

THE SOCIAL FUND IN FIGURES

– project participants and benefits



A co-production between the Swedish ESF Council and Process Support for Strategic Impact and Learning in the Social Fund



The Swedish
ESF Council



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Project participants and benefits

This report is produced in collaboration between the Swedish ESF Council and Process Support for Strategic Impact and Learning in the Social Fund (SPeL). From the Swedish ESF Council Lennart Thörn, Sven Jansson and Max Wallenberg have written Chapter 1, and made important comments about the publication as a whole. Chapter 2 is based on the statistics from Statistics Sweden (SCB) that Cecilia Hertzman has collated and described. Chapter 3 has been written by freelance journalist Anna-Karin Florén with contributions from Lennart Svensson and Andreas Eriksson from SPeL. Lennart Svensson is the author of Chapters 4 and 5. Andreas Eriksson is the publication's editor.



The Swedish
ESF Council



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APeL Research & Development
Ånstagatan 6
SE-702 32 Örebro
www.apel-fou.se

Translation: Sue Glover Frykman
Design and layout: The Information Department, Halmstad University

FOREWORD

How can the benefits and value of the Social Fund's work in Sweden be assessed thus far? In this report we present statistics and examples as the basis for such an appraisal. A large number of other documents are available – in the form of evaluations and reports – that can and should constitute some of the basic data for such an assessment.

The question is from which starting points and perspectives should an appraisal like this be conducted? Measuring the effects of projects and project work is not always easy. There are many different and often conflicting ways of doing this. One way is to deliver results consecutively. Another way is to measure/monitor results and effects when projects and programmes have been completed. A third way is to measure/evaluate and compare the results with similar measures with the aid of control groups. Regardless of which method is chosen, in this programme period the Social Fund is expected to show ongoing results and effects. This report should be regarded as an important part of this assessment work, namely to make what we have achieved to date visible.

In order to be more concrete, we can translate the above argument about the benefits of a project to the two programme priorities. In programme priority 1 (hereafter called Priority 1), in-service training for employees and business enterprises the outcome is often about participation in training and participants' experiences of this. It is relatively easy to account for how many have taken part and how many are satisfied with the activities. However, taking part in a training course does not guarantee a learning that leads to results. In order to be able to talk about the results of a training course an individual must have learned something – not just theoretically but also something that s/he can apply in practice, i.e. individuals should have improved their skills and competences. But learning does not necessarily guarantee long-term effects. If participants do not use their acquired knowledge, and the workplace is not supportive, the results (learning) will not be converted into long-term effects (i.e. a more effective and efficient activity). Ideally, the training should result in learning that leads to development and greater responsibility, which in turn contributes to work that is more innovative and competitive (an effect).

The same applies to programme priority 2 (hereafter called Priority 2), which focuses on unemployment and inclusion. Here the target groups are

those currently distanced from the labour market. The activities in Priority 2 can include education and different support initiatives for disadvantaged individuals. The outcome of the activities can be evaluated on the basis of the number of people taking part and how many are satisfied with the programme. When it comes to results, these depend on the actual benefits for the participants, e.g. in terms of improved skills, competences and employability, as well as greater resources – such as increased self-confidence and access to networks. Here long-term effects include participants having obtained a more secure position in the employment market, i.e. a job, studies or setting up their own business.

A third way of measuring the effects is on the basis of what is regarded as the Social Fund's most important task in Sweden, namely that the new methods and approaches that are tested and developed in the different projects should be duplicated and implemented in as broad a way as possible in the employment market, in working life and in regional policies.

The report describes a number of development areas that I hope will stimulate discussion and contribute to a continued development that yields both short-term results and long-term effects.

A handwritten signature in black ink, reading 'Åsa Lindh'. The signature is fluid and cursive, with the first name 'Åsa' being more prominent than the last name 'Lindh'.

Åsa Lindh
Director-General of the Swedish ESF Council
Stockholm, June 2010

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CHAPTER 1.

MORE AND BETTER JOBS IN EUROPE

The European Social Fund is the EU's most important tool for creating more and better jobs in Europe. The Fund is as old as the EU itself and was established in 1957. The aim has always been to reduce the differences in wealth and living standards between EU member countries.

