasing employment opportunities and facilitating mobility of workers



Source: Stakeholder Survey 2024.

3.5.3.2. Examples of EaSI funded projects

Complementary indicator 5.2. *Examples of successful services provided via cross-border partnerships and targeted mobility schemes*

Table 22 shows examples of projects related to KPI 5, under its only operational objective “Mobility of workers” (d).

Table 22 – Examples of projects under KPI 5

Project name	Call name	Description of the project
Cross border partnership EURES-T Upper Rhine (EURES-T Upper Rhine)	EURES Cross-border partnerships	EURES-T Upper Rhine was founded to support and promote the cross-border European labour market. It aims to create a unique labour market and overcome mobility obstacles. The project includes a number of actions such as the One-stop-shop, EURES advisers and cross border vocational training experts giving counselling interviews on recruitment as well as living and working conditions. In addition, the project includes workshops and information events, and several trainings, coaching with external experts to address the needs of cross-border jobseekers in the Upper Rhine region.
EURES Targeted Mobility Scheme (TMS) (EURES TMS Sweden)	EURES Mobility (TMS) Targeted Scheme	EURES TMS Sweden proposes to actively support sustainable and fair mobility of workforce within EU/EEA. The project aims to support target groups jobseekers and employers and provide packages of mobility services combined with direct financial support, with a focus on employers with hard to fill vacancies, SMEs, and jobseekers 18-35 and 35+ including low-skilled, skilled and professionals specialised in sectors in demand on labour market, as well on the long-term unemployed. It also supports spouses to candidates by providing family support for relocation and help to find jobs.
European Construction Mobility Information Network – Workers’ Information and portal website on working conditions (ECMIN V)	Posting of workers: enhancing administrative cooperation and access to information, and activities to tackle undeclared work	In 2009, the European Federation of Building and Woodworkers and its affiliates created the website www.constructionworkers.eu , where posted and migrant workers could find information about wages and working conditions in several countries. This project concerns a follow-up of the previous ones and aims at building on the work done, with posted, migrant workers – including third country nationals – at its centre.

Source: 2021, 2022 and 2023 megareports and EU Funding & Tenders Portal.

3.5.3.3. Budget commitments

Complementary indicator 5.3. *Percentage of budget committed per year, analysed KPI and/or operational objective*

The budget execution for KPI 5 over the 2021–2023 period, as detailed in Table 23, reveals **significant variances between planned allocations and actual accepted amounts**. In 2021, of the allocated EUR 45,824,302, only EUR 36,902,953 was accepted, amounting to **81% of the planned budget**.

In 2022, the planned budget was reduced to EUR 25,962,141, with accepted amounts reaching EUR 22,043,890, or **85% of the allocated amount**. This reflects an improvement in budget execution compared to the previous year.

For 2023, the planned budget was reduced at EUR 20,927,385. However, commitments significantly decreased, with only EUR 6,788,800 accepted, representing **32% of the planned amount**.

Over the three-year period, the **total planned budget** was EUR 92,713,828, but **accepted amounts** corresponded to EUR 65,735,643, indicating that **approximately 70% of the total allocated funds** were utilised.

Table 23 – Budget commitment KPI 5

Year	Budget commitment	Mobility of workers (d)
2021	Planned Amount	45,824,302
	Committed	36,902,953
2022	Planned Amount	25,962,141
	Committed	22,043,890
2023	Planned Amount	20,927,385
	Committed	6,788,800
All years	Total Planned Amount	92,713,828
	Total Committed	65,735,643

Source: 2021, 2022 and 2023 megareports.

3.6. PPI 6 - Activities supporting ME, SE and social investment

PPI 6 is a performance indicator covering several activities aimed at supporting microenterprises, social enterprises and social investment. Activities under PPI 6 include the realisation of capacity-building initiatives, communication conferences, events, meetings, data collection and statistics, IT project development, and the preparation of reports. The main beneficiaries of activities are enterprises (including social enterprises and not for profit), as well as microfinance and social enterprise finance providers.

While the five KPIs analysed in the sections above cover eight of the ten operational objectives of the EaSI strand, PPI 6 addresses the remaining two operational objectives. This new indicator ensures that the performance reporting system comprehensively covers all operational objectives.

PPI 6 is specifically structured around these two operational objectives:

- **Microfinance to microenterprises:** The objective is to support the development of the market ecosystem for providing microfinance to microenterprises in their start-up and growth phases, particularly those established by, or employing, individuals in vulnerable situations.
- **Development social enterprises:** The objective is to support the development of social enterprises and the development of a social investment market, fostering

interactions between public and private sectors and encouraging the involvement of foundations and philanthropic actors in this market.

3.6.1. Achievement of targets

The progress towards achieving the targets for PPI 6 is currently on track (see [Table 24](#)). The average number of activities is two per year, consistent with the indicative target of two activities annually. The comparison between the periods 2021-2022 and 2021-2023 is assessed as neutral, with the expected number of activities per year remaining stable at two. Maintaining this annual execution level is expected to meet the overall target of 12 activities by the end of the MFF period.

Table 24 – PPI 6 targets and state of play – period 2021-2023

Target – MFF	Projected results (actual average 2021-2023 * 7)	Indicative average per year (from Target MFF / 7)	Average per year (from actual results 2021-2023 / 3)	Difference (Target Versus real results 2021-2023)
12	12	2	2	0%

Source: EaSI strand of the ESF+: state of play of the implementation for the period 2021 – 2023, EMPL.A.3, European Commission.

The breakdown by year and operational objective ([Table 25](#)) of activities supporting microenterprises, social enterprises, and social investment indicates a concentration on activities related to the objective (g) “Development of social enterprises”. This objective has been addressed consistently throughout the analysed period. The operational objective (e) “Microfinance to microenterprises” had activities only in 2021, as annual activities were not expected.

Table 25 – PPI 6 number of activities by operational objective per year

Operational objective	2021	2022	2023	Average
(e) Microfinance to microenterprises	1	0	0	0
(g) Development social enterprises	1	2	1	1
Total	2	2	1	2

Source: EaSI strand of the ESF+: state of play of the implementation for the period 2021 – 2023, EMPL.A.3, European Commission.

3.6.2. Contribution to operational objectives of the EaSI strand

3.6.2.1. Microfinance to microenterprises

The first operational objective of PPI 6 is related to the (e) “Development of the microfinance ecosystem”. Under this objective, the EaSI strand supported only one initiative, in 2021, namely **Advisory services and technical assistance for microfinance providers**. The aim of these capacity building activities was to help microcredit providers in the EU to improve the quality of their operations, to scale up, and to become self-sustainable. The goal was to boost

the capacity of microcredit providers and to facilitate their access to the existing EaSI financial instruments and to the financial instruments under InvestEU.

3.6.2.2. Development of social enterprises

The second operational objective of PPI 6 is related to the (g) “Development of social enterprises and social investment markets”. Under this objective, the EaSI strand supported four initiatives between 2021-2023. These activities encompass several foreseen outputs, such as the realisation of capacity building activities, reports, data and statistics. The four activities are listed below.

- **Advisory services and technical assistance for social enterprise finance providers (2021):** These services are aimed at helping social enterprise finance providers in the EU to improve the quality of their operations, to scale up, and to become self-sustainable. The aim is to boost the capacity of social enterprise finance providers and facilitate their access to the existing EaSI financial instruments and to the financial instruments under InvestEU.
- **Transaction costs to support social finance intermediaries (2022):** This call for proposals focuses on supporting financial intermediaries that undertake long term risk capital investments in ticket sizes of less than EUR 500,000 in social enterprises. The idea is lowering transaction costs (i.e., travel cost, lawyers' fees, costs for carrying out the due diligence and business development support) for these small investment tickets with the aim of helping to overcome a market failure in the social investment market.
- **Flash Eurobarometer on attitudes of young people towards social entrepreneurship (2022):** The aim of this initiative is to collect information on attitudes and perceptions of social entrepreneurship and its potential for employment and social inclusion, in particular among young people.
- **Actions to boost the development of finance markets for social enterprises (2023):** These activities consist of contributing to the development of feasible, suitable and reliable schemes or funds providing finance to social enterprises as well as support structures providing business development services and networking facilities to improve social enterprises' investment readiness.

3.6.3. Complementary indicators

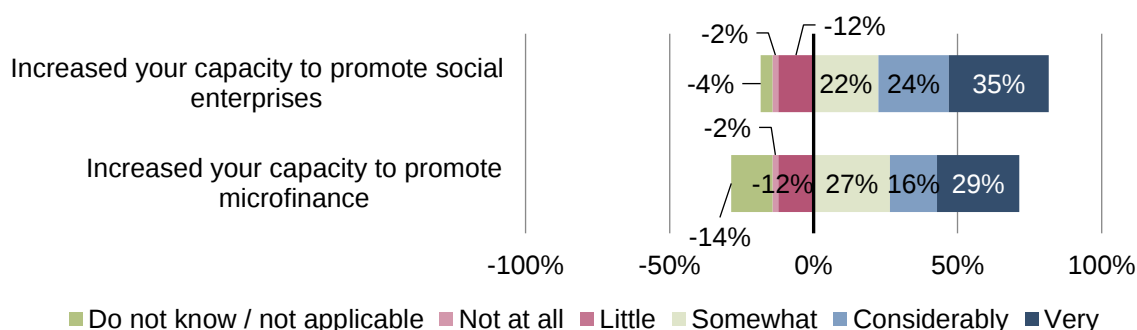
3.6.3.1. Stakeholder survey

Complementary indicator 6.1. *Extent to which involvement in activities increased capacity to promote social enterprises and microfinance*

The stakeholder survey results indicate that those who are involved in activities to promote social investments and microfinance experience meaningful benefits in enhancing their ability to support social enterprise and microfinance initiatives ([Figure 14](#)).

Among respondents who reported involvement in these activities, over 80% indicated that their participation had positively increased their capacity to promote social enterprise and over 70% on microfinance. Over 40% of the respondents noted that their involvement had either a considerable or significant impact on at least one of these two capacities.

Figure 14: Extent to which involvement in activities increased capacity to promote social enterprises and microfinance



Source: Stakeholder survey 2024.

3.6.3.2. Examples of EaSI funded projects

Complementary indicator 6.2. Examples of successful development of the market ecosystem, social enterprises and the emergence of a social investment market

In the period analysed, the majority of activities related to PPI 6 were focused on purchase of services and supply necessary to the implementation of the strand, such as assistance, advisory services and events. These are based on agreements established under Framework Contracts instead of under calls for proposals. Only two Calls for Proposals were launched during this period: the **Call for Proposals on Transaction Costs to Support Social Finance Intermediaries** and the **Call for Proposals on Actions to Boost the Development of Finance Markets for Social Enterprises**. Currently, only the first call has active projects, since the second call had a more recent launch (submission deadline was March 2024).

Table 26 provides examples of projects under the Call for Proposals on Transaction Costs to Support Social Finance Intermediaries. All these projects are related to the operational objective (g) “Development of social enterprises and social investment markets”.

Table 26 – Examples of projects under PPI 6

Project name	Description of the project
Facilitating smart investment into quality early stage social enterprises in Iberia. (SIESSEI)	The objective of the action is to contribute to strengthening the social entrepreneurship sector in Spain and Portugal, facilitating investments in early-stage social enterprises. The action is aimed at channelling investments to social enterprises with capital investment needs of less than EUR 500,000.
Building bridges between Business Angels and investment funds to finance social enterprises in seed phase (FUNDS 2)	The project aims to strengthen the funding of social and impact enterprises in seed phase in Europe by enabling innovative co-investment schemes between Business Angels and early-stage investment funds. It aims to fund around 30 projects for a total investment amount of EUR 4.5M.
SMALL size equity investments TO support social enterprise in becoming Bigger	The project aims to contribute to increasing and developing Social Enterprises financial market and to increase by 25% the Cooperazione Finanza Impresa capitalisation interventions towards Social Enterprises. It focuses on investing in small size intervention, financing Social Enterprises and supporting financed Social Enterprises, as well as facilitating contact

IncreasinG occupation (SMALL2BIG)	with Cooperazione Finanza Impresa and the access to its support tools by Social Enterprises.
Support early stage social enterprises around Europe: LITA.co (LITA.co)	LITA.co is the first European investment platform dedicated to social enterprises and sustainable development, bringing together investors eager to participate to the solidarity economy with responsible entrepreneurs addressing social and environmental challenges. As an intermediary, it catalyses capital investments at every stage of their development (early-stage, scale up and further growth). For each project it guides the entrepreneur through their business plan, their impact strategy and defines the best tailored funding strategy. It then runs the whole fundraising campaign and follows actively the investees to support their growth.

Source: 2021, 2022 and 2023 megareports and EU Funding & Tenders Portal.

3.6.3.3. Budget commitments

Complementary indicator 6.3. Percentage of budget committed per year, analysed KPI and/or operational objective

As presented in [Table 27](#), the budget execution for PPI 6 in 2021 achieved **near-complete execution**, with **EUR 1,830,000 allocated** and **EUR 1,807,021 accepted**. A detailed analysis of the budget commitments shows that the majority of funds were dedicated to developing the microfinance ecosystem, with EUR 1,381,071 accepted against the planned EUR 1,400,000 (99% of the total budget). Additionally, EUR 430,000 was allocated to the development of social enterprises and social investment markets, of which EUR 425,950 was accepted (99%).

In **2022**, there were notable adjustments to PPI 6's budget allocation. The total budget increased significantly to **over EUR 4.8 million**, reflecting a more than 250% rise compared to 2021. However, the funds were exclusively directed to projects aimed at the development of social enterprises and social investment markets. In that year, **90% of the planned budget was accepted**, signalling a decrease in budget execution performance compared to the previous year. In **2023**, there was **no budget allocated** to activities under PPI 6.

Over the three-year period, the total planned budget amounted to EUR 6,658,172, while actual accepted amounts totalled EUR 6,174,083, indicating that over 90% of the planned funds were utilised. The largest share of the budget, totalling EUR 5,258,172, was directed towards activities related to the development of social enterprises and social investment markets, demonstrating its central importance within PPI 6 across the period.

Table 27 – Budget commitment PPI 6

Year	Budget commitment	Development of the microfinance ecosystem (e)	Development of social enterprises and social investment markets (g)	Grand Total
2021	Planned Amount	1,400,000	430,000	1,830,000
	Committed	1,381,071	425,950	1,807,021
2022	Planned Amount	-	4,828,172	4,828,172
	Committed	-	4,367,062	4,367,062
2023	Planned Amount	-	-	-

	Committed	-	-	-
All years	Total Planned Amount	1,400,000	5,258,172	6,658,172
	Total Committed	1,381,071	4,793,012	6,174,083

Source: 2021, 2022 and 2023 megareports.

3.7. Secondary - Input indicators

The EaSI performance monitoring system also reports on the financial resources allocated and committed for the implementation of the budget defined in Article 5 of the ESF+. These are operationalised through secondary input indicators. For the period of 2021-2027, two input indicators (the absorption rate and budget consumption rate) ensure the follow-up of the budget. In the sections below, we provide the state of play of both of these indicators for the period of 2021-2023.

3.7.1. SIP 1 – Absorption rate (commitments)

The first secondary input indicator highlights the relative share between the planned budget (according to the planning established in the EaSI Annual Work Programmes) against the implemented (committed) budget. In a nutshell, it indicates how effectively is the EaSI strand operating in relation to the goals set out in the AWP.

As it stands, the absorption rate for the period 2021-2023 shows a high degree of execution (96%) with respect to the planned budget, as showcased in [Table 28](#).

Table 28 – SIP 1 state of play – period 2021-2023

Secondary Indicator - Input (SIP)	Indicators	Value	
		Amount (EUR)	Share (%)
SIP 1 – EaSI Absorption rate (commitments)	Planned budget (planned) Vs implemented (= individual + global commitments)	349 315 015,00	95.91%

Source: Performance Framework – EaSI strand of the ESF+ and further elaboration by the study team.

When looking at the different financial envelopes relevant for EaSI, namely the EaSI direct management financial envelope and the ESF+ shared management envelope (for transnational cooperation scaling up social Innovations), we see that the budget planned steadily progresses in its implementation in relation to the first envelope (from 93% in AWP 2021 to 98% in AWP 2023). The second envelope retains an absorption rate of almost 100% throughout all 3 analysed AWP.

Table 29 – SIP 1 state of play of relevant financial envelopes

Budget line	7020400 EaSI financial envelope (administrative budget line excluded)	07.020100.05 ESF+ shared management financial envelope (scaling up Social Innovations)
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	Planned budget	Implemented	Absorption rate	Planned budget	Implemented	Absorption rate
AWP 2021	99 982 373	92 614 738	92,63%	26 530 200	26 530 200	100,00%
AWP 2022	93 237 964	88 231 545	94,63%	13 530 402	13 528 002	99,98%
AWP 2023	100 604 370	98 102 431	97,51%	30 308 100	30 308 100	100,00%
TOTAL	293 824 707	278 948 714	94,94%	70 368 702	70 366 302	100,00%

Source: Performance Framework – EaSI strand of the ESF+ and further elaboration by the study team.

3.7.2. SIP 2 – Budget consumption rate (payments)

The second input indicator showcases the progress in making payments. It measures this by dividing the budget already spent on EaSI activities from the total budget allocated to EaSI, as set in the ESF+ Regulation.

For the budget already spent, the figures are taken for the following budget lines of EaSI:

- 07.020400 for the EaSI financial envelope
- 07.020100.05 ESF+ shared management envelope (Transnational cooperation scaling up Social Innovations)

For the total budget, EaSI funds + indirect transnational cooperation funds in current prices:

- ESF+ financial envelope - TC scaling up Social Innovations: 197.233.025 EUR in current prices.
- EaSI financial envelope: 761.581.000 EUR in current prices.

The budget consumption rate for the period 2021-2023 shows that payments are in progress (17%). Payments should increase as the implementation of the EaSI strand of the ESF+ moves forward, honouring legal obligations from the funds already committed.

Table 30 – SIP 2 state of play – period 2021-2023

Secondary Indicator - Input (SIP)	Indicators	Value	
		2.1 Amount (EUR)	2.2 Share of total budget (%)
SIP 2 - Budget consumption rate (payments)	SIP 2.1 Amount (EUR) SIP 2.2 Share (%)	160 953 870,29	16,79%

Source: Performance Framework – EaSI strand of the ESF+ and further elaboration by the study team.

4. Contribution to horizontal principles Article 28 and 6 of the ESF+ regulation

In all its investments, the EaSI strand promotes these horizontal principles through both mainstreamed and targeted actions. It uses evidence-based approaches and social innovation to develop and test new solutions to social and employment challenges while adhering to these core principles. The horizontal principles identified under Articles 28 and 6 of the ESF+ regulation are as follows:

- Preventing discrimination based on racial or ethnic origin, religion or belief, disability, age or sexual orientation
- Accessibility for persons with disabilities, including in terms of information and communication technologies
- Gender equality, gender mainstreaming and integration of gender perspective
- Increase the participation of women in employment as well as conciliation between working and personal life, combatting the feminisation of poverty and gender discrimination in the labour market and in education and training
- High employment levels, fair social protection and a skilled and resilient workforce
- Inclusive and cohesive societies aiming to eradicate poverty and deliver on the principles set out in the European Pillar of Social Rights.

In the subsequent sections, we analyse the extent stakeholders perceive the contribution made by EaSI towards horizontal principles. In addition, we showcase examples of projects funded by EaSI which integrate horizontal principles within their operationalisation strategies.

Complementary indicator H.1. Perceived EaSI contribution to selected horizontal principles

The first complementary indicator indicates the **perceived EaSI contribution to selected horizontal principles** based on feedback gathered from the stakeholder survey. Here, the mean value for all principles in 2024 is 70%⁵⁵. This indicates that, on average, the principles are being implemented or addressed at a relatively high level.

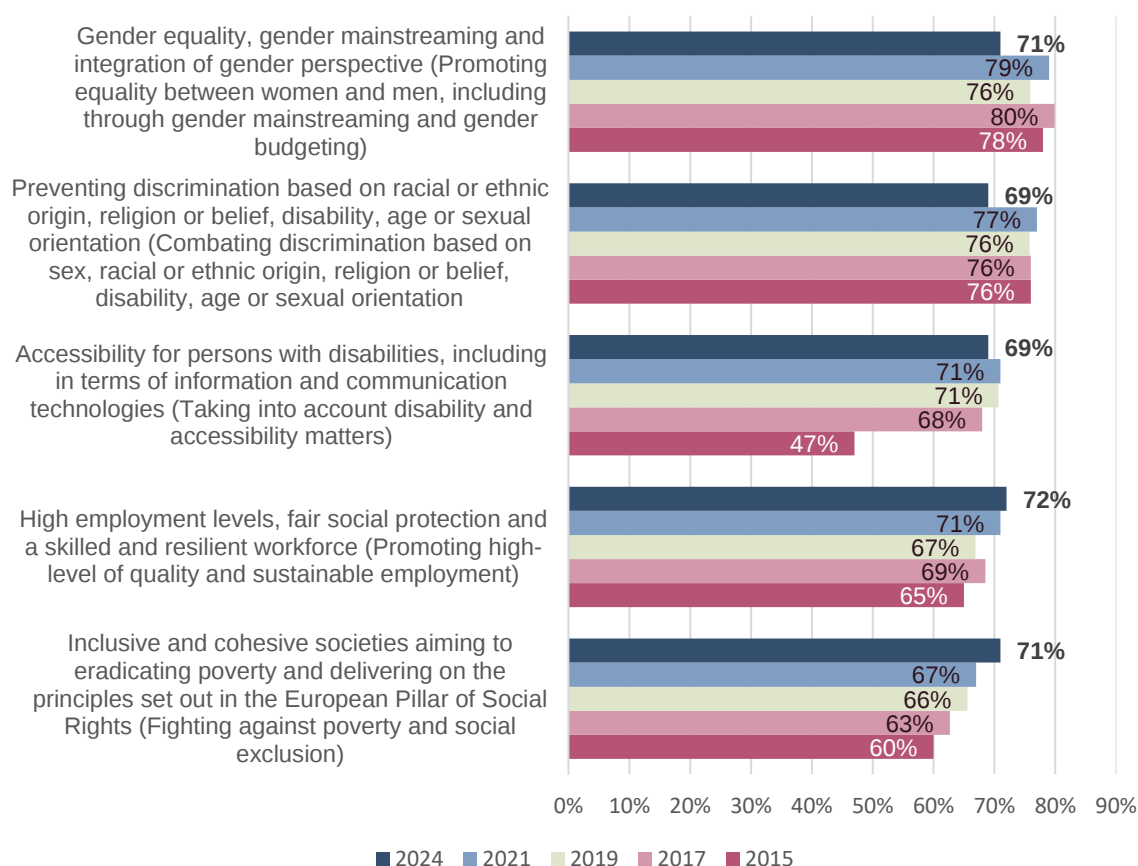
There is **only slight variation in stakeholder perception among the horizontal principles**. The horizontal principle which is addressed the most was 'high employment levels, fair social protection and a skilled and resilient workforce' at 72%. The lowest-performing principles were 'Preventing discrimination' and 'Accessibility for persons with disabilities,' both at 69%. Comparing to the Stakeholder Survey of 2021, we see both improvements and declines:

- Contribution to 'Inclusive and cohesive societies' showed the largest increase, improving by 4 percentage points.
- Contribution to 'High employment levels' also saw a slight improvement of 1 percentage point.
- However, contribution to 'Accessibility for persons with disabilities' decreased by 2 percentage points.
- Both contribution to 'Preventing discrimination' and 'Gender equality' experienced a decline of 8 percentage points in comparison to the previous 2021 Stakeholder Survey.

Please note that the formulation of horizontal principles under EaSI strand are different in comparison to horizontal objectives under EaSI Programme – in [Figure 15](#), the text inside the

parentheses corresponds to the horizontal objectives of the former EaSI programme, while text outside the parentheses represents the horizontal principles from Articles 6 and 28 of the ESF+ Regulation.

Figure 15: Share of stakeholders stating that the EU contribution to the integration of the following horizontal objectives/principles into their respective policy area is very, considerably or somewhat present (total, %, 2015, 2017, 2019, 2021, 2024)



Source: Stakeholder survey 2024.

When considering ESPR policy areas, we see that stakeholders operating within the Equal opportunities & access to the labour market area indicate the highest contribution across all horizontal principles. The percentages range from 71% to 75%, indicating a significant impact of these principles on equal opportunities. Gender equality, gender mainstreaming and integration of gender perspective, as well as high employment levels, fair social protection and a skilled and resilient workforce, show the highest contribution at 75%.

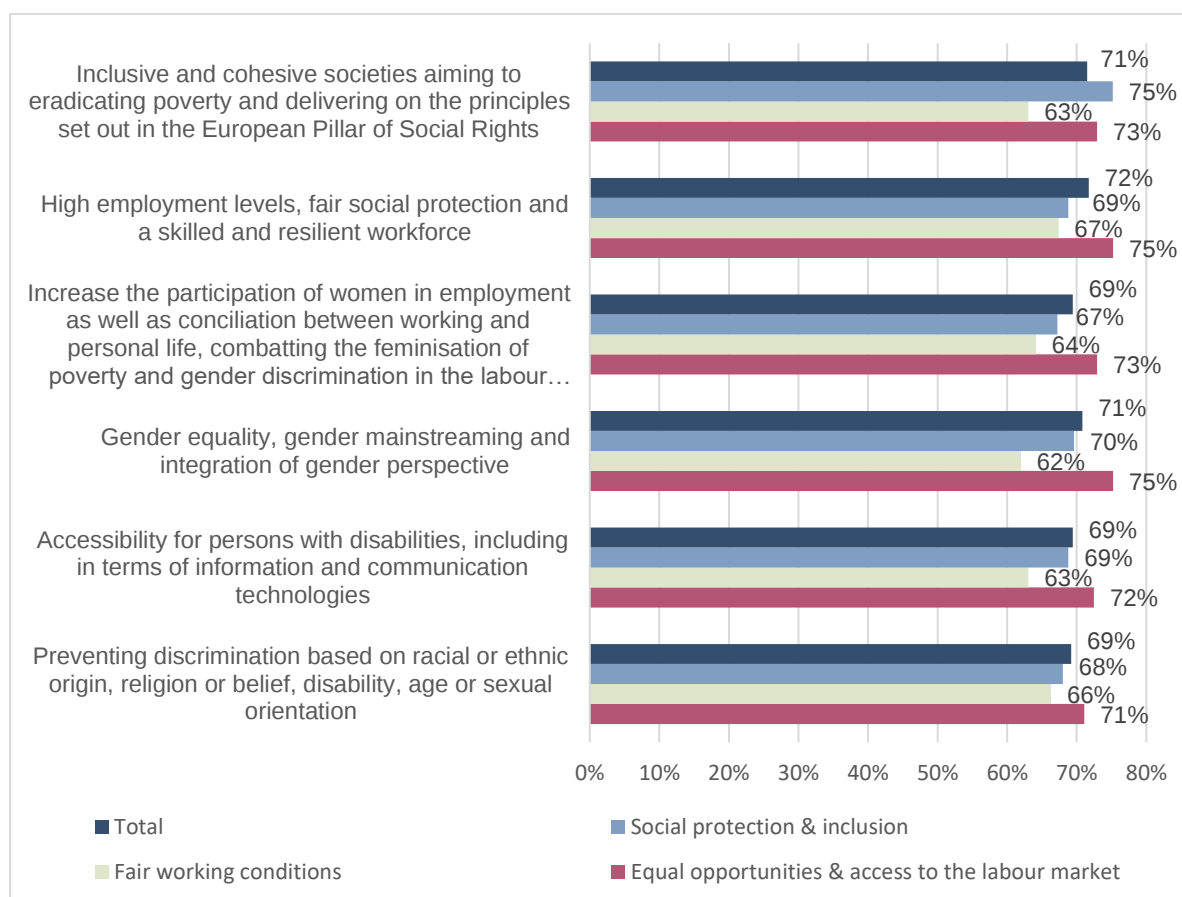
Stakeholders working within the 'Fair working conditions' area appear to be the least impacted. Here, perception of EaSI contributions range from 62% to 67%, with high employment levels, fair social protection and a skilled and resilient workforce making the strongest contribution at 67%. Interestingly, gender equality, gender mainstreaming and integration of gender perspective show the lowest contribution to fair working conditions at 62%.

For Social protection & inclusion, the contributions are moderate to high, ranging from 67% to 75%. The principle of inclusive and cohesive societies aiming to eradicate poverty and deliver on the principles set out in the European Pillar of Social Rights makes the strongest contribution at 75%. The principle focused on increasing women's participation in employment and addressing gender-related issues shows the lowest contribution in this area at 67%.

Looking at the overall impact, all horizontal principles contribute positively to the European Pillar of Social Rights, with total scores ranging from 69% to 72%. The principle of high employment levels, fair social protection and a skilled and resilient workforce has the highest overall contribution at 72%.

It's noteworthy that some principles show varying levels of contribution across different areas. For instance, the principle of gender equality strongly contributes to equal opportunities (75%) but has a lower impact on fair working conditions (62%). Similarly, the principle of preventing discrimination shows a relatively lower contribution to equal opportunities (71%) compared to its impact on other areas. This analysis (visualised under [Figure 16](#)) suggests that while these horizontal principles generally contribute positively to the European Pillar of Social Rights, their impact is not uniform across all areas.

Figure 16: Share of stakeholders stating that the EU contribution to the integration of the following horizontal principles into their respective policy area is very, considerably or somewhat present



Source: Stakeholder survey 2024.

Complementary indicator H.2. Examples of integration of horizontal issues / objectives

The second complementary indicator provides **examples of how EaSI horizontal principles have been considered and operationalised in selected EaSI-supported activities**. In 2021-2023, the most common ways that projects used to integrate horizontal principles into the EaSI activities were the following:

- Conducting research and producing reports on urban poverty and social exclusion, implementing city-level pledges for concrete social investments and supporting local authorities in developing inclusive policies
- Contributing to gender equality and women's empowerment by Investigating the impact of Social Economy on gender equality, developing women-inclusive business models and producing thematic papers on gender equality in urban contexts
- Raising awareness of carers as a group facing discrimination, promoting inclusive practices in social enterprises and analysing city progress on migrant and refugee integration
- Enhancing accessibility for persons with disabilities by promoting equal access to public services and healthcare
- Incorporating youth perspectives in policy development and addressing youth-specific issues like youth homelessness
- Ensuring work-life balance and fair working conditions by supporting carers in balancing work and care responsibilities and developing policies for childcare provision and long-term care
- Promoting inclusive societies, organizing mutual learning events and city dialogues, facilitating knowledge exchange on social policy implementation and engaging vulnerable groups in policy-making processes
- Promoting equal access to education, employment, housing, and healthcare and developing strategies to combat homelessness
- Organizing social innovation labs and policy transfers and providing training and resources for local authorities and organisations
- Engaging with EU policy initiatives and funding opportunities and bringing local perspectives to national and EU-level discussions
- Integrating environmental concerns into social policy discussions and promoting sustainable urban development alongside social inclusion
- Supporting local implementation of the European Pillar of Social Rights and engaging cities in the European Semester process

Table 31 provides specific examples of the integration of horizontal objectives into activities of selected projects, based on information extracted from the Funding and Tender Portal.

