



ΚΥΠΡΙΑΚΗ ΔΗΜΟΚΡΑΤΙΑ



ΕΥΡΩΠΑΪΚΗ ΕΝΩΣΗ

**The Directorate General for European Programmes,
Coordination and Development**

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**Report Ex Ante Evaluation OP
"Employment, Human Resources and
Social Cohesion 2014-2020"**

Executive Summary

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Agreement and Operational Programmes for the Programming
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CONTRACTORS



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1 Summary of the Strategy of OP "EMPLOYMENT, HUMAN RESOURCES AND SOCIAL COHESION 2014-2020"

1.1 Overview

The Operational Programme (OP) 'Employment, Human Resources and Social Cohesion' is one of the two OPs for the Cohesion Policy in Cyprus for the programming period 2014-2020. It is a multi-sectoral and single-funded Programme (co-financed by the European Social Fund ESF and the Youth Employment Initiative), which aims to achieve maximum impact on growth and employment by utilizing all of ESF's resources, driven by the pursuit of achieving the objectives of Europe's ten-year growth Strategy "Europe 2020" for a smart, sustainable and inclusive economy and the corresponding focus of the EU Cohesion Policy towards these goals.

1.2 Main Development Needs

On the topic of OP an extensive analysis is included using quantitative data for the current situation. According to this analysis, the OP is requested to design and implement a series of interventions, which will cover directly and effectively the main development needs of the sector of employment, education/ lifelong learning, social care and welfare as well as public administration needs - regarding interventions for the development of human resources, as the latter have been shaped by the prevailing socio-economic conditions.

The analysis of the current situation in every field (Labour Market, Youth Employment, Active Labour Market Policies, Public Employment Services, Training, Social Cohesion, Education - Lifelong Learning and Public Administration) is generally sufficient and justifies the identification of development needs.

Overall, it is estimated that the identified needs are correct and sufficiently substantiated even though the analysis of the developmental needs could result in a list of specific developmental needs.

1.3 Strategy and Objectives

The OP strategy focuses on the attainment of four main objectives:

- to improve the workforce employment prospects, especially of vulnerable groups such as the unemployed, the long-term unemployed and young adults,
- to reduce poverty and social integration, especially for high-risk poverty groups and those undergoing social exclusion (persons with disabilities, women, etc.),
- to improve the educational system, especially in the direction of interconnection with the labour market needs and skills assignment,
- to improve the public administration's effectiveness.

To attain the strategic objectives, four Priority Axes are established:

- Priority Axis 1: Improvement of Employment Prospects of Human Resources.
- Priority Axis 2: Re-enforcing the employment of young adults up to 29 years old and facilitating their admission into the labour market.
- Priority Axis 3: Reducing poverty and social exclusion.

- Priority Axis 4: Human Resources Skills Development and Improvement of the Public Administration's Effectiveness.

Regarding the employment sector (T.O.8), the objective's achievement is specialized through PA 1&2. PA 2 exclusively serves the young adult's group, including the Youth Employment Initiative (YEI), placing emphasis on those who are out of employment, education or training.

Regarding poverty and social exclusion, PA 3 covers the relevant needs, thus serving the Thematic Objective 9 (TO9). Finally, PA 4, being the only multi-thematic Axis of OP, covers not only the needs of T.O 10, but also of TO 11.

Generally, the structure of OP on PAs is considered to be entirely rational, based on the rules of GRNET and its monitoring needs. All PAs, except PA4, include investing priorities from only one TO, which leads to a simple and understandable structure.

Specific Objectives (SO) are properly formulated and take into consideration the specificities of interventions which are foreseen for their attainment. Particularly, the following cases are reported:

- In PA2 which includes IP 8.2, 2 S.O have been created for the age groups 15-24 and 25-29 respectively.
- In PA3 which includes IP 9.1, 9.3 and 9.5, 4 S.O have been created in order for the segregation of the target group to be clear, while the same reasoning is applied in TP4.

2 Section 1: Evaluation of the Programme's Strategy

2.1 Consistency of the Programme's Objectives

Evaluation of the relevance of the identified needs with the Strategy "Europe 2020"

According to the evaluation, the sum of the identified needs reveals a high relevance with the priority "Inclusive Growth" of the Strategy "Europe 2020", along with the emblematic initiative which concerns Education. The average relevance for the sum of priorities is 44%, a percentage which is deemed satisfactory. Larger relevance shows the needs 'Improvement on workforce abilities' and 'Implementation of National Qualification Framework in the context of accreditation and acceptance of the knowledge-skills – workforce skills'.