During the period 2007–2013 the Social Fund's budget amounts to about 750 billion SEK for Europe as a whole. Sweden has been allocated 6.2 billion SEK and will contribute a similar amount from Swedish public national funds. The Swedish ESF Council expects to divide this amount between some 4,000 projects with at least 315,000 participants.

The work is divided into two different programme priorities. In programme priority 1 one can apply for funding for projects that provide better prerequisites for employees – women and men (self-employed or freelance, co-workers or managers) – in their future working life. In programme priority 2 funding is available for projects directed at people who are unemployed or in some way outside the labour market. By taking part in one of the projects participants are expected to increase their chances of entering and staying in the labour market.

Some 1,500 projects have been granted funding

In 2008 funds for the initial projects were approved and by May 2010 a total of 1,498 projects had been allocated funding. When an application is received the Swedish ESF Council examines whether the application meets the formal requirements that apply to projects and the specific demands relating to the application period. The approved projects are then forwarded to the Structural Fund Partnership in the respective regions for the final prioritising of which projects are to be financed. Altogether 5,000 applications have been received and Figure 1 illustrates what has happened to them.

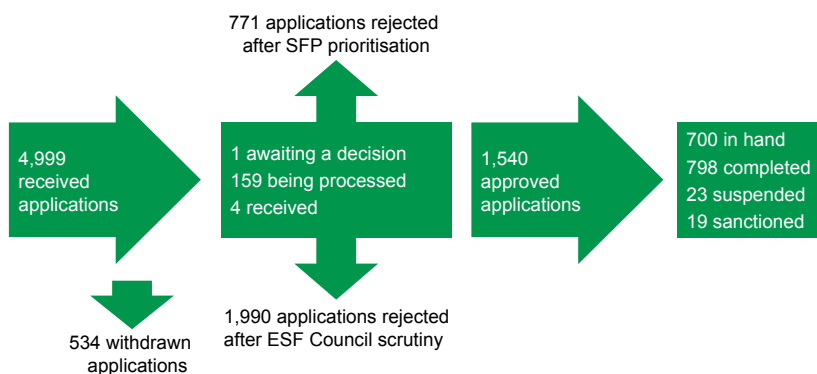


Figure 1. Number of received applications and what has happened to them. SFP = the Structural Fund Partnership.

As is evident from Figure 1, almost 800 projects have been rejected after prioritisation by the Structural Fund Partnership; the majority of them rejected because the quota for that particular application period had been met¹. Seven hundred and ninety eight projects have been closed, of which 759 are pre-studies and 39 implementation projects.

More than 12 billion SEK over seven years

As is evident from the above, the Social Fund frame amounts to at least 12.4 billion SEK in the period 2007-2013. Of this, 0.5 billion SEK is reserved

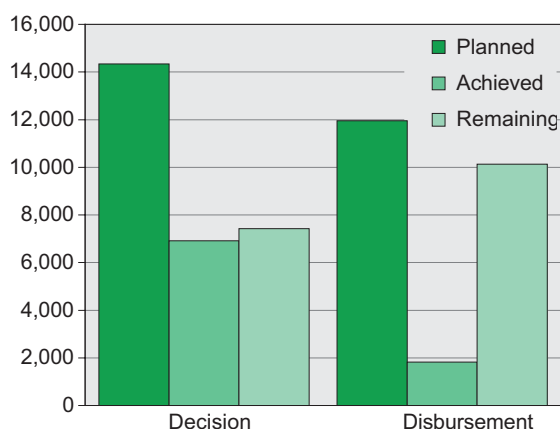


Figure 2. Agreed and disbursed amounts, million SEK.

for administration and the rest is to be allocated to project work. The difficulty in determining the exact sum is due to the fact that Swedish co-financing is expected to amount to 60 percent in implementation projects.

As the projects do not make use of all the granted funding the ESF Council has

¹ In every application period the Swedish ESF Council indicates a particular sum that cannot be exceeded.

to allocate more resources than the total sum for the programme. Figure 2 shows how much funds for projects has to be agreed in order to allocate and request the entire sum from the EU.

About half of the required decisions are made in order to fulfil the objectives for EU funding. For Priority 1 the ESF Council allocates funds obtained from the EU and from Swedish co-financing. In Priority 2 the ESF Council allocates funds from the EU, while co-financing comes from and is approved by other public financiers.