Table 31 – Examples of EaSI funded projects which integrate horizontal principles

Name of the project and call	Short description of the project	Integration of horizontal objectives
Caritas Actions Reinforce the European Social Dimension (I-IV) (ESF-2021-OG-NETW-NGO-FPA)	With the 4-year strategic plan, Caritas Europa (CE) through its network in 46 countries aims to contribute to social inclusion and poverty reduction through supporting the implementation of the European Pillar of Social Rights and the social dimension of the European project in general. The objective is to reinforce the understanding of and contribution to	The project contributes directly to building inclusive and cohesive societies aiming to eradicate poverty. The project's objective of contributing to important EU processes relating to the EPSR and the European Semester supports the principles of high employment levels, fair social protection, and building a skilled and resilient workforce. The project's emphasis on youth participation and engagement in all activities aligns with the principle of

	important EU processes relating to the European Pillar of Social Rights and the European Semester, while also bringing the reality of people experiencing poverty to the attention of European and national stakeholders and key actors, in order to ensure the most adequate policy response.	increasing employment participation, particularly for young people. This aligns with the principle of building inclusive societies and delivering on the principles set out in the EPSR.
EaSI Operating Grant SGA – Cities for Inclusive Recovery (ESF-2021-OG-NETW-SGA)	Eurocities is committed to reinforcing social Europe and strengthen cities capacity to support the future implementation of new EU social policy initiatives under the action plan of the European Pillar of Social Rights. This project engages cities in the EPSR implementation through a work programme for capacity building, mutual learning and data gathering that leads to concrete policy change at local level. Through this work, cities can deliver EU social policy objectives at local level and help mitigate the socio-economic consequences of the pandemic crisis on the most vulnerable people, driving a fair and inclusive recovery and making a tangible difference for the lives of over 36 million Europeans.	The project's focuses on social inclusion and poverty reduction and contributes to building inclusive and cohesive societies aiming to eradicate poverty. The production of City social trend papers on gender equality demonstrates a commitment to integrating gender perspectives into urban policymaking. By facilitating mutual learning and policy transfers among cities, the project contributes to building a skilled and resilient workforce across Europe. The project's emphasis on combating homelessness and improving labour market conditions aligns with the principles of increasing employment participation and promoting fair working conditions. The pledges made by cities as part of the 'Cities for Inclusive Recovery' campaign, which include measures for skills training and active employment support, further reinforce this commitment.
For a Social Economy that reduces Gender Inequalities in Europe (ESF-2022-SOC-INNOV)	The projects set out to develop new data on and investigate the impact of the Social Economy (SE) on gender equality to identify areas of improvement and to make SE's stakeholders more aware and knowledgeable about the topic; It led to the development of hands-on pedagogical contents to help European social enterprises push for more gender-equal practices and develop fairer and more women-inclusive business models; Finally, the project contributed to the emergence of 30 women-inclusive businesses in France, Italy and Portugal to generate a wider ripple effect on women's economic empowerment and shed light on business champions leading the way towards a more inclusive European social economy.	The project strongly aligns with the principle of gender equality and gender mainstreaming by investigating the impact of the SE on gender equality and developing new data on this topic. This approach contributes to a better understanding of gender dynamics within the SE sector and promotes gender mainstreaming in economic policies. The project's objective to increase the participation of women in employment is evident in its goal to contribute to the emergence of women-inclusive businesses in selected Western European countries. This initiative directly addresses the principle of increasing women's participation in employment and combating gender discrimination in the labour market. By focusing on women-inclusive business models, the project also supports the conciliation between working and personal life.
EuroHealthNet SGA 23 (ESF-2022-OG-NETW-NGO-SGA)	EuroHealthNet is the European Partnership for health, equity, and wellbeing. It is made up of 64 national and regional organisations, (sub)national health authorities, public health institutes and health promotion agencies, civil society actors and researchers working on public health, disease prevention,	EuroHealthNet's work on the European Semester process to achieve Wellbeing Economies demonstrates a commitment to fair social protection and high employment levels. The organisation's efforts to support the implementation of the EPSR Action Plan further reinforces this commitment. Gender equality and mainstreaming are addressed through the project's promotion of work-life balance and gender equality. By

	promoting health, and reducing inequalities.	advocating for relevant legislation and incorporating health into Child Guarantee action plans, EuroHealthNet supports the principle of increasing women's participation in employment and combating the feminization of poverty.
Eurocarers 2022-25 (ESF-2021-OG-NETW-NGO-FPA)	This project aims to document the situation of carers in Europe today as well as the solutions that exist or can be developed to support and empower them.	Eurocarers aims to promote their inclusion in society and recognise their invaluable contribution to health and long-term care systems. The project addresses the challenges carers face in balancing work and care responsibilities, which disproportionately affect women. This focus aligns with the principles of increasing women's employment participation and promoting work-life balance. The project's goals of improving carers' access to employment and education, while supporting their ability to balance paid work with care responsibilities, contribute to the principles of high employment, fair social protection, and developing a skilled workforce.

Source: Funding and Tender Portal.

5. Transferability and scaling up for social innovation

The ESF+ regulation⁵⁶ defines social innovation and social experimentation as follows:

- **Social innovation** means an activity, that is social both as to its ends and its means and in particular an activity which relates to the development and implementation of new ideas concerning products, services, practices and models, that simultaneously meets social needs and creates new social relationships or collaborations between public, civil society or private organisations, thereby benefiting society and boosting its capacity to act.
- **Social experimentation** means a policy intervention that aims to provide an innovative response to social needs, implemented on a small scale and in conditions that enable its impact to be measured, prior to being implemented in other contexts including geographical and sectorial ones, or implemented on a larger scale, if the results prove to be positive.

Social innovation is a flagship initiative of EaSI strand of the ESF+. The strand plays a crucial role in this process by funding initial small-scale projects that can potentially be scaled up and replicated.

In this chapter, we identify such projects funded by EaSI that either have been already replicated, scaled up, or transferred, or have good potential of achieving this. Here, we also cover some of the projects which were funded through the predecessor EaSI Programme – this is to ensure that the report captures those examples which have been ‘crystallised’ and have been already successfully replicated. To this end, the evaluation of five Social Innovation calls from the former EaSI Programme⁵⁷ provides additional insights and lessons learned. The chapter will also feature the last two volumes of projects and organisations reports (XIII⁵⁸ and XIV⁵⁹) which feature projects from 2021.

This chapter is also based on the interviews conducted with the European Commission, namely the DG EMPL Operational Units which were responsible for implementing calls in the previous EaSI Programme, as well as those responsible for calls under the current EaSI strand (including the entrusted entity to accelerate the transfer and facilitate the scaling-up of innovative solutions, ESFA).

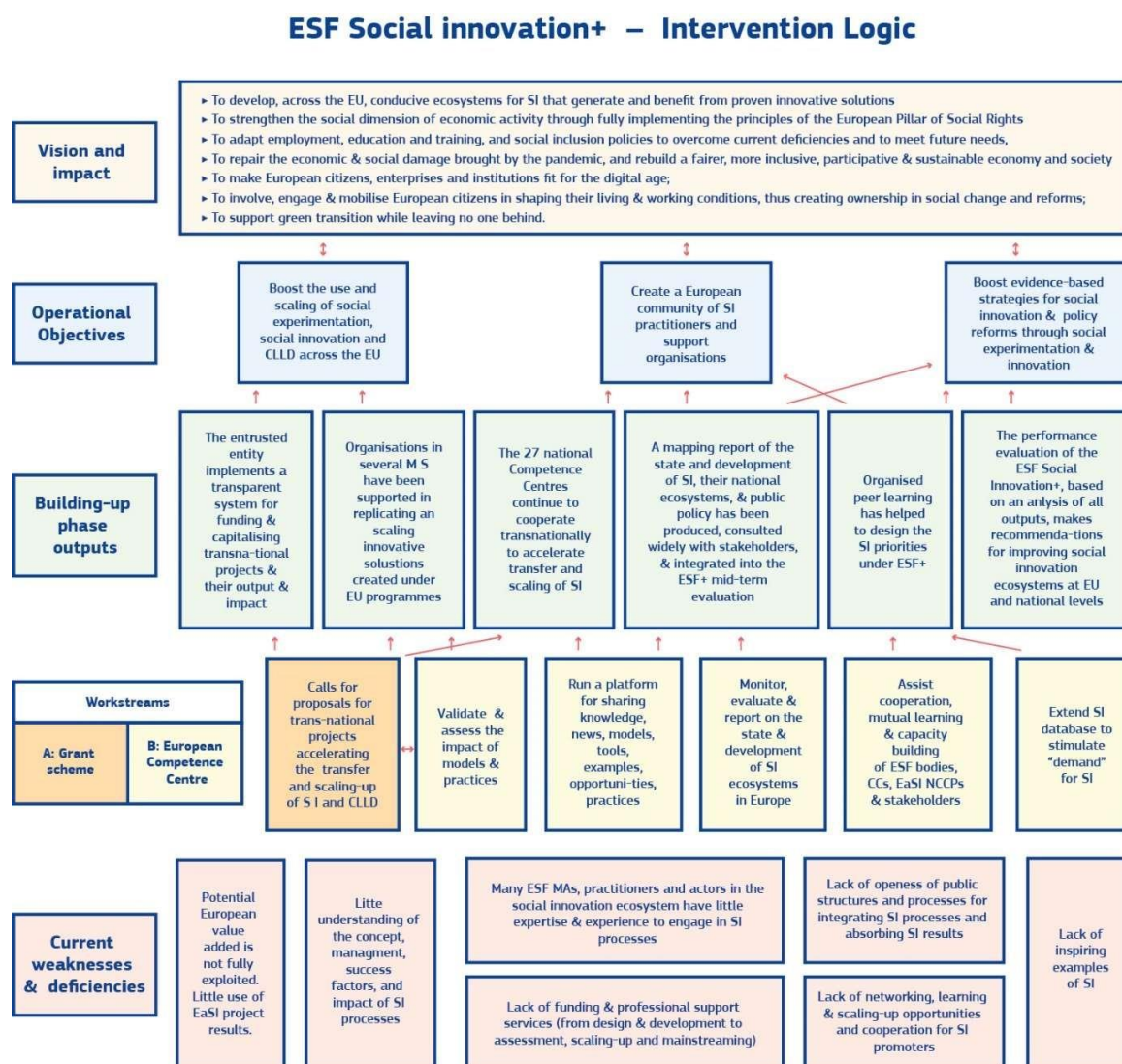
An additional desk research source is the case studies submitted in the Social Innovation Match (SIM) database which allows stakeholders to showcase their projects and search for initiatives developed in other countries, potentially leading to replication and scaling opportunities. By the end of 2023, the SIM database contained 161 social innovation examples, most of them at national, local and regional level. These are case studies from across the EU (27 countries), with the most active MS being Belgium, Germany, and Austria. The SIM case studies cover 16 thematic areas, the most common being social integration of persons at risk, access to quality employment, active inclusion, and employability.⁶⁰

This chapter is accompanied by Annex 7 which includes information on projects with potential to be scaled-up/transferred. This Annex particularly contextualises section 5.2.2 by providing additional details and aspects which make the selected examples as possible good practice examples and candidates for scale-up/transfer.

5.1. State of play of social innovation under EaSI strand

For the current MFF, there are two primary objectives funded by EaSI which operationalise the area of social innovation: **social experimentation** and the **acceleration of the transfer and scaling up of social innovations**.

The key in the field of social innovation is the Lithuanian **European Social Fund Agency (ESFA)** who is the entrusted entity to carry out the **ESF Social Innovation+ Initiative**. The ESF Social Innovation+ Initiative has a budget of EUR 197 million. It focuses on developing, replicating, and scaling up innovative solutions across the EU. It supports multi-national projects that have demonstrated success and potential for broader implementation. [Figure 17](#) shows the intervention logic of ESF Social Innovation+.

Figure 17: Intervention logic of ESF Social Innovation+

Source: Progress Report of ESF Social Innovation+ Initiative, 2023.

The intervention logic of the action consists of two main work streams:

- Work stream A: Calls for proposals
- Work stream B: European Competence Centre for Social Innovation

These work streams aim to enable a stronger contribution of social innovation to current policy objectives.

Work stream A: Calls for proposals

ESFA will prepare and manage EU-level calls for proposals focused on:

- Thematically focused calls (approximately 5) to roll out proven social innovations and conceptualise innovative approaches.
- Capacity building calls (2) to support transnational cooperation and mutual learning among organisations supporting social innovation.

This work stream allocated approximately EUR 150 million for project funding during the implementation period. It contributes to the initiative by directly supporting innovative projects and building capacity among social innovation stakeholders.

Work stream B: European Competence Centre for Social Innovation

ESFA will create and manage a European Competence Centre for Social Innovation to:

- Support mutual learning and capacity building for ESF+ bodies and relevant stakeholders.
- Support beneficiaries of European-level calls of the ESF Social Innovation+ Initiative.
- Monitor and analyse the development of social innovation ecosystems in Europe.
- Validate and disseminate social innovation tools, methodologies, and approaches.
- Communicate on Social Innovation to stakeholders, the wider public, and policymakers.

This work stream contributes to the initiative by creating a knowledge hub, facilitating transnational cooperation, and supporting the scaling-up and replication of social innovations across Europe.

To facilitate this coordination, ESFA has established a **secretariat dedicated to coordinate and implement the initiative**. It ensures overall coordination and monitoring of the Initiative. ESFA has also established monitoring and evaluation procedures, to ensure that the adaptation of the initiative is based on a sound assessment of the procedures and achievements of the initiative. ESFA prepares and signs grant agreements, implements the contractual and financial monitoring and management of the agreements (amendments, payments, recoveries, audits).

ESFA is also in charge of the **National Competence Centres for Social Innovation**. These centres, established across nearly all Member States, support managing authorities in programming and implementing social innovation actions. They also provide capacity-building and networking measures for organisations on the ground.⁶¹

The first implementation period (29/08/2022 – 31/12/2023) of the ESF+ Social Innovation+ Initiative has been carried out and resulted in the first Progress Report. The initiative launched three major calls for proposals in 2023: Aim-Learn-Master-Achieve (ALMA) (EUR 15 million), National Competence Centres (EUR 8 million), and Skills for Vulnerable Youth (EUR 9 million). Under the ALMA call, 26 projects were funded with a total grant amount of EUR 10.7 million, of which EUR 5.3 million was paid out as pre-financing. These projects span 15 EU member states and focus on integrating disadvantaged young people through transnational mobility experiences. The European Competence Centre for Social Innovation, a key component of the initiative, has been particularly active. It organised 33 events for Communities of Practice and networks, engaging 2,247 participants across all events. These activities covered various themes including employment, education, social inclusion, and material support. The Centre also produced several analytical reports and mapping studies on social innovation ecosystems and practices across EU member states. It manages the Social Innovation Match database, which now contains 161 social innovation examples from 27 countries.

Looking ahead, the initiative plans to continue supporting transnational cooperation and social innovation projects, further develop the Social Innovation Match platform and ecosystem mapping and increase focus on validating and scaling up successful social innovations.

5.2. Process of scaling up social innovation

5.2.1. Definition of scaling up/transferability of social innovation projects

The concept of scalability and transferability of social innovation projects can be understood through three key phases: **piloting, mainstreaming, and embedding**.

In the piloting phase, projects **test their solutions in real-world contexts**. The potential for upscaling or transferring depends on demonstrating that the innovation provides an effective and efficient solution to a societal need, supported by robust evaluative evidence. Additionally, the core elements of the piloted innovation should be replicable at a larger scale or in different contexts.

As projects move into the mainstreaming phase, they act to **upscale successful pilots or transfer them to new settings**. This requires implementing a strategic approach that includes codifying and transferring knowledge about the core elements of social innovation. Projects must also identify a clear demand or need for adopting the innovation at scale. Developing detailed preliminary plans for upscaling or transfer, along with establishing a proactive dissemination strategy, are crucial steps in this phase.

The embedding phase represents the **full adoption or transfer of the project at scale**. For successful uptake, the pilot must provide a relevant solution to a pertinent social problem. Users of the pilot need to allocate or be willing to allocate resources for implementation at scale or in a different context. Importantly, the innovation should be adaptable to the local social, economic, and legal ecosystem of the new setting.

Throughout these phases, projects must continuously assess their potential for scalability and transferability, adjusting their strategies as needed to maximise their social impact and ensure long-term sustainability. The ability to navigate these phases effectively is key to the widespread adoption and lasting success of social innovation initiatives.⁶²

5.2.2. Examples of successful scaling up

Two calls overseen by ESFA have already concluded. One is the ALMA call for proposals, which aims to help Member States to integrate ALMA in their ESF+ programmes, by piloting or scaling up ALMA type of operations. While **implementation of ALMA under the EaSI strand is still recent and periodic reports are expected only in the near future**, ALMA itself is a **pilot project based on a German initiative** which has been upscaled and serves as a good example of scaling up a social experimentation project, as shown in [Box 5](#). Examples of projects under the ALMA call can be seen in Annex 7 (Table 1).

Furthermore, the European Commission has adopted EU-level simplified cost options (SCOs) specifically for ESF+ operations promoting the implementation of ALMA⁶³, indicating a successful shift of the initiative towards the EU level. The applicable Commission Delegated Regulation for EU-level SCOs for ALMA operations is Regulation (EU) 2022/2175, which entered into force on November 28, 2022.

Box 5. The ALMA project

ALMA, which stands for “Aim, Learn, Master, Achieve”, is an EU initiative, aiming at supporting young people that are not in any kind of employment, education or training. The goal is to

help the most disadvantaged young people (aged 18-29) integrate into society by gaining access to work or training.

This initiative offers participants:

- 1) An intensive tailored training in their home country (preparatory phase);
- 2) A supervised work-related experience with accompanying mentoring services for a period of 2 to 6 months in another EU country (mobility phase);
- 3) Continued support upon return to guide participants in using the newly acquired skills to gain employment or further education in their home country (follow-up phase).

ALMA itself is seen as potential good example of scaling up a social experimentation project as it builds on a social inclusion initiative implemented by Germany since 2008 (IdA, Integration durch Austausch), that became a real policy implemented by the EC. The project was taken over in 2012 by an ESF-supported transnational network of 15 EU countries (TLN Mobility Network), and is from 2015 through a transnational call for proposals under ESF+.

In 2021-2027, ALMA is being implemented in the context of the ESF+ programmes at national or regional level. A pilot call for ALMA was launched late 2022 (indicative budget EUR 15 million) to help EU countries integrate ALMA in their ESF+ programmes, by piloting or scaling up an ALMA type of activity.

Initially implemented in Germany, ALMA has expanded to several other Member States and regions. According to ESFA, the mobility programme has demonstrated significant success, with integration rates of up to 60%. ALMA is one of the European Commission's flagship initiatives for the European Year of Youth 2022 and a key instrument in implementing the Reinforced Youth Guarantee, adopted in 2020. To encourage more countries to pilot the ALMA program, additional points to ALMA newcomers were specified in the call conditions.

Source: ALMA Handbook⁶⁴ and communication with ESFA.

Another call for proposal overseen by ESFA focuses on establishing National Competence Centres (NCCs) to foster a more favourable environment for social innovation, which has also concluded, although the projects have only recently begun. According to ESFA, these projects are not directly designed for scale up, but mainly to ensure the functioning of National Competence Centres in different countries and to develop them through transnational cooperation. Examples of projects under this call can be seen in Annex 7 (Table 2).

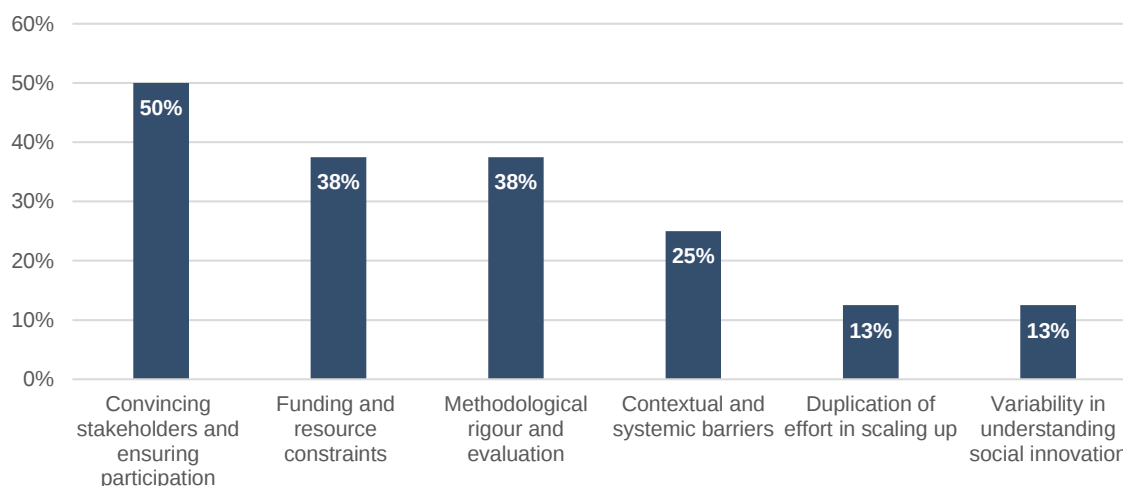
In addition to ALMA and NCCs, the remaining ESFA calls are all closed, with applications either under assessment or in the grant agreement preparation stage. ESFA has indicated that **while certain calls demonstrate potential for scaling up, with a high number of applications, whether these projects will be successful will only become apparent in the coming years.** In general terms, **regarding the calls from ESFA, successful project examples are expected to become more visible in the near future.** It is therefore essential to conduct a more detailed analysis of these cases in the forthcoming Performance Monitoring Report.

In terms of direct management, the Commission units emphasised the difficulty in identifying successful examples for projects under the calls for 2021-2023, as they are still ongoing. Nonetheless, some examples of potential projects for scaling up/transfer from the previous period (2014-2020) have emerged from interviews held with stakeholders (see Annex 7, Table 3) and analysis of the last two volumes of projects and organisations' reports (XIII and XIV) (see Annex 7, Table 4).

5.2.3. Challenges and lessons learned to transfer/scale-up

Interviews with the operational units responsible for implementing calls under the previous EaSI programme, as well as those responsible for calls under the current EaSI strand and ESFA, reveal several challenges and lessons for transfer/scale-up projects. These challenges can be grouped into six key areas (Figure 18), each detailed below.

Figure 18: Challenges for transferring and scaling-up projects



Source: Interviews with the Commission.

Note: The figures are calculated by dividing the number of interviews that mention each challenge by the total number of interviews conducted (n=8).

Convincing stakeholders and ensuring participation: The most frequently cited challenge during the interviews, mentioned by four stakeholders, is the difficulty in gaining the trust and involvement of stakeholders, in particular policy makers and public authorities, from the beginning of a project. As one interviewee pointed out, it is essential to demonstrate that the project is worthwhile for transferring/scaling up, and this requires well-developed, clearly evaluated cases to convince others of its value. This challenge is heightened when there is a need to work across different levels of government, particularly in areas where much needs to be done at the local level. If public authorities are not involved at the outset, it will be difficult to get them on board later. Involving policymakers at the design stage is seen as crucial, as trying to involve them at the end, for example at a final conference, is less effective. In this context, good networks and dissemination campaigns are seen as key to increasing visibility, as projects that remain under the radar are unlikely to be scaled up. It is important to note that stakeholder involvement was a challenge also encountered during the previous programming period, when political changes led to discontinued support for projects, making it harder to scale, as showed in the evaluation of Social Innovation calls under the EaSI programme 2014-2020.

Funding and resource constraints: Three stakeholders raised concerns about funding and resource constraints for scaling up, particularly for smaller organisations. One respondent explained that EU funding often requires co-financing, which can be a significant barrier for non-profit organisations and civil society groups who may struggle to meet these financial requirements. This problem is exacerbated by the perceived rigid rules of EU funding, where certain activities may be deemed ineligible, preventing organisations from accessing funding for certain purposes. For example, one interviewee noted that SMEs cannot use EU grants to invest in for-profit activities, which can limit their participation. In addition, resource constraints, such as time and human resources, can limit the ability of project promoters to engage with

policy makers or to promote their activities effectively. This echoes findings from the evaluation of the 2014-2020 period, where a lack of immediate financial resources after the pilot phase was a major barrier to scaling up.

Methodological rigour and evaluation: Three stakeholders highlighted the need for a strong methodological framework to ensure the success and scalability of projects. One interviewee highlighted the need to use counterfactual evaluation methods to measure the true impact of social innovation projects. This lack of rigorous empirical evaluation can make it difficult to demonstrate a project's impact and to convince policymakers of a project's scalability, especially when scaling is the goal. A second interviewee echoed this concern, noting that without clear, scientifically validated results, it is difficult for policymakers to commit to wider implementation. One stakeholder mentioned the importance of involving a strong evaluation partner from the outset to ensure proper evaluation throughout the lifecycle of the project. It is worth mentioning that this challenge was also observed in the 2014-2020 period, where the absence of robust evaluation results hindered the ability of projects to demonstrate effectiveness.

Contextual and systemic barriers: Two stakeholders discussed the complexity of scaling up projects in different regions or national contexts. One of them highlighted that scaling requires an understanding of what core elements of a project can be transferred, while recognising that each region or system is different and may require adaptation. They pointed out that political agendas, local priorities and different social issues can hinder the successful scaling/transfer of projects, even if a model works well in one context. Another interviewee added that without alignment between project objectives and the agendas of local or national authorities, there is often a mismatch between the supply of solutions and the demand for them, leading to failure to scale. During the 2014-2020 calls, these systemic barriers were similarly observed, particularly when projects were designed to address very specific regional challenges, making transfer to other national contexts more difficult.

Variability in understanding what constitutes social innovation: The lack of a common understanding of social innovation presents a significant barrier to the scaling and transfer of successful projects, as noted by one interviewee. Applicants frequently express uncertainty regarding what qualifies as social innovation, with definitions and examples differing between countries. This inconsistency complicates efforts to scale projects across borders, as an initiative recognised as social innovation in one country may not be acknowledged as such elsewhere. Additionally, the appropriate level at which scaling should occur is often unclear. A project that fails in one country might succeed in another, prompting important questions about the conditions under which scaling should be pursued. This variability highlights the importance of fostering mutual learning and sharing experiences between countries to better define successful models and establish criteria for scaling.

Duplication of effort in scaling up: One stakeholder raised concerns about the potential duplication of effort when scaling up projects. They noted that while small-scale projects allow for experimentation, problems can arise when trying to standardise and scale these initiatives. They suggested that end users may find it difficult to choose between different similar initiatives, leading to confusion about which projects to engage with or prioritise.

5.2.4. Forward-looking recommendations to social innovation under EaSI

Interviews with the operational units revealed several key recommendations for the future direction of the EaSI strand:

Dedicated flexible funding for scaling and experimentation: It is suggested that there should be a flexible 'envelope' of funding that can be quickly accessed to scale up promising social innovations. This would allow for immediate action on successful projects and ensure that valuable knowledge is not lost over time. In addition, funding should also focus on social experimentation, particularly in areas where innovative solutions are critical but not one-size-fits-all. A back-up funding pot would facilitate testing on a larger scale or across different countries.

Valuing failure in social innovation: Another key point highlighted by stakeholders is the need to recognise and value failure in social experimentation. During interviews, it was underlined that projects are often reluctant to report negative outcomes, even though these can provide valuable lessons about what does not work and why. Clearer and more open conclusions in reporting would help to improve future innovation by learning from past mistakes.

Closer integration with national and regional policies: Stakeholders mentioned that projects need to be more closely linked to national strategies and policy frameworks to ensure long-term impact. Successful social innovations need not only to involve national and regional authorities, but also to be embedded in policy agendas to facilitate wider uptake and sustainability. Interviewees mentioned the need for projects to actively engage with national and regional policy makers from the outset. Winning EU funding should open doors for ongoing collaboration, and meetings between project teams and national bodies should be maintained to ensure that projects have the desired impact. In that regard, relying solely on databases for knowledge transfer is seen as insufficient.

Capacity building and involvement of smaller institutions: Stakeholders also mentioned the need to make funding instruments more accessible to smaller organisations, which typically lack the experience to apply for large-scale EU funding. Initiatives such as "Pathways to Synergies" under Horizon Europe "Widening Participation and Spreading Excellence"⁶⁵ are highlighted as a good example on how to help small institutions to collaborate with larger ones, gain experience and eventually participate in larger EU-funded projects.

Supporting ecosystems for scaling up: Both financial and non-financial support structures, such as national centres of excellence and communities of practice, are seen as tools for scaling up social innovations. These support systems should be strengthened at national level, with funding potentially coming from both EU and national resources.

6. Contribution to specific objectives of ESF+

This chapter reviews the extent to which EaSI strand has contributed to the achievement of ESF+ specific objectives that refer to the long-term goals that the strand is expected to achieve enshrined in the EaSI regulation³⁴. It presents the rationale for each of the objectives and describes their links to the strand-funded activities. It also provides examples of EaSI funded activities that contributed to the specific objectives. Based on the ESF+ regulation⁶⁶, there are 13 specific objectives of ESF+ within three policy areas, namely:

- **Policy area of employment and labour mobility**
 - Improve access to employment and activation measures for all jobseekers and inactive people
 - Modernising labour market institutions and services
 - Promoting a gender-balanced labour market participation, equal working conditions, and a better work-life balance
 - Promoting the adaptation of workers, enterprises and entrepreneurs to change, active and healthy ageing and a healthy and well-adapted working environment

- **Policy area of education**
 - Improving the quality, inclusiveness, effectiveness and labour market relevance of education and training systems
 - Promoting equal access to and completion of quality and inclusive education and training
 - Promoting lifelong learning
- **Policy area of social inclusion**
 - Fostering active inclusion
 - Promoting socio-economic integration of third-country nationals, including migrants
 - Promoting the socio-economic integration of marginalised communities, such as Roma people
 - Enhancing equal and timely access to quality, sustainable and affordable services

Please note that the following two specific objectives are not included in the analysis provided below as these are mainly relevant for shared management:

- l) promoting social integration of people at risk of poverty or social exclusion, including the most deprived persons and children; and
- m) addressing material deprivation through food and/or basic material assistance to the most deprived persons, including children, and providing accompanying measures supporting their social inclusion.

6.1. Employment and labour mobility

The first specific objective of the ESF+ for this policy area is **improving access to employment and activation measures for all jobseekers**, in particular young people, especially through the implementation of the Youth Guarantee, for long-term unemployed and disadvantaged groups on the labour market, and for inactive people, as well as through the promotion of self-employment and the social economy. The following EaSI activities contribute to the fulfilment of this objective:

- **The Labour Market Policies (LMP) database⁶⁷ and Labour Force Survey (LFS)⁶⁸** collect and maintain crucial data on EU labour market trends, employment rates, and policy effectiveness. These tools inform European Semester discussions, country reports, and the design of targeted activation measures for specific groups like youth and older workers.
- **The Employment and Social Developments in Europe (ESDE)⁶⁹** report provides in-depth analysis of this data, informing policy decisions to improve employment access and address gender gaps.
- Multiple studies support **legislation on employment conditions, analyse crisis preparedness, and evaluate the effectiveness of active labour market policies (ALMPs)⁷⁰**. These studies focus on supporting vulnerable groups like youth, long-term unemployed, and NEETs, and assess interventions such as wage subsidy programmes for disadvantaged jobseekers.
- IT projects like **EUROPASS⁷¹ and the EURES portal⁷²** develop and maintain digital tools that modernise job search processes and skills development. These platforms connect jobseekers with opportunities across Europe and provide features like AI-powered CV builders.

The second specific objective of the ESF+ in the area of employment and labour mobility relates to **modernising labour market institutions and services** to assess and anticipate skills needs and ensure timely and tailor-made assistance and support for labour market matching, transitions and mobility. EaSI funded activities that correspond to this objective:

- Study on supporting **European Labour Authority (ELA)**⁷³ evaluation to assess its performance in relation to its objectives, mandate, and tasks.
- The **EURES Biennial report**⁷⁴ covers activities that promote cross-border labour mobility and job matching.
- Studies on the **digital transition, including artificial intelligence and automation**⁷⁵, examine impacts on the workplace and labour market.

The specific objective for **promoting a gender-balanced labour market participation** through measures that aim to ensure, inter alia, equal working conditions, improved work-life balance and access to childcare, including early childhood education and care is covered by activities such as:

- **The Labour Force Survey**⁷⁶, which provides data on gender gaps in employment.
- **Direct grants to the OECD**⁷⁷ which support analysis of inequalities, including gender disparities.
- **A contribution agreement with the International Labour Office (ILO)**⁷⁸ focuses on combating violence and harassment in the workplace, which can disproportionately affect women.

The fourth specific objective in the policy area of the employment and labour mobility is **promoting the adaptation of workers, enterprises and entrepreneurs to change, active and healthy ageing and a healthy and well-adapted working environment** that addresses health risks related to changing forms of work and is covered by:

- The Slovenian Presidency conference on "**Quality Work for Life Quality**"⁷⁹ has addressed workplace adaptation issues.
- The **Senior Labour Inspectors Committee**⁸⁰ facilitated exchanges on enforcing occupational safety and health directives.
- Data collection efforts like the **European Occupational Diseases Statistics**⁸¹ improved monitoring of workplace health issues.

6.2. Education

The first specific objective of the ESF+ in the policy area of education is **improving the quality, inclusiveness, effectiveness and labour market relevance of education and training systems** including by the promotion of digital learning, through validation of non-formal and informal learning and the professional development of teaching staff, to support acquisition of key competences including health literacy, media literacy, entrepreneurial and digital skills, language skills and competences for sustainable development which all individuals need for personal fulfilment and development, employment, social inclusion and active citizenship, and by promoting the introduction of dual-training systems and apprenticeships.

- The **EUROPASS**⁸² project provides technical support to Member States in rolling out Digital Credentials and sharing information on learning opportunities and qualifications, improving access to employment and lifelong learning.

- The co-delegation to **ESTAT for implementing the IESS regulation (Integrated European Social Statistics)**⁸³ involves collecting and analysing data on education and training systems, which can inform policy improvements.
- The study on "**Inequality of opportunity for young people**"⁸⁴ examines trends before and after the financial crisis, with a focus on young workers entering the labour market

The second specific objective of the ESF+ in the policy area of education relates to **promoting equal access to and completion of quality and inclusive education and training**, in particular for disadvantaged groups, from early childhood education and care through general and vocational education and training, to tertiary level, as well as adult education and learning, including facilitating learning mobility for all and accessibility for persons with disabilities.

- The call for proposals for **EURES Cross-border partnerships**⁸⁵ includes activities supporting education and training systems and lifelong learning and plays a role in facilitating access to education and training opportunities across borders.
- **The EURES Targeted Mobility Scheme**⁸⁶ includes pre- and post-placement support such as language training, which contributes to improving skills relevant for employment. This action aims to reach jobseekers in EU and EEA countries, targeting the filling of hard-to-fill vacancies. It provides direct services to jobseekers and employers, including information, recruitment, matching, placement, and pre- and post-placement support.
- **Employment of persons with disabilities**⁸⁷. This supports analytical work, mutual learning, and exchange of good practices related to inclusive employment policies for persons with disabilities. An excerpt of this project can be seen in the box below.