In conclusion, it is noted that the needs which the human resource sector is facing are aligned with the specific objectives of the Strategy "Europe 2020".

Evaluation of the relevance of the designated strategy and needs with the country's Recommendations and the Memorandum of Understanding (MOU)

The MOU makes reference to recommendations for the sectors of employment and education, which have been considered during the design of the OP. Especially, OP covers a section of the recommendations concerning:

- The restructure of the public administration using measures which comprise, among others, the functional reorganization of public services.
- Activation policies re-evaluation in the labour market and the income support of unemployed in coherence with the social welfare system's restructure.
- The social welfare system's restructure, for more efficient use of public resources and rationalization of the public assistance's provision and incentives for employment, thus strengthening social protection for vulnerable households.

2.2 Evaluation of the Programme's internal and external cohesion

The relevant synergy matrix is finalized regarding the complementarity and synergy evaluation between the specific objectives. Through its examination derives that the average OP's internal cohesion degree is high (60%). At a PA level, Specific Objectives 8.1.1, 8.2.1, 8.7.1 and 9.1.1 indicate a much higher internal cohesion degree.

Furthermore, the following synergies can be detected with other OPs:

- High synergy degree in OP 'Competitive and Sustainable growth Programme 2014-2020,
- In TO 8 framework, OP seeks, among others, the reduction of unemployment in different categories (women, long-term unemployed, elderly unemployed, etc.) and the reduction of youth unemployment; objectives which are in direct cohesion with the pursuit of creating new job placements in TO3 framework of OP 'Competitive and Sustainable growth Programme (specialized interventions for women/youth entrepreneurship support are included)
- In TO 9's framework, ESF's interventions seek the increase of employment for individuals in vulnerable groups of the population and the establishment and operation of social enterprises, which complement the OP's objectives and strategy in the Country's urban areas.
- TO 11 seeks, through ESF, to restructure the Public Administration, to improve the coordination of the Public Service services in addition to the efficiency and functioning of the government structures; objectives which complement TO2 interventions of OP 'Competitiveness and Sustainable Growth' (diffusion of the use of ICT in the public sector, contribution to its restructuring)
- There is a low synergy degree with the Programme 'Rural Development', in the framework of which actions are set to be implemented for the growth of the workforce and entrepreneurship in rural areas.
- There is a low synergy degree with The Operational Programme "Thalassa" (EMMF), which in the framework of supporting coastal areas, aims to implement actions for improving skills and attracting quality workforce in order to upgrade and develop partnerships between scientists, fishermen and fish-farmers, aiming to increase the competitiveness within the sector.

Regarding the Smart Specialization Strategy, in the OP's framework the actions of ESF which can provide a direct support are not clearly defined, however specific references are made to the priority sectors and especially for the Grand Schemes, the Education sector, etc., where attention will be given to enhance the priority sectors defined in the Strategy.

Lastly, the OP strategy was designed taking into consideration the EU Council's Recommendation regarding the 'Youth Guarantee'. The OP construes the only mean available in Cyprus for the implementation of the Youth Employment Initiative (YEI). In particular, the 2nd PA of OP aims to address the constantly rising youth unemployment and especially those who are out of employment, education or training and also focuses on their sustainable integration in the labour market using targeted interventions according to the needs of each youth target group, namely 15-24 years-of-age and 25-29 years-of-age.

2.3 Horizontal Principles

The integration of the gender perspective is a horizontal principle which governs the OP's application, where appropriate and depending on the nature of intervention and it's explicitly stated in the OP. The need for ensuring gender balance, through the implementation of the OP, is imprinted by the equal participation of women in the labour market, the promotion of the social inclusion of women and the prevention and combat of women poverty, the induction of gender perspective in social protection matters, combating discrimination regarding gender and gender stereotypes. More specifically, in the analysis of the current situation and through the identification of the needs, there

is an extensive reference to the problem of unemployment of women and to the need for re-enforcing women through well-rounded and targeted actions which will aim toward the growth of their employment perspectives.

At design level a consultation took place with bodies fighting for Equality in the framework of preparation of the OP such as:

- Gender Equality Committee in Employment and Vocational Training.
- National Mechanism for Women Rights.
- Administration Commissioner – Equality Authority and Authority against Discrimination.