As indicated above, 1.8 billion SEK is disbursed from a total of almost 12 billion SEK, which is the equivalent of 15 percent. Expenditure statements are expected to be submitted to the EU by 2015 at the latest, which also allows for payments to be made to projects in that year.

The Social Fund's eight regions in Sweden

Programme resources are distributed to the eight regions responsible for implementation according to an allocation model. Ten percent of the programme resources are reserved for national projects. Figure 3 indicates the allocation per region.

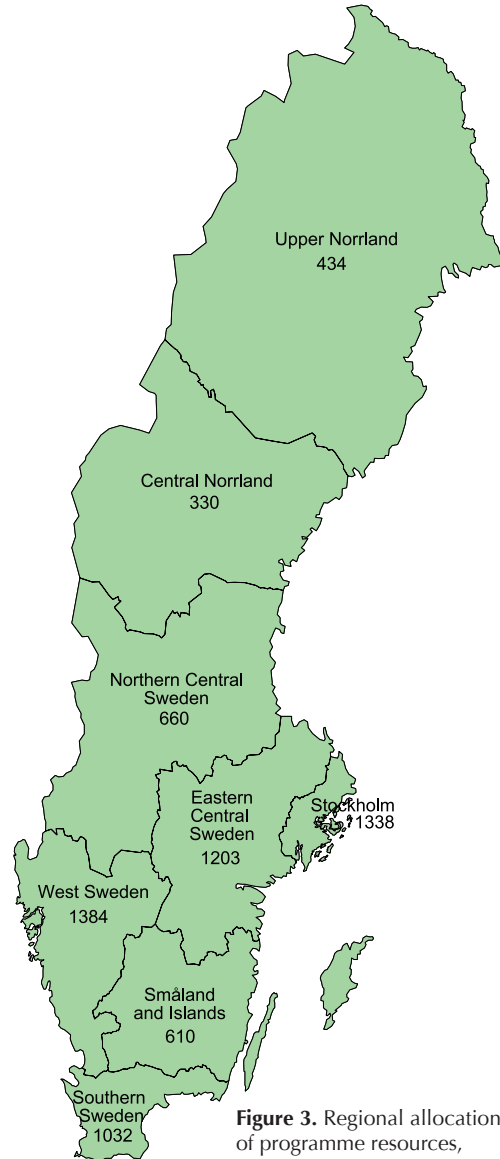


Figure 3. Regional allocation of programme resources, million SEK.

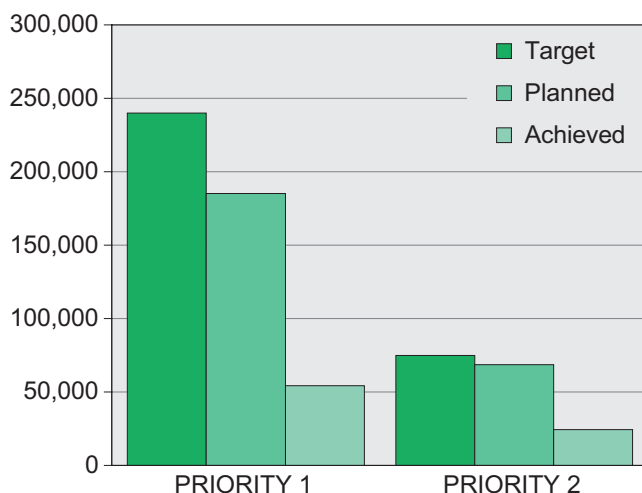


Figure 4. The programme's targeted participation, planned and achieved participation.

The Social Fund's target groups in Sweden

The Swedish Social Fund programme includes objectives relating to the number of participants in the respective programme priority.

In Priority 1 the planned number of participants in approved and closed projects is 185,000, which corresponds to 77 percent of the programme's objectives. The approved ESF support per planned participant, excluding national co-financing, is 8,400 SEK. If one considers that the number of participants, in the same way as the use of economic resources, does not completely meet the required target this corresponds to about 60 percent, which is somewhat more than the approved amount (51 %). The number of reported participants corresponds to 22 percent of the programme objective.

For Priority 2 the planned number of participants amounts to almost 69,000 or 92 percent and the approved ESF support per planned participant is 55,900 SEK. If one accounts for an overestimation of the number of participants the planned participation number corresponds to 73 percent of the programme objective, which is clearly more than the proportion of approved support (48 %). The reported number of participants amounts to 32 percent of the programme objective.