Box 6. Report on 'Employment of persons with disabilities'

The objective of the actions under this thematic section is to support analytical, mutual-learning, collection and exchange of good practices, evaluation of policy initiatives, awareness raising on employment policy related issues in relation to the implementation of the Strategy on the Rights of Persons with Disabilities 2021-2030. The actions will be in the area of inclusive and non-discriminatory employment enabling labour market participation of persons with disabilities as required by the UN Convention on the Rights of Persons with Disabilities. Importance is to be paid to inclusive active labour market policies, quality and accessible employment services, affirmative action, reasonable accommodation, prevention of disabilities at the workplace and vocational rehabilitation to create pathways back to employment. Corresponding areas are new skills for new jobs, training, social economy and inclusive entrepreneurship. Activities are expected to provide information, good practices and data to strengthen and better target employment policies and measures for persons with disabilities.

Source: EaSI megareport.

The third specific objective of the ESF+ in the policy area of education is **promoting lifelong learning, in particular flexible upskilling and reskilling opportunities for all** taking into account entrepreneurial and digital skills, better anticipating change and new skills requirements based on labour market needs, facilitating career transitions and promoting professional mobility. It should contribute to competitiveness and to societal and economic innovation by supporting sustainable initiatives that are capable of being scaled up in those fields and adapted to different target groups such as persons with disabilities. Such help and support could be achieved, for example, by means of online learning, work-based training,

traineeships, dual education, training systems, and apprenticeships close cooperation with industry, up-to-date training materials and delivery methods, forecasting and graduate tracking, training of educators, validation of learning outcomes and recognition of qualifications and industry-based certifications.

- **Mutual learning activities support the implementation of the Upskilling Pathways Recommendation⁸⁸**, focusing on supporting low-skilled individuals with basic skills, flexible learning pathways, and validation.
- **The European Qualifications Framework (EQF) and Validation Recommendation⁸⁹** are supported through peer learning, expert workshops, and targeted surveys.
- Additionally, a **study on social taxonomy⁹⁰** assesses the feasibility of extending EU taxonomy to cover social objectives, including education and training.

6.3. Social inclusion

The first specific objective of the ESF+ within the policy area of social inclusion is **fostering active inclusion with a view to promoting equal opportunities, non-discrimination and active participation, and improving employability**, in particular for disadvantaged groups, to quality, non-segregated and inclusive education and training from early childhood education and care, while paying special attention to children coming from a socio-economically disadvantaged background, by means of general and vocational education and training, in particular apprenticeships, to tertiary level, as well as by means of adult education and learning, including through sport and cultural activities.

- **Call for proposals to tackle undeclared work**: This initiative supports relevant actors in developing innovative projects to enhance the implementation, application, knowledge, and enforcement of EU and national law in the area of undeclared work. It aims to support the transformation of undeclared work into declared⁹¹ work.
- **Analysis on Access to Social Protection⁹²**: This activity supports the implementation of the Recommendation on access to social protection, including updating and developing the monitoring framework. It aims to modernize social protection systems and improve access, particularly for disadvantaged groups.
- **Project on decent work and informality⁹³**: This initiative focuses on promoting decent work in relation to addressing informality, examining the impacts of COVID-19 and aiming at recovery that creates decent and sustainable employment.
- **Studies on active labour market policies (ALMPs)⁹⁴** analyse the impacts of employment interventions for disadvantaged groups.
- The **Mutual Learning programme, including Peer Reviews and Structured Dialogue⁹⁵**, facilitates exchange of best practices on social protection and inclusion policies among Member States.

Box 7. Project funded under EaSI contributing to social inclusion

Unikalus Gyvenimas has developed a comprehensive, fully online support system accessible to individuals with all types of disabilities, offering tailored assistance in job

seeking skills, mentorship, and mental health support. By providing lectures and workshops on CV writing, motivational letter creation, and job interview techniques, the project empowers participants to become independent job seekers. The initiative's unique mentoring approach, emphasis on mental well-being through dance and mindfulness activities, and creation of a lasting supportive community all contribute to breaking down societal barriers and promoting the integration of people with disabilities into the workforce. With 35% of participants finding employment or pursuing education and nearly 200 participants better equipped for job searching, the project demonstrates tangible progress in fostering active inclusion and improving employability for this marginalised group, aligning closely with the ESF+ objectives of promoting social inclusion and equal opportunities in the labour market.

Source: Funding and Tender Portal, available at: <https://european-social-fund-plus.ec.europa.eu/en/social-innovation-match/case-study/unikalus-gyvenimas>

The second specific objective of the ESF+ in the policy area of social inclusion providing support to **promote the socio-economic integration of third-country nationals, including migrants**⁹⁶.

- **Acceleration of social innovation initiative**⁹⁷: This initiative includes preparing and implementing EU-wide transnational calls for proposals related to social innovation and social policy experimentation, which can address issues of migrant integration. In 2023, the call for proposals specifically targets social innovations addressing the societal consequences of the war in Ukraine in EU Member States and eligible non-EU countries.
- **Surveys on the application of core labour standards, OSH and working conditions in trade partner countries**⁹⁸: These surveys monitor the application of labour standards in trade partner countries, which can impact migrant workers and their integration.
- **Study to update the analysis of ILO Conventions in light of the evolving EU acquis**⁹⁹: This study informs the EU's positions on employment and social policy in multilateral and bilateral international cooperation, which can impact policies affecting third-country nationals and migrants.

Another specific objective of the ESF+ in the policy area of social inclusion is supporting the efforts of Member States to **contribute to the eradication of poverty with a view to breaking the cycle of disadvantage across generations and promote social inclusion by ensuring equal opportunities for all, reducing barriers, tackling discrimination and addressing health inequalities**. Such support implies mobilising a range of policies targeting the most disadvantaged people regardless of their sex, sexual orientation, age, religion or belief, racial or ethnic origin, in particular marginalised communities such as Roma people, people with disabilities or chronic diseases, homeless people, children and elderly people to ensure their socio-economic integration¹⁰⁰. Some examples of EaSI activities with this specific objective are:

- **Study on access to essential services for people at risk of poverty and social exclusion**¹⁰¹. This study maps and collects evidence on access to essential services like water, sanitation, energy, transport, financial services and digital communications for vulnerable groups across EU Member States.

- **Call for proposals to support EU level Social NGO Networks**¹⁰². This funds activities of networks active in social inclusion, including outreach, mutual learning, research, and policy input.
- **Analysis on Access to Social Protection**¹⁰³. This activity supports the implementation of the [Recommendation on access to social protection](#), including updating and developing the monitoring framework.

The last specific objective of the programme in the area of social inclusion is **enhancing equal and timely access to quality, sustainable and affordable services**, including services that promote the access to housing and person-centred care including healthcare; modernising social protection systems, including promoting access to social protection, with a particular focus on children and disadvantaged groups; improving accessibility, including for persons with disabilities, effectiveness and resilience of healthcare systems and long-term care services, in particular family and community-based care services¹⁰⁴.

- **Study on access to essential services for people at risk of poverty and social exclusion**¹⁰⁵. This study maps and collects evidence on access to essential services like water, sanitation, energy, transport, financial services and digital communications for vulnerable groups across EU Member States.
- **Co-delegation to ESTAT: ESSPROS (European system of integrated social protection statistics)**¹⁰⁶. This activity supports the development of data collection on social protection, aiming to produce better data for monitoring social protection policies and the effectiveness of social protection systems.

7. Conclusions

The main conclusions stemming from the EaSI strand performance monitoring 2021-2023 report are presented below.

The EaSI strand has demonstrated, on average, **strong overall performance during the 2021-2023 period** for most of the KPIs, staying on track with the achievement of quantitative targets on the number of activities which have been set to the KPIs. However, **several KPIs have underperformed** in relation to targets set to them. The gradual ramp up activities under EaSI strand on a year-to-year basis indicates a trajectory of improvement for the weaker performing indicators as well.

KPI 1 has shown overall **positive performance from 2021 to 2023**, slightly exceeding (29) the indicative annual average for activities (28). Analytical knowledge has remained a focal point of EaSI, producing such flagships like as the Labour Force Survey and Eurobarometer surveys. Support for implementing international labour standards was provided through other surveys and partnerships. However, no outputs were produced for the operational objective (h) guidance on implementing the European Pillar of Social Rights in this period, which is a shortcoming that should be closely monitored.

Many analytical outputs produced using EaSI funding from 2021 to 2023 were **cited among other EU publications**. Of the 92 EaSI analytical outputs, 65 publications (71%) received a total of 528 citations in other documents available in the Publications Office of the EU, averaging 8 citations per document. EaSI outputs **influenced several major proposals** for directives, contributing to policy development in areas such as platform work, cross-border associations, traineeship standards, European Works Councils, and protection of workers from the risks related to exposure to asbestos at work. The citations found suggest that the

influence of EaSI outputs extends beyond Europe, contributing to policy discussions and legislative actions in Australia, the United States, and Canada.

EaSI analytical activities retain a high satisfaction rate amongst stakeholders with the quality and relevance of EaSI-generated evidence, with 76% finding it useful and 68% agreeing it is high quality and relevant to EU policy. 58% of respondents see a clear and future role for EaSI-generated evidence in their policy work. Budget execution related to KPI 1 activities has improved over the three years, reaching 81% of planned amounts in 2022 and 2023, though there is still room for improvement in aligning disbursements with planned allocations - approximately 75% of the planned funds were utilised overall in the period of 2021-2023.

KPI 2 has shown **performance below expectations** from 2021 to 2023, with a -21% gap between target set for the MFF (27) and actual results (22). Despite this, the EaSI strand has supported initiatives across various sectors, including the Public Employment Services Network, social economy stakeholders, and mutual learning programmes in employment, social protection and inclusion, and working conditions. Results from the stakeholder survey indicate a **largely positive perception of these activities**, with 92% of respondents agreeing that EaSI activities facilitate effective information exchange and 76% believing they contributed to policy design. Finally, 62% currently use or plan to apply the knowledge gained from these activities in their work.

KPI 3 has been on track to achieve the set targets, with 3 activities that have been implemented. This KPI is for the most part fulfilled by entrusted entity ESFA who carry out indirect management for the acceleration of the transfer - scaling up of social innovations. The budget execution improved over the three years, as 96% of the planned funds were utilised from the planned budget. However, the **stakeholder perception on the activities under this KPI is mixed** - 50% believed that the EaSI strand had accelerated the transfer and scaling of innovative solutions. Meanwhile, only 14% reported being aware of concrete examples of successfully transferred or scaled-up EaSI projects. 51% indicated that EaSI strand provided support for capacity-building.

KPI 4 on track with solid progress - current projections based on data from 2021 to 2023 suggest that the target per year (11) has been exceeded by actual average per year (13), indicating a positive performance with an 18% difference between the target and real results. EaSI strand has supported initiatives across various sectors, including employment, social protection and inclusion, and working conditions. These activities focused on supporting networks, capacity building initiatives, and transnational cooperation projects. The **budget execution has been strong**, reaching commitment rates remaining above 90% each year. Stakeholder survey results indicate a **largely positive perception of these activities**, with 91% of EaSI stakeholders indicating contributions from EaSI to facilitating networking and dialogue (64% indicating them being strong or very strong) and 89% to EaSI strand's role in enhancing institutional capacity (with 60% indicating the contributions to be strong or very strong).

KPI 5 has shown **steady progress despite initial challenges**. While the 2021-2023 period fell short of the target by 62%, there was a notable increase in job placements from zero in 2021 to 2,359 in 2023. This improvement can be attributed to the implementation of activities previously implemented under the EURES axis of EaSI programme, such as the Targeted Mobility Scheme and Cross-Border Partnerships. Stakeholders are **generally pleased with activities** of this KPI - when asked about the extent to which support services have contributed to developing integrated European labour markets, 77% reported positively to this notion. A similar sentiment was seen on the facilitation of worker mobility, with 83% reporting positively. The statement gathering the most support was the opinion on how much support services have increased employment opportunities, with 87% of respondents having a positive view on the topic. However, budget execution varied over the three-year period, with only 70% of allocated funds utilised.

PPI 6 has met the targets set for it - average number of activities is two per year, consistent with the indicative target of two activities annually. The focus has been primarily on supporting social enterprises and social investment, with activities including the development of financial instruments, capacity building, and knowledge sharing. The **budget execution has been strong**, with 90% of the planned budget utilised over the three years. Among respondents who reported involvement in activities for this PPI, over 80% indicated that their participation had positively increased their capacity to promote social enterprise and over 70% on microfinance.

The EaSI strand has made significant efforts to address the **horizontal principles** outlined in Articles 28 and 6 of the ESF+ Regulation. Survey results indicate that **stakeholders recognise these efforts**, with 76% of respondents agreeing that EaSI activities contribute to gender equality, 72% to equal opportunities and non-discrimination, and 68% to accessibility for persons with disabilities. These figures are comparable to the stakeholder perception for the previous EaSI programme. Concrete examples of EaSI strand's contribution include funding projects that promote women's entrepreneurship and labour market participation, supporting initiatives for the inclusion of people with disabilities in the workplace, and backing programmes that combat discrimination against vulnerable groups.

The EaSI strand has attained a new focus in relation to social innovation and in particular, the **transferability and scaling up of social innovations** across Europe. New mechanisms, incentives and platforms were created under ESF+, including the Social Innovation+ Initiative. Examples of projects which have potential to be scaled-up within the EaSI strand are **difficult to identify** since many projects within the ESF Social Innovation+ are **still ongoing**. The report includes examples from the former EaSI programme and some examples of projects implemented under the current MFF presenting a potential for upscaling (see Annex 7), like the ALMA project as well as various EURES TMS, such as EURES TMS Germany and TMS Sweden that support the mobility of workers and cross-border employment opportunities. However, the process of scaling up social innovations faces **challenges**, including convincing stakeholders and ensuring their participation in the promotion of the project, funding and resource constraints, or differing concepts and understanding of what constitutes 'social innovation'. **Stakeholder awareness** of scaled/transferred social innovations is also **relatively low**. While some projects have successfully expanded their reach or influenced changes, there is a need for more systematic approaches to evaluate the scalability of innovations and support their wider adoption.

Annex 1. Intervention logic of EaSI strand

Attached separately to the report.

Annex 2. Executive Summary

Attached separately to the report.

Annex 3. EaSI Catalogue of Outputs 2021-2023 (per KPI/PPI)

Attached separately to the report.

Annex 4: EaSI Stakeholder Survey Report

Attached separately to the report.

Annex 5: Outputs collected for citation analysis

Attached separately to the report.

Annex 6: Methodology for citation analysis

Attached separately to the report.

Annex 7: Examples of social innovation projects with potential for scale-up/transfer

Attached separately to the report.

Annex 8: Additional information on EaSI financial inputs

Attached separately to the report.

Endnotes

- ¹ The EURES network coordination office function was transferred to the [European Labour Authority](#) (ELA) established in 2019.
- ² The financial instruments for microfinance and social enterprises implemented under the former EaSI programme were deployed under the [InvestEU Fund](#). The current ESF+/EaSI strand kept only non-financial instruments (calls for proposals) to support the development of microfinance and social entrepreneurship markets in the EU.
- ³ Following a call for expression of interest open uniquely to Managing Authorities and implementing bodies, the Lithuanian Managing Authority was selected to implement transnational cooperation to accelerate the transfer and facilitate the scaling-up of innovative solutions, branded as the ESF+ Social Innovation Plus Initiative. To this end, it established a 'Social Innovations and Transnational Initiatives Division', which is known as the European Social Fund Agency (ESFA) <https://european-social-fund-plus.ec.europa.eu/en/selection-entrusted-entity-indirect-management-initiative-esf-social-innovation>.
- ⁴ Regulation (EU, Euratom) 2018/1046 of the European Parliament and of the Council of 18 July 2018 on the financial rules applicable to the general budget of the Union, amending Regulations (EU) No 1296/2013, (EU) No 1301/2013, (EU) No 1303/2013, (EU) No 1304/2013, (EU) No 1309/2013, (EU) No 1316/2013, (EU) No 223/2014, (EU) No 283/2014, and Decision No 541/2014/EU and repealing Regulation (EU, Euratom) No 966/2012.
- ⁵ For *Framework Partnerships and Operating Grants for EU-Level Social NGO Networks*, there are two calls for proposal in 2021 in the Funding and Tender Portal. The Annual Work Programmes for 2022 and 2023 reference "*Annual operating grants for EU-level social NGO networks*." However, no calls were found for these years in the EU Tenders Portal. The 2022 megareport does list a call titled *Annual operating grants to support EU-level Social NGO Networks*, but the 2023 megareport contains no similar call. The call that awards *Annual operating grants for EU-level social NGO networks* is Specific Grant Agreement under FPA-ESF-OG-2021 - Social Inclusion (ESF-2021-OG-NETW-NGO-SGA).
- ⁶ For *Framework Partnerships and Operating Grants for Networks in Social Enterprise/Microfinance*, there are two calls for proposal found in 2021 in the EU Tenders Portal. The Annual Work Programmes for 2022 and 2023 reference "*Support networks active in the area of social enterprise finance/microfinance*," but no corresponding calls were located in the EU Tenders Portal or the megareports for these years. The call that awards funding for *Support networks active in the area of social enterprise finance/microfinance* is Specific Grant Agreement under FPA ESF-OG-2021 Social Enterprise (ESF-2021-OG-NETW-MF-SE-SGA).
- ⁷ Performance Framework – Employment and Social Innovation (EaSI) strand of the ESF+ (ARES(2023)2779650), Targets for the primary indicators and intervention logic (ARES(2023)8215741).
- ⁸ For this report, there were 25 activities excluded from the budget commitment figures as they had "0" as accepted values in the FINAP database. From these, one was adopted through a co-delegation to another DG. In addition, the budget commitment from 117 activities were included in the report as their accepted values corresponded to empty cells in FINAP database. Out of these, 46 were adopted through co-delegations.
- ⁹ Not all outputs could be gathered from Operational Units in time for analysis. More specifically, some studies produced as part of the European Centre of Expertise (ECE) in Employment and Labour Market Policies, were not included in the list. However, given the significance of these analytical outputs, efforts will be made to ensure their inclusion in future performance monitoring reports.
- ¹⁰ Can be accessed using this link: <https://unpaywall.org/>.
- ¹¹ The citation number was achieved following thorough manual validation of the automated analysis, which excluded around 40% of citations incorrectly identified by the initial process. While this manual review enhanced the accuracy of the results, some errors may persist, and the findings should be interpreted allowing for some margin of error.
- ¹² The following output is a policy initiative (Commission Communication), however, in the context of this KPI it was considered eligible under the definition of 'analytical knowledge'.
- ¹³ European Commission: Directorate-General for Employment, Social Affairs and Inclusion. (2021). *Building an economy that works for people – An action plan for the social economy*. Publications Office of the European Union, <https://data.europa.eu/doi/10.2767/12083>.
- ¹⁴ European Commission. (2021). *2021 annual work programme for grants and procurement in the framework of the European Social Fund Plus (ESF+) and its Employment and Social Innovation (EaSI) strand*. <https://ec.europa.eu/social/BlobServlet?docId=24090&langId=en>.

- ¹⁵ European Economic and Social Committee. (2024). *Taxation framework for social economy entities*. Publications Office of the European Union, <https://op.europa.eu/en/publication-detail/-/publication/47427de1-a723-4927-9e27-615e1b13d82b/language-en>.
- ¹⁶ Council of the European Union. (2023). *Council Decision (EU) 2023/2528 of 9 October 2023 on guidelines for the employment policies of the Member States*. EUR-Lex, <http://data.europa.eu/eli/dec/2023/2528/oj>.
- ¹⁷ European Parliament, Council of the European Union. (2023). *Decision (EU) 2023/936 of the European Parliament and of the Council of 10 May 2023 on a European Year of Skills*. EUR-Lex, <http://data.europa.eu/eli/dec/2023/936/oj>.
- ¹⁸ European Commission. (2023). *Eurobarometer survey 2672*. <https://europa.eu/eurobarometer/surveys/detail/2672>.
- ¹⁹ European Commission (2023). *Employment and social developments in Europe 2023*. Publications Office of the European Union, <https://data.europa.eu/doi/10.2767/089698>.
- ²⁰ Council of the European Union. (2023). *Commission Staff Working Document Impact Assessment Report Accompanying the document Proposal for a Directive of the European Parliament and of the Council on European cross-border associations*. Publications Office of the European Union, <https://op.europa.eu/en/publication-detail/-/publication/e1d3fae7-4e50-11ee-9220-01aa75ed71a1/language-en>.
- ²¹ European Commission. (2023). *OA9, Support to the engagement of European Citizen in the transition to the European Green Deal Citizen Voices for the EU climate transition – EU and national roadmaps directorate*. Publications Office of the European Union, <https://data.europa.eu/doi/10.2777/021263>.
- ²² European Commission. (2024) *Study supporting the Europass ex-post evaluation*. Publications Office of the European Union, <https://data.europa.eu/doi/10.2767/3986>.
- ²³ European Commission. (2024). *Commission staff working document SWD (2024) 71 final*. EUR-Lex, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=SWD:2024:71:FIN>.
- ²⁴ European Commission. (2024). *Communication from the Commission: COM (2024) 135 final*. EUR-Lex, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52024DC0135>.
- ²⁵ European Commission: Directorate-General for Employment, Social Affairs and Inclusion (2023). *Guidance for the safe management of hazardous medicinal products at work*. Publications Office of the European Union, <https://data.europa.eu/doi/10.2767/361444>.
- ²⁶ European Parliament, Council of the European Union. (2024). *Directive (EU) 2024/869 of the European Parliament and of the Council of 13 March 2024 amending Directive 2004/37/EC of the European Parliament and of the Council and Council Directive 98/24/EC as regards the limit values for lead and its inorganic compounds and for diisocyanates*. EUR-Lex, <http://data.europa.eu/eli/dir/2024/869/oj>.
- ²⁷ European Commission. (2021). *Proposal for a directive of the European Parliament and of the Council on improving working conditions in platform work*. COM (2021)762 final. EUR-Lex, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=COM%3A2021%3A762%3AFIN>.
- ²⁸ European Commission. (2023). *Proposal for a directive of the European Parliament and of the Council on European cross-border associations*. COM (2023) 516 final. EUR-Lex, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=COM%3A2023%3A516%3AFIN>.
- ²⁹ European Commission. (2024). *Proposal for a directive of the European Parliament and of the Council on improving and enforcing working conditions of trainees and combating regular employment relationships disguised as traineeships ('Traineeships Directive')*. COM (2024) 132 final/2. EUR-Lex, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52024PC0132>.
- ³⁰ European Commission. (2024). *Proposal for a directive of the European Parliament and of the Council amending Directive 2009/38/EC as regards the establishment and functioning of European Works Councils and the effective enforcement of transnational information and consultation rights*. COM (2024) 14 final. EUR-Lex, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=COM%3A2024%3A14%3AFIN>.
- ³¹ European Commission. (2022). *Proposal for a directive of the European Parliament and of the Council amending Directive 2009/148/EC on the protection of workers from the risks related to exposure to asbestos at work*. COM (2022) 489 final. EUR-Lex, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A52022PC0489>.
- ³² The policy topics of each document were identified based on the subject keywords attributed to each document by the authors of documents published within the EU Publications database.

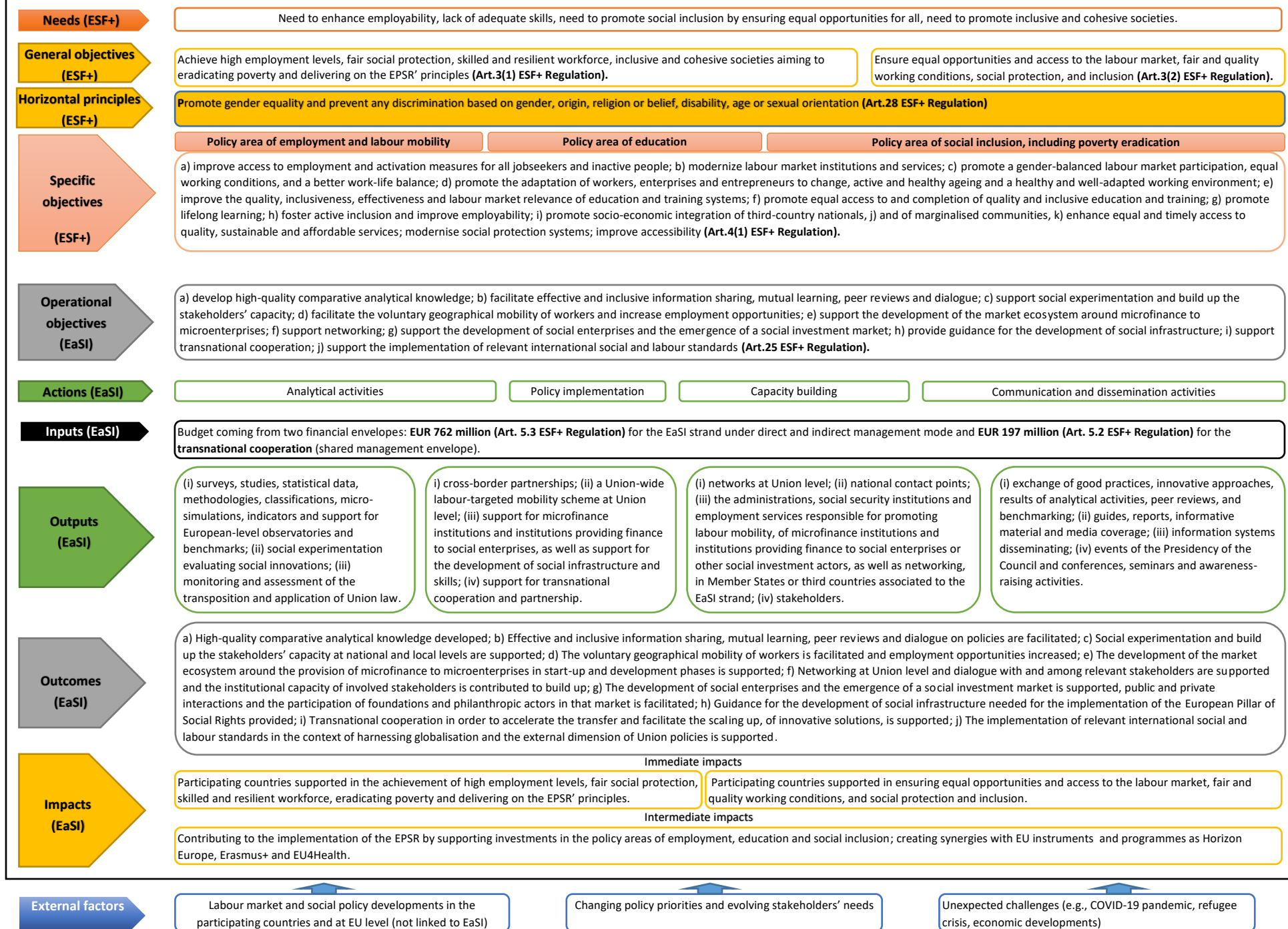
- ³³ Several methods for topic modelling were explored, namely, Latent Dirichlet Analysis (LDA), BERT architecture inspired models such as BERTopic, and LLM-driven topic modelling, using the best available proprietary or open-source model (e.g., OpenAI's 4o, Google's Gemini, Meta's Llama 3). In the end, OpenAI's model performed the best and was used for topic modelling.
- ³⁴ Can be accessed using the following link: <https://www.socialeconomynews.eu/>.
- ³⁵ Can be accessed using the following link: <https://www.socialeurope.eu/>.
- ³⁶ Can be accessed using the following link: <https://www.pubaffairsbruxelles.eu/>.
- ³⁷ IARC Working Group on the Identification of Carcinogenic Hazards to Humans. (2022). *1,1,1-Trichloroethane and four other industrial chemicals* (IARC Monographs on the Identification of Carcinogenic Hazards to Humans, No. 130). International Agency for Research on Cancer, <https://www.ncbi.nlm.nih.gov/books/NBK595854/>.
- ³⁸ IARC Working Group on the Identification of Carcinogenic Hazards to Humans. (2022). *Gentian violet, leucogentian violet, malachite green, leucomalachite green, and CI Direct Blue 218* (IARC Monographs on the Identification of Carcinogenic Hazards to Humans, No. 129). International Agency for Research on Cancer, <https://www.ncbi.nlm.nih.gov/books/NBK594612/>.
- ³⁹ Office of Environmental Health Hazard Assessment (OEHA). (2023). *Chemicals listed effective April 21, 2023, as known to the State of California to cause cancer: 1,1,1-Trichloroethane and leucomalachite green*. <https://oehha.ca.gov>.
- ⁴⁰ IARC Working Group on the Identification of Carcinogenic Hazards to Humans. (2023). *Occupational exposure as a firefighter* (IARC Monographs on the Identification of Carcinogenic Hazards to Humans, No. 132). International Agency for Research on Cancer, <https://www.ncbi.nlm.nih.gov/books/NBK597253/>.
- ⁴¹ Queensland Government. (2023). *2023 review of the operation of the Queensland workers' compensation scheme: Final report*. https://www.worksafe.qld.gov.au/data/assets/pdf_file/0012/120063/2023-review-operation-Qld-workers-compensation-scheme.pdf.
- ⁴² Bundesministerium für Arbeit und Wirtschaft. (2023). *Flash Eurobarometer #529: Europäisches Jahr der Kompetenzen – Fachkräftemangel in kleinen und mittleren Unternehmen*. <https://www.bmaw.gv.at/European-Year-of-Skills/Newsletter/3-Newsletter-Fachkraefte/1-Analyse/Flash-Eurobarometer.html>.
- ⁴³ European Commission: Directorate-General for Employment, Social Affairs and Inclusion. (2023). *Flash Eurobarometer #529: European Year of Skills – Skills shortages, recruitment and retention strategies in small and medium-sized enterprises – Report*. Publications Office of the European Union, <https://data.europa.eu/doi/10.2767/65572>.
- ⁴⁴ Битола, Северна Македонија. (2023). *Стратегија за социјални претпријатија 2023-2026: Стратегиски документ*. <https://www.bitola.gov.mk/wp-content/uploads/2023/04/OFICIJALNA-DRAFT-VERZIJA-2023-2026.pdf>.
- ⁴⁵ European Commission: Directorate-General for Employment, Social Affairs and Inclusion. (2023). *Social entrepreneurship and youth – Report*. Publications Office of the European Union, <https://data.europa.eu/doi/10.2767/17054>.
- ⁴⁶ For details, please see: <https://ec.europa.eu/social/main.jsp?catId=1545&langId=en>.
- ⁴⁷ Available at: https://ec.europa.eu/commission/presscorner/detail/en/ip_21_3044.
- ⁴⁸ For details, please see: <https://www.theglobaldeal.com/>.
- ⁴⁹ A full list of responses can be found in the Stakeholder Survey Report attached separately.
- ⁵⁰ The two activities reported for 2023 under objective (i) represent a single initiative but are recorded as separate activities due to their funding originating from two distinct financial envelopes.
- ⁵¹ Six out of the seventeen projects funded under this call for proposals can be categorised as social experimentation, namely: TRANSFORM TOGETHER FUND (TTF): Green and digital transition fund for social finance actors and microentrepreneurs; Nudging social acceptance of green transition to active mobility (Bike2Green); GREen, SOcial and DIgital transition via local impact ventures (GRESODI); New circular and social responsible business models within habitat sectors to revitalise rural areas (NewEcoSmart); gREen and digitAl Initiative adReSsEd to dropoUts' Prevention (RAISE-UP) and SOCIAL INNOVATIONS FOR INCLUSIVE GREEN AND DIGITAL JOBS (Green at you). Project IDs, respectively: 101102513, 101102553, 101102482, 101102499, 101102484 and 101102493.
- ⁵² A full list of responses can be found in the Stakeholder Survey Report attached separately.
- ⁵³ During 2020-2023, the EaSI Programme (previous MFF) facilitated 5,064 job placements. However, these placements are not counted towards the EaSI strand targets, as they were funded under the predecessor programme.
- ⁵⁴ European Commission. (2021). *Study supporting the ex-post EURES evaluation and the second biennial EURES report*. Publications Office of the European Union, <https://op.europa.eu/publication-detail/-/publication/471d614b-56e1-11eb-b59f-01aa75ed71a1>.