It should be noted that for the implementation and monitoring of OP, a specific mechanism is foreseen, which will certify the compliance to the relevant Rules and the Community and National Legislation and will provide advice on whether or not the project deems positive, negative or neutral towards providing equal opportunities between men/women.

Evaluation of OP's contribution in promoting equal opportunities and indiscrimination

In the framework of Investment Priority (IP) 9.1 provisions are provided to promote employment and active inclusion for vulnerable population groups as well as vulnerable groups which are supported by welfare benefits, including women, youth, elderly, disabled, long-term unemployed, etc. Additionally, in the framework of IP 9.3 actions are provided for social inclusion of vulnerable students, the application of an evaluation system for disability and actions to ensure social protection.

Also, in terms of planning there was a consultation with the relevant bodies such as the following:

- Cyprus Confederation of Organizations of the Disabled (CCOD)
- Pancyprian Welfare Council.
- Pancyprian Council for Persons with Disabilities.

Lastly, in the implementation and monitoring phase of OP is foreseen that the Administrative Authority (AA), the Intermediate Bodies (IB) and Beneficiaries and all other stakeholders will receive the necessary measures in order to prevent any discrimination on gender, race or ethnicity, religion or beliefs, disability, age or sexual orientation, during the different stages of the OP action implementation (i.e. adoption of appropriate guidelines and directions by the AA to the IB and Beneficiaries on issues of equality and discrimination prevention, use of specialized evaluation criteria, update the Monitoring Committee (MC) through the Annual Report, regarding measures that have been undertaken in relation to equal opportunities provision, etc.).

On Grant Schemes cases, where appropriate, opinion of the Project's competent authority will be taken by the relevant IB, and thus for all the projects to be promoted under it. The Beneficiary's obligations of the Non-Discrimination will be included in the contract to be signed between the Beneficiary and the IB.

3 Section 2: Evaluation of the Indicators System and the Monitoring and Evaluation System

Monitoring Indicators

The Indicator Monitoring System of OP includes a total of **thirty-nine indicators (14 output indicators and 25 outcomes indicators)**. Specifically:

Output Indicators

To determine the OP's output indicators, Common output Indicators are used (Par. 1 of Reg.1301/2013), to all the investment priorities for which the Regulation foresees an indicator. For a number of Specific Indicators, not included in the suitable Common Indicator Annex, a specific Indicator was created, which is adapted to the intervention type. Seven Indicators out of the total used Output Indicators, are Specific Indicators which were created based on the monitoring needs of the Programme.

The output indicators total used in the OP are suitable to imprint the outputs of the relative Specific Objectives. The definition of each output indicator has been recorded (for the Common Indicators the definition arises from the Employment Documents of the Committee), while specific indicators that have been added in the OP are defined in an respective manner, in order for the necessary clarity of the output indicator total to be ensured, as to what they measure, which are the measure units and on what methodology the programming objectives have been based on (in the relevant Methodology Document).

To estimate the indicator values-objectives equivalent approaches for the nature of each indicator were followed, although for a large number of indicators the approach of the objectives was achieved by using unit cost which arises from the implementation of the same or similar interventions during the active programming period. In order to estimate the unit cost, the most recent data of the MIS were used (payments on similar groups of interventions).

The output indicators record everything that is directly produced in the OP implemented projects. Their monitoring is not expected to indicate particular difficulties, since it will be carried out through the Monitoring System of the new programming period (MIS, TD, Six-month MD) and their development will be reflected in the Yearly Monitoring Reports.

The conditions, for the orderly indicator monitoring, constitute on the one hand the MIS reformation so as to include the output indicator total and on the other hand the homogenization of the indicators (especially Common Indicators of the Regulation), in order for their monitoring to be possible at national level and consequently, the measurement of the programmes' outputs for the new period and their contribution to the corresponding indicators of the Union's priorities.

Evaluations of this kind, within the framework of the Evaluation Plan to be developed, are considered to contribute to the further improvement of the OP's output monitoring for important objectives of its strategy, allowing for the adoption of corrective measure to be taken, where appropriate.

Outcomes Indicators

The identification of the O.P.'s outcomes indicators follows the provisions of the current regulatory framework, which requires at least one result indicator per specific objective.