CHAPTER 2. ESF PROJECT PARTICIPANTS AND EMPHASIS

In this chapter Statistics Sweden, SCB, accounts for who takes part in the current Social Fund projects and their characteristics. The data is based on the people taking part or who have taken part in one of the different implementation projects² up to and including April 2010. More facts about the statistics are provided in Appendix 1. In the chapter we touch on the Social Fund's quantified goals and indicators, although this does not include a complete survey. Appendix 2 includes details of all the quantified goals and indicators in the Social Fund programme together with references for further reading.

Balanced gender distribution

Of the approximately 82,000 people who have taken part in one of the various implementation projects, 50.7 percent in Priority 1 are women and 47.2 percent in Priority 2. Both programme priorities thus indicate marginal differences in the number of participating men and women.

Table 1. Number of people who have taken part in a Social Fund project.

	Programme priority 1		Programme priority 2	
	Number	Percent	Number	Percent
Men	27,797	48.9	13,162	52.2
Women	28,840	50.7	11,904	47.2
No details available ³	259	0.5	167	0.7
Total	56,896	100	25,233	100

² The Swedish ESF Council has commissioned Statistics Sweden to collect information to produce indicators for ESF 2007–2013. The different projects report the personal identity number of each participant and the hours they have spent in the project during the previous month to Statistics Sweden on a monthly basis. After that Statistics Sweden checks the identity number against the relevant registers in order to produce the indicators.

³ See p. 49 for further explanation.

In the following review data relating to Priority 1 and Priority 2 is presented separately.

Programme priority 1

In Priority 1 the main emphasis for both women and men is on skills development that corresponds with working life demands. A somewhat larger proportion of women than men take part in projects oriented towards discrimination and equality.

Table 2. Percentage distribution of the number of participants taking part in Priority 1 projects.

	Men	Women
Skills development in line with working life demands	91	87
Counteract discrimination and promote equality	6	10
Prevention of long-term sick leave	2	4
Total	100	100

In almost half of the projects the gender distribution is equal. The remaining projects are either male-dominated (32 percent) or female-dominated (23 percent). In this context dominance means that at least 75 percent of the participants are either men or women.

Table 3. Number of projects with male and female dominance.

	No. projects
Male-dominated	93
Female-dominated	67
Others	125
Total	285

The average age of a project participant is 43 years

At the end of 2008 the average age of the population (16–64 years) was 40 years. For the participants in Priority 1 the average age at the time the project began was 43 years. Among the men the average age was just under 43 years and among the women just under 44 years.

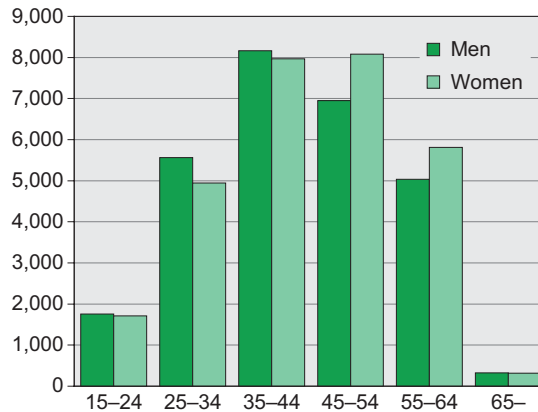


Figure 5. Number of participants in Priority 1 according to age and gender.

The majority of the participants are aged between 35 and 54 years. It seems to be the case that the older the participants are the more women there are. Up to the age group 35–44 the men dominate and after that the women.

A number of the participants, namely 650 people, belong to the age group 65+, of which half are women. No special characteristics other than age distinguish them from other participants and they are evenly spread across regions, projects and industries.

Higher proportion of well-educated than the national average

In Priority 1 we find people with the highest standards of education – one out of three participants has a university education. Only one out of ten participants has nine-year compulsory school as the highest educational level.