- ⁵⁵ Stakeholders which have indicated the EaSI contributed very, considerably or somewhat to the horizontal principles.
- ⁵⁶ European Parliament, Council of the European Union. (2021). *Regulation (EU) 2021/1057 of the European Parliament and of the Council of 24 June 2021 establishing the European Social Fund Plus (ESF+)*. EUR-Lex, <https://eur-lex.europa.eu/eli/reg/2021/1057/oj>.
- ⁵⁷ European Commission: Directorate-General for Employment, Social Affairs and Inclusion. (2022). *Assessing and disseminating the results of the social innovation calls financed by the EU Programme for Employment and Social Innovation (EaSI) 2014-2020 – Final assessment study*. Publications Office of the European Union, <https://data.europa.eu/doi/10.2767/88548>.
- ⁵⁸ European Commission. (2022). *Projects and organisations funded by the European Union Programme for Employment and Social Innovation (EaSI). Report XIII, Period covered 1 May 2020 - 28 February 2021*. Publications Office of the European Union, <https://op.europa.eu/en/publication-detail/-/publication/12420190-0710-11ed-acce-01aa75ed71a1/language-en>.
- ⁵⁹ European Commission. (2022). *Projects and organisations funded by the European Union Programme for Employment and Social Innovation (EaSI). Report XIV, Period covered 1 March 2021 - 14 December 2021*. Publications Office of the European Union, <https://op.europa.eu/publication-detail/-/publication/facb8d5f-0708-11ed-acce-01aa75ed71a1>.
- ⁶⁰ European Social Fund Agency (ESFA). (2024). *ESF Social Innovation+, Technical progress report, Year: 2023*.
- ⁶¹ European Social Fund Plus. (n.d.). *Social innovation and transnational cooperation*. <https://european-social-fund-plus.ec.europa.eu/en/social-innovation-and-transnational-cooperation>.
- ⁶² European Commission: Directorate-General for Employment, Social Affairs and Inclusion. (2022). *Assessing and disseminating the results of the social innovation calls financed by the EU Programme for Employment and Social Innovation (EaSI) 2014-2020 – Final assessment study*. Publications Office of the European Union, <https://data.europa.eu/doi/10.2767/88548>.
- ⁶³ European Commission. (n.d.). *Simplified cost options, ESF+*. <https://european-social-fund-plus.ec.europa.eu/en/simplified-cost-options>.
- ⁶⁴ European Commission. (2024). *ALMA: Aim-Learn-Master-Achieve*. <https://european-social-fund-plus.ec.europa.eu/en/publications/alma-handbook>.
- ⁶⁵ The “Pathways to Synergies” action under Horizon Europe “Widening Participation and Spreading Excellence” aims to provide support for setting up the interfaces between different funding systems. The main goal is to move formerly single beneficiaries of regional funding programmes out of isolation via cross-border collaboration and prepare them for participation in Horizon Europe calls (https://rea.ec.europa.eu/funding-and-grants/horizon-europe-widening-participation-and-spreading-excellence/pathways-synergies_en).
- ⁶⁶ European Parliament, Council of the European Union. (2021). *Regulation (EU) 2021/1057 of the European Parliament and of the Council of 24 June 2021 establishing the European Social Fund Plus (ESF+) and repealing Regulation (EU) No 1296/2013, Article 4*. EUR-Lex, <https://eur-lex.europa.eu/eli/reg/2021/1057/oj>.
- ⁶⁷ Retrieved from EaSI megareport: FINAP External Criteria: 2021_07.020400_132 Co-delegation to ESTAT: Direct grants to Member States: Labour Force Survey (LFS).
- ⁶⁸ Retrieved from EaSI megareport: Maintenance and regular update of the Database on Labour Market Policies - LMP database (FINAP External Criteria: 2021_07.020400_161).
- ⁶⁹ Retrieved from EaSI megareport: FINAP External Criteria (2021_07.020400_124).
- ⁷⁰ Retrieved from EaSI megareport: Study to update the in-house evidence base on the effectiveness of ALMPs, and their potential use in tackling the recovery from the Covid crisis (FINAP External Criteria: 2021_07.020400_173).
- ⁷¹ Retrieved from EaSI megareport: SLA with COMM: IT Project: Europe Direct Contact Centres/Europass user support service (FINAP External Criteria: 2021_07.020400_109); IT Project: EUROPASS II operations 2021 (FINAP External Criteria: 2021_07.020400_181); IT Project: EUROPASS II business expertise 2021 (FINAP External Criteria: 2021_07.020400_182); IT Project: EUROPASS Support to the rollout of European digital credentials (FINAP External Criteria: 2021_07.020400_184) and IT Project: Europass: Europass phase II (FINAP External Criteria: 2021_07.020400_59).
- ⁷² Retrieved from EaSI megareport: IT Project: EURES Portal: development and maintenance - implementation by F5 (FINAP External Criteria: 2021_07.020400_58); IT Project: EURES Portal: development and maintenance - implementation by A4 (FINAP External Criteria: 2022_07.020400_23) and IT Project: EURES Portal: development and maintenance - implementation by A4 (FINAP External Criteria: 2023_07.020400_15).
- ⁷³ Retrieved from EaSI megareport: Study supporting the Evaluation of the European Labour Authority (ELA) (FINAP External Criteria: 2023_07.020400_36).
- ⁷⁴ Retrieved from EaSI megareport: EURES Biennial report covering the period July 2020 – June 2022 (FINAP External Criteria: 2021_07.020400_176).

- ⁷⁵ Retrieved from EaSI megareport: Study - The digital transition – notably Artificial Intelligence (incl. automation) (FINAP External Criteria: 2021_07.020400_30).
- ⁷⁶ Retrieved from EaSI megareport: Co-delegation to ESTAT: Direct grants to Member States: Labour Force Survey (LFS) (FINAP External Criteria: 2021_07.020400_161).
- ⁷⁷ Retrieved from EaSI megareport: Direct grant to OECD: Monitoring inequalities for inclusive policy responses to the COVID-19 crisis (FINAP External Criteria: 2021_07.020400_129).
- ⁷⁸ Retrieved from EaSI megareport: Contribution agreement with the International Labour Office (ILO). Decent work and informality: impacts of COVID-19 and a recovery bringing about decent and sustainable employment (FINAP External Criteria: 2021_07.020400_33); Contribution agreement with the International Labour Office (ILO): Project to combat violence and harassment in the world of work (FINAP External Criteria: 2021_07.020400_47); Contribution agreement with ILO: Designing and assessing Just Transition policies - joint research, new evidence & good practices (FINAP External Criteria: 2022_07.020400_94); Contribution agreement with ILO: Strengthen the occupational safety and health (OSH) and notably the labour inspections in the Mediterranean Region (FINAP External Criteria: 2022_07.020400_106); Contribution agreement with ILO: Vision Zero Fund (VZF) on Occupational Safety and Health (OSH) in GSC.(FINAP External Criteria: 2022_07.020400_109); Contribution agreement with ILO: Provide technical assistance to Western Balkan countries for the implementation of the Youth Guarantee (FINAP External Criteria: 2022_07.020400_112); Contribution agreement with ILO: Follow up on the Decent Work Communication (FINAP External Criteria: 2022_07.020400_42); Contribution agreement with ILO: EU-ILO Technical Assistance Facility for the implementation of the Youth Guarantee in the Western Balkans, phase 2 (FINAP External Criteria: 2023_07.020400_114); Contribution agreement with ILO: Sustainable supply chains to build back better - Advancing decent work in five global supply chains of key importance to the European Union for a fair, resilient, and sustainable COVID-19 crisis recovery. (2nd phase) (FINAP External Criteria: 2023_07.020400_39) and Contribution agreement with the ILO: Just transition & skills (FINAP External Criteria: 2023_07.020400_91).
- ⁷⁹ Retrieved from EaSI megareport: Presidency event: High-level Conference »Quality Work for Life Quality« (FINAP External Criteria: 2021_07.020400_177).
- ⁸⁰ Retrieved from EaSI megareport: Exchange and evaluation within Senior Labour Inspectors Committee (FINAP External Criteria: 2021_07.020400_106); Co-delegation to PMO: Mtgs of the Senior Labour Inspectors Committee, Meetings of the Advisory Committee for Safety and Health at Work (FINAP External Criteria: 2021_07.020400_110); Co-delegation to PMO: Meetings of the Advisory Committee for Safety and Health at Work and Meetings of the Senior Labour Inspectors Committee, Meetings (FINAP External Criteria: 2022_07.020400_66); Exchange and evaluation within Senior Labour Inspectors Committee-reimbursement of experts (FINAP External Criteria: 2022_07.020400_69); Co-delegation to PMO: Meetings of the Advisory Committee for Safety and Health at Work, Meetings of the Senior Labour Inspectors Committee (FINAP External Criteria: 2023_07.020400_78) and Exchange and evaluation within Senior Labour Inspectors Committee (FINAP External Criteria: 2023_07.020400_80).
- ⁸¹ Retrieved from EaSI megareport: Co-delegation to ESTAT: Call for expression of interest to launch EODS pilot in the MS (FINAP External Criteria: 2021_07.020400_157).
- ⁸² Retrieved from EaSI megareport: IT Project: EUROPASS Support to the rollout of European digital credentials (FINAP External Criteria: 2021_07.020400_184)
- ⁸³ Retrieved from EaSI megareport: Co-delegation to ESTAT: IESS regulation (Integrated European Social Statistics) (FINAP External Criteria: 2021_07.020400_121).
- ⁸⁴ Retrieved from EaSI megareport: Inequality of opportunity for young people: trends before and after the financial crisis (FINAP External Criteria: 2021_07.020400_183).
- ⁸⁵ Retrieved from EaSI megareport: Call for Proposals: EURES Cross-border partnerships and support to EURES cooperation on intra-EU mobility for EEA countries and social partners (FINAP External Criteria: 2023_07.020400_30).
- ⁸⁶ Retrieved from EaSI megareport: Study / Report – EURES Performance measurement of activities financed under the EURES call for proposals for cross-border partnerships and targeted mobility schemes needs of the CBP and TMS projects (PMS part) (FINAP External Criteria: 2021_07.020400_96); Communication activities for cross-border partnerships and targeted mobility schemes (FINAL External Criteria: 2023_07.020400_34) and Performance management system for Targeted Mobility Schemes and Cross-border Partnerships (FINAP External Criteria: 2023_07.020400_35).
- ⁸⁷ Retrieved from EaSI megareport: Employment of persons with disabilities (FINAP External Criteria: 2021_07.020400_169).
- ⁸⁸ Retrieved from EaSI megareport: Mutual learning for upskilling pathways and ILA (FINAP External Criteria: 2022_07.020400_118).
- ⁸⁹ Retrieved from EaSI megareport: IT Project: EUROPASS Support to the rollout of European digital credentials (FINAP External Criteria: 2021_07.020400_184).

- ⁹⁰ Retrieved from EaSI megareport: Study on a social taxonomy (FINAP External Criteria: 2022_07.020400_135).
- ⁹¹ Retrieved from EaSI megareport: Call for Proposals: Posting of workers: enhancing administrative cooperation and access to information (topic 1) and Activities to tackle undeclared work (topic 2) (FINAP External Criteria: 2023_07.020400_32).
- ⁹² Retrieved from EaSI megareport: Analysis on Access to Social Protection (FINAP External Criteria: 2021_07.020400_4) and Analysis on Access to Social Protection and Pension Rights (FINAP External Criteria: 2022_07.020400_8).
- ⁹³ Retrieved from EaSI megareport: Contribution agreement with the International Labour Office (ILO). Decent work and informality: impacts of COVID-19 and a recovery bringing about decent and sustainable employment (FINAP External Criteria: 2021_07.020400_33);
- ⁹⁴ Retrieved from EaSI megareport: Study to update the in-house evidence base on the effectiveness of ALMPs, and their potential use in tackling the recovery from the Covid crisis (FINAP External Criteria: 2021_07.020400_173).
- ⁹⁵ Retrieved from EaSI megareport: Mutual Learning program, including Peer Reviews and Structured Dialogue (FINAP External Criteria: 2021_07.020400_2).
- ⁹⁶ European Parliament, Council of the European Union. (2021). *Regulation (EU) 2021/1057 of the European Parliament and of the Council of 24 June 2021 establishing the European Social Fund Plus (ESF+) and repealing Regulation (EU) No 1296/2013, Article 4*. EUR-Lex, <https://eur-lex.europa.eu/eli/reg/2021/1057/oj>.
- ⁹⁷ Retrieved from EaSI megareport: Transnational cooperation initiative for social innovation (FINAP External Criteria: 2022_07.020100_18) and Transnational cooperation initiative for social innovation (FINAP External Criteria: 2023_07.020100_37).
- ⁹⁸ Retrieved from EaSI megareport: Surveys on the application of core labour standards, OSH and working conditions in trade partner countries (FINAP External Criteria: 2021_07.020400_62 and 2022_07.020400_51).
- ⁹⁹ Retrieved from EaSI megareport: Study to update the analysis of ILO Conventions in light of the evolving EU acquis (FINAP External Criteria: 2022_07.020400_108).
- ¹⁰⁰ European Parliament, Council of the European Union. (2021). *Regulation (EU) 2021/1057 of the European Parliament and of the Council of 24 June 2021 establishing the European Social Fund Plus (ESF+) and repealing Regulation (EU) No 1296/2013, Article 4*. EUR-Lex, <https://eur-lex.europa.eu/eli/reg/2021/1057/oj>.
- ¹⁰¹ Retrieved from EaSI megareport: Access to essential services for people at risk of poverty and social exclusion (FINAP External Criteria: 2021_07.020400_172).
- ¹⁰² Retrieved from EaSI megareport: Call for proposals: Annual operating grants to support EU level Social NGO Networks (FINAP External Criteria: 2023_07.020400_51).
- ¹⁰³ Retrieved from EaSI megareport: Analysis on Access to Social Protection (FINAP External Criteria: 2021_07.020400_4) and Analysis on Access to Social Protection and Pension Rights (FINAP External Criteria: 2022_07.020400_8).
- ¹⁰⁴ European Parliament, Council of the European Union. (2021). *Regulation (EU) 2021/1057 of the European Parliament and of the Council of 24 June 2021 establishing the European Social Fund Plus (ESF+) and repealing Regulation (EU) No 1296/2013, Article 4*. EUR-Lex, <https://eur-lex.europa.eu/eli/reg/2021/1057/oj>.
- ¹⁰⁵ Retrieved from EaSI megareport: Access to essential services for people at risk of poverty and social exclusion – evidence from Member States (FINAP External Criteria: 2021_07.020400_172).
- ¹⁰⁶ Retrieved from EaSI megareport: Co-delegation to ESTAT: ESSPROS (FINAP External Criteria: 2021_07.020400_122).

Annex 1 - EaSI strand of the ESF+ (direct and indirect management)





Performance Monitoring Report of the EaSI strand of the ESF+ for 2021-2023

Annex 2. Executive Summary

[Written by PPMI]
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Executive Summary

Background

This executive summary presents the key findings from the first monitoring study for the Employment and Social Innovation (EaSI) strand of the European Social Fund Plus (ESF+), covering the period 2021- 2023.¹

This study assessed the EaSI strand's performance through a review of European Commission's documents, the quantitative and qualitative analysis of planned and implemented activities, its financial implementation, the Europa and Social Innovation Plus Initiative websites², and interviews with Commission officials and the European Social Fund Agency (ESFA)³ representatives.

The impact of EaSI-funded activities was measured in two ways:

- **One survey** targeting stakeholders involved in EaSI strand's activities (435 respondents submitted their replies to the questionnaire);
- **Citation analysis** providing quantitative evidence on the use of EaSI's analytical outputs by looking at the number and types of publications citing them (e.g. political documents, scientific articles, news articles) to estimate their reach.

Overall performance of the EaSI strand

The performance of the EaSI strand was assessed against **six primary indicators** set out in the Performance Framework of the EaSI strand of the ESF+. These indicators track progress towards achieving the specific objectives set out in Article 4(1) and the operational objectives specified in Article 25 of the ESF+ Regulation.

Data analysed shows that the **EaSI strand implementation is overall on track**, with most Key Performance Indicators being in line with or above the expected delivery at the end of 2023. However, two indicators – KPI 2 (number of information sharing and mutual learning activities) and KPI 5 (number of job placements under the targeted mobility schemes) – underperformed in relation to the targets set. Nevertheless, these two indicators are expected to improve as well as EaSI activities ramp up.

The EaSI performance monitoring system also reports on the financial resources allocated and committed under the budget defined in Article 5 of the ESF+ Regulation.

¹ Building on the former standalone EaSI programme (2014-2020), the EaSI strand is integrated into the broader ESF+ (2021-2027). This merger aims to create a more cohesive approach to employment, labour mobility, education and social inclusion across Europe. While continuing to focus on evidence-based policymaking, job mobility, microfinance and social entrepreneurship, and on social experimentation, the strand also includes a new activity aiming to accelerate the transfer or scaling up of innovative solutions.

² Under indirect management, the Social Innovation Plus Initiative (<https://www.socialinnovationplus.eu/>) also facilitates knowledge sharing and mutual learning within five Communities of Practices (CoPs), two networks (<https://www.socialinnovationplus.eu/network/alma/> and <https://www.euromanet.eu/>) and the online database Social Innovation Match (<https://socialinnovationplus.eu/social-innovation-match-sim/>).

³ ESFA is the entrusted entity in charge of the implementation of the Social Innovation Plus Initiative.

- **The absorption rate⁴** for the period 2021-2023 indicates a high degree of execution (96%) with respect to the budget planned.
- **The budget consumption rate⁵** shows that payments are in progress (17%). Payments will increase as the implementation of the EaSI strand moves forward, honouring legal obligations from the funds already committed.

Moreover, the EaSI strand has addressed horizontal principles as outlined in Articles 6 and 28 of the ESF+ Regulation. The EaSI strand Stakeholders Survey results indicate that stakeholders recognise these efforts, with 76% of respondents agreeing that EaSI activities contribute to gender equality, 72% to equal opportunities and non-discrimination, and 68% to accessibility for persons with disabilities. These figures are comparable to the stakeholder perception for the previous EaSI programme. Concrete examples of EaSI strand's contribution include funding projects that promote women's entrepreneurship and labour market participation, supporting initiatives for the inclusion of people with disabilities in the workplace, and backing programmes that combat discrimination against vulnerable groups.

Performance by KPI/PPI

KPI 1 - number of analytical activities

Based on KPI 1, the EaSI strand **is currently on track** and slightly exceeding the indicative annual average number of activities (an average of 29 activities per year vs. target of 28). However, no outputs were specifically aligned with operational objective (h), which should be monitored in the future. Still, all activities under the EaSI strand contribute, directly or indirectly, to the implementation of the EPSR.

EaSI analytical outputs are regarded as highly relevant among their target users. In particular, 76% of surveyed EaSI stakeholders agreed or highly agreed that surveys, studies, and statistical data generated by EaSI are useful for European observatories and benchmarks; 68% agreed or highly agreed that the analytical evidence is of high quality, comparative and relevant, while 58% see a clear and future role for EaSI-generated evidence in their policy work.

KPI 2 - number of information sharing and mutual learning activities

Based on KPI 2, the EaSI strand has **performed below expectations** (an average of 21 activities per year vs. target of 27). This gap can be partially attributed to the low number of activities in 2021 due to the impact of the COVID-19 pandemic, which limited the possibility to hold events. Although there was a recovery in 2022 and 2023, the increase in the number of activities was not sufficient to offset the drop in 2021. The EaSI strand has supported initiatives across various sectors, including the European Network of Public Employment Services, social economy stakeholders, and mutual learning programmes focusing on employment, social protection, and inclusion, and working conditions.

The vast majority of EaSI stakeholders (92%) agreed that these activities facilitate the exchange of effective and inclusive information; 76% believed that they contributed to the design of policy measures, and 62% currently use or plan to apply the knowledge gained from these activities in their work.

KPI 3 - number of social experimentation activities

⁴ The absorption rate is obtained from the total executed budget (individual and global commitments) divided by the planned budget of each EaSI Annual Work Programme (and their amendments).

⁵ The budget consumption rate is obtained from the total payments (budget already spent) divided by the total EaSI budget according to the ESF+ Regulation.

Based on KPI 3, the EaSI strand is **currently on track** and slightly exceeding indicative annual average number of activities (an average of 3 activities per year vs. target of 2). However, stakeholder opinions about the activities under this KPI are somewhat mixed – roughly half of survey respondents believed that the EaSI strand had accelerated the transfer and scaling of innovative solutions, or that the EaSI strand provided support for capacity-building. Moreover, only 14% reported being aware of concrete examples of successfully transferred or scaled-up EaSI projects. This indicates that more efforts may be needed to promote successful social innovations, particularly regarding the dissemination of such practices.

KPI 4 – number of capacity building and networking activities

Based on KPI 4, the EaSI strand is **currently on track** and slightly exceeding indicative annual average number of activities (an average of 13 activities per year vs. target of 11). Stakeholder feedback is also positive: 67% of EaSI stakeholders felt EaSI contributed significantly to networking and capacity building.

KPI 5 – number of job placements under targeted mobility schemes

Based on KPI 5, the EaSI strand has **performed below expectations** (an average of 786 placements per year compared with target of 2 071). It is important to note that the number of jobs created is an outcome indicator, not an output indicator. As outcome indicators tend to reflect results later than output indicators, improvements in job creation are expected as implementation advances. The number of job placements for KPI 5 is likely to increase in the coming years as the implementation of the strand progresses, as confirmed by a clearly increasing trend (the number of jobs created in 2023 increased 260% compared to 2022).

Stakeholders are positive about the activities monitored by this KPI with 77% agreeing that EaSI support services have contributed to developing integrated European labour markets; 83% thinking that they facilitated labour mobility; and 87% indicating that support funded by EaSI increased employment opportunities.

PPI 6 - number of activities supporting microenterprises, social enterprises, and social investment

Based on PPI 6, the EaSI strand **is currently on track** (an average of 2 activities per year compared with the target of 2). Among surveyed stakeholders, 81% indicated that their participation in EaSI activities had increased their capacity to promote social enterprises and 72% think the same for the microfinance sector. Over 40% of the respondents noted that their involvement had either a considerable or significant impact on at least one of these two capacities.

Citation analysis

The study assessed the impact of EaSI analytical outputs for the first time using the **citation analysis method**. This approach aimed to determine whether EaSI-funded publications are referenced in other documents, particularly those used for policy-making purposes. This approach revealed that EaSI-funded publications influence EU decision-making, academic research, and public discourse. The main conclusions of this analysis are as follows:

- The majority of analytical outputs were cited among other EU publications.⁶
- The most frequently cited documents are the European Commission's policy initiative "Building an Economy That Works for People: An Action Plan for the Social

⁶ Of the 92 EaSI analytical outputs included in the analysis, 65 (71%) received a total of 528 citations in EU documents (Publications Office of the EU), averaging 8 citations per document.

Economy” and the “Special Eurobarometer on fairness perceptions of the green transition”.⁷

- EaSI outputs have a reach that extends well beyond EU institutions, playing a role in shaping policy discussions and legislative initiatives not only within EU Member States, but also in countries such as Australia, the United States, and Canada.⁸

The citation analysis suggests that EaSI outputs in some cases significantly informed the development of proposals for directives and policy development in key areas such as platform work, cross-border associations, traineeship standards, European Works Councils, and protection of workers from risks associated to asbestos exposure.

Testing and scaling up social innovations

The ESF+ fund fosters social innovation and social experimentation⁹ at two levels: at the national level, in partnership with Member States¹⁰ (shared management strand); and at the EU level, through the EaSI strand (direct and indirect management strand).

During the 2021–2023 period, the Commission continued to support social experimentation activities under direct management, building on its efforts during the previous Multiannual Financial Framework (2014–2020). This included two targeted calls for proposals: “Social innovations for a fair green and digital transition” and “Social innovation practices to combat homelessness”.

In addition to the direct management, the Commission entrusted the European Social Fund Agency in Lithuania ([ESFA](#)) with implementing the new *Social Innovation Plus Initiative* (indirect management).¹¹ This initiative supports transnational cooperation specifically aimed at **accelerating the transfer and scaling up of innovative solutions** and included one call for proposals: “Aim-Learn-Master-Achieve – ALMA”.

The ALMA call focuses on upscaling or transferring mobility scheme operations across Europe. Its primary objective is to assist Member States in integrating ALMA into their ESF+ programs by piloting or expanding ALMA-type operations. To date, 29 projects are being implemented under this call.

For most cases, it is **too early to fully assess the potential for transferring or scaling up projects implemented under the ALMA call**, as most projects are still ongoing. A comprehensive assessment should be included in the next performance monitoring report. Nevertheless, ESFA has implemented several measures to promote the transfer and scaling up of innovative methods, approaches and solutions:

- **Clear rationale:** applicants must provide a clear explanation for implementing, replicating, or further developing their selected innovative approach.

⁷ In other EU publications they each had 63 citations.

⁸ Citations found through Google Search.

⁹ Article 2(10) of the [ESF+ Regulation](#) defines the social experimentation as being “a policy intervention that aims to provide an innovative response to social needs, implemented on a small scale and in conditions that enable its impact to be measured, prior to being implemented in other contexts including geographical and sectorial ones, or implemented on a larger scale, if the results prove to be positive”.

¹⁰ Under the shared management strand, Member States are incentivised (through a co-financing rate going up to 95%) to dedicate at least one priority to social innovation and social experimentation.

¹¹ An amount of EUR 197 million (in current prices) was foreseen for the transnational cooperation to accelerate the transfer and facilitate the scaling up of innovative solutions, coming from the financial envelope of the shared management strand. Following the annual budgetary procedures as well as the MFF mid-term review, the budgetary authority has updated in 2024 the amount mentioned above and allocated a total budget of EUR 132 million from the shared management envelope in line with Article 5.2 of the ESF+ Regulation. The exact amounts are determined annually through the EaSI strand financing decisions and annual work programmes.

- **Evidence-based approach:** applicants must include evidence of prior experiments and achieved results.
- **Guidance and inspiration:** ESFA provides information in the call conditions on relevant initiatives currently being implemented within the EU in the targeted field, to serve as inspiration for applicants.

To promote the transfer and scaling up on social innovations, surveyed stakeholders highlighted the need for a dedicated and flexible funding for scaling and experimentation, closer integration with national and regional policies, additional capacity building, and greater involvement of smaller institutions at national/regional levels.

Zusammenfassung

Hintergrund

Diese Zusammenfassung präsentiert die wichtigsten Ergebnisse der ersten Monitoring-Studie für den Teilbereich Beschäftigung und soziale Innovation (EaSI) des Europäischen Sozialfonds Plus (ESF+) für den Zeitraum 2021-2023.¹²

In dieser Studie wurde die Leistung des EaSI-Teilbereichs anhand einer Überprüfung von Dokumenten der Europäischen Kommission, der quantitativen und qualitativen Analyse geplanter und durchgeführter Aktivitäten, seiner finanziellen Umsetzung, der Websites¹³ Europa und Social Innovation Plus Initiative sowie von Interviews mit Kommissionsbeamten und Vertretern der Europäischen Sozialfonds-Agentur (ESFA)¹⁴ bewertet.

Die Auswirkungen der EaSI-finanzierten Aktivitäten wurden auf zwei Arten gemessen:

- **Eine Umfrage**, die sich an Interessenvertreter richtete, die an den Aktivitäten des EaSI-Teilbereichs beteiligt sind (435 Befragte reichten ihre Antworten auf den Fragebogen ein);
- **Eine Zitatanalyse**, die quantitative Belege für die Nutzung der analytischen Ergebnisse von EaSI liefert, indem die Anzahl und Art der Veröffentlichungen, in denen sie zitiert werden (z. B. politische Dokumente, wissenschaftliche Artikel, Nachrichtenartikel), untersucht wird, um ihre Reichweite zu schätzen.

Gesamtleistung des EaSI-Teilbereichs

Die Leistung des EaSI-Teilbereichs wurde anhand von **sechs Hauptindikatoren** bewertet, die im Leistungsrahmen des EaSI-Teilbereichs des ESF+ festgelegt sind. Diese Indikatoren verfolgen die Fortschritte bei der Erreichung der in Artikel 4, Absatz 1 festgelegten spezifischen Ziele und der in Artikel 25 der ESF+-Verordnung festgelegten operativen Ziele.

Die analysierten Daten zeigen, dass **die Umsetzung des EaSI-Teilbereichs insgesamt planmäßig verläuft**, wobei die meisten Leistungsindikatoren den Erwartungen für die Umsetzung bis Ende 2023 entsprechen oder diese übertreffen. Zwei Indikatoren – KPI 2 (Anzahl der Aktivitäten zum Informationsaustausch und zum gegenseitigen Lernen) und KPI 5 (Anzahl der Stellenvermittlungen im Rahmen der gezielten Mobilitätsprogramme) – blieben jedoch hinter den gesetzten Zielen zurück. Es wird jedoch erwartet, dass sich diese beiden Indikatoren verbessern werden, wenn die EaSI-Aktivitäten intensiviert werden.

¹² Aufbauend auf dem früheren eigenständigen EaSI-Programm (2014–2020) ist der EaSI-Teilbereich in den umfassenderen ESF+ (2021–2027) integriert. Diese Zusammenführung zielt darauf ab, einen kohärenteren Ansatz für Beschäftigung, Arbeitsmobilität, Bildung und soziale Inklusion in ganz Europa zu schaffen. Während der Schwerpunkt weiterhin auf evidenzbasierter Politikgestaltung, Arbeitsmobilität, Mikrofinanzierung und sozialem Unternehmertum sowie auf sozialer Erprobung liegt, umfasst dieser Teilbereich auch eine neue Aktivität, die darauf abzielt, den Transfer oder die Ausweitung innovativer Lösungen zu beschleunigen.

¹³ Im Rahmen der indirekten Verwaltung fördert die Initiative Social Innovation Plus (<https://www.socialinnovationplus.eu/>) auch den Wissensaustausch und das gegenseitige Lernen innerhalb von fünf Communities of Practices (CoPs), zwei Netzwerken (<https://www.socialinnovationplus.eu/network/alma/> und <https://www.euromanet.eu/>) und der Online-Datenbank Social Innovation Match (<https://socialinnovationplus.eu/social-innovation-match-sim/>).

¹⁴ Die ESFA ist die mit der Umsetzung der Initiative Social Innovation Plus betraute Einrichtung.

Das EaSI-Leistungsüberwachungssystem berichtet auch über die zugewiesenen und gebundenen finanzielle Mittel, im Rahmen des in Artikel 5 der ESF+-Verordnung festgelegten Budgets.

- **Die Absorptionsrate¹⁵** für den Zeitraum 2021–2023 deutet auf einen hohen Ausführungsgrad (96%) in Bezug auf das geplante Budget hin.
- **Die Budgetverbrauchsrate¹⁶** zeigt, dass Zahlungen im Gange sind (17%). Die Zahlungen werden mit fortschreitender Umsetzung des EaSI-Teilbereichs zunehmen, wobei die rechtlichen Verpflichtungen aus den bereits gebundenen Mitteln erfüllt werden.

Darüber hinaus wurden im Rahmen des EaSI-Teilbereichs horizontale Grundsätze behandelt, wie sie in den Artikeln 6 und 28 der ESF+-Verordnung dargelegt sind. Die Ergebnisse der Interessenvertreter-Umfrage zum EaSI-Teilbereich zeigen, dass die Interessenvertreter diese Bemühungen anerkennen – 76% der Befragten stimmten zu, dass EaSI-Aktivitäten zur Gleichstellung der Geschlechter, 72% zur Chancengleichheit und Nichtdiskriminierung und 68% zur Barrierefreiheit für Menschen mit Behinderungen beitragen. Diese Zahlen sind mit der Wahrnehmung der Interessenvertreter für das vorherige EaSI-Programm vergleichbar. Konkrete Beispiele für den Beitrag von EaSI sind die Finanzierung von Projekten zur Förderung des Unternehmertums von Frauen und ihrer Beteiligung am Arbeitsmarkt, die Unterstützung von Initiativen zur Inklusion von Menschen mit Behinderungen am Arbeitsplatz und die Unterstützung von Programmen zur Bekämpfung der Diskriminierung schutzbedürftiger Gruppen.

Leistung nach KPI/PPI

KPI 1 – Anzahl der analytischen Aktivitäten

Gemäß KPI 1 **ist der EaSI-Teilbereich derzeit auf Kurs** und übertrifft leicht die indikative jährliche Durchschnittszahl der Aktivitäten (durchschnittlich 29 Aktivitäten pro Jahr gegenüber dem Ziel von 28). Es wurden jedoch keine Outputs speziell auf das operative Ziel (h) abgestimmt, was in Zukunft überwacht werden sollte. Dennoch tragen alle Aktivitäten im Rahmen des EaSI-Teilbereichs direkt oder indirekt zur Umsetzung der EPSR bei.

Die analytischen Ergebnisse von EaSI werden von den Zielnutzern als äußerst relevant angesehen. Insbesondere stimmten 76% der befragten EaSI-Interessenvertreter zu oder stimmten in hohem Maße zu, dass die von EaSI erstellten Umfragen, Studien und statistischen Daten für europäische Beobachtungsstellen und Benchmarks nützlich sind; 68% stimmten zu oder stimmten in hohem Maße zu, dass die analytischen Belege von hoher Qualität, vergleichbar und relevant sind; gleichzeitig sehen 58% eine klare und zukünftige Rolle für die von EaSI erstellten Belege in ihrer politischen Arbeit.