In contrast with the outputs indicators, the measurement of result indicators is using a number of alternative data sources, depending on the policy field that each indicator monitors. Among these sources are included EUROSTAT, National Agencies such as the Statistical Service of Cyprus, Ministries and other public authorities. An effort was made so that each indicator is associated with the policy to be applied as set out in the corresponding specific objective and to monitor the respective result.

To monitor the OP, eleven out of the twenty-five in total indicators are special indicators (created based on the OP's monitoring needs, while the rest (fourteen) are Common Indicators)

Adequacy of the Performance Framework Landmarks

The selection of indicators for the OP's Performance Framework is achieved in a way to:

- Express the OP's strategic aim, since the Performance Framework's indicators are representative of the vision and aims of each Priority Axis.
- Encompass the performance experiences during the programme period 2007-2013 for the unit values and the required implementation time – intervention completion.
- Achieve the performance monitoring bases on the monitoring system's structure to collect reliable and comparable data, as they will be re-applied to the new programme period needs, in order to meet the special demands of programming (incorporation of the Common Indicators system, results orientation, discrete monitoring need of certain intervention categories, etc.)
- Select the use of appropriate socioeconomic indicator, in the cases where it is required by the programming and implementation data.

The OP's Performance Framework is constituted by seven (7) output indicators, which quantify for more than 50% of the Public Expense per Priority Axis (PA) and 79% in total. Moreover, four (4) economic indicators are included concerning certified expenditure.

Quality - Reliability of the Monitoring System - Data Collection - Adequacy of Human Resources - Administrative Capacity

Quality assessment - reliability of the monitoring system / data collection

The implementation of the OP in Cyprus during the previous programming periods brings out a strong point of the monitoring and data collection system: the monitoring of financial data during implementation, as a result of the completeness of the MIS and the possibilities provided for monitoring, financial programming, forecasting, etc.

While monitoring the financial data on implementation is centrally carried out from the MA (Directorate General for European Programmes, Coordination and Development – DG EPCD) through the MIS; the monitoring of the physical object is conducted mainly by the IB (class II & IV), who periodically inform the MA (through monitoring reports), especially before the preparation of the Annual Monitoring Reports. This practice has resulted in the emergence of some problems in the past, such as:

- Incomplete monitoring of indicators or incomplete understanding of the definition of the indicator by IB, leading to either the wrong monitor either the non-monitoring.
- Disparity in the way of monitoring of certain common / or similar indicators from separate IB.

It should be noted that despite deficiencies, in some cases, the monitoring of the physical object by specific IBs were sufficient, even if it happened within small IT systems prepared by themselves to cover the needs.

Simultaneously, any gaps and deficiencies in the physical object were always covered with success during the preparation period of the evaluation report and the Annual Implementation Report, with given emphasis on output indicators and less on outcome indicators.

During the new programming period, the reform of the MIS is necessary, as provided by the OP, to be accompanied by the homogenization of monitoring practices for the physical object indicators. Furthermore, the support of intermediate bodies in monitoring indicators is needed, with drafting appropriate instructions, thus providing information on the definitions of the indicators, their monitoring, entering all the relevant data in the MIS.

Rigorous identification and homogenization of the indicators monitoring system constitute absolutely necessary implementation conditions for the new programming period, taking into account the weaknesses presented in the current programming period, since the bulk of OP output indicators are

common indicators that are monitored throughout the EU, based on a uniform definition, whereas the orientation of the OP in achieving outcomes requires a proportionate and continuous monitoring of the impact indicators.

The assimilation of a target based approach of the new regulations of the (ESF) and monitoring based on the results requires:

- Complete adjustment of the MIS system of indicators.
- Intensive training of both executives of MA, of IB and beneficiaries in measurement issues and monitoring indicators.
- Compulsory indicators options menu, common to all beneficiaries,
- Increase the number of evaluations and especially strategic evaluations that focus on measuring results and impact of specific categories of interventions such as those related with competitiveness, climate change, the effects of the policy on research and innovation, etc.

The role of the beneficiaries, the adjustment of MIS and the statistical system of the country constitute the most critical parameters to upgrade the quality of the monitoring system and evaluation of the OP in the new programming period.

Should be noted that the conditionality of the General Regulation No. 7 concerns "Statistical systems and result indicators". According to this, there is a need for "the existence of the necessary statistical base for making assessments of the effectiveness and impact of the programs". Specifically reference is made to that "The existence of the necessary system performance indicators for the selection of actions that contribute effectively to the desired results, monitoring progress and carrying out impact assessment."