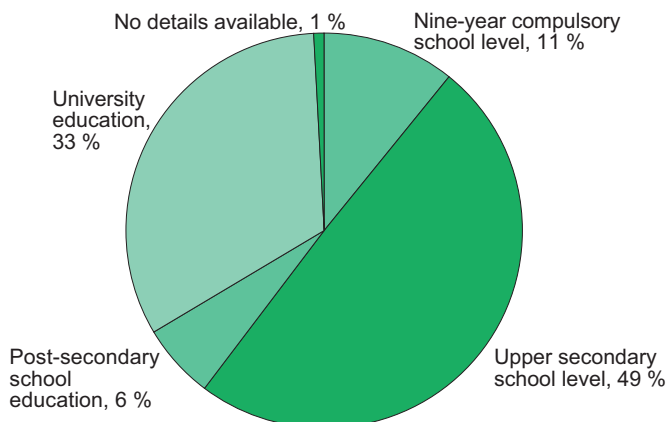


Figure 6. The number of participants in Priority 1 according to level of education.

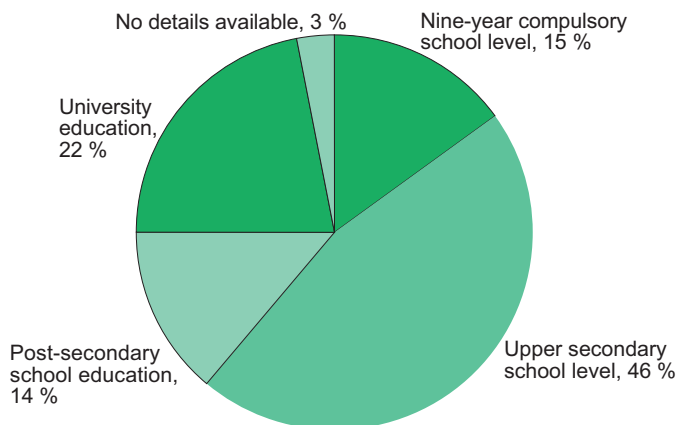


Figure 7. Educational level in Sweden as a whole, aged 25–64 years.

Compared with the entire population (25–64 years) where the average is 22 percent with a university education, it is clear that a large proportion of well-educated people have received support via Priority 1. If one adds the group of university educated to the group with post-secondary school education the figures are more or less the same: 39 percent for Priority 1 participants compared with 36 percent for the population as a whole. This shows that there is a greater proportion with a university education of more than 3 years among the people in the projects.

When examined in more detail, it can be noted that of those with a university education the women dominate with 64 percent. This is the same in all the age groups, although the greatest difference between women and men is to be found in the age group 45–54 years, where 68 percent of well-educated are women. The lowest proportion is to be found in the age group 65+.

However, the men dominate among those with nine-year compulsory school as the highest educational level, at about 61 percent.

Table 4. Education levels according to age and gender for participants in Priority 1.

Age	Sex	Nine-year compulsory school	Upper secondary school	Post-secondary school	University education	No details available ⁴
All	Total	6,152	28,202	3,451	18,640	451
	Men	3,753	15,289	1,999	6,642	114
	Women	2,399	12,913	1,452	11,998	78
15–24	Total	701	2,391	203	137	54
	Men	378	1,261	54	47	19
	Women	323	1,130	149	90	19
25–34	Total	827	5,267	535	3,805	106
	Men	546	3,240	250	1,477	48
	Women	281	2,027	285	2,328	24
35–44	Total	961	8,506	1,150	5,480	95
	Men	565	4,875	705	2,000	18
	Women	396	3,631	445	3,480	18
45–54	Total	1,635	7,426	985	4,957	107
	Men	1,019	3,717	616	1,581	19
	Women	616	3,709	369	3,376	13
55–64	Total	1,902	4,378	547	4,014	67
	Men	1,166	2,076	361	1,429	19
	Women	736	2,302	186	2,585	2
65–	Total	126	234	31	247	12
	Men	79	120	13	108	4
	Women	47	114	18	139	2

In the different programme themes of Priority 1 it is mainly people with either upper secondary school education or university education who dominate. In the skills development theme, people with upper secondary school education are most common whilst in the prevention of long-term sick leave group there is a certain surplus of university educated.

⁴ In the column “No details available” and in all the rows of totals the data for which the gender distribution is missing has also been included.