KPI 2 – Anzahl der Aktivitäten zum Informationsaustausch und gegenseitigen Lernen

Gemäß KPI 2 **liegt die Leistung des EaSI-Teilbereichs unter den Erwartungen** (durchschnittlich 22 Aktivitäten pro Jahr gegenüber dem Ziel von 27). Diese Lücke lässt sich teilweise auf die geringe Anzahl von Aktivitäten im Jahr 2021 aufgrund der

¹⁵ Die Absorptionsrate ergibt sich aus dem insgesamt ausgeführten Budget (individuelle und globale Verpflichtungen), geteilt durch das geplante Budget jedes EaSI-Jahresarbeitsprogramms (und ihrer Änderungen)

¹⁶ Die Budgetverbrauchsrate ergibt sich aus den Gesamtzahlungen (bereits ausgegebenes Budget), geteilt durch das gesamte EaSI-Budget gemäß der ESF+-Verordnung.

Auswirkungen der COVID-19-Pandemie zurückführen, wodurch die Möglichkeit, Veranstaltungen abzuhalten, eingeschränkt war. Obwohl es 2022 und 2023 eine Erholung gab, reichte die Zunahme der Aktivitäten nicht aus, um den Rückgang im Jahr 2021 auszugleichen. Der EaSI-Teilbereich hat Initiativen in verschiedenen Sektoren unterstützt, darunter das Europäische Netzwerk der öffentlichen Beschäftigungsdienste, Akteure der Sozialwirtschaft und Programme für gegenseitiges Lernen mit den Schwerpunkten Beschäftigung, Sozialschutz und Inklusion sowie Arbeitsbedingungen.

Die große Mehrheit der Interessenvertreter von EaSI (92%) stimmte zu, dass diese Aktivitäten den Austausch von effektiven und inklusiven Informationen erleichtern; 76% waren der Meinung, dass sie zur Gestaltung politischer Maßnahmen beitragen, und 62% nutzen derzeit das aus diesen Aktivitäten gewonnene Wissen oder planen, es in ihrer Arbeit anzuwenden.

KPI 3 – Anzahl der Aktivitäten im Rahmen sozialer Experimente

Gemäß KPI 3 **ist der EaSI-Teilbereich derzeit auf Kurs** und übertrifft leicht die indikative jährliche Durchschnittszahl der Aktivitäten (durchschnittlich 3 Aktivitäten pro Jahr gegenüber dem Ziel von 2). Die Meinungen der Interessenvertreter zu den Aktivitäten im Rahmen dieses KPI sind jedoch etwas gemischt – etwa die Hälfte der Befragten war der Meinung, dass der EaSI-Teilbereich den Transfer und die Ausweitung innovativer Lösungen beschleunigt hat oder dass der EaSI-Teilbereich Unterstützung beim Kapazitätsaufbau bietet. Darüber hinaus gaben nur 14% an, konkrete Beispiele für erfolgreich übertragene oder ausgeweitete EaSI-Projekte zu kennen. Dies deutet darauf hin, dass möglicherweise mehr Anstrengungen erforderlich sind, um erfolgreiche soziale Innovationen zu fördern, insbesondere im Hinblick auf die Verbreitung solcher Praktiken.

KPI 4 – Anzahl der Aktivitäten zum Kapazitätsaufbau und zur Vernetzung

Gemäß KPI 4 **ist der EaSI-Teilbereich derzeit auf Kurs** und übertrifft leicht die indikative jährliche Durchschnittszahl der Aktivitäten (durchschnittlich 13 Aktivitäten pro Jahr gegenüber dem Ziel von 11). Auch das Feedback der Interessenvertreter ist positiv: 67% der EaSI-Interessenvertreter waren der Meinung, dass EaSI einen wesentlichen Beitrag zur Vernetzung und zum Kapazitätsaufbau geleistet hat.

KPI 5 – Anzahl der Stellenvermittlungen im Rahmen gezielter Mobilitätsprogramme

Gemäß KPI 5 **liegt die Leistung des EaSI-Teilbereichs unter den Erwartungen** (durchschnittlich 786 Vermittlungen pro Jahr im Vergleich zum Ziel von 2 071). Es ist wichtig zu beachten, dass die Anzahl der geschaffenen Arbeitsplätze ein Ergebnisindikator und kein Outputindikator ist. Da Ergebnisindikatoren die Auswirkungen in der Regel später widerspiegeln als Outputindikatoren, werden mit fortschreitender Umsetzung Verbesserungen bei der Schaffung von Arbeitsplätzen erwartet. Die Zahl der Stellenvermittlungen für KPI 5 wird in den kommenden Jahren wahrscheinlich zunehmen, wenn die Umsetzung des Teilbereichs fortschreitet, wie ein deutlich steigender Trend bestätigt (die Zahl der im Jahr 2023 geschaffenen Stellen stieg im Vergleich zu 2022 um 260%).

Die Interessenvertreter bewerten die Aktivitäten, die mit diesem KPI überwacht werden, als positiv – 77% stimmen zu, dass die EaSI-Unterstützungsdienste zur Entwicklung integrierter europäischer Arbeitsmärkte beigetragen haben; 83% sind der Meinung, dass sie die Mobilität der Arbeitskräfte erleichtert haben; und 87% geben an, dass die durch EaSI finanzierte Unterstützung die Beschäftigungsmöglichkeiten erhöht hat.

PPI 6 – Anzahl der Aktivitäten zur Unterstützung von Kleinstunternehmen, Sozialunternehmen und sozialen Investitionen

Gemäß PPI 6 **ist der EaSI-Teilbereich derzeit auf Kurs** (durchschnittlich 2 Aktivitäten pro Jahr im Vergleich zum Ziel von 2). Von den befragten Interessenvertretern gaben 81% an, dass ihre Teilnahme an EaSI-Aktivitäten ihre Fähigkeit zur Förderung von Sozialunternehmen verbessert hat, und 72 % sind der gleichen Meinung in Bezug auf den Mikrofinanzsektor. Über 40% der Befragten bemerkten, dass ihre Beteiligung entweder einen erheblichen oder einen signifikanten Einfluss auf mindestens eine dieser beiden Fähigkeiten hatte.

Zitatanalyse

In der Studie wurden die Wirkungen der EaSI-Analyseergebnisse erstmals mithilfe der **Methode der Zitatanalyse** bewertet. Mit diesem Ansatz sollte ermittelt werden, ob in anderen Dokumenten, insbesondere in solchen, die für die Politikgestaltung verwendet werden, auf EaSI-geförderte Publikationen verwiesen wird. Dieser Ansatz zeigte, dass EaSI-geförderte Publikationen die Entscheidungsfindung in der EU, die akademische Forschung und den öffentlichen Diskurs beeinflussen. Die wichtigsten Schlussfolgerungen dieser Analyse lauten wie folgt:

- Die meisten Analyseergebnisse wurden in anderen EU-Publikationen zitiert.¹⁷
- Die am häufigsten zitierten Dokumente sind die politische Initiative der Europäischen Kommission „Aufbau einer Wirtschaft, die für die Menschen arbeitet: Ein Aktionsplan für die Sozialwirtschaft“ und die „Eurobarometer-Sonderumfrage zur Wahrnehmung der Fairness des ökologischen Wandels“.¹⁸
- Die Ergebnisse von EaSI reichen weit über die EU-Institutionen hinaus und spielen eine Rolle bei der Gestaltung von politischen Diskussionen und Gesetzesinitiativen nicht nur in den EU-Mitgliedstaaten, sondern auch in Ländern wie Australien, den Vereinigten Staaten und Kanada.¹⁹

Die Zitatanalyse deutet darauf hin, dass die Ergebnisse von EaSI in einigen Fällen maßgeblich zur Entwicklung von Vorschlägen für Richtlinien und zur Politikgestaltung in Schlüsselbereichen wie Plattformarbeit, grenzüberschreitende Vereinigungen, Praktikumsstandards, Europäische Betriebsräte und Schutz der Arbeitnehmer vor Risiken im Zusammenhang mit Asbestexposition beigetragen haben.

Testen und Ausweitung sozialer Innovationen

Der ESF+-Fonds fördert soziale Innovationen und soziale Erprobungen²⁰ auf zwei Ebenen: auf nationaler Ebene in Partnerschaft mit den Mitgliedstaaten²¹ (gemeinsame Verwaltungskomponente) und auf EU-Ebene im Rahmen des EaSI-Teilbereichs (direkte und indirekte Verwaltungskomponente).

¹⁷ Von den 92 in die Analyse inkludierten EaSI-Analyseergebnissen wurden 65 (71%) insgesamt 528 Mal in EU-Dokumenten (Amt für Veröffentlichungen der EU) zitiert, was durchschnittlich 8 Zitierungen pro Dokument entspricht.

¹⁸ In anderen EU-Publikationen wurden jeweils 63 Zitate angeführt.

¹⁹ Zitate gefunden durch Google-Suche.

²⁰ In Artikel 2, Absatz 10 der [ESF+-Verordnung](#) wird die soziale Erprobung definiert als „eine Politikintervention, die darauf abzielt, eine innovative Antwort auf soziale Bedürfnisse zu geben, die in kleinem Maßstab und unter Bedingungen durchgeführt wird, die eine Messung ihrer Auswirkungen ermöglichen, bevor sie in anderen Kontexten, darunter geografischen und sektoralen, oder in größerem Maßstab durchgeführt wird, wenn sich die Ergebnisse als positiv erweisen“.

²¹ Im Rahmen der geteilten Verwaltungskomponente werden den Mitgliedstaaten Anreize (durch einen Kofinanzierungssatz von bis zu 95%) geboten, mindestens eine Priorität auf soziale Innovation und soziale Erprobung zu legen.

Im Zeitraum 2021–2023 unterstützte die Kommission weiterhin soziale Erprobungsmaßnahmen im Rahmen der direkten Verwaltung und baute dabei auf ihren Bemühungen während des vorherigen mehrjährigen Finanzrahmens (2014–2020) auf. Dazu gehörten zwei gezielte Aufrufe zur Vorschlagseinreichung: „Soziale Innovationen für einen fairen grünen und digitalen Wandel“ und „Soziale Innovationspraktiken zur Bekämpfung von Obdachlosigkeit“.

Zusätzlich zur direkten Verwaltung beauftragte die Kommission die Europäische Sozialfonds-Agentur in Litauen ([ESFA](#)) mit der Umsetzung der neuen *Initiative Social Innovation Plus* (indirekte Verwaltung).²² Diese Initiative unterstützt die transnationale Zusammenarbeit, die speziell darauf abzielt, **den Transfer und die Ausweitung innovativer Lösungen zu beschleunigen**, und umfasste eine Aufforderung zur Vorschlagseinreichung: „Aim-Learn-Master-Achieve – ALMA“.

Der ALMA-Aufruf konzentriert sich auf die Ausweitung oder Übertragung von Mobilitätsmaßnahmen in ganz Europa. Sein Hauptziel besteht darin, die Mitgliedstaaten bei der Integration von ALMA in ihre ESF+-Programme zu unterstützen, indem ALMA-ähnliche Maßnahmen getestet oder erweitert werden. Bisher werden im Rahmen dieses Aufrufs 29 Projekte durchgeführt.

In den meisten Fällen **ist es noch zu früh, um das Potenzial für die Übertragung oder Ausweitung von Projekten, die im Rahmen des ALMA-Aufrufs durchgeführt wurden, vollständig zu bewerten**, da die meisten Projekte noch nicht abgeschlossen sind. Eine umfassende Bewertung sollte in den nächsten Leistungsüberwachungsbericht aufgenommen werden. Dennoch hat die ESFA mehrere Maßnahmen implementiert, um die Übertragung und Ausweitung innovativer Methoden, Ansätze und Lösungen zu fördern:

- **Klare Begründung:** Die Antragsteller müssen eine klare Erklärung für die Umsetzung, Replikation oder Weiterentwicklung ihres ausgewählten innovativen Ansatzes vorlegen.
- **Evidenzbasierter Ansatz:** Die Antragsteller müssen Nachweise über frühere Experimente und erreichte Ergebnisse beifügen.
- **Anleitung und Inspiration:** Die ESFA stellt in den Aufforderungsbedingungen Informationen zu relevanten Initiativen bereit, die derzeit in der EU in dem betreffenden Bereich durchgeführt werden, um den Antragstellern als Inspiration zu dienen.

Um die Übertragung und Ausweitung sozialer Innovationen zu fördern, betonten die befragten Interessenvertreter die Notwendigkeit einer zweckgebundenen und flexiblen Finanzierung für die Ausweitung und Erprobung, einer engeren Integration in die nationale und regionale Politiken, eines zusätzlichen Kapazitätsaufbaus und einer stärkeren Beteiligung kleinerer Institutionen auf nationaler/regionaler Ebene.

²² Ein Betrag von 197 Millionen EUR (zu jeweiligen Preisen) war für die transnationale Zusammenarbeit vorgesehen, um den Transfer zu beschleunigen und die Ausweitung innovativer Lösungen zu erleichtern, die aus der Finanzausstattung der geteilten Verwaltungskomponente stammen. Nach den jährlichen Budgetverfahren sowie der Halbzeitüberprüfung des MFR hat die Budgetbehörde den oben genannten Betrag im Jahr 2024 aktualisiert und gemäß Artikel 5, Absatz 2 der ESF+-Verordnung einen Gesamtbetrag von 132 Millionen EUR aus dem Finanzrahmen für die geteilte Verwaltung zugewiesen. Die genauen Beträge werden jährlich durch die Finanzierungsbeschlüsse des EaSI-Teilbereichs und die jährlichen Arbeitsprogramme festgelegt.

Résumé exécutif

Contexte

Ce résumé exécutif présente les conclusions clés de la première étude de suivi pour le volet Emploi et Innovation Sociale (EaSI) du Fonds Social Européen Plus (FSE+), portant sur la période 2021-2023.²³

Cette étude a évalué la performance du volet EaSI à travers un examen des documents de la Commission européenne, l'analyse quantitative et qualitative des activités prévues et mises en œuvre, l'examen de sa mise en œuvre financière, des sites²⁴ web Europe et Social Innovation Plus Initiative, ainsi que des entretiens avec des représentants de la Commission et de l'Agence du Fonds social européen (AFSE).²⁵

L'impact des activités financées par EaSI a été mesuré de deux manières :

- Une enquête ciblant les parties prenantes impliquées dans les activités du volet EaSI (435 réponses au questionnaire ont été reçues).
- Une analyse des citations fournissant une preuve quantitative de l'utilisation des productions analytiques du volet EaSI en s'appuyant sur le nombre et le type de publications les citant (documents politiques, articles scientifiques, articles de presse), afin d'estimer leur portée.

Performance globale du volet EaSI

La performance du volet EaSI a été évaluée par rapport à six indicateurs principaux définis dans le cadre de performance du volet EaSI du FSE+. Ces indicateurs mesurent les progrès réalisés dans l'atteinte des objectifs spécifiques définis à l'article 4(1) et des objectifs opérationnels spécifiés à l'article 25 du règlement FSE+.

Les données analysées montrent que la mise en œuvre du volet EaSI est globalement conforme aux attentes, avec la plupart des indicateurs clés de performance (ICP) alignés ou supérieurs aux résultats attendus à la fin de 2023. Cependant, deux indicateurs — ICP 2 (nombre d'activités de partage d'informations et d'apprentissage mutuel) et ICP 5 (nombre de placements d'emploi dans le cadre des régimes de mobilité ciblée) — sont en deçà des objectifs fixés. Néanmoins, ces deux indicateurs devraient s'améliorer à mesure que les activités du volet EaSI seront mises en œuvre.

²³ S'appuyant sur l'ancien programme autonome EaSI (2014-2020), le volet EaSI est intégré dans le programme plus large FSE+ (2021-2027). Cette fusion vise à créer une approche plus cohérente de l'emploi, de la mobilité du travail, de l'éducation et de l'inclusion sociale dans toute l'Europe. Tout en continuant à se concentrer sur l'élaboration de politiques fondées sur des données probantes, la mobilité de l'emploi, la microfinance et l'entrepreneuriat social, ainsi que sur l'expérimentation sociale, le volet comprend également une nouvelle activité visant à accélérer le transfert ou la mise à l'échelle de solutions innovantes.

²⁴ Sous gestion indirecte, l'initiative « Social Innovation Plus » (<https://www.socialinnovationplus.eu/>) facilite également le partage des connaissances et l'apprentissage mutuel au sein de cinq communautés de pratiques, de deux réseaux (<https://www.socialinnovationplus.eu/network/alma/> et <https://www.euromanet.eu/>) et de la base de données en ligne « Social Innovation Match » (<https://socialinnovationplus.eu/social-innovation-match-sim/>).

²⁵ L'ASFE est l'entité chargée de la mise en œuvre de l'initiative « Innovation sociale plus ».

Le système de suivi des performances EaSI rend également compte des ressources financières allouées et engagées dans le cadre du budget défini à l'article 5 du règlement FSE+.

- Le taux d'absorption²⁶ pour la période 2021-2023 indique un degré élevé d'exécution (96 %) par rapport au budget prévu.
- Le taux de consommation du budget²⁷ montre que les paiements sont en cours (17 %). Les paiements augmenteront au fur et à mesure de l'avancement de la mise en œuvre du volet EaSI, respectant ainsi les obligations légales liées aux fonds déjà engagés.

De plus, le volet EaSI a intégré des principes horizontaux comme indiqué aux articles 6 et 28 du règlement FSE+. Les résultats de l'enquête auprès des parties prenantes du volet EaSI indiquent que celles-ci reconnaissent ces efforts, 76 % des répondants étant d'accord pour dire que les activités EaSI contribuent à l'égalité entre les femmes et les hommes, 72 % à l'égalité des chances et à la non-discrimination, et 68 % à l'accessibilité pour les personnes en situation de handicap. Ces chiffres sont comparables à la perception des parties prenantes concernant le précédent programme EaSI.

Performance par ICP/PPI

ICP 1 - Nombre d'activités analytiques

Selon le IC 1, le volet EaSI est actuellement dans les temps et dépasse légèrement le nombre annuel moyen indicatif d'activités (une moyenne de 29 activités par an contre un objectif de 28). Cependant, aucune production ne s'aligne spécifiquement sur l'objectif opérationnel (h), ce qui devrait être surveillé à l'avenir. Cela dit, toutes les activités du volet EaSI contribuent, directement ou indirectement, à la mise en œuvre du Socle Européen des Droits Sociaux (SEDS).

Les productions analytiques d'EaSI sont jugées hautement pertinentes par leurs utilisateurs cibles. En particulier, 76 % des parties prenantes interrogées s'accordent sur l'utilité des enquêtes, études et données statistiques générées par EaSI pour les observatoires européens et les référentiels ; 68 % jugent que les données sont de haute qualité, comparatives et pertinentes ; tandis que 58 % voient clairement un rôle futur pour ces éléments de preuve dans leurs travaux politiques.

ICP 2 - Nombre d'activités d'échanges d'informations et d'apprentissage mutuel

Selon l'ICP 2, la composante EaSI a obtenu des résultats inférieurs aux attentes (22 activités par an en moyenne contre un objectif de 27). Cet écart peut être partiellement attribué au faible nombre d'activités en 2021 en raison de l'impact de la pandémie de COVID-19, qui a limité la possibilité d'organiser des événements. Bien qu'il y ait eu une reprise en 2022 et 2023, l'augmentation du nombre d'activités n'a pas suffi à compenser la baisse de 2021.

Le volet EaSI a soutenu des initiatives dans divers secteurs, notamment le Réseau européen des services publics de l'emploi, les acteurs de l'économie sociale et les

²⁶ Le taux d'absorption est obtenu à partir du budget total exécuté (engagements individuels et globaux) divisé par le budget prévu de chaque programme de travail annuel de l'EaSI (et de ses amendements).

²⁷ Le taux de consommation du budget est obtenu en divisant le total des paiements (budget déjà dépensé) par le budget total de l'EaSI conformément au règlement du FSE+.

programmes d'apprentissage mutuel axés sur l'emploi, la protection sociale et l'inclusion, ainsi que les conditions de travail.

La grande majorité des parties prenantes EaSI (92 %) conviennent que ces activités facilitent l'échange d'informations efficaces et inclusives ; 76 % ont estimé qu'elles ont contribué à la conception de mesures politiques, et 62 % utilisent actuellement ou prévoient d'appliquer les connaissances acquises grâce à ces activités dans leur travail.

ICP 3 - Nombre d'activités d'expérimentation sociale

Selon l'ICP 3, le volet EaSI est actuellement dans les temps et dépasse légèrement la moyenne annuelle indicative (une moyenne de 3 activités par an contre un objectif de 2). Cependant, les opinions des parties prenantes sur les activités de ce KPI sont mitigées – environ la moitié des répondants à l'enquête ont estimé que le volet EaSI avait accéléré le transfert et le développement à grande échelle de solutions innovantes, ou que le volet EaSI avait fourni un soutien pour le renforcement des capacités. De plus, seuls 14 % ont déclaré être au courant d'exemples concrets de projets EaSI transférés ou développés avec succès. Cela suggère qu'il faudrait déployer davantage d'efforts pour promouvoir les innovations sociales réussies, en particulier en ce qui concerne leur diffusion.

ICP 4 - Nombre d'activités de renforcement des capacités et de mise en réseau

Selon le KPI 4, le volet EaSI est actuellement sur la bonne voie et dépasse légèrement la moyenne annuelle indicative (une moyenne de 13 activités par an contre un objectif de 11). Le retour des parties prenantes est également positif : 67 % estiment qu'EaSI a contribué de manière significative au renforcement des capacités et au réseautage.

ICP 5 - Nombre de placements professionnels dans le cadre des régimes de mobilité ciblée

Selon l'ICP 5, le volet EaSI a enregistré une performance inférieure aux attentes (une moyenne de 786 placements par an contre un objectif de 2 071). Il est important de noter que le nombre d'emplois créés est un indicateur de résultat, et non un indicateur de production. Comme les indicateurs de résultat ont tendance à refléter les résultats plus tard que les indicateurs de production, des améliorations en termes de création d'emplois sont attendues à mesure que la mise en œuvre progresse. Le nombre de placements d'emploi pour l'ICP 5 devrait augmenter dans les années à venir, comme le confirme une tendance clairement à la hausse (le nombre d'emplois créés en 2023 a augmenté de 260 % par rapport à 2022).

Les parties prenantes sont optimistes vis-à-vis des activités visées par cet indicateur : 77 % conviennent que les services de soutien d'EaSI ont contribué au développement de marchés du travail européens intégrés ; 83 % estiment qu'ils ont facilité la mobilité des travailleurs ; et 87 % ont indiqué que le soutien financé par EaSI a augmenté les opportunités d'emploi.

PPI 6 - Nombre d'activités soutenant les microentreprises, les entreprises sociales et l'investissement social

Selon le PPI 6, le volet EaSI est actuellement sur la bonne voie (une moyenne de 2 activités par an contre un objectif de 2). Parmi les parties prenantes interrogées, 81 % ont indiqué que leur participation aux activités d'EaSI avait augmenté leur capacité à promouvoir les entreprises sociales, et 72 % estiment la même chose pour le secteur de la microfinance. Plus de 40 % des répondants ont noté que leur participation avait eu un impact considérable ou significatif sur au moins une de ces deux capacités.

Analyse des citations

L'étude a évalué pour la première fois l'impact des productions analytiques d'EaSI en utilisant la méthode d'analyse des citations. Cette approche visait à déterminer si les publications financées par EaSI sont référencées dans d'autres documents, en particulier ceux utilisés à des fins d'élaboration de politiques publiques. Cette analyse a révélé que les publications financées par EaSI influencent la prise de décision de l'UE, la recherche académique et le discours public. Les principales conclusions de cette analyse sont les suivantes :

- La majorité des productions analytiques ont été citées dans d'autres publications de l'UE.²⁸
- Les documents les plus fréquemment cités sont l'initiative politique de la Commission européenne « Construire une économie au service des citoyens : Un plan d'action pour l'économie sociale » et l'«Eurobaromètre spécial sur les perceptions d'équité dans la transition verte ».²⁹
- Les productions d'EaSI ont une portée qui dépasse largement les institutions de l'UE, jouant un rôle dans les discussions politiques et les initiatives législatives, non seulement au sein des États membres de l'UE, mais aussi dans des pays tels que l'Australie, les États-Unis et le Canada.³⁰

L'analyse des citations suggère que les productions d'EaSI ont, dans certains cas, significativement contribué au développement de propositions de directives et à l'élaboration de politiques dans des domaines clés tels que le travail sur plateforme, les associations transfrontalières, les standards de stages, les comités d'entreprise européens et la protection des travailleurs contre les risques liés à l'exposition à l'amiante.

Test et mise à l'échelle des innovations sociales

Le fonds FSE+ favorise l'innovation sociale et l'expérimentation³¹ sociale à deux niveaux : au niveau national, en partenariat avec les États membres³² (volet en gestion partagée) ; et au niveau de l'UE, via le volet EaSI (volet en gestion directe et indirecte).

Au cours de la période 2021–2023, la Commission a poursuivi son soutien aux activités d'expérimentation sociale en gestion directe, s'appuyant sur les efforts réalisés au cours du précédent Cadre Financier Pluriannuel (2014–2020). Cela inclut deux appels à propositions ciblés : « Innovations sociales pour une transition verte et numérique équitable » et « Pratiques d'innovation sociale pour lutter contre le sans-abrisme ».

En complément de la gestion directe, la Commission a confié à l'Agence du Fonds Social Européen en Lituanie (ESFA) la mise en œuvre de la nouvelle Social Innovation Plus Initiative (gestion indirecte).³³ Cette initiative soutient la coopération transnationale visant

²⁸ Sur les 92 résultats analytiques de l'EaSI inclus dans l'analyse, 65 (71 %) ont reçu un total de 528 citations dans des documents de l'UE (Office des publications de l'UE), soit une moyenne de 8 citations par document.

²⁹ Dans d'autres publications de l'UE, ils ont chacun obtenu 63 citations.

³⁰ Citations trouvées grâce à Google Search.

³¹ L'article 2(10) du règlement FSE+ définit l'expérimentation sociale comme étant « une intervention politique visant à apporter une réponse innovante à des besoins sociaux, mise en œuvre à petite échelle et dans des conditions permettant de mesurer son impact, avant d'être mise en œuvre dans d'autres contextes, y compris géographiques et sectoriels, ou mise en œuvre à plus grande échelle, si les résultats s'avèrent positifs ».

³² Dans le cadre du volet « gestion partagée », les États membres sont incités (par un taux de cofinancement allant jusqu'à 95 %) à consacrer au moins une priorité à l'innovation sociale et à l'expérimentation sociale.

³³ Un montant de 197 millions d'euros (en prix courants) a été prévu pour la coopération transnationale afin d'accélérer le transfert et de faciliter la mise à l'échelle de solutions innovantes, provenant de l'enveloppe financière du volet « gestion partagée ». À la suite des procédures budgétaires annuelles et de la révision à mi-parcours du CFP, l'autorité budgétaire a

spécifiquement à accélérer le transfert et la mise à l'échelle de solutions innovantes et incluait un appel à propositions : « Aim-Learn-Master-Achieve – ALMA ».

L'appel ALMA vise à étendre ou transférer des dispositifs de mobilité à travers l'Europe. Son objectif principal est d'aider les États membres à intégrer ALMA dans leurs programmes FSE+ en pilotant ou en élargissant les opérations de type ALMA. À ce jour, 29 projets sont en cours d'exécution dans le cadre de cet appel.

Dans la plupart des cas, il est encore trop tôt pour évaluer pleinement le potentiel de transfert ou de mise à l'échelle des projets mis en œuvre dans le cadre de l'appel ALMA, car la plupart des projets sont encore en cours. Une évaluation complète devrait être incluse dans le prochain rapport de suivi des performances. Néanmoins, l'ESFA a mis en place plusieurs mesures pour promouvoir le transfert et la mise à l'échelle de méthodes, approches et solutions innovantes :

- **Justification claire** : les candidats doivent fournir une explication claire pour la mise en œuvre, la réplication ou le développement ultérieur de leur approche innovante sélectionnée.
- **Démarche fondée sur des preuves** : les candidats doivent inclure des preuves d'expériences antérieures et des résultats obtenus.
- **Orientation et inspiration** : l'ESFA fournit, dans les conditions de l'appel, des informations sur les initiatives pertinentes actuellement mises en œuvre au sein de l'UE dans le domaine ciblé, afin de servir d'inspiration pour les candidats.

Pour promouvoir le transfert et l'extension des innovations sociales, les parties prenantes interrogées ont souligné la nécessité de disposer d'un financement dédié et flexible pour la mise à l'échelle et l'expérimentation, d'une intégration plus étroite avec les politiques nationales et régionales, d'un renforcement des capacités supplémentaires et d'une plus grande implication des petites institutions aux niveaux national/régional.





Performance Monitoring Report of the EaSI strand of the ESF+ for 2021-2023

Annex 3. EaSI Catalogue of Outputs 2021-2023 (per KPI/PPI)

[Written by PPMI]
[January – 2025]

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1. Introduction

This catalogue is a collection of all tangible outputs (e.g., reports, databases, events) of the EaSI programme produced in 2021, 2022 and 2023.

The annex presents outputs funded directly by the Commission via procurement, or grants to regular knowledge providers of DG EMPL (like OECD, ILO, IOM, and similar). The catalogue uses information gathered from sources accessible to the general public (e.g., Funding and Tender Portal), data on call for proposals, grant agreements and activities from the megareports, and progress report of ESFA for indirect management. Outputs are structured according to KPIs and their operational objectives.