Assess the adequacy of human resources - administrative capacity

The experience from the previous programming periods, leads to two main conclusions. First, the majority of interventions, reveals an accumulated experience to bodies responsible for the management - implementation of interventions, which is reflected in the successful completion of projects, both in time and in the objectives laid down by the Programming. On the other hand, in some categories of interventions found significant delays, which in some cases led to the cancellation of some projects, either still in incomplete implementation in relation to the initial planning, resulting in resource transfers from interventions that failed on interventions had higher rates implementation. In those cases where delays in implementation, they may be caused by:

- The nature of the projects themselves planned, together with their limited maturity at the beginning of the programming period (e.g. New Modern Apprenticeship (NMA)).
- Failures during the programming period (e.g. overestimation of demand compared to that actually occurred in interventions of social structures).

The OP refers to these weaknesses presented by the implementation in the previous programming period, suggesting some measures which could help to eliminate such problems in the near future (strengthening consultation procedures, technical support bodies of administration and self-government, simplify project integration processes, etc.), taking into account the observations recorded in the Commission's position paper about Cyprus. At the level of the Partnership Agreement, recorded simplification effort management system by removing parallel structures and reducing the authorities involved and procedures (e.g. the national verification and payment system) which do not offer any added value, but create additional administrative burdens. The necessary transfer of knowledge in those areas deemed necessary will ensure through actions such as:

- Participation in the evaluation, implementation, management and monitoring of projects those bodies who have the greatest relevance and expertise with the relevant objects.
- Training of executives of the MA, the IB and / or implementing bodies in cases where necessary and particularly during the Preparation of the interventions and during implementation of the interventions in areas where particular weaknesses are identified (e.g., contract management).
- Receipt external technical assistance during the project evaluation, and / or implementation of monitoring, depending on the needs that arise.
- Continue and strengthen the institution of «Help Desk» the Managing Authority for solving problems and weaknesses of the implementing organization and management during the implementation of programs.
- Training of human resources, which is planned conducted throughout the course of program implementation and will either be horizontal, covering the full range of processes, either specializes in targeted processes and institutions and is the cornerstone for maintaining satisfactory level administrative capacity Bodies Management and Control. Through the evaluation procedures and the coordination of the Managing Authority and Management Bodies and other bodies with responsibility for the verification and control of the OP, will seek continuous exchange of experience, transfer of good practices and timely troubleshooting and / or risks that may arise during implementation.

The above settings are provided in the programming document of the Partnership Agreement, should help to improve the administrative framework of implementation of interventions. Moreover, important element which characterizes the Programming Period is the development of programs and then their implementation on the basis of expected results that will produce results that are judged and the implementation of each program. This new orientation of programming to the effects of interventions, essentially a new element which should be mastered by all those involved in the implementation, the Managing Authority, intermediate bodies and beneficiaries. Especially, during the early stages of implementation of the Programme, estimated that this object should be engagement scope of the Managing Authority, for a better understanding of intermediary bodies and beneficiaries, through a series of actions, including but staff training, performance information meetings, production of information materials by the Managing Authority, to provide technical support services.

A distinct group of beneficiaries in the new programming period plays a special role in the implementation of the OP are the social partners, particularly those who will be involved in developing and implementing projects in the field of employment. It is required to take special care in supporting the social partners, who have problems because of the limited size and failure, in many cases, the appropriate human resources that could be involved in implementing programs and projects.

In this context, particular emphasis is needed to improve the administrative capacity of actors who will be involved in implementing the works, taking into account the hysteresis which is recorded in the implementation of similar projects in the past. The support of such operators is necessary to make the early stages of implementing the Programme, including technical support for the preparation of possible interventions, based on the framework set by the managing authority and training the personnel involved in the design and implementation - monitoring of interventions.

At the level of implementation pointed out also that it will be upgraded system project selection criteria with particular emphasis on feasibility and the expected results in terms of technical maturity, which should be considered at the second level. This transition requires a major effort to inform potential beneficiaries, both at central government - government, and economic partners.

Additionally, the expected reform of the institutional framework for public procurement of products supplies, services, design and construction of public works (eg simplification Sponsorship Plans approval process), the expanded application of conventions - Framework and e-procurements, will require intensified training of beneficiaries

4. Section 3: Assessment of Consistency of Financial Allocation

In OP provided funds to cover the total of ESF. Also 10 of the total 19 investment priorities (IP) are financially covered, as shown in Regulation 1304/2013 concerning the ESF.