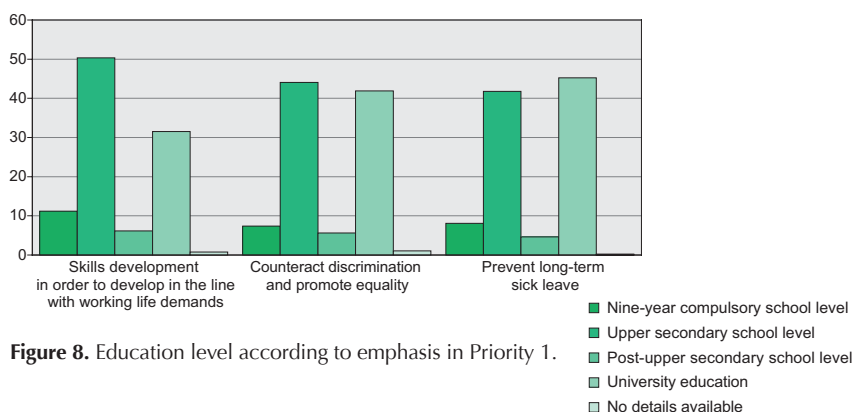


Figure 8. Education level according to emphasis in Priority 1.

149 different nationalities

Almost 200 different nationalities are represented in Sweden. Among those taking part in the Social Fund 165 nationalities are represented, of which 149 are found in Priority 1. At the end of 2008 the proportion of people born in a foreign country was 14 percent of Sweden's population. The same relation applies to the participants in Priority 1, where about 14 percent are foreign born. For the population as a whole the majority of foreign born, almost 60 percent, have their origins in Europe. The most common country of birth is Finland. One in seven of the foreign born originates from there. The next largest country of birth is Iraq, followed by former Yugoslavia. With regard to the participants in Priority 1 the top three countries of birth are:

- Finland – 2.8 percent of the participants
- Bosnia-Hercegovina – 1.1 percent of the participants
- Former Yugoslavia – 0.8 percent of the participants

Table 5. Number of participants in Priority 1 according to origin and gender.

	Number		Percent	
	Men	Women	Men	Women
PERSON OF FOREIGN ORIGIN				
Foreign born	3,854	3,966	6.8	7.0
Swedish born with two foreign born parents	973	843	1.7	1.5
PERSON OF SWEDISH ORIGIN				
Swedish born with one foreign born and one Swedish parent	1,979	2,026	3.5	3.6
Swedish born with two Swedish born parents	20,965	21,977	37.0	38.8
NO DETAILS AVAILABLE	26	28	0.0	0.0

In the main there is no difference between women and men with regard to foreign origin; the number is more or less the same.

Europe and Asia stand for 80 percent of all participants of foreign origin. The same pattern can be identified when compared with the population as a whole. Here too Europe and Asia are the most common.

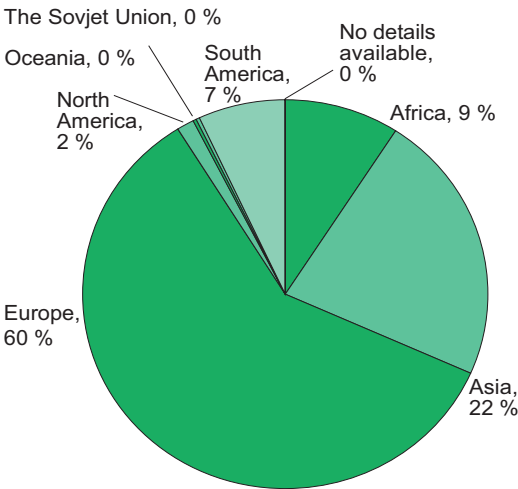


Figure 9. Proportion of participants of foreign origin according to continent, Priority 1.

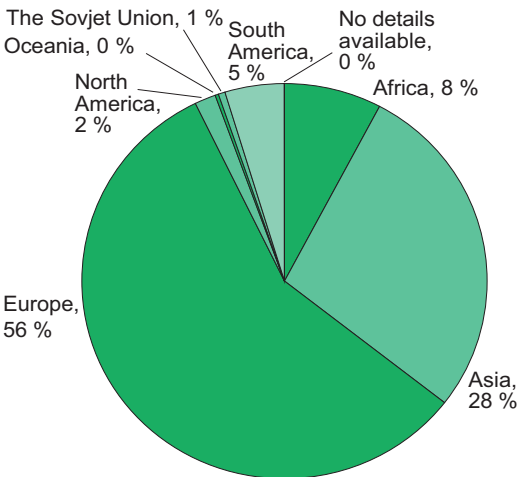


Figure 10. Proportion of foreign origin on 31 December 2008 according to continent, national total.