2. List of outputs

2.1. KPI 1 – Number of analytical activities

Policy evidence for operational objectives a) Comparative analytical knowledge, j) Relevant international standards, h) Guidance for the implementation of the EPSR	
Type	Title
Work with OECD	Net childcare costs in EU countries, 2022
	Net childcare costs in the EU, 2022 analysis for working families and disadvantaged families
	Asset requirements for Minimum Income recipients in the EU illustration of the new database
	Geographic inequalities in accessibility of essential services
	Spatial inequalities and perceptions of inequality
	Mutual learning workshop on adequate social protection in longterm care. Measuring social protection for long-term care
	Impact Evaluation of Ireland's Active Labour Market Policies
	Impact Evaluation of Training and Wage Subsidies for the Unemployed in Greece
	Evaluation of Active Labour Market Policies in Finland
	Impact Evaluation of Vocational Training and Employment Subsidies for the Unemployed in Lithuania
IARC	Occupational Exposure as a Firefighter: IARC Monographs on the Identification of Carcinogenic Hazards to Humans Volume 132
	Cobalt, Antimony Compounds, and Weapons-grade Tungsten Alloy: IARC Monographs on the Identification of Carcinogenic Hazards to Humans Volume 131

	1,1,1-Trichloroethane and Four Other Industrial Chemicals: IARC Monographs on the Identification of Carcinogenic Hazards to Humans Volume 130
	Gentian Violet, Leucogentian Violet, Malachite Green, Leucomalachite Green, and CI Direct Blue 218 IARC Monographs on the Identification of Carcinogenic Hazards to Humans Volume 129
	Acrolein, Crotonaldehyde, and Arecoline: IARC Monographs on the Identification of Carcinogenic Hazards to Humans Volume 128
	Some Aromatic Amines and Related Compounds: IARC Monographs on the Identification of Carcinogenic Hazards to Humans Volume 127
	Opium Consumption: IARC Monographs on the Identification of Carcinogenic Hazards to Humans Volume 126
JRC	Assessment of tax and social benefit reforms in the context of the European Semester and national RRP
	Euromod based analyses of the effects of child-contingent cash payments on child poverty and inequality in EU-27
	EUROMOD - Tax-benefit microsimulation model for the European Union
	JRC technical report: The effect of Online Learning on Students' Academic Performance in Italy
	Technical report on difference between EUROMOD-HHoT and OECD TaxBEN
	The platformisation of work. Evidence from the JRC algorithmic management and platform work survey (AMPWork)
	Case studies of automation in service. A workplace analysis on logistics, cleaning and health sectors in Italy
European Commission	Access to essential services: key challenges for the most vulnerable
	Databases and indicators - The LMP database
	Employment and Social Developments in Europe: Towards a strong social Europe in the aftermath of the COVID-19 pandemic: Reducing disparities and addressing distributional impacts
	ESDE 2023: Addressing labour shortages and skills gaps in the EU
	Study on State aid for access to finance for social enterprises and for the recruitment of disadvantaged workers in the form of wage subsidies
	Employment and Social Developments in Europe 2022: Young Europeans: employment and social challenges ahead
	The uneven impact of high inflation
	European Year of Skills – Skills shortages, recruitment and retention strategies in small and medium-sized enterprises – Report
	European Year of Skills – Skills shortages, recruitment and retention strategies in small and medium-sized enterprises – Summary
	The Evolution of Inequality of Opportunity in the EU
	Long-term care social protection models in the EU
	Jobs in the Future (Future Jobs)

Commission staff working document - Evaluation of the Council Recommendation on a Quality Framework for Traineeships
The future of social protection and of the welfare state in the EU
Report from the Commission to the Council on the implementation of the Council Recommendation on access to social protection for workers and the self-employed
Making access to social protection for workers and the self-employed more transparent through information and simplification: An analysis of policies in 35 countries
Study exploring the social, economic and legal context and trends of telework and the right to disconnect, in the context of digitalisation and the future of work, during and beyond the COVID-19 pandemic
Building an economy that works for people: an action plan for the social economy
Study supporting the Impact assessment of an EU initiative introducing the European Disability Card
Study exploring issues and possible solutions in relation to the recast Directive 2009/38/EC on European Works Councils
Study supporting the evaluation of the Council Recommendation of 19 December 2016 on Upskilling Pathways: New Opportunities for Adults
Study on the Compliance of national transposition measures of Council Directive (EU) 2017/159
Measuring and monitoring absolute poverty (ABSPO)
Data collection for monitoring the Youth Guarantee and the integration of the long-term unemployed into the labour market (2021)
R&I for a fair digital transition: project review and policy analysis
R&I for a Fair Green Transition: Project Review and Policy Analysis
Inequality of opportunity for young people: trends before and after the financial crisis
Study on the trends, obstacles, and opportunities in sustainable finance for social impact
Preliminary evaluation of the support provided by ESF and FEAD under the Coronavirus Response Investment Initiatives (CRII and CRII+)
Ex post evaluation of the European Globalisation Adjustment Fund (2014-2020)
Study supporting the ex-post evaluation of Europass Decision
2022 - Statistics on the functioning of the social security coordination system and report on fraud and error
Study supporting the 2024 cross-cutting evaluation of EUROFOUND, CEDEFOP, EU-OSHA and ETF
Annual Report on intra-EU labour mobility (2022)
Study supporting the evaluation of the Council Recommendation of 22 May 2017 on the European Qualifications Framework for lifelong learning

	Europass ex-post evaluation - Evaluation of Decision (EU) 2018/646 of EP and Council on a common framework for the provision of better services for skills and qualifications through Europass, pursuant to Article 9 of Decision (EU) 2018/646
	2020 Data collection for monitoring the Youth Guarantee and the integration of the long-term unemployed into the labour market
	Study on assessment of micro and macro-economic returns of social protection expenditure
	Access to Essential Services: Evidence from EU Member States
	Study on the economic implementing framework of a possible EU Child Guarantee Scheme including its financial foundation
	Study on the pathways to enhance the use of programme-specific indicators in ESF and ESF+
	Annual Report on intra-EU labour mobility (2021)
	The evolution of inequality of opportunity in the EU
	Study on the Compliance of national transposition measures of Council Directive (EU) 2017/159 Compliance assessment of measures of Member States to transpose Council Directive (EU) 2017/159, ARES (2022)165761 - 22/04/2022
	A study into the trends, obstacles and opportunities in sustainable finance for social impact Final Report February 2024 - ARES (2024)2599652 - 09/04/2024
	COMMISSION STAFF WORKING DOCUMENT Evaluation of Decision (EU) 2018/646 of the European Parliament and of the Council of 18 April 2018 on a common framework for the provision of better services for skills and qualifications (Europass) and repealing Decision No 2241/2004/EC Accompanying the document REPORT FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT AND THE COUNCIL on the implementation and impact of Decision (EU) 2018/646 of the European Parliament and of the Council of 18 April 2018 on a common framework for the provision of better services for skills and qualifications (Europass) and repealing Decision No 2241/2004/EC (submitted pursuant to Art. 9 of the Decision (EU) 2018/646)
	Study supporting the evaluation of the Quality Framework for Traineeships
	REPORT FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT AND THE COUNCIL on the implementation and impact of Decision (EU) 2018/646 of the European Parliament and of the Council of 18 April 2018 on a common framework for the provision of better services for skills and qualifications (Europass) and repealing Decision No 2241/2004/EC (submitted pursuant to Art. 9 of the Decision (EU) 2018/646)
	Study on the assessment of micro and macro-economic returns of social protection expenditure
	Access to essential services: key challenges for the most vulnerable
	Social issues report
	Study on social services with particular focus on personal targeted social services for people in vulnerable situations
	Mapping of performance-based schemes in the national recovery and resilience plans and identification of conditions for a successful use of this method in ESF+ programmes
	Thematic review 2021 on Platform Work

	Thematic Review 2022 - Gender equality and work-life balance policies during and after the COVID-19 crisis
	Thematic Review 2023 - Skills shortages and structural changes in the labour market during COVID 19 and in the context of the digital and green transitions
	Thematic Review 2023 - Fair transition towards climate neutrality: synthesis report
Other studies	Study exploring the context, challenges, opportunities, and trends in algorithmic management
	Inflationary shocks, economic aggregates and households' green transition: A causal machine-learning analysis using mixed-frequency data
	The impact of housing subsidies on tenants' housing affordability
	Estimating under-coverage and non-take-up of minimum incomes schemes: Methodological issues and two national case studie
	Low-wage employment in Central and Eastern European Member States
	Support to activities related to the Future of Work (2021)
	Data collection in view of monitoring the Youth Guarantee and LTU
	Intra-EU mobility after the pandemic
	Practical guide to border work between Spain and Portugal [Guía práctica del trabajo fronterizo entre España y Portugal]
	Study exploring the context, challenges and possible solutions in relation to the quality of traineeships in the EU
	Labour market policies (LMP) in the European Union in 2020
	Labour market policies (LMP) in the European Union in 2021
	Data collection for monitoring of Youth Guarantee schemes in 2022
	Performance monitoring report of the European Union Programme for Employment and Social Innovation (EaSI) 2019-2020
	Study on poverty and income inequality in the context of the digital transformation
	Study on the assessment of micro and macro-economic returns of social protection expenditure
	Performance monitoring for TMS and CBP; on a semestrial basis (2021)
	Performance monitoring for TMS and CBP; on a semestrial basis (2022)
	Performance monitoring for TMS and CBP; on a semestrial basis (2023)
	Study supporting the monitoring of the Posting of Workers Directive 2018/957/EU and the Enforcement Directive 2014/67/EU
	Report from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions on EURES activities 2020-2022
	Labour market policies (LMP) in the European Union in 2019
	Guidance for the safe management of hazardous medicinal products (HMPs) at work

DG COMM	Eurobarometer 2023 on traineeships
Eurostat	European system of integrated social protection statistics ESSPROS
	EU labour force survey: Integrated European Social Statistics Framework Regulation (IESS FR)
	Accidents at work statistics
	Occupational diseases statistics
ELA	European Platform tackling undeclared work
EURES	Targeted Mobility Scheme
Platform	European platform to combat homelessness
Eurobarometer	Special Eurobarometer 527: Fairness perceptions of the green transition
	Flash Eurobarometer 513: Social entrepreneurship and youth
	Integration of young people into the labour market with particular focus on traineeships
	European Year of Skills - Skills shortages, recruitment and retention strategies in small and medium-sized enterprises
Conference, events, meetings	Political dialogues with key partners for Bilateral cooperation (2021)
	Political dialogues with key partners for Bilateral cooperation (2022)
	Co-delegation to PMO: Labour Market Policy statistics Task Force meeting
Network of experts	Preparing EU positions within ILO and supporting EU MS efforts on ratification (2021)
	European Social Policy Network
	European centre of expertise in the field of labour law

2.2. KPI 2 – Number of information sharing and mutual learning activities

Policy evidence for operational objective b) information sharing, mutual learning, peer reviews and dialogue

Type	Title
Conference, events, meetings	Employment occasional seminars and meetings with experts to support analytical and policy activities of DG EMPL and improve their quality and accuracy with front-line research (2021)
	ESDE Report Annual Conference: Dissemination and discussion of findings of the Report
	Meetings and events (AFEPA)
	Meetings and Events (Dir B)
	Presidency event: High-level Conference »Quality Work for Life

Policy evidence for operational objective b) information sharing, mutual learning, peer reviews and dialogue

Type	Title
	Quality«
	Mutual learning activities to alleviate poverty
	Mutual Learning program, including Peer Reviews and Structured Dialogue
	Support Services for Mutual Learning within the European Employment Strategy (2021)
	Presidency event: meetings of the Mutual Information System on Social Protection (MISSOC) network
	Conferences on the 2021 PAR and LTC Reports
	Meetings and Events (to future B1)
	Promoting dialogue with civil society and stakeholders
	Meetings logistics online
	Support to activities related to the Future of Work (2022)
	Presidency event: High-level conference integration schemes to meet the challenges of the recovery [les dispositifs d'insertion face aux enjeux de la relance] under French presidency of the Council of the EU
	Development of mechanisms to prepare the OSH Summit
	Presidency event: Mutual Information System on Social Protection (MISSOC) (2021)
	Preparing EU positions within ILO and supporting EU MS efforts on ratification (2022)
	EU Neighbourhood support for Eastern and South partnership
	High-level group meetings and conference on Social Protection
	Economic Reform Programmes (Mini-Semester) and Western Balkans Strategy
	Outreach to selected countries and regions on ensuring a level playing field on labour and for analytical support
	Presidency event: Mutual Information System on Social Protection (MISSOC) (2022)
Network of experts	Exchange and evaluation within Senior Labour Inspectors Committee
	Co-delegation to PMO: Meetings of expert groups in the field of labour law and Meetings of the group of Directors General for Industrial Relations-Reimbursement of experts (2021)
	Co-delegation to PMO: PES (Public Employment Services) experts

Policy evidence for operational objective b) information sharing, mutual learning, peer reviews and dialogue

Type	Title
	reimbursement of travel costs (2021)
	PES (Public Employment Services) network support (2021)
	Preparing EU positions within ILO and supporting EU MS efforts on ratification (2021)
	Co-delegation to PMO - Meetings: Reimbursement of experts travel costs (2022)
	Co-delegation to PMO: EMCO experts reimbursements (2022)
	Mutual learning for upskilling pathways and ILA
	Co-delegation to PMO: SPC Experts reimbursements
	Support Services for Mutual Learning within the European Employment Strategy (2022)
	Support to Active Labour Market Policies, including implementation of the Youth Guarantee and LTU Council Recommendation
	Meetings of experts groups in the field of labour law - logistics extra muros meetings
	Co-delegation to PMO: Meetings of expert groups in the field of labour law and Meetings of the group of Directors General for Industrial Relations-Reimbursement of experts (2022)
	Support for mutual learning and exchange of good practices in the context of the Social Open Method of Coordination
	Exchange and evaluation within Senior Labour Inspectors Committee-reimbursement of experts
	Employment occasional seminars and meetings with experts to support analytical and policy activities of DG EMPL and improve their quality and accuracy with front-line research (2022)
	EMCO meetings organization
	Support platform on combatting homelessness (2022)
Capacity building activities	Meetings of experts groups- logistics extra muros meetings
	Support to social economy stakeholders
	PES (Public Employment Services) network support (2022)
	Co-delegation to PMO: PES (Public Employment Services) experts reimbursement of travel costs (2022)
	Social inclusion of persons with disabilities
	Support to the European Platform on Combatting Homelessness (2023)

Policy evidence for operational objective b) information sharing, mutual learning, peer reviews and dialogue	
Type	Title
IT Projects	Drupal9 update, further development and maintenance of Better Entrepreneurship online tool
Communication	EMPL Communications Activities: Campaigns - Audiovisual - WEB - Publication
	Co-delegation to COMM: Corporate Communication 2021
	Co-delegation to ECFIN: Euronews Real Economy Magazine (2021)
	Co-delegation to OP: EMPL Publications
	Maintenance and further development of Better Entrepreneurship online tool
	Communication activities in the field of entrepreneurship and job creation
	Communication strategy for the Social Economy Action Plan
	Communication employment /youth topics
	Communication and implementation of the action plan for the social economy and its actions
	Co-delegation to ECFIN: Euronews Real Economy Magazine (2022)
	Co-delegation to COMM: Corporate Communication 2022
	Co-delegation to OP: EMPL Publications
Data and statistics	Labour Market Policy data base online interface

2.3. KPI 3 – Number of social experimentation activities

Policy evidence for operational objective c) Social experimentations	
Type	Title
Capacity building activities	Appropriation for the use of various existing framework contracts and small-scale procurement (2021)
	Call for proposals: Social innovations for a fair green and digital transition
	Appropriation for the use of various existing framework contracts and small-scale procurement (2022)

Policy evidence for operational objective c) Social experimentations			
Type		Title	
Call for Proposals: ESF-2022-SOC-INNOV			
gReen and digitAl Initiative addreSsEd to dropoUts' Prevention			
Document, report		Policy landscape analysis	
		List of admitted schools to the programme	
		Report on communication campaign on pilot participation	
		Capacity building preparatory phase – Report	
Websites, videos etc	patent	fillings,	RAISE-UP web page
			Flyers
			Totems
The digital era of social enterprises: Trends and opportunities in the circular economy			
Document, report		"Workshop #3 Results"	
TRANSFORM TOGETHER FUND (TTF): Green and digital transition fund for social finance actors and microentrepreneurs			
Other		2 virtual sessions organized	
Socially Innovative Futures for youth in Central and Eastern Europe			
Websites, videos etc	patent	fillings,	Toolkit dissemination - partner communication toolkit
Social dialogue fit for the EU Green Deal: pilot projects in Flanders and the Netherlands			
Document, report		1 methodology and template pilot projects	
Social Ecosystems for Fair and Inclusive Transitions			
Document, report		Community Maps	
Websites, videos etc	patent	fillings,	Peer-to-peer learning modules
Other		Dedicated landing pages on Consortium Partners' websites	
		Inclusive and detailed application process	
		Social innovation portfolios in Cork and Turin	
SOCIAL INNOVATIONS FOR INCLUSIVE GREEN AND DIGITAL JOBS			
Websites, videos etc	patent	fillings,	Project website

Policy evidence for operational objective c) Social experimentations	
Type	Title
	Online workshops with companies in strategic subsectors for green jobs
Document, report	Alliances map for green employment and entrepreneurship
	Report: green job trends and challenges, skills needs and good practices for the digitalization of green economy
	Analysis of European Frameworks of Competences
Nudging social acceptance of green transition to active mobility	
Document, report	Elaboration of the use case
	Guidelines
INnoClusion	
Document, report	Transnational Demands and Trends Report
Green and Social Hub	
Document, report	D1.1 - Quality Plan
	D4.1 - Informative materials on G&S hub
Websites, patent fillings, videos etc	D3.1 - G&S hub platform
GREen, SOcial and Digital transition via local impact ventures	
Other	Informational guide for applicants
	Call for social entrepreneurship projects
Document, report	Social innovation/entrepreneurship eco-system assessment
For a Social Economy that reduces Gender Inequalities in Europe	
Document, report	The European study on how women and gender minorities' needs are taken into account by businesses from the European SE, and how the later are playing a role in bringing positive change to their lives
	The set of 4 handbooks (stand-alone pedagogies)
Digital solutions for a more sustainable, inclusive, and connected agri-food value chain	
Document, report	D4.1 Communication Plan and Visual identity
	D.1.5 Project Plan
	D.1.3 Quality Assurance Plan. Risk Plan Analysis Ethics
	D2.1 Report about the producers' main needs and the potential digital solutions

Policy evidence for operational objective c) Social experimentations	
Type	Title
	D.1.4 Data management plan
	D3.1 Analysis regarding the GPs identified
	D2.2 Conclusions of the meetings on the best tools
Digital Marketing Capacity Building - Empowering Persons with Physical Disabilities for Remote Work	
Document, report	Dissemination and Communication Plan
	Quality Assurance Plan
	Knowledge tree
	Assessment questionnaire
	Report on gap analysis
Building social innovation learning laboratories in Europe through a just transition for all and with all	
Document, report	Communication and Dissemination Plan
	Collection and analysis of best practices

Indirect management. Operational objective: i) Support transnational cooperation (scaling up)	
Type	Title
All CoPs	First Plenary Session of the Communities of Practice on Social Inclusion; Employment, Education and Skills; and Social Innovation
ALMA Network	First Plenary Session of the ALMA Thematic Network
	ALMA Beneficiaries Kick-off Event
	ALMA Beneficiaries 1st meeting
	ALMA Network 2nd meeting
	ALMA Network 3rd meeting
	ALMA Network 4th meeting
	4 summary reports on Member States' experiences with the ALMA initiative, on members' questions on calls for proposals, target group selection, funding/finance (SCO's, ALMA Delegated Act) issues, and the specifics of transnational cooperation

Indirect management. Operational objective: i) Support transnational cooperation (scaling up)			
Type	Title		
ESF+ CoP on Social Innovation	the ALMA Partner Search Database		
	The survey on the State of play of ALMA calls and mapping of the ALMA initiative in Member states/regions.		
	Interactive Online Workshop 'ESF+ Programmes: Social Innovation in Practice'		
	Social SIM Induction Workshop		
	Joint Consortia Event between European and National Competence Centers		
	Mutual Learning Lab Session on ESF+ Social Innovation Calls		
	Competence Centres for Social Innovation Working Group Kick-off Meeting		
	Competence Centres for Social Innovation Working Group Meeting		
	Connect social needs in ESF+ programmes to the offer from the Social Innovation Match (SIM) – Scaling-up & transfer		
	Social Innovation Forum - All CoPs		
	The Desk review of the priorities dedicated to Social Innovation in ESF+ national and regional programmes		
	The Review of Social Innovation Ecosystem Mapping Outputs produced by Member States between 2021–2023		
ESF+ CoP on Social Inclusion	Mapping and Exploration Event on the Subtheme of Child Poverty		
	Mapping and Exploration Event on the Subtheme of Homelessness		
	Mapping and Exploration Event on the Subtheme of Community Living and Empowering Social Services		
	Round of consultations with the Managing Authorities		
	Innovative Approaches Promoting Social Inclusion: What Do They Look Like?		
	A Future Built on Game-Changing Interventions		
	3 concise summary reports from Mapping and Exploration events covering Child Poverty, Homelessness, Community Living and Empowering Social Services		
	Barriers Hindering the Implementation of Effective Social Innovation in Social Inclusion		
	Characteristics of Effective Innovation in Social Inclusion		
	Checklist for Effective Social Innovation in Social Inclusion		

Indirect management. Operational objective: i) Support transnational cooperation (scaling up)	
Type	Title
	Social Innovation Implementation Barrier Checklist for Authorities
ESF+ CoP on Employment and skills	Peer Review on Employment Outreach to Vulnerable Young Persons
	Peer Review on Indicators in the ESF+ Projects
	Peer Review on Employment Outreach to Adults in Need of Basic Skills
	Webinar: Overcoming obstacles for young adults in work-based learning and internships abroad: Promising practices from ALMA and Erasmus+
	Study visit: How to target vulnerable youths
	Transition management through modernizing employment service
	Improving the resilience of education and training systems in order to support reskilling and upskilling
	Outreach to vulnerable young persons
ESF+ CoP on Material support	First Plenary Session of the Community of Practice on Material Support
	Community of Practice on Material Support Meeting with Managing Authorities
	FEAD becoming part of ESF+ new developments, opportunities, and challenges
	Voucher System Implementation
	Bridging Communities in Times of Crisis: Providing Material Support for Vulnerable Groups
	Reviewing the Work Programme 2023-2024: Progress Update and Future Plans
	A Mapping report Exploring ESF+ practices for addressing Material deprivation across MS
Migrant Integration	First Plenary Session of the Community of Practice on Migrant Integration
EURoma	EURoma Management Committee

2.4. KPI 4 – Number of capacity building and networking activities

Policy evidence for operational objective f) Support networking and build up institutional capacity	
Type	Title
Capacity building activities	Contingency reserve (2021)
	Call for proposals: Framework partnership agreements and annual operating grants to support networks active in the areas of social enterprise and microfinance support
	Call for Proposals: Activities to tackle undeclared work
	Call for proposals: National Contact Points EaSI
	Call for proposals: Framework partnership agreements and annual operating grants to support EU level Social NGO Networks
	Call for proposals: Complementary National Contact Points (NCP) EaSI strand
	Contingency reserve (2022)
	Call for proposals: Annual operating grants to support EU level Social NGO Networks
	Presidency event: Public Employment Services (PES) network board (2021)
	PES (Public Employment Services) meetings
	Council of Europe (CoE): Romact 9
	Call for proposals: Support networks active in the area of social enterprise finance / microfinance support
Conference, events, meetings	Presidency event: High-level conference
	Annual Convention for Inclusive Growth
	Presidency event: Public Employment Services (PES) network board (2022)
	Presidency events (reserve)
	Conference on the social dimension of the climate and energy transition
	Presidency event: DG EMPL support for Czech Presidency high-level event on combating child poverty
Communication	Direct Grant to the International Commission on Non-Ionizing Radiation Protection (ICNIRP) 2021
	Direct Grant to ICNIRP (International Commission on Non-Ionizing Radiation Protection) 2022

Policy evidence for operational objective f) Support networking and build up institutional capacity

Type	Title
Data and statistics	Direct grant to the International Agency for Research on Cancer (IARC) Monographs Programme
Network of experts	Co-delegation to PMO: Mtgs of the Senior Labour Inspectors Committee, Meetings of the Advisory Committee for Safety and Health at Work
	Co-delegation to PMO: Experts reimbursement - SPC Working groups on Pension adequacy and Long term care, and High-Level Group on Social Protection
	Social Policy Network (ESPN)
	Platform work: follow-up of initiative / non-legislative measures
	Co-delegation to PMO: Expert reimbursements - SPC Working groups on Pension adequacy and Long term care and High-Level Group on the Future of Social Protection
	Co-delegation to PMO: Meetings of the Advisory Committee for Safety and Health at Work and Meetings of the Senior Labour Inspectors Committee, Meetings
	SPC meetings organization, administrative costs
IT Projects	Co-delegation to DIGIT: IT Project: Corporate IT
	IT Project: EUROPASS II operations 2021
	IT Project: EUROPASS II business expertise 2021
	IT Project: EUROPASS Support to the rollout of European digital credentials
	Co-delegation to DIGIT: IT Project: ESCO: Hosting
	IT Project: ESCO: Development, Maintenance, Licenses
	Co-delegation to DIGIT: IT Project: EURES: JIRA Support
	IT Project: Europass: Europass phase II
	IT Project: DMS (2)
	Co-delegation to DIGIT: IT Project: EURES: JIRA Support
	Moved to ESF+ TA: IT Project: DMS (2)
	Co-delegation to DIGIT: IT Project: Corporate IT
Reports	Direct grant to IARC (International Agency for Research on Cancer): Monographs Programme

Policy evidence for operational objective f) Support networking and build up institutional capacity	
Type	Title
Call for proposals ESF-2022-NCP	
Italian National Contact Point	
Capacity building activities	Events
	Additional events
Documents, report	Events, reports
	Project Visits Catalogue
Call for proposals ESF-2023-OG-NETW-NGO-SGA	
Food4Future - 2024	
Websites, patent fillings, videos etc	Video on the impact of FEBA
	FEBA Annual Convention 2024 ad hoc website
Document, report	FEBA Annual Report 2023
	FEBA Membership Guide
	Foster food security among children: The implementation of the European Child Guarantee and the contribution of FEBA Members – 2023 Report
	Assessment of the impact of the socio-economic crisis on FEBA Members – 2023 Report
	FEBA Annual Forum on Food Aid and Social Inclusion report
Call for proposals ESF-2022-OG-NETW-MF-SE-SGA	
FEBEA - Taking Social Enterprise Finance in Europe to the next level through the contribution of Ethical financiers	
Document, report	Annual Report on internal cooperation activities
	Annual Report on communication & dissemination activities
	Annual Activity report on research and publications
	Annual Activity Report of the Training
	Annual Activity Report on Technical Assistance
	Annual Report on Policy Formulation activities
	Annual report on Policy Outreach activities
	Annual Report on external cooperation activities
Call for proposals ESF-2023-OG-NETW-MF-SE-SGA	

Policy evidence for operational objective f) Support networking and build up institutional capacity	
Type	Title
Partnership for a socially inclusive and green economy 2024	
Document, report	Impact report 2023-2024
FEBEA - Taking Social Enterprise Finance in Europe to the next level through the contribution of Ethical financiers	
Document, report	Updated map of stakeholders
	Updated Need analysis

2.5. KPI 5 – Number of job placements under targeted mobility schemes

Policy evidence for operational objective d) mobility of workers	
Type	Title
Capacity building activities	Use of External Experts for the evaluation of proposals (EURES calls)
	Call for Proposals: EURES Cross-border partnerships and support to EURES cooperation on intra-EU mobility for EEA countries and social partners
	Call for proposals: EURES Targeted Mobility Scheme
	External expert evaluators – Use of external experts for evaluation of all calls for proposals
	Call for Proposals: EURES Cross-border partnerships and support to EURES cooperation on intra-EU mobility for EEA countries and social partners
	Call for Proposals: Posting of workers: enhancing administrative cooperation and access to information (topic 1) and Activities to tackle undeclared work (topic 2)
	Call for proposals: implementation of a European Tracking Service for pensions
Communication	Communication campaign on seasonal and mobile workers
	EURES Communication Activities
Conference, events, meetings	Organisation of external meetings and conferences: rooms, catering and logistic services
	Meetings: Organisation of conferences, catering and logistical support
Network of experts	Co-delegation to PMO: Meetings - Reimbursement of experts travel costs

Policy evidence for operational objective d) mobility of workers	
Type	Title
IT projects	SLA with COMM: IT Project: Europe Direct Contact Centres/ Europass user support service
	IT Project: ESCO Technical Assistance
	IT Project: EESSI - Implementation by F.5
	IT Project: EURES Portal: development and maintenance - implementation by F5
	IT Project: ESCO Technical support
	IT Project: ESCO: Development, Maintenance, Licenses
	Co-delegation to DIGIT: IT Project: ESCO: Hosting
	Co-delegation to DIGIT: IT Project: EC DATA PLATFORM – DATA SCIENCE LAB
	IT Project: EESSI - Implementation by A4
	IT Project: EURES Portal: development and maintenance - implementation by A4
Reports	EURES Biennial report covering the period July 2020 – June 2022
	Study / Report – EURES Performance measurement of activities financed under the EURES call for proposals for cross-border partnerships and targeted mobility schemes need of the CBP and TMS projects (PMS part)
	Study report on Posting of workers: evaluation of the situation of temporary cross-border mobile workers and workers in subcontracting chains
Data and statistics	Eurobarometer: Geographical and Labour Market Mobility
Translation	Translation EURES Portal
	Translation - part of EURES Portal under EC's responsibility

Policy evidence for operational objective d) Mobility of workers	
Type	Title
Call for proposals: ESF-2021-POW	
Posting of workers: strengthening and deepening transnational cooperation	
Document, report	Project overview
	Cooperation plans final reports

Policy evidence for operational objective d) Mobility of workers	
Type	Title
	Final conference
	Synthesis
Posting of workers during the COVID-19 pandemic, current challenges, and future prospects	
Document, report	Organising online surveys and in depth interviews
	Organising Focus group seminars
	Evaluation and inspection 4
	Publishing national level informative articles
	Publishing national level academic articles
	Publishing summative scientific reports
	Publishing scenarios.
	Evaluation and inspection 5
	Dissemination campaign
	Organising online exhibition of posted workers storytelling
Other	Delivery of the country specific analytical reports, research findings
	Organising international conference, live streams in social media, evaluation questionnaires and programmes
	Final dissemination actions: online/offline multiplier events
Websites, patent fillings, videos etc	Publishing podcasts on the posted workers' issues
POSTCARE 2.0: Informing the Care Services Workers on Posting Rules	
Document, report	D3.4 Information Fiches (3 in total)
	D2.3 Report on the Info Centers' Activities
	D2.4 Recommendations and Solutions Document
	D1.4 Project interim/final report narrative and financial reports
	D1.2 Final External Evaluation
Other	D2.1 "Postcare Info Labs" - Online Informative Seminars
	D1.3 Project visual identity
	D3.1 Online Information Platform for Care Sector Posted

Policy evidence for operational objective d) Mobility of workers	
Type	Title
	Workers
	D3.3 Project Subtitled Vlogs
Mobility ImPACT on Transport Workers	
Demonstrator, pilot, prototype	Infographics
Document, report	Article for the project outcomes
Other	Vodcast
INFO-POW - Assessment of the channels of information and their use in the posting of workers	
Document, report	Research design & Interview protocol
	1 e-book with country cases
	Specialised audience publications (5 Policy briefs & 5 Blog articles)
Cooperation as a key to overcome challenges in the field of posting of workers from care, construction, transport and agriculture sectors	
Document, report	Informative and training materials
Other	Articles promoting the project results in national press and internet media
	Ongoing preparation of content with regular information about the project content.

2.6. PPI 6 – Number of activities supporting microenterprises, social enterprises, and social investment

Policy evidence for e) Microfinance to microenterprises	
Type	Title
Capacity building activities	Advisory services and technical assistance for microfinance providers (2021)

Policy evidence for g) Development of social enterprises
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Type	Title
	Call for proposals: Actions to boost the development of finance markets for social enterprises
Conference, events, meetings	Presidency event: conference following the adoption of the action plan for the social economy
Data and statistics	Flash Eurobarometer on social entrepreneurship and youth
Reports	Call for proposals: Transaction costs to support social finance intermediaries

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Performance Monitoring Report of the EaSI strand of the ESF+ for 2021-2023

Annex 4: EaSI Stakeholder Survey 2024

[January – 2025]

The EaSI Stakeholder Survey 2024 was a web-based survey, which was conducted by the contractor in July-September 2024. The Survey was available in English, French and German. The survey aimed to gather the opinions of stakeholders benefitting from the strand implementation (i.e., it aimed to target a wide variety of persons involved in one or another way in the EU policy process in the area of employment and social affairs). This Annex provides a descriptive summary of the results of the EaSI Stakeholder Survey 2024.

The survey gathered the opinions of a representative sample of different **types of stakeholders** at EU and national level, including 1) policy and decision-makers; 2) civil society organisations, including social partner organisations; and 3) other relevant participants and stakeholders involved in the programme implementation. The **policy area of a stakeholder** was also added as an additional criterion for the selection of a representative sample of respondents. The policy areas based on EPSR areas of activity. Namely, the classification for the 2024 Stakeholder Survey included:

- Equal opportunities & access to the labour market;
- Fair working conditions;
- Social protection & inclusion.

Each of the three EPSR areas of activity constitute a separate stratum, i.e. a separate group or sub-group of population from which we purposively attempted to receive enough survey responses. The criteria of the stratum was fulfilled through the self-identification of the respondent. Respondents were allowed to pick the professional background (Question 2) and policy area(s) which most closely reflect their work in the questionnaire (Question 3), which were then used in the analysis for the performance monitoring report. These options were deemed the easiest for respondents to accurately self-identify and are most tailored to the needs of the current EaSI strand. However, this means that survey results in most cases is not directly comparable to the 2021 Stakeholder Survey, also due to the different questionnaire used this time around.

A stakeholder database was compiled based on data provided by various Operational Units within the DG EMPL and other relevant agencies. The study team also facilitated additional desk research and mapped websites of beneficiaries of EaSI strand and the legacy EaSI programme.

In addition to the stakeholder database, the survey was disseminated to a number of contacts by other stakeholders, namely in the cases of:

- Participants, potential participants and beneficiaries of ESFA events;
- EaSI National contact points;
- EURES advisers, National Coordination Offices representatives and Public Employment Services representatives.

Overall, the survey was disseminated by email to at least 13,575 selected stakeholders, with 7,242 coming from the stakeholder database. Out of 13,575, 12,801 emails reached the respondents. The remaining resulted in bounced or unsubscribed emails. In total, 435 respondents submitted their replies. Four reminders were sent during the implementation of the survey. The reminder strategy consisted of those done through EUSurvey, as well as using another survey tool Alchemer to try and boost the number of replies received. In line with GDPR, we asked explicit consent from the contacts if they wish to proceed with the survey questionnaire or if they wish to no longer receive invites to participate in the questionnaire.

The detailed descriptive summary of responses to each of the survey questions is provided below.

About you

1. Country:

	Count	Percentage
Albania	1	0.2%
Australia	2	0.5%
Austria	20	4.6%
Belgium	42	9.7%
Bosnia and Herzegovina	1	0.2%
Bulgaria	18	4.1%
Canada	1	0.2%
Croatia	15	3.4%
Cyprus	8	1.8%
Czechia	14	3.2%
Denmark	9	2.1%
Estonia	1	0.2%
Finland	9	2.1%
France	9	2.1%
Germany	38	8.7%
Greece	32	7.4%
Hungary	4	0.9%
Iceland	2	0.5%
Ireland	12	2.8%
Italy	38	8.7%
Latvia	14	3.2%
Lebanon	1	0.2%
Liechtenstein	1	0.2%
Lithuania	4	0.9%
Luxembourg	6	1.4%
Malta	7	1.6%
Montenegro	4	0.9%
Netherlands	8	1.8%
North Macedonia	1	0.2%
Norway	6	1.4%

Poland	12	2.8%
Portugal	11	2.5%
Republic of Moldova	1	0.2%
Romania	6	1.4%
Serbia	1	0.2%
Singapore	1	0.2%
Slovakia	13	3.0%
Slovenia	6	1.4%
Spain	31	7.1%
Sweden	18	4.1%
Switzerland	4	0.9%
Turkey	1	0.2%
United Kingdom	1	0.2%
United States of America	1	0.2%
Grand Total	435	100.0%

2. Professional background:

Professional background recoded	Count	Percentage
National, regional or local government institution	143	33%
Public or private employment service	85	20%
University or research institution (researcher, university teacher or independent expert)	61	14%
Social partners – national organisation (social partner organisations represent the interests of workers and employers, as a business association or a trade union)	44	10%
NGO (national level)	34	8%
EU institution/body (e.g. European Parliament, European Commission, etc.)	18	4%
NGO (European-level network)	17	4%
Public or private organisation providing microfinance and/or funding for social enterprises	12	3%

Public social security and health insurance institutions	10	2%
International organisation	5	1%
Social partners – European organisation (social partner organisations represent the interests of European workers and employers)	4	1%
Other, please specify ¹	2	0%
Grand Total	435	100%

3. In what area(s) of the European Pillar of Social rights are you most active in?

	Count	Percentage
Equal opportunities & access to the labour market	218	50%
Fair working conditions	92	21%
Social protection & inclusion	125	29%
Grand Total	435	100%

4. Within this area, which Pillar are you most active in?

Equal opportunities & access to the labour market	Count	Percentage
Active support to employment (support for job search and re-qualification)	133	31%
Education, training & life-long learning	63	14%
Equal opportunities (regardless of regardless of racial or ethnic origin, religion or belief, disability, age or sexual orientation)	14	3%
Gender equality	4	1%

Fair working conditions	Count	Percentage
Healthy, safe and well-adapted work-environment and data protection	39	9%
Information about employment conditions & protection in case of dismissals	16	4%
Secure & adaptable employment	7	2%

¹ The responses provided under the option "Other, please specify" included "Information Technology" and "Miscellaneous."