The justification of funding (i.e. EU support) in Operational Programme's text of the for each Thematic Objective (T.O) and, if applicable, the investment priorities, while is mainly based on addressing the needs without describes a specific methodological approach at least in investment priorities level as well as at T.O followed by distribution of PCA 2014-2020.

In the case of the OP for the more developed regions the limitation of 80% of the ESF allocation up to five of the IPs of total IPs covered, as the concentration of resources in the five most important, financially Ep, is 80 , 1%, ie 92.9 million €.

In addition, at national level exists second thematic concentration liability for T.O9, and at least 20 % of the total ESF resources in each Member State shall be allocated to the T.O as referred in section 9 of the first paragraph of Article 9 of Regulation (EU) No. 1303/2013. The financial allocation of the OP fully consistent with the requirement of the Regulation as a whole for the nine TH.O9 the concentration of resources amounts to 23%, i.e. 27 million €.

5. Section 4: Contribution to achieve the objectives of the 'Europe 2020'

Relevance at the level Thematic Objective

All the T.O., except T.O.11, have been entirely consistent with the priority of Strategy 2020 "Inclusive Growth" as well as high to average relevance with the flagship initiative on Education.

The average relevance for all priorities is 50%, a figure that is particularly satisfying as it should be taken into account that the average relevance is affected by the low relevance performance of T.O11. The T.O8 (67%) and T.O10 (62 %), followed by T.O9 (43%) and of T.O11 (29%) display more consistency.

Based on the indicative allocation of the OP per T.O, T.Os contribute to the strategy regarding the "Employment and Skills" dimension, collecting 39.6 million € (24.5% of the resources), the "Fight Poverty" dimension 37.6 million € (23.3% of the resources), whereas the "Education" dimension 321,5 million €, or 19,5% of the resources. The "Competitiveness" dimension is serviced by T.O.11 where the estimated contribution is 8.6 million € (5,4% of the resources). Finally, for the "Innovation" and "Digital Society" dimensions of E2020 of the T.O the expected fundraising will reach 13.3% (21.5 million €) and 14% (22.5 million €) respectively.

Relevance at the level of Investment Priorities

The total of investment priorities, with the exception of the T.O11, as they have been specialized in the OP showing high relevance with the priority "Inclusive Growth" of the "Europe 2020" and a high relevance with the flagship initiative on Education.

The average relevance for all priorities is 45%. Based on the indicative distribution of the total Public Expenditure (P.E) of the OP per Investment Priority (IP) estimated that the IP which contribute to strategy the "Employment and Skills" dimension collecting 47.5 million € (29,4% of the

resources), whereas the "Fight Poverty" dimension 44,8 million € (27,7% of the resources). The contribution of IP to the "Education" dimension which is expected to be directed approximately by 34.5 million € (21,4 % of the resources). The dimension "Competitiveness" is mainly served by the IPs of THS11, where estimated contribution of 2.7 million €, or 1.7 % of financial resources of the OP. Finally, for the convenience of "Innovation" and "Digital Society" dimensions of E2020 of the IP expected fundraising will reach 8.3% (13.3 million €) and 11.5% (18.6 million €) respectively.

Contribution to the achievement of the Strategy targets E2020

From the analysis of the national performance and of the envisaged types of actions which are expected to contribute in addressing the objectives identified, the following elements have been indicated:

- The employment target of the age group 20-64 years, 75-77% seems high (67.1% in 2013) as the recession is evident and the growth rates of unemployment are very high. The OP will help to achieve the national target with subsidized employment interventions (61% of the resources of the OP will be directed to achieve the above objective).
- The objective of early school leaving (10%) has been achieved in 2013 (9.1% in 2013) and the OP mainly contributes through school educational priority actions in areas with vulnerable groups of students (15% of resources will be indirectly directed for further reducing school drop-out rates (for vulnerable groups).
- The objective of higher education integration (46% of the population aged 30-34 years) has been reached (47.8% in 2013) and the OP focuses on smoother transition to the labour market of higher education graduates through internships and work experience (20.6 % of the resources).
- The objective of reducing the people at risk of poverty or exclusion (19.3%) remains at a lower degree of achievement (risk rate in poverty or social exclusion has increased from 23.3% in 2008 to 27.1% in 2012) and the OP will contribute to the objective through active inclusion interventions and combat discrimination (15% of the resources).