Does Priority 1 reach the right regions?

Among other things, Priority 1 is designed to support people in regions that have been affected by business closures and redundancy notices. In connection with the financial crisis the Social Fund became an important resource for avoiding actual redundancies. It is therefore interesting to compare the number of participants with the number of redundancy notices.



Figure 11. Participants per region in percent, compared with the total population.

In a comparison with the total population the number of participants is highest in Upper Norrland followed by West Sweden.

Table 6. Proportion of participants in Priority 1 and proportion of redundancy notices in the nation per region, 2008–April 2010.
Source: Employment Agency data, see www.arbetsformedlingen.se.

	Participants	Redundancy notices
Stockholm	18	20
Eastern Central Sweden	17	16
Småland and Islands	8	10
Southern Sweden	12	13
West Sweden	26	22
Northern Central Sweden	7	9
Central Norrland	3	5
Upper Norrland	9	5
Total	100	100

If one considers the number of participants without relating this to the population in the region, we can see that about a quarter of the participants come from West Sweden. This region also had the largest proportion of redundancy notices during the period January 2008–April 2010. However, if one looks at the number of men and women it is clear that the pattern for men is somewhat different. In this case most of the participants come from Eastern Central Sweden, closely followed by West Sweden and Stockholm.

Table 7. Participants per region according to gender.

	Men	Women
Stockholm	10	9
Eastern Central Sweden	11	6
Småland and Islands	4	4
Southern Sweden	6	7
West Sweden	10	16
Northern Central Sweden	4	3
Central Norrland	2	2
Upper Norrland	4	5
Total	49	51

Which industries encourage in-service training?

What is striking for the participants in Priority 1 is that they are represented in almost all the industries. It is only the property industry and credit and insurances agencies that do not have any projects. However, in Priority 1 there is an over-representation in the production and extraction industry, trade and commerce and health care when compared with the country as a whole. Production and extraction are the largest when compared with the other two – given that 32 percent of the participants come from this industry – compared to 15 percent for the country as a whole. The other industries are under-represented.

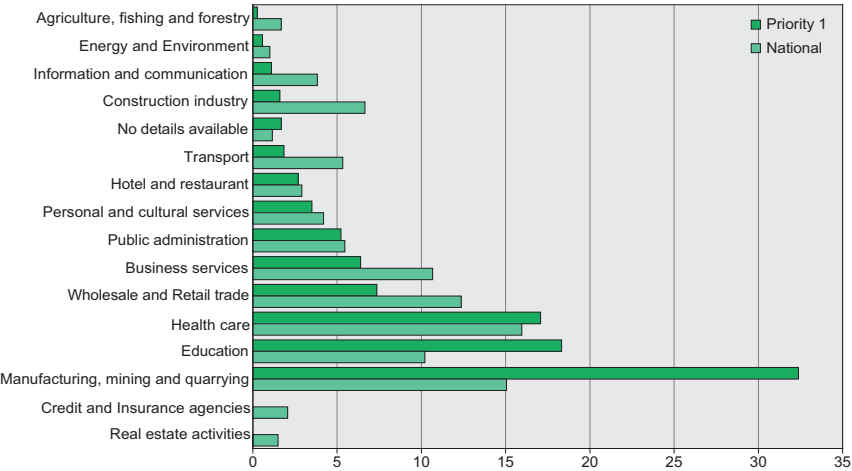


Figure 12. Proportion of participants distributed according to industrial affinity.

The production and extraction industry mostly consists of men – almost a quarter of all men belong to this sector. Among the women health care and education dominate. If one adds these two together one arrives at more or less the same level as the production and extraction industry for the men.

Table 8. Gender distribution for different industrial groups.

	Men	Women	Total
Production and extraction	26.2	6.2	32.4
Education	4.5	13.8	18.3
Health care	2.9	14.1	17.1
Trade and commerce	3.1	4.3	7.4
Business services	3.1	3.3	6.4
Public administration	2.2	3.1	5.2
Personal and cultural services	1.2	2.3	3.5
Hotel and restaurant	1.0	1.7	2.7
Transport	1.4	0.4	1.8
Construction industry	1.4	0.2	1.6
Information and communication	0.7	0.4	1.1
Energy and environment	0.4	0.2	0.6
Farming, fishing and forestry	0.2	0.1	0.3
No details available	0.6	0.7	1.7
Total	48.9	50.7	100

The total also includes people for whom the information is not available (see Appendix 1).