Social dialogue and involvement of workers	14	3%
Wages	8	2%
Work-life balance	5	1%

Social protection & inclusion	Count	Percentage
Access to essential services	16	4%
Childcare and support to children	19	4%
Healthcare	5	1%
Housing & assistance for the homeless	11	3%
Inclusion of people with disabilities	20	5%
Long-term care	3	1%
Minimum income	5	1%
Old-age income and pensions	4	1%
Social protection	29	7%
Unemployment benefits	11	3%

5. Are you a beneficiary of EaSI funds?

	Count	Percentage
Do not know	72	17%
Yes	97	22%
No	266	61%
Grand Total	435	100%

6. [For those who answered Yes in Q5] When have you been a beneficiary of EaSI funds?

	Count	Percentage
2014-2020 (EaSI programme)	18	4%
2014-2020 (EaSI programme); 2021+ (EaSI strand of the ESF+)	51	12%
2021+ (EaSI strand of the ESF+)	26	6%

Analytical knowledge

7. How useful is the following evidence produced under the EaSI strand of ESF+?

	Surveys, studies, statistical data, methodologies, classifications, micro-simulations, indicators and support for European-level observatories and benchmarks		Monitoring and assessment of the transposition and application of Union law		Guidance for the development of social infrastructure needed for the implementation of the European Pillar of Social Rights		Support the implementation of relevant international social and labour standards in the context of harnessing globalisation and the external dimension of Union policies	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Do not know / not applicable	50	11%	77	18%	68	16%	69	16%
Highly agree	141	32%	88	20%	108	25%	98	23%
Agree	190	44%	158	36%	170	39%	165	38%
Neutral	49	11%	101	23%	78	18%	95	22%
Disagree	3	1%	9	2%	9	2%	7	2%
Highly disagree	2	0%	2	0%	2	0%	1	0%
Grand Total	435	100%	435	100%	435	100%	435	100%

8. Do you agree that analytical knowledge / evidences generated or supported by the EaSI strand of ESF+...?

	Are of high quality, comparative and relevant for EU employment and social policy and legislation		Contribute to base the development of EU policies on sound evidence and relevant to needs, challenges and local conditions	
	Count	Percentage	Count	Percentage
Do not know / not applicable	58	13%	55	13%
Highly Agree	91	21%	100	23%

Agree	206	47%	196	45%
Neutral	73	17%	75	17%
Disagree	7	2%	9	2%
Grand Total	435	100%	435	100%

9. How often do you use the following sources to keep informed on policy evidence/ analytical knowledge produced under the EaSI strand of the ESF+?

		Do not know / not applicable	Very often	Often	Sometimes	Rarely	Never	Grand Total
Website from the EU, such as the ESF+ website	Count	19	55	127	130	75	29	435
	Percentage	4%	13%	29%	30%	17%	7%	100%
Websites from national, regional or local authorities, such as ministries, employment services, EaSI National Contact Point (NCPs), etc.	Count	20	83	145	106	47	34	435
	Percentage	5%	19%	33%	24%	11%	8%	100%
Social media channels from the EU	Count	21	35	60	131	111	77	435

		Do not know / not applicable	Very often	Often	Sometimes	Rarely	Never	Grand Total
	Percentage	5%	8%	14%	30%	26%	18%	100%
Social media channels from national, regional or local authorities, such as ministries, employment services, etc.	Count	21	41	83	119	104	67	435
	Percentage	5%	9%	19%	27%	24%	15%	100%
Publications (reports, brochures, etc.) and newsletters from the EU...	Count	17	75	132	144	51	16	435
	Percentage	4%	17%	30%	33%	12%	4%	100%
in particular: the EaSi bi-annual Performance Monitoring Report	Count	47	12	49	107	115	105	435
	Percentage	11%	3%	11%	25%	26%	24%	100%

		Do not know / not applicable	Very often	Often	Sometimes	Rarely	Never	Grand Total
...in particular: the EaSI Projects and Organisations report	Count	47	11	52	109	117	99	435
	Percentage	11%	3%	12%	25%	27%	23%	100%
Publications (reports, brochures, etc.) and newsletters from national, regional or local authorities, such as ministries, employment services, etc.	Count	18	51	134	141	62	29	435
	Percentage	4%	12%	31%	32%	14%	7%	100%
Referrals from colleagues, partners, etc.	Count	22	57	137	148	45	26	435
	Percentage	5%	13%	31%	34%	10%	6%	100%
Conferences, seminars and other events	Count	17	47	126	176	54	15	435
	Percentage	4%	11%	29%	40%	12%	3%	100%

		Do not know / not applicable	Very often	Often	Sometimes	Rarely	Never	Grand Total
Other	Count	159	9	7	8	9	24	216
	Percentage	74%	4%	3%	4%	4%	11%	100%

Other, please specify:
Training schools, workshop (1), participation in knowledge platforms (1)
The Spanish ESF Managing Authority has been involved on the BUICASUS project for social innovation as well as on all the Transnational CoP's in order to exchange experiences, best practices and information about innovative projects from regional and national programmes developed by Intermediate Bodies. The lessons learnt were useful for the ESF+ new programmes.
State level annual reports on the FEAD programme implementation
Scientific journal articles (2) and scientific publication databases (1)
Books
Newsletters (2), e.g., from European networks
EURES webpage
Webinars
CoP meetings and material (1) and other special working meetings (1)
Labour market information
Direct contacts with colleagues abroad

10. Have you ever used analytical knowledge and evidence provided by the EaSI strand of the ESF+ to develop policy initiatives?

	Count	Percentage
Do not know / not applicable	144	33%
Yes, and I intend to continue using it	92	21%
Yes, but I do not intend to continue using it	5	1%
No, but I intend to use it in the future	161	37%
No, and I do not intend to use it in the future	33	8%
Grand Total	435	100%

11. [If selected Yes (both options a and b) in Q0] Could you provide examples of policy initiatives informed by evidence generated by the EaSI strand of the ESF+?

Examples of policy initiatives informed by evidence generated by EaSI
ESF Social Innovation+, post 2021-27 ESF
Inclusive education reform
Training on basic skills addressed to low-skilled adults implemented at local level in Greece (Municipality of Larissa)
ESAP 2
For example in policy papers
Rural Health programs and initiatives
- Evidence-based diagnosis of poverty and social exclusion, including child poverty, especially with regard to equal access to quality services for children in vulnerable situations, as well as homelessness, spatial and educational segregation, limited access to basic services and infrastructure, and the specific needs of vulnerable people of all age; - Measures to prevent and fight against segregation in all fields, including social protection, inclusive labor market and access to quality services for vulnerable people, including migrants and refugees; - Agreements to ensure that a national or regional strategic policy or legislative framework for social inclusion and poverty reduction is agreed to ensure that their design, implementation, monitoring and review are carried out in close collaboration with relevant stakeholders, including social partners and relevant civil society organizations. [- Dijagnoza siromaštva i socijalne isključenosti, uključujući siromaštvo djece, temeljena na dokazima, osobito u pogledu jednakih pristupa kvalitetnim uslugama za djecu u ranjivim situacijama, kao i beskućništva, prostorne i obrazovne segregacije, ograničenog pristupa osnovnim uslugama i infrastrukturi, te specifične potrebe ugroženih ljudi svih dobi; Mjere za sprečavanje i borbu protiv segregacije na svim poljima, uključujući socijalnu zaštitu, uključivo tržište rada i pristup kvalitetnim uslugama za ugrožene osobe, uključujući migrante i izbjeglice; Dogovori kako bi se osiguralo da se nacionalna ili regionalna strateška politika ili zakonodavni okvir za socijalnu uključenost i smanjenje siromaštva dogovori kako bi se osiguralo da se njihovo projektiranje, provedba, praćenje i revizija provode u uskoj suradnji s relevantnim dionicima, uključujući socijalne partnere i relevantne organizacije civilnog društva.] As the Chamber of Industry and Commerce, we started lobbying to achieve more streamlined procedures for the tax treatment of cross-border work: since coronavirus, more and more employees have been working from home. If their place of residence (and therefore their place of work) is in a different EU country than their employer's registered office, this leads to unnecessary bureaucracy for employees and employers with regard to income taxation. [Wir starteten als IHK mit Lobbyarbeit, um schlankere Verfahren bei der steuerlichen Behandlung von Grenzarbeit zu erreichen: Seit Corona sind immer mehr Arbeitnehmerinnen und Arbeitnehmer im Homeoffice tätig. Wenn ihr Wohnort (und damit ihr Arbeitsort) in einem anderen EU-Land liegt als der Sitz ihres Arbeitgebers, führt dies zu unnötiger Bürokratie für Arbeitnehmer und Arbeitgeber im Hinblick auf die Besteuerung des Einkommens.]
EU-wide exchange of knowledge between labour inspections of the member states / projects on improvements of working conditions (for examples: psychosocial risks, MSE, etc).
Regulation of platform work
Housing first initiative
Overview Survey on microfinance in Europe; Various publications on green transition; Policy briefings sent to our members on the EU initiatives under ESF+ on microfinance and social economy finance to keep them informed.
EPSR Action plan, Child guarantee, EPOCH etc
Education at a Glance, ESCO, Europass, Cedefop websites and information systems
INcare
EU-OSHA's activities (evidence for policy, tools and guidance for risk prevention and awareness raising and communication for a prevention culture) all make use of evidence produced under EaSI, especially the LFS and its ad-hoc module on accidents and ill health at work.
Promote the coordination and monitoring of active employment policies in the 17 Autonomous Communities through comparative ratios and deviations from the states average.
Reports on PES and career guidance

Transition of the Posting of Workers directives into national law; situation of posted workers; migration on EU labour market
Combining Individual Learning accounts and tripartite Sectoral Qualification Funds as a coordinators of the right to learn
Microfinance workshops - mutual learning activities
EEM
Youth Guarantee, outreach strategies, public employment services, undeclared work
Vouchers
Drop out from school and SUPPORTED Education program to Prevent
European Network of Public Employment Services (PES Network)
Statistics
The starting loans for women entrepreneurs from banks
Coordination of social security system
Child Guarantee
General block exemption regulation and request to change the articles for the Aid for disadvantaged workers and for workers with disabilities
The establishing of a National Competence Centre for Social Innovation /VP/2020/010 (2)
Changes to funding conditions in labour market policy [Änderungen von Förderbedingungen in der Arbeitsmarktpolitik]
Youth Guarantee Implementation - EaSI has provided evidence on effective practices and strategies to combat youth unemployment, leading to the improved implementation of the Youth Guarantee. This includes targeted support for young people not in employment, education, or training (NEETs) through tailored action plans and partnerships with local employment services. Active Inclusion Strategies - EaSI has supported the development and dissemination of active inclusion strategies that integrate labor market access, income support, and access to quality services. This evidence has been used to design comprehensive social inclusion policies aimed at reducing poverty and social exclusion, particularly for vulnerable groups.
We use papers and bench-learning output from the PES Network to inform our system design work in North America and Asia Pacific
It is very often that my PES uses reports to read trends, import ideas and draft activities, projects or proposals.
The ex post evaluation of European Union programme for Employment and Social Innovation –(EaSI) including the final evaluation of the European Progress Microfinance Facility (EPMF)
Design of new employability initiatives for unaccompanied minor refugees under ESF+ 2021 - 2027
Social Innovation policies
The report "Investing in Children's Services, Improving Outcomes" (https://www.esn-eu.org/investing-children-services-improving-outcomes), produced by ESN-European Social Network, an EaSI funded organization, has provided evidence in relation to the positive impact of early childhood education that has facilitated the approval of the measure of universalization of free preschools.
We have use for a beneficiary of one of our projects with migrant profile, the EaSI loan without guarantees in Greece
Evidence from the EU EaSI Lone Parent Digital Activation programme was used to create a Life and EmployABILITY skills course called clear Directions for Ukrainian Lone Parents to provide social inclusion, access to activation labour market programmes, labour market, identification of skills needs, one to one support by Employment Personal Advisor after 4 week course which also included Career Tasting.
We have submitted a draft law to the Romanian Parliament aimed at creating equal employment opportunities for all categories of disadvantaged people. Additionally, it includes the recognition of WISEs as social insertion employers.
We aim to utilise the knowledge gained from projects in decision-making or to spread good models more widely. Some results of ESF projects have been translated into government objectives.
Relaxing dismissal regulations and increasing protection of temporary workers
In a previous program there was a great opportunity to cooperate with ESF in SE to develop activities for prevention of psychosocial risks (PSR) at enterprises.
Minimum Income for persons at working age and their families [Weiterentwicklung der Grundsicherung für Arbeitsuchende]

EU Care Strategy; Work-life balance Directive, EU Gender Equality Strategy, EU Beating Cancer Plan, EU Strategy on the Rights of the Child

External studies of contractors on amending EU Directives in the area of health and safety at work

The implementation of Housing First for the long term homeless and potential for other fields of intervention e.g. women survivors of gendered based violence and their families

EPOCH, peer reviews, MINET

Information sharing, mutual learning, peer reviews, dialogue and capacity building

12. Have you been involved in any EaSI information sharing, mutual learning, peer review or dialogue activity?

	Count	Percentage
Do not know	59	14%
Yes	158	36%
No	218	50%
Grand Total	435	100%

13. [If selected Yes in Q12] To what extent do the above mentioned EaSI-funded activities ...:

	Contribute / help in the design of policy measures		Facilitate the exchange of effective and inclusive information	
	Count	Percentage	Count	Percentage
Do not know / not applicable	12	8%	2	1%
Very	24	15%	39	25%
Considerably	51	32%	72	46%
Somewhat	46	29%	33	21%
Little	18	11%	11	7%
Not at all	7	4%	1	1%
Grand Total	158	100%	158	100%

14. Have you ever used information acquired through EaSI-funded actions for information sharing, mutual learning, peer reviews and dialogue?

	Count	Percentage
Do not know / not applicable	127	29%
Yes, and I intend to continue using it	120	28%

Yes, but I do not intend to continue using it	4	1%
No, but I intend to use it in the future	147	34%
No, and I do not intend to use it in the future	37	9%
Grand Total	435	100%

15. [If selected Yes (both options a and b) in Q14] Could you provide examples of the actual use of the information acquired during EaSI-funded events?

Examples of use of the information acquired through EaSI-funded events

Used in IARC Monographs

Peer reviews and mutual learning activities (in total 10); in detail: In peer reviews and mutual learning activities relating to PES and ALM Policies and Measures (1); a peer review with participants from several EU MS - topic on regulation and supervision of PSR (1); Peer to peer visits, Technical Assistance (1); Shared frequently Materials from Mutual Learning Programme (1); I used analytical information to better understanding of the quality of services. The information prepared after the mutual learning or peer reviews is crucial to improve the quality of services of organisation. Also you get the experience form other organization, how they solve the problems, or used strategies to improve the quality of services or satisfaction of clients. on the other hand, you can share your own, or organizational experience with other partners. (1); mutual learning on ILA's and how to better adapt the pilot project to be implemented in Cyprus (1); EQAVET peer learning, National advisory services peer cooperation (1); EU-wide wide labour inspectors exchanges - mutual visits and evaluation (1); Peer reviews and learning on Roma inclusion in EU cities (1); VET peer review 2023 (1)

The projects on working conditions have contributed to an effective and significant improvement regarding transnational administrative cooperation between national competent bodies and social partners involved in the monitoring and correct application of the Posting of Workers Directive and its Enforcement Directive

We are contact point and share all reports, info about actions, etc.

Targeted Mobility Scheme (2)

Publication on the free movement

Market analysis on social enterprise funding by country

Housing policies

Participatory methodologies

The information provided as part of the Social Economy Action Plan, the YEPA and the GECES meetings

EPOCH to feed into policies and practices

Apply in our work on Western Balkans and Eastern Partnership states

Compare public employment service agents who place unemployed people in the labour market according to the unemployment rate in member countries.

PES reforms

We would like to participate in a new social initiative project ("social innovation + initiative")

EaSI - microfinance networking activities al national and EU level

Information from the PES network (6), in detail: thematic learning dialogues (1), webinar (1), exchanges within the PES Network on the implementation of the Youth Guarantee, or on the integration of refugees into the labour market (1), PES network report and mutual learning events (1)

Youth school success

Workshops/conferences/seminars/meetings (in total 12), in detail: about how other countries work with third countries employment (1), working in two countries (1), Conferences, monitoring committee meetings [Konferenzen, Begleitausschusssitzungen] (1), presentations (1), organized by EaSI(1), to share learnings among practitioners (2); We gained a deeper knowledge via transnational work exchange, where we had the opportunity to exchange experiences with trade unions, administrations and labour inspectorates. We also had the chance to take part in several transnational conferences, which were very helpful in gaining an insight into specific problems of posted workers in the respective countries. We have been able to these information in our daily work (1); study visits and workshops provided significant assistance in designing new employability policies (1); Numerous events and consultation days explained what to bear in mind if your place of work and residence are not in the same EU

country [Zahlreiche Veranstaltungen und Sprechtagel erläuterten, was zu beachten ist, wenn Arbeits- und Wohnort nicht im selben EU-Land liegen] (1); Annual conference of our EURES-T Upper Rhine network, workshops for works councils, information brochures, financing of trade fair participation [Jahreskonferenz unseres Netzwerkes EURES-T-Oberrhein, Workshops für Betriebsräte, Infobroschüreneerstellung, Messeteilnahmefinanzierung] (1); Following participation in the EaSI-funded seminar on youth employment and skills, Latvia enhanced its Youth Guarantee program by incorporating best practices from other EU countries. The program now includes more comprehensive career guidance services, tailored apprenticeships, and increased collaboration with employers to provide practical work experience for young people. Insights from the EaSI funded forum on social economy and social entrepreneurship were used to develop and support social enterprises in Latvia. Latvia adopted policies to provide financial incentives, capacity-building programs, and market access for social enterprises. Additionally, Latvia established a national support mechanism to facilitate the growth of social enterprises, drawing on successful models discussed at the forum. (1)

Examples of accompanying measures for project promoters [Liitännäistoimista esimerkkejä hanketoteuttajien toimintaang]

Contacts to school education, vocational training including studies [Kontakte zu schulischer Bildung, Berufsausbildung inklusive Studium] / Stakeholders, Staff and Partners such as educational institutions (2)

New forms of work

EURES cross-border partnerships

Teaching and writing (2) Writing articles, teaching (1); Information acquired through the ECE of great help in lectures/publications (1)

Social enterprises, social economy laws and strategies

Knowledge of the SSE market in Europe and the activities of certain players [connaissance du marché de l'ESS en Europe et de l'action de certains acteurs]

SEED project and SEED2SCALE project

LFS ad hoc module on occupational injuries and illnesses (2)

The Hellenic PES successfully adopted ESCO and developed innovative methods and tools for low-skilled adults

SI Forum, ESFA CoPs

EURES training

The evidence provided by the project "Investing in Children's Services, Improving Outcomes" (<https://www.esn-eu.org/investing-children-services-improving-outcomes>), led by ESN-European Social Network, an EaSI funded organization, in relation to the positive impact of early childhood education, has facilitated the approval of the measure of universalization of free preschools.

Local / regional dissemination via email and formal and informal conversations with colleagues

We use this information in training courses, conferences, and public consultations on the funding guidelines launched by the Managing Authorities in Romania

Useful information for drafting Notices and programming in Regional Monitoring Committees [Informazioni utili per la stesura degli Avvisi e la programmazione nei Comitati di Sorveglianza regionali]

EU-SILC; Labor Force Survey; Eurostat databases

Development of policies (3), in detail: Further development of local labour market and social policy [Weiterentwicklung der lokalen Arbeitsmarkt- und Sozialpolitik] (1); New opportunities for the developments to advance evidence-based practices to respond to severe social issues as the above mentioned (1); development of operational guidelines, policy implications and knowledge sharing (1)

Knowledge on minimum income schemes in other countries by the MINET, presentation of the social innovation projects

To promote best practice and funding opportunities to Irish CSOs

In my current research work; raise my awareness

LM inclusion for refugees/asylum seekers

16. Have you been involved in networking, dialogue and capacity building activities as an involved stakeholder?

	Count	Percentage
Yes	194	45%
No	241	55%
Grand Total	435	100%

17. [For those who selected Yes in Q16] To what extent has the EaSI strand of the ESF+ been able to ...:

	Support networking at Union level and dialogue with and among relevant stakeholders		Contribute to building up the institutional capacity of involved stakeholders	
	Count	Percentage	Count	Percentage
Do not know / not applicable	10	5%	11	6%
Very	46	24%	43	22%
Considerably	77	40%	73	38%
Somewhat	52	27%	56	29%
Little	6	3%	9	5%
Not at all	3	2%	2	1%
Grand Total	194	100%	194	100%

Social innovation / Social experimentation

18. Are you aware of any EaSI projects that were successfully transferred / scaled up by local, national or ESF+ authorities?

	Count	Percentage
Yes	63	14%
No	372	86%
Grand Total	435	100%

- i. Which project? Please give some details (name of the project, project number, description, etc.)

Examples of EaSI projects that were transferred/scaled up by authorities

In Slovakia: 1. CRIS project - cooperate, reach out, integrate services, 2. NCP EaSI Slovakia

Skilled Migration from Third Countries in Germany

We were on study visit in Lithuania and we saw several project that were implemented in the last two years. In database we read a lot of examples that were presented.

As IHK Aachen, we were junior partners in numerous EaSI/ EURES projects with stakeholders from the Euregio Meuse-Rhine from 2014 to 2021. The Federal Employment Agency, Regional Directorate NRW, was in charge [Als IHK Aachen waren wir von 2014 bis 2021 Juniorpartner zahlreicher EaSI/ EURES-Projekte mit Akteuren aus der Euregio Maas-Rhein. Die Federführung lag bei der Bundesagentur für Arbeit, Regionaldirektion NRW]

Knowledge exchange of labour inspections

Social Innovation Plus – Competence Centres (SI Plus) (2)

FASE

TMS - Targeted Mobility Schemes (4), country-specific Germany & Sweden (1), Italy (1)

National qualifications frameworks/registers

Posting of workers recommendations

Strengthening the Social Welfare Services (SWS)

Social economy project in Bulgaria for development of 6 centres

EaSI - Microfinance: best practice in microfinance workshops organised in partnership with Frankfurt Business School, European Microfinance Network and Microfinance Centre

PES Benchlearning in the Western Balkan region

Housing first (3), in detail: by FEANTSA (1), other actions such as peer review (2015) and EPOCH (1), or Housing first in Finland (1)

esf-space agenda, easi-cross border projects; as mentioned above: financial support of women entrepreneurs

EURES (4), in detail: cross-border partnerships/project (3), TriRegio (1)

ALMA Programme

SEED project, aiming at the establishment of National Competence Centers in Italy, Greece, Slovenia and Romania. The cooperation, also developed among with other similar consortia, covering all the EU members, was a tremendous positive experience and source of knowledge and experience. (3)

Youth employment initiative in Italy which focused on improving the employability of young people through training, apprenticeships, and job placement services The positive outcomes and methodologies from this EaSI project were scaled up into the national Youth Guarantee program in Italy. The lessons learned were also shared and adapted by other EU countries looking to improve their youth employment strategies.

LATWORK (Integrated Support for Long-term Unemployed, LV-EASI-0023) aimed to provide integrated support services for long-term unemployed individuals in Latvia. The project combined personalized counselling, training, and job placement services to enhance employability and facilitate labour market reintegration. The success of LATWORK led to its practices being adopted at a national level. The project's approach to personalized support and integration of services influenced the design of national employment policies and programs under the ESF+

Our EURES CBP Project Extremadura - Alentejo has been performed under EaSI calls several years, and now it is under ESF+ umbrella.

Support measures on the labour market [Fördermaßnahmen auf dem Arbeitsmarkt]

Eu EaSI, Lone Parents Digital Activation Programme, now being scaled up to provide life and employability skills to all Lone Parents Nationally in partnership with ETBs. Providing support for financial health, mental health, career tasting, Digital Skills (including protecting yourself and your child on-line), and one to one support with Employment Personal Advisor to access routes to employment. Micro Pilot completed, in negotiations to partner with ETB to provide this nationally (2)

Työote

EaSI guarantees to InvestEU

Open Innovation- Open INCET-Progetto SEFIT-Consolid8

The goal of the joint project "Apprenticeship - a new opportunity for me!" is to increase the attractiveness of vocational education and to meet the needs of the labour market by encouraging students of vocational schools to study in the form of an apprenticeship. The aim of the joint project is for students to acquire not only basic competences during vocational training, but also competences and skills that meet higher market meanings and

needs. to achieve the goal, it is planned to implement 3866 apprenticeships. At least 70 percent students who have chosen vocational training in the form of an apprenticeship will study in medium, small and very small enterprises. The duration of the joint project is 2023 January 27- 2026 April 30

A project with neets (Neets on board) (youth under the age of 29, which is not in the employment or education. Project created a multicultural approach, how to work with this group of people, what services are best for them, what are the best ways or strategies, how to include them in employment or education. After this project our organization adapt those methodologies and prepare educational material for our employees, who are working with clients. (2)

Project about gender equality and Occupational Health in Sjuhärad (region in SE). I was involved on distance only.

Project RIAC (Regional Integration Accelerators), a project exploring holistic approach of integration of refugees InCare - Supporting INclusive development of community-based long-term CARE services through multi-stakeholder participatory approaches (VP/2019/003/0033- Agreement VS/2020/0258). InCARE aimed to promote participatory, innovative and integrated approaches to LTC policy and service development by focusing on the development of a coherent and coordinated approach to the development of national LTC policy and care services, with a focus on empowering local stakeholders, communities, care users and their families to contribute to and shape the development of LTC services. During three years (2020/11 – 2023/10), InCARE implemented 3 main types of activities:

1. Formative research activities in support of policy processes;
2. National pilot implementation activities; and
3. Technical and support activities.

CITIZEN ID 101172634 on the call ESF- 2023 - Homeless, it is currently on a reserve list and it is a quite important advancement of lessons learned with prior projects for practice and policy advancement The CITIZEN project intends to develop, implement, evaluate, and transfer knowledge of an ecological and collaborative approach of personal support to foster capabilities for social inclusion of people with prior experience of homelessness, enhancing their active citizenship. This Support for Capabilities & Inclusion (SC WP2 Social experimentation of SC&I in 9 locations to support 180 to 200 people through the SC&I support. WP3 Capacity building to train the SC&I to support teams, peer workers and transfer of knowledge to other stakeholders affected by the action and beyond, among other EU member states. The CITIZEN project aims to tackle homelessness through inclusive approaches and capable support practices combined with housing solutions.

Mapping Arrangements and Transcoding CHange IN Greece (MATCHING)

19. Between 2021 and 2023, to what extent has the EaSI strand of the ESF+ been able to:

	Accelerate the transfer and scaling up of innovative solutions in the fields of social and labour market policy		Provide support and capacity building opportunities to the tested social & labour market policy innovations		Provide guidance and support for social and labour market policy innovations	
	Count	Percentage	Count	Percentage	Count	Percentage
Do not know / not applicable	177	7%	173	7%	168	6%
Very	26	6%	34	8%	33	8%
Considerably	74	3%	82	2%	86	2%
Somewhat	117	27%	105	24%	113	26%
Little	29	41%	32	40%	27	39%
Not at all	12	17%	9	19%	8	20%

Grand Total	435	100%	435	100%	435	100%
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20. Have you been involved in any EaSI social innovation / social experimentation projects? Examples include projects such as Fostering Digital Marketing Cooperatives, Museu na Aldeia, etc.

	Count	Percentage
Yes	23	5%
No	412	95%
Grand Total	435	100%

21. Have you used social policy innovations promoted by EaSI for policy making or implementation, e.g., to implement or to advocate policy reforms?

	Count	Percentage
Not applicable / do not know	179	41%
Yes, and I intend to continue using it	35	8%
Yes, but I do not intend to continue using it	7	2%
No, but I intend to use it in the future	167	38%
No, and I do not intend to use it in the future	47	11%
Grand Total	435	100%

22. [If selected Yes (both options a and b) in Q21] Could you provide examples of the actual use of these social policy innovations for policy making or implementation?

Examples of use of social policy innovation for policy making or implementation
The ESCO European Classification Tool was adopted by the Hellenic PES
Activities of Erasmus Plus Capacity Building Projects
Ongoing improvement of the working conditions
Existence of the priority of Social innovation in the national ESF+ programme
Base income
Channels of communication in new digital world of work
EURES cross-border partnerships
Early years development programs, Roma programmes
ALMA Network
SEED project and SEED2SCALE project
We have used elements of the 'Homelab' integrated employment and housing initiative to inform our work in Spain to promote employability services and work through social housing users
The way we profile and classify jobseekers in PES database, including the cross-border mobility point of view, has been incorporated to our procedures. EaSI and ESF+ funding for EURES CB projects has impacted on PES, and made it evolve.
Activation of Lone Parents and Jobseeker Transitional Payment recipients - providing full suite of supports to progress into labour market via the provision of in-work financial supports, maintenance disregards and easier access to activation labour market programmes, work experience and general labour market.

We are engaged in international networks for information sharing
Integrated approaches, one stop shops

Mobility of workers and employment opportunities

23. Have you been involved in any project / policy related to voluntary geographical mobility of workers and increase employment opportunities?

	Count	Percentage
Yes	113	26%
No	322	74%
Grand Total	435	100%

24. [If answered Yes in Q23] To what extent have these support services have helped in:

	Facilitating the voluntary geographical mobility of workers?		Increasing employment opportunities?		Developing integrated European labour markets?	
	Count	Percentage	Count	Percentage	Count	Percentage
Do not know / not applicable	8	7%	3	3%	13	12%
Very	31	27%	41	36%	31	27%
Considerably	37	33%	36	32%	31	27%
Somewhat	26	23%	22	19%	26	23%
Little	10	9%	8	7%	11	10%
Not at all	1	1%	3	3%	1	1%
Grand Total	113	100%	113	100%	113	100%

Social enterprises / social investment market, Microfinances / market ecosystem

25. Have you been involved in activities to promote social investments and microfinance?

	Count	Percentage
Yes	49	11%
No	386	89%
Grand Total	435	100%

26. [For those who answered Yes in Q25] To what extent has your involvement in these activities:

	Increased your capacity to promote microfinance?		Increased your capacity to promote social enterprises?	
	Count	Percentage	Count	Percentage
Do not know / not applicable	7	14%	2	4%
Very	14	29%	17	35%
Considerably	8	16%	12	24%
Somewhat	13	27%	11	22%
Little	6	12%	6	12%
Not at all	1	2%	1	2%
Grand Total	49	100%	49	100%

Horizontal principles

27. In your opinion, to what extent do analytical, information sharing, capacity building, and other activities funded under EaSI contributes to... ?

		Do not know / not applicable	Very	Considerably	Somewhat	Little	Not at all	Grand Total
Preventing discrimination based on racial or ethnic origin, religion or belief, disability, age or sexual orientation	Count	98	55	128	118	27	9	435
	Percentage	23%	13%	29%	27%	6%	2%	100%
Accessibility for persons with disabilities, including in terms of information and communication technologies	Count	99	57	132	113	27	7	435
	Percentage	23%	13%	30%	26%	6%	2%	100%

		Do not know / not applicable	Very	Considerably	Somewhat	Little	Not at all	Grand Total
Gender equality, gender mainstreaming and integration of gender perspective	Count	94	53	130	125	25	8	435
	Percentage	22%	12%	30%	29%	6%	2%	100%
Increase the participation of women in employment as well as conciliation between working and personal life, combatting the feminisation of poverty and gender discrimination in the labour market and in education and training	Count	95	57	123	122	31	7	435
	Percentage	22%	13%	28%	28%	7%	2%	100%
High employment levels, fair social protection and a skilled and resilient workforce	Count	90	59	133	120	29	4	435
	Percentage	21%	14%	31%	28%	7%	1%	100%
Inclusive and cohesive societies aiming to eradicating poverty and delivering on the principles set out in the European Pillar of Social Rights	Count	90	57	126	128	29	5	435
	Percentage	21%	13%	29%	29%	7%	1%	100%

Annex 5: Outputs collected for citation analysis

Please note that this Annex is available only in.xlsx (Excel) format.

To request access to the database, please contact:

Directorate-General for Employment, Social Affairs & Inclusion

Unit A3: Budget and Planning Cycle

E-mail: **EMPL-EaSI@ec.europa.eu**

European Commission

B-1000 Brussels



Performance Monitoring Report of the EaSI strand of the ESF+ for 2021-2023

Annex 6. Methodology of the citation analysis

[January – 2025]

PPMi

Part of the
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This annex provides a detailed description of the methodological choices taken during the citations analysis. The first step in the process was the compilation of all reports, statistics, and databases funded through EaSI, which we refer to as **analytical outputs**. The Commission does not keep a running list of analytical outputs produced under EaSI, so we applied a multi-step approach to create this list:

1. First, the megareports provided by the Commission contain information on the types of outputs expected from activities receiving EaSI funding. We have filtered these activities by type (reports, data and statistics), the budget line (ESF+ - Employment and Social Innovation strand, ESF+ shared management strand - Operational expenditure), and operational objectives (a – analytical knowledge, h – guidance on social infrastructure, and j – international social and labour standards) to arrive at the final list of activities that were expected to produce analytical outputs under KPI 1 for 2021-2023. This list was shared with Operational Units within the Commission, asking them to supply the research team with information on authors, titles, translated titles, and unique IDs of all publications produced under each activity.
2. Second, an additional robustness check was performed by reviewing the activities filtered in megareports to see if additional publications could be identified even if Operational Units did not mention them.
3. Third, we checked the Annual Work Programmes to identify any additional analytical outputs. This may have resulted in the addition of analytical outputs that go beyond KPI 1 but can still help assess the impact of the overall EaSI strand.
4. Fourth, we also checked the list of deliverables under the eGrants / GoFund system to see whether specific publications can be identified through them.

The resulting list of 92 analytical outputs was the basis for citation analysis and is summarised in Annex 5. The current list and the citation analysis, however, do not include 158 reports delivered by the European Centre of Expertise (ECE) in response to the ad-hoc requests issued by the DG EMPL between 2020 and 2024. These analytical outputs will be included in the final report.

The second step identified analytical strategies for conducting citation analysis. Unlike scientific articles, EaSI analytical outputs often lack a Digital Object Identifier (DOI), which provides a unique ID for each document. Without a DOI, citation analysis requires using alternative methods, such as querying for relevant titles/keywords within the full text of documents. However, this strategy brings several risks, potentially resulting in the under- or overestimating the number of citations associated with each document.

- If we perform citation analysis using exact phrase matching of the full titles of analytical outputs, some citations may be missed because the citation documents only use parts of the analytical output titles. For instance, while the full title of one analytical output is “Investing in Children: The Impact of EU Tax and Benefit Systems on Child Poverty and Inequality,” articles mentioning the report may only mention the first part of the title “Investing in Children.” If we perform exact phrase matching using the full title, many citations may be missed.
- If citation analysis is performed using parts of analytical output titles, some documents might be identified as citations despite citing other documents with similar titles. Taking the previous example, if we query “Investing in Children,” it will likely return too many citations, given that these words also feature in the titles of

several other reports produced by UNICEF and the Social Research Unit at Dartington.¹

Given these considerations, we selected four analytical strategies that can best mitigate these risks.

- **Strategy 1:** Search for citations/mentions of EaSI outputs within the EU Publications Office database with over 200,000 indexed publications. This database was chosen due to the possibility to download full-text documents, enabling the application of the Elastic Search technique. This method allows for accurate retrieval of citations even when the search term does not perfectly match the text. While the EU Publications database is limited to EU-related legal documents, reports, and research articles, it offers comprehensive insight into how EaSI analytical outputs impact EU policy- and decision-making—one of the primary goals of this analysis. An additional benefit of using EU Publications database is that each document has a list of associated keywords indicating primary policy areas. These keywords can be used to conduct automated topic modelling analysis, providing an overview of which policy areas were influenced by EaSI analytical outputs.²
- **Strategy 2:** Search for citations/mentions of EaSI outputs within Unpaywall, which is the world's largest repository of open-access scientific publications.³ Similarly to EU Publications, a key advantage of Unpaywall is the ability to download full-text documents, enabling the use of advanced search techniques, such as Elastic Search, for precise citation retrieval. Moreover, scientific articles frequently engage with EaSI analytical outputs, suggesting that Unpaywall should yield a substantial number of relevant citations. This extensive coverage will enable a thorough assessment of EaSI's impact within the scientific literature.
- **Strategy 3:** Search for citations/mentions of EaSI publications within the larger document repositories (e.g., Google) using advanced artificial intelligence tools (e.g., Perplexity.ai, Scite.ai). The use of advanced AI tools aims to circumvent the previously mentioned risks of over- or under-estimation of citations by either (1) returning the complete citation list despite exact phrase matching of full document titles or (2) returning an accurate citation list despite using exact matching of only parts of document titles. However, the largely experimental nature of the method requires extensive validation of the accuracy of citation retrieval results.
- **Strategy 4:** Manual search for citations within the Google document database. This strategy was used for several reasons. First, a manual citation search is necessary to validate the results of citation retrieval using advanced AI tools. Second, this strategy allows for identifying the types of organisations and documents that cite EaSI analytical outputs. Third, manual searching serves as a backup in cases where the previously discussed automated methods may fall short of expectations. Given the time and resources required for manual citation tracking, a sample of 40 EaSI outputs was selected, focusing on the top 10 results from Google Search. We focused on several types of documents, including policy papers, legal documents, reports, academic articles, news articles, and other materials (e.g., guides, commentaries, presentations, social media posts). The classification of document types was based on (a) author classification (e.g., items identified as reports were categorized accordingly), (b) publication source and indexing (e.g., documents in scientific journals were categorized as academic articles, while those in the EUR-Lex database were classified as legal documents), and (c) document content (e.g.,

items with a policy-driven agenda were classified as policy documents). Documents that did not align with these main categories were placed in the “other” category.



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Annex 7: Examples of social innovation projects with potential
for scale-up/transfer

[January – 2025]

This annex presents information on calls launched and projects which are being funded by ESFA under indirect management meant to accelerate transfer/scaling up of social innovations. In addition, examples of projects which have potential to be scaled up/transferred are indicated from both the 2014-2020 and 2021-2027 periods.

Calls launched by ESFA under indirect management

Table 1 shows examples and further details of projects under the Aim, Learn, Master, Achieve (ALMA) call launched by ESFA in 2022. All ALMA projects are of the same type just with different countries and beneficiaries.

Table 1 – ALMA call for proposals – Example of projects

Project title	Beneficiary country/ region	Short description of the project
Move On with ALMA	Greece, Athens	Greece plans to pilot ALMA being a newcomer to the initiative. The project will involve 3 consecutive groups of the most vulnerable young people including up to 12 persons each from a focused region in Greece. The target group will consist of NEETs being low-skilled, long-term unemployed, Roma and other disadvantaged economic and social background. Expected results includes: Memoranda of cooperation with the national partners of the consortium as well as with the transnational partner; Up to 36 disadvantaged young people gaining work experience, skills, and knowledge abroad; Disseminating experience to prepare for upscaling across the country and projecting a good practice of ALMA opportunities to other Member States; ALMA Final Report.
Piloting ALMA in Slovakia	Slovakia, Banská Bystrica Region	The aim of the project is to introduce the ALMA initiative in Slovakia by piloting its application. The target group for this project are young people in NEET situation. The project concentrates on involvement of at least 50% of vulnerable groups, such as persons with disabilities, marginalized backgrounds (especially Roma), or persons with low education. The output of the implementation phase will be a minimum of 19 participants - young people involved in 2 groups of international working mobility and a Final report. The project will also disseminate the experience among other regions in Slovakia.
Mind The Gap: an inMobility training and guidance initiative for self and vocational empowerment of the most fragile NEET, enabling successful integration into social and Professional life	Italy, Lazio	This is a pilot project meant to combating the widespread condition of NEETs in Campania Region, by testing ALMA at local level, to promote the empowerment of the most vulnerable NEETs through the implementation of a holistic program including guidance, counselling and work-related training, in-country and abroad, focused on 2 main professional profiles: Chefs and Pizza Chefs. The partners will work on the Final Report considering good practices and lessons learned for the integration of ALMA in the Campania Region ESF+ and the evaluation of its social impacts, defining a methodology for the evaluation of the policy and boosting replicability.
We NEET EU - Reintegrating the NEETs through mobility	Italy, Emilia Romagna	This proposal aims at piloting ALMA's methods and tools on Emilia-Romagna region, which never implemented this initiative before. The project idea is to set-up a regional network defining common ways to support NEETs mobility as a tool to reintegration. Expected outcomes are: Giving a sample group of 24 NEETs a chance to re-enter Education and Training or to get employed, through a work experience in Spain or Portugal, for

Project title	Beneficiary country/ region	Short description of the project
		periods from 2 to 4 months; Giving the Regional Authority managing the ESF+ a chance to pilot mobility actions for NEETs, to be allocated and replicated downstream through the existing ESF+ Operating Plan; Setting up the core of a regional system, involving a group of forerunning stakeholders, future multipliers towards the whole territory, to put in place the actions that the Managing Authority will offer.
ALMA in Portugal: "Experience outside, change inside"	Portugal, Lisbon	The aim of the project is to promote employability of disadvantaged young people aged 18-29 who are not in education, employment, or training through a transnational work-related experience. ALMA PT has 2 specific goals: 1) Promote key skills for employability such as self-confidence and motivation and 2) Increase professional experience and labour market knowledge in a global perspective. The target group are 2 groups of 12 young people in NEET situation each (one from Lisbon and the other from Porto Region) and it's expected to focus on inactive and long-term unemployed. As main results, ALMA PT expects that 70% of participants conclude their internship abroad and 50% enter employment, education, or training 6 months after the end of their experience abroad. At a macro level, it's expected that this initiative informs the future implementation of ALMA in Portugal.

Source: The list of signed ALMA Grant Agreements with beneficiaries.ⁱ

Table 2 lists all five projects under the National Competence Centers (NCCs) call.

Table 2 – NCCs call for proposals – All projects

Project title	Countries	Short description of the project
Social Innovation plus – National Competence Centres (SI plus)	Austria, Hungary, Latvia, Malta and Slovakia	With the goal to foster new solutions to problems for improving working conditions, education, community development, active inclusion, or solutions to critical problems such as poverty, discrimination or inequality in green transitions, the overall objectives of SI plus are: 1) To gain a deeper understanding of the different social, political and economic conditions for social innovation; 2) To identify the conditions for the establishment of regional and national networks and the exchange of ideas for new methods and approaches for establishing and transferring social innovation practices; 3) To find new solutions to problems for improving working conditions, education, community development, active inclusion, or solutions to critical problems such as poverty, discrimination or inequality in green transitions.
SEEDing competences TO SCALE up social innovation ecosystems (SEED2SCALE)	Croatia, Greece, Italy, Romania and Slovenia	The SEED2SCALE project aims to establish and activate five NCCs in the involved partner countries. It builds on the legacy of the SEED project developed between 2021 and 2023 where the blueprints for the competence centres were outlined in a co-design process involving not only the project partners, but also a wider ecosystem of stakeholders. The ambition of SEED2SCALE is to reach a more mature stage of the NCCs where each of them can rely on a defined legal framework and has developed and implemented effective and shared governance and business models. This process includes a deeper analysis of the contextual frameworks in each country, as well as a constant dialogue with the ESF+ Managing Authorities and the ecosystems of innovation.
European Social Innovation Alliance (ESIA)	Germany, Luxembourg, Estonia, and the Netherlands	The ESIA project is designed to address the evolving social and economic challenges in Europe, presents an innovative approach towards fostering social innovation and involvement at both civil society and organisational levels. The core objective is to establish and enhance NCCs in the partner countries, that will serve as hubs for supporting, exchanging, and

Project title	Countries	Short description of the project
		implementing effective social innovation practices, thereby strengthening national ecosystems and contributing to the EU's broader objectives. The collaborative expertise of various organisations, each bringing specialised knowledge in EU funding programs, social innovation, research, and social finance, lays in the core of the ESIA project.
International Network for Social Innovation Scaling and Systemic Transformation (INSISST)	Belgium, Denmark, Finland, Czech Republic, Ireland and Poland	The overall objective of the INSISST project is to strengthen the ecosystem and environment for social innovation, by strengthening opportunities for networking and collaboration between public authorities, academia, private and third sector organisations around identified and priority societal challenges. The INSISST project unites strengths and expertise at national and transnational level to scale promising social innovations, contributing to the systemic transformation.
Boosting Initiatives & Resources to Develop Social Innovation (BIRDS)	France, Portugal, Spain and Sweden	The BIRDS project has brought together four European countries. Encompassing non-profit entities, universities, and public bodies, the diversity of the NCCs profiles in the consortium promises a rich tapestry of perspectives, enhancing both the content and the working methodology of the project.

Source: Social Innovation+ Projects.ⁱⁱ

Examples of projects from 2014-2020

Table 3 indicates examples of potential projects for scaling up/transfer from the previous programming period (2014-2020) that emerged while discussing with different stakeholder during the interview programme.

Table 3 – Potential projects for scaling up/transferring (2014-2020) – good practices from interviews

Project and duration	Short description of the project	Scaling up / transfer potential
Community-Based Social Service Centres as a Tool of Multilevel Partnership for Providing Long-Term Care in Slovakia (Call VP/2019/003) Duration: October 2021 – September 2023	The project aims to create and test a functioning pilot model of community-based social service centres (CSSCs), providing the basis for the set-up of a new long-term care model for older people. CCSCs connect local, regional and national levels of social and health services for senior citizens in Slovakia and extend the provision of services to a larger area, forming a consistent platform of integrated services, covering preventive activities, outpatient and residential social services and long-term care services.	The project was implemented with the evaluation and involvement of regional authorities. At the moment, there is an interest to expand this model to other regions of Slovakia, and potentially to other countries, such as Latvia. It is estimated that 100 to 150 centres will be necessary to cover the territory of the whole country and 5 to 10 years are expected to be necessary for this development.
To Give What is Really Needed (Dać To, Czego Naprawdę Potrzeba) (Call VP/2019/003) Duration: October 2020; May 2021 – March 2024	The project aims to test an innovative approach to the provision of long-term care for older and dependent people, and chronically and incurably ill people in five rural communities of Eastern Poland affected by the problem of depopulation and rapid ageing of their residents. The	Scaling-up plans were included since the project inception. The project tested a concrete design and applied a bottom-up approach. It involved regional and national authorities, evaluation institutions and had a good dissemination

Project and duration	Short description of the project	Scaling up / transfer potential
	pilot planned to involve approximately 100 families of two counties participating in the intervention and control group.	campaign. There is an interest to replicate the project to other regions in Poland.
Innovative Strategies for Active Inclusion Through Local Integrated Partnerships (XEITU) (Call VP/2020/003) Duration: January 2022 – June 2024	The project aims to design, validate and evaluate a new intervention model for people in the most vulnerable situations in Asturias, in order to foster active inclusion and adapt the regional social protection system to current social, economic and political challenges, particularly the momentum created by the new institutional framework in Spain by the introduction of a national minimum income scheme in 2020.	While only three Asturian municipalities were planned to be involved in XEITU, other municipalities are waiting for the pilot results. The project has the intention to be expanded to the whole region.
Capabilities, Opportunities, Places and Engagement: Approach for Social Inclusion of Difficult to Reach Young People Through a "Relational Proximity" Community Network (COPE) (Call VP/2020/003) Duration: January 2021 – December 2023	The project has two main objectives: the implementation of an integrated intervention for social inclusion of difficult-to-reach young people, and the evaluation of how this intervention can add value and be integrated into the current design of NEET (Not in Employment, Education or Training) employment and social services.	The project team intends to expand the regional initiative, aiming to gain access to additional locations where the methodology can be further evaluated. Building on the successful aspects of this relatively small-scale social experiment, the team plans to apply the results to a larger initiative.

Source: Funding and Tender Portal, Project fiches the EaSI strand and interviews with the Commission.

An analysis of the last two volumes of projects and organisations reports (XIII and XIV) also showed some examples of projects suitable for scaling up/transfer from the previous period (2014-2020). These documents were deemed relevant as they present examples of several projects supported by EaSI. Among the list of criteria for analysing projects, these reports include a section on transferability elements of the project/activities, which discusses the potential for the action or its individual parts to be applied in other contexts or at other levels. From these documents, we were able to identify four additional projects with scaling up/transfer potential, covering policy areas such as employment, social protection and social inclusion, free movement of workers and investment fund for social enterprises. These projects are summarised in **Table 4**.

Table 4 – Potential projects for scaling up/transferring (2014-2020) – good practices from desk research

Project and duration	Short description of the project	Scaling up / transfer potential
FAB: Fast Track Action Boost (Call VP/2016/015/0096) Duration: February 2018 – April 2021	FAB adopted a city-centred approach to fast-track integration into the labour market for refugees, their families, and other persons seeking international protection under the Geneva Convention or as beneficiaries of subsidiary protection. Its objectives were to: Improve the integration of the populations of refugees, asylum seekers and beneficiaries of international protection in the target contexts by	One of the most innovative aspects of FAB was the project's transfer and adaptation plan (TAP). It showed that under certain conditions, good practices can be transferred and replicated by others, also including failures. The FAB mentoring system operated among the five participating metropolitan areas and enabled the partners to exchange, adapt and transfer some

	adapting, testing and mainstreaming relevant policies, measures and practices; Improve the capacities and knowledge of key players at city level to plan, implement and mainstream those measures, service delivery mechanisms and practices that are most relevant and effective as responses to the specific challenges emerging in the different contexts; Develop innovative policy approaches, practices, methods and guidelines flowing from the project results with regard to fast-track mechanisms for the integration of refugees and women into the labour market.	of the most interesting experiences concerning fast-track integration and the inclusion of refugees into the labour market. Five experimental pilots were carried out to address the same challenge with five different approaches, in five different environments, providing an approach that is easily adaptable to numerous city settings.
A data-driven bridge towards ESCO using AI algorithms (AI4ESCO) (Call VP/2019/010/0028) Duration: January 2020 –December 2020	The purpose of AI4ESCO was to support Member States, EURES members and partners to establish high-quality mapping tables allowing the matching of job vacancies and CVs on the European Job Mobility Portal. AI4ESCO employed state-of-the-art artificial intelligence algorithms to build a map from the Italian CP-2011 (level 5) to ESCO (level 5) and vice versa, validated by labour market experts. AI4ESCO aimed to achieve the following goals: derive a machine-readable structure of the lexicon used within the Italian National Occupation Taxonomy (CP2011); connect ESCO to the Italian national taxonomy by means of word-embedding similarities; use domain experts to review and validate the results.	The project team formally described the whole process, enabling the (technical) reader to reproduce its approach. It had a specific and reproducible report describing in detail the steps taken to realise the AI system. Moreover, the code to reproduce and re-iterate the procedure that maps the Italian Occupation taxonomies on ESCO can also be used in other countries.
BIF – Belgian Investment Fund for Social Enterprises (Call VP/2017/013/0088) Duration: September 2018 –September 2020	The goal of the project was to maximise social and environmental impact while generating a fair financial return. It aimed to develop an offer of investment products to satisfy the demand for equity and quasi-equity among social enterprises in Belgium, particularly within the social economy sector. This includes starting grants, equity participation, subordinated loans and convertible loans.	The lessons learned in the project, in particular in how to be an impact investor, as well as its investment and impact approach and the processes, methods and tools developed, could be used by other social finance organisations that have no previous experience in investment, as well as to those actors who launch their activities in countries where social finance is still developing. Its model is easily transferable to other realities, and can serve as an example to countries in which investors with an impact-first approach have so far not developed.
RIAC - Regional Integration Accelerators (Call VP/2016/015) Duration: January 2018-30 June 2020	The RIAC project promoted high-quality and sustainable jobs, greater social protection and inclusion of refugees and asylum seekers in Germany, Denmark, Italy and Turkey. The project aimed to develop tools, expertise and a common strategy for fast-track and sustainable labour market integration of refugees through parallel processes and intensive support. RIACs are decentralised units responsible for quick placement	RIAC units were able to develop, test and outline a scalable and transferable model for the accelerated integration of refugees in the labour market on a regional scale. Because RIACs are able to use local conditions as a starting point and to provide an individually coordinated solution, they can be modified to adapt to local, regional, and national particularities. This

	("integration") of migrants and refugees into the labour market. They are established through cooperation with employers. Given that RIAC units operate locally, they are able to map the structures of the participating ("cooperating") employers and focus on their actual needs.	makes the concept easily transferable to different contexts because it does not contain abstract or rigid definitions which have to be strictly followed.
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Source: Projects and organisations reports (XIII and XIV).

Examples of projects from 2021-2027

Although it is **too early to fully assess the potential for transferring or scaling up projects implemented during the current programming period**, as most projects are still ongoing, desk research conducted using the Social Innovation Match database, alongside interviews with European Commission Operational Units managing the current calls, has identified some **promising projects with potential for future scaling and transferability**. These are detailed in **Table 5**.

Table 5 – Potential projects for scaling up/transferring from direct management (2021-2027)

Project and duration	Short description of the project	Scaling up / transfer potential
Green and Social Hub (GSHub) (Call ESF-2022-SOC-INNOV) Duration: September 2023 – August 2025	The project will promote national and transnational analytical, capacity building and networking activities to raise awareness and share experiences and practices to support disadvantaged groups in accessing and contributing to the green transition. The intervention will equip beneficiaries with knowledge, skills and support to exercise their citizenship rights and become active and aware in the green transition. It will promote community models to develop social, economic and environmental sustainability at local level, by providing information and training, actively involving local stakeholders and ensuring the active involvement of the most deprived targets in this action.	The project has a potential to be replicated due to its community-based approach. It builds awareness among local, underserved populations about energy communities, enabling them to collaborate towards green transition. Its approach also involves close collaboration with public administration, ensuring long-term sustainability and potential replicability in other locations.
New circular and social responsible business models within habitat sectors to revitalise rural areas (NewEcoSmart) (Call ESF-2022-SOC-INNOV)	The project aims at designing an inclusive social innovation approach to re-/up-skill adults above 45 years old from rural areas for adjusting to the green and digital transition in their existing jobs or to find new ones within the Habitat-related sectors, while also promoting social	The project is well-suited for scaling up due to its thematic. It focus on upskilling adults over 45 in rural areas, a group often left behind in green and digital transitions. By offering tailored training programmes in green, digital, and entrepreneurial skills, it helps this underserved

Duration: August 2023 – July 2025	entrepreneurial skills and mindset that enable the adoption of new processes of production and/ or consumption aligned with circular and socially responsible business models.	demographic adapt to evolving economic demands, ensuring they remain employable. This approach is perceived as innovative and replicable, as it fills a critical gap in retraining efforts, which often overlook older rural workers.
European African Diaspora for an inclusive circular economy (EurAdice) (Call ESF-2022-SOC-INNOV) Duration: October 2023 – September 2025	The project aims to support African migrants, refugees, and youth from the African diaspora in Europe by developing their skills in the circular economy to enhance professional reintegration and employability. It also focuses on improving their digital skills, preparing them for circular economy jobs, and training them alongside European youth and SME staff to foster entrepreneurial opportunities in Africa.	The project's sustainability is guaranteed by the continuity of the trainings, the network set up by a circular economy exchange platform and the internationalisation of the activities of European circular economy companies towards Africa. Its community-based approach and platform for exchange contribute to long-term sustainability. The platform's continuity after the project's lifespan is a key strength. By aligning skills training with industry needs, EurAdice has the potential to create lasting impacts on employment and cross-continental business collaborations, making it a scalable model.
Social sServiceS helpdesk on EU Funds (SESK/HELPDESK) (Call ESF-2021-SOCHD) Duration: May 2022 – April 2024	SESK aims to facilitate and ease social services' access to EU funds. It also paves the way for the set-up of an established Social Services Helpdesk in the future. The Helpdesk provides support to social services by answering questions about EU funding opportunities and which developed several outputs to build social services capacity on how to get access to EU funds, and to help Managing Authorities finance quality social services interventions.	There is a potential for the Helpdesk project to be continued and scaled up in the future, so as to keep on supporting social services with queries about accessing EU funds, further disseminate and explore the best use of the Helpdesk's deliverables, keep on strengthening the dialogue between the European Commission, Managing Authorities and social services, and to address some of the main challenges which were identified during the project.

Source: Funding and Tender Portal, Social Innovation Match database and interviews with the Commission.

ⁱ Social Innovation Plus Initiative. (n.d.). Call under ESF+ SI+ initiative “European mobility and social inclusion for integrating disadvantaged young people not in employment, education, or training (NEETs)” The list of signed Grant Agreements with

beneficiaries. Available at: https://www.esf.lt/data/public/uploads/2024/02/list-of-signed-gas-alma-call-with-regions_partners_descriptions-2024-01-10_24.01.15.pdf

ⁱⁱ Social Innovation Plus Initiative. (n.d.). Project. Available at : <https://www.socialinnovationplus.eu/transnational-calls/projects/>

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Annex 8: Additional information on EaSI financial inputs

In this Annex, we provide additional information on financial inputs of the EaSI strand, extracted from the Financial Transparency System (FTS) database. FTS provides information on funding from the EU budget implemented under both direct and indirect management modes. Analysis in FTS is based on filtering by **budget lines**, and EaSI has three budget lines, from where one is coming from the ESF+ financial envelop. The three budget lines are the following:

- 07.020400: ESF+ - Employment and Social Innovation strand, for operational expenditure under EaSI (direct and indirect management).
- 07.010102: Support expenditure for the "Employment and Social Innovation": administrative expenditure under EaSI.
- 07.020100: ESF+ shared management strand – operational expenditure, the part of the ESF+ financial envelope to be implemented under article 25(i) direct and indirect management.

Table 1 indicates the distribution of budget commitments per beneficiary Member State. The estimated amount per country sums up the total amounts received by all the recipients residing in the particular country for which information is publicly disclosed.

Table 1 – Beneficiary countries contracted amount under EaSI direct and indirect management

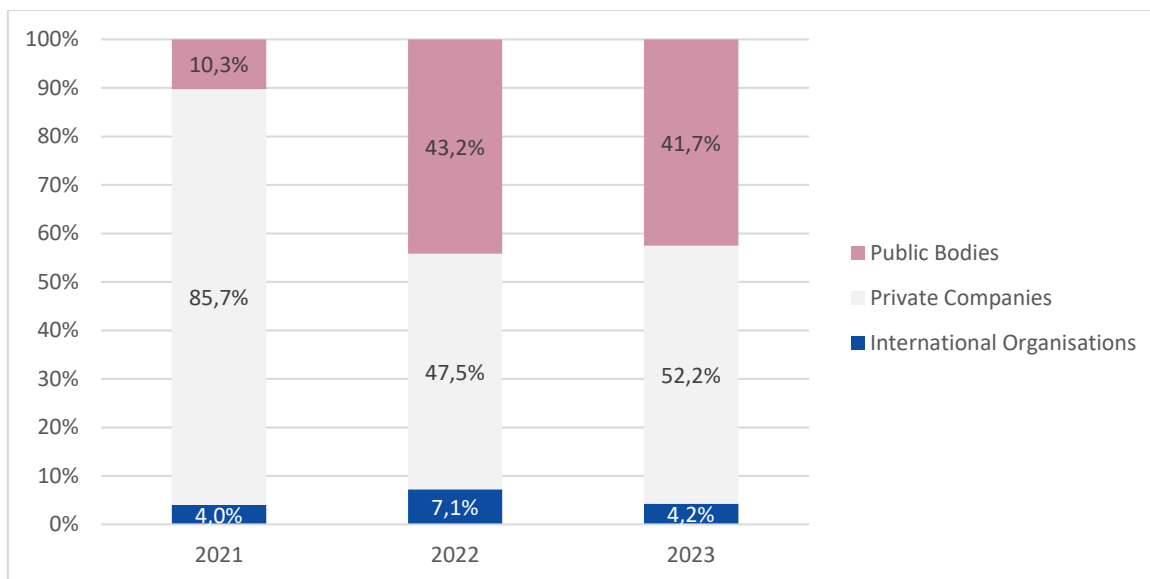
Beneficiary country	Contracted amount		
	<i>Grants</i>	<i>Procurement contracts</i>	<i>Contribution agreement</i>
Austria	956 476 €		
Belgium	46 081 866 €	€ 33 814 914	
Bulgaria	248 648 €		
Cyprus	38 000 €		
Croatia	623 025 €		
Czech Republic	154 846 €	€ 611 550	
Denmark	263 675 €		
Estonia	2 021 €	€ 15 000	
Finland	492 781 €		€ 1.950.000
France	5 637 439 €	€ 608 088	€ 9.015.000
Germany	13 889 020 €	€ 4 399 045	
Greece	501 034 €	€ 299 468	
Hungary	673 474 €		
Ireland	278 656 €	€ 15 000	
Italy	5 414 580 €	€ 3 186 978	

Latvia	59 741 €		
Lithuaniaⁱ	335 482 €	€ 1 221 838	€ 71.366.302
Luxembourg	125 250 €	€ 27 818 260	
Malta	114 023 €		
Netherlands	1 665 282 €	€ 15 000	
Poland	2 258 031 €		
Portugal	2 482 862 €		
Romania	232 563 €		
Slovakia	432 901 €		
Slovenia	684 647 €		
Spain	4 946 438 €	€ 9 531 835	
Sweden	12 384 988 €		
Iceland	246 955 €		
Serbia	398 201 €		
Montenegro	200 868 €		
Norway	423 727 €		
Switzerland		€ 445 380	€ 5.493.061
United Kingdom		€ 2 856 127	
United States		€ 273 877	

Source: Financial Transparency System, direct and indirect management.

Figure 1 indicates the top beneficiary groups of EaSI direct and indirect management. Please note that for private persons, EFTA countries, EC departments and Member States' national agencies are excluded from the figure, as they have been contracted 1% or less.

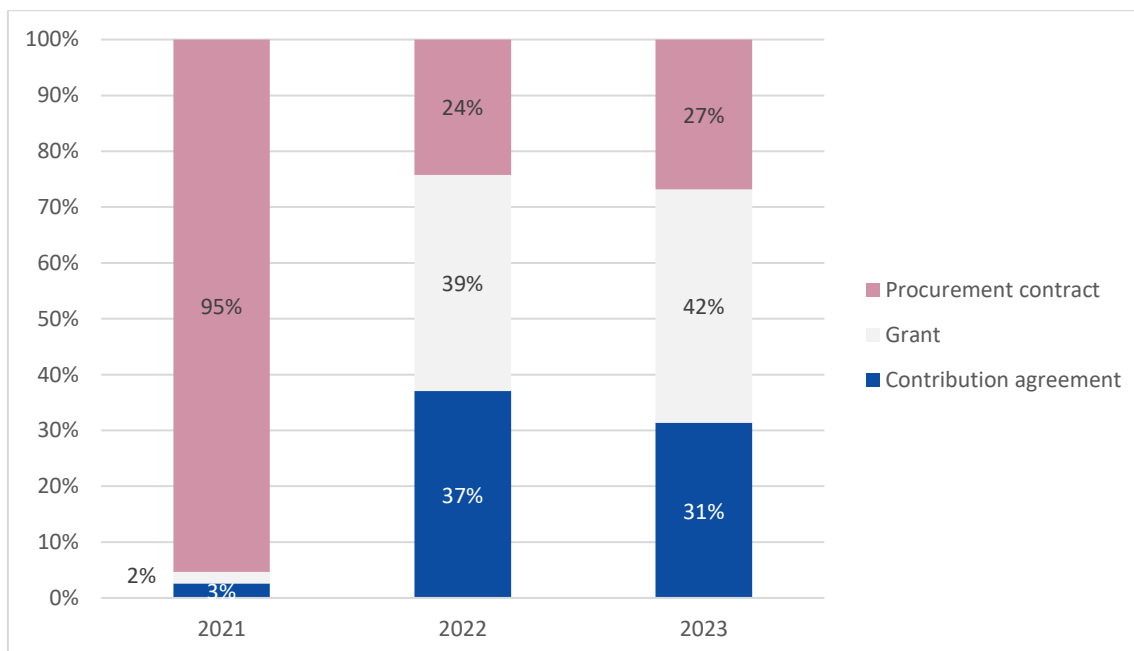
Figure 1: Top beneficiary groups of the expenditure under EaSI direct and indirect management



Source: Financial Transparency System, direct and indirect management.

Lastly, [Figure 2](#) indicates EaSI expenditure by type of funding i.e. grants and procurement contracts as part of direct management and contribution agreement as part of indirect management.

Figure 2: Top funding types under EaSI direct and indirect management



Source: Financial Transparency System, direct and indirect management.

ⁱ The relatively high amount allocated to Lithuania as a contribution agreement can be explained by the amounts contracted to ESFA, as the entrusted entity carrying out indirect management activities, which is a Lithuanian agency.