The majority of participants are involved in projects carried out in the private sector.

Table 9. Proportion of participants distributed by sector.

	Percent
Private sector	57
Public sector	38
Non-profit sector	3
Cooperatives	1
No details available	2
Total	100

With regard to occupational groups, the majority of participants come from the service and shop sale sector, followed by plan and machine operators and assemblers. The first group is completely female-dominated and the

second completely male-dominated with ca 80 percent of participants. For women, professionals comes a good second, while for the men this is the occupational group of craft and related trade workers.

Compared with the population as a whole, it can be seen that mainly the women who take part in Priority 1 are technicians and associate professionals. Significantly more women than men are professionals, both compared with the men in Priority 1 and the population as a whole. Also with regard to legislators, senior officials and managers, women within Priority 1 excel compared with the population as a whole.

Table 10. Proportion of project participants and number of employees in the population according to profession.

	Participant in the Social Fund		Population 16–64 years	
	Men	Women	Men	Women
Service workers and shop sale workers	19	81	24	76
Plan and machine operators and assemblers	81	19	84	16
Professionals	37	63	47	53
Technicians and associate professionals	47	53	47	53
Legislators, senior officials and managers	55	45	68	32
Craft and related trade workers	92	8	95	5
Clerks	28	72	32	68
Elementary occupations	45	55	46	54
Skilled agricultural and fishing workers	66	34	73	27
Armed forces	100	0	95	5
No details available	51	49	60	40

How big are the companies participating in skills development?

Table 11. Number of participants in Priority 1 according to the size of the workplace.

	No. of employees							No details available
	1–10	11–49	50–99	100–199	200–499	500–999	1000–	
No. of participants	7,609	14,839	8,213	8,406	4,918	3,374	6,763	2,774
No. of workplaces	4,286	3,429	1,298	814	402	130	103	365
Total percentage employees	0.75	1.25	1.38	1.78	1.29	1.78	1.95	1.27

Income distribution

Table 12. Earned income 2007 distributed according to gender.

	Men	Women	Total	National
0–199 999	13	32	23	29
200 000–349 999	58	57	58	49
350 000–499 999	23	9	16	15
500 000–	5	2	4	7
Total	100	100	100	100

The distribution of income classes differs somewhat between the participants in Priority 1 and the population as a whole. Among the gainfully employed in the population a higher proportion are in the lowest income class. Among those with incomes over 350,000 SEK the distribution is the same, at about 20 percent. In Priority 1 it is primarily the men who have the highest incomes.

Programme priority 2

In Priority 2 there is a concentration – 39 percent – of younger participants in the age group 15–24 years. The average age is 33 years; ca. 32 years for men and 34 years for women. This aligns with the programme description, which is to help young unemployed and the long-term sick to obtain gainful employment. What is characteristic about the group 15–24 years in Priority 2 is that there are more men than women; in the other age groups the gender distribution is more equal. Just as for Priority 1, it would seem to be the case

that the older the participants are the more women there are. Up to the age group 25–34 years the men dominate and after that the women.

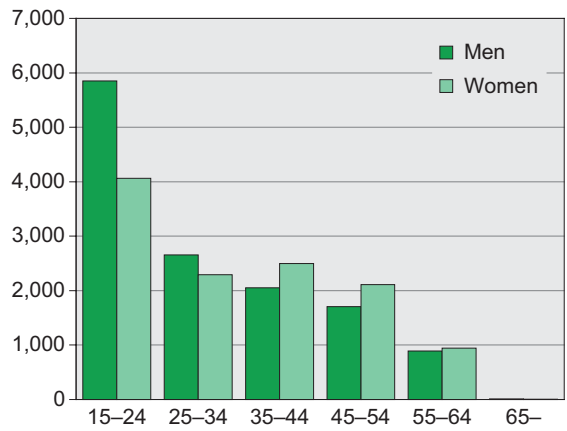


Figure 13. Number of participants in Priority 2 according to age and gender.

Table 13. Number of projects dominated by youth.

	No. of projects
Youth dominance	53
Others	188
Total	241

The geographical spread of youth projects shows that the highest concentration is in Northern Central Sweden and the lowest in Småland and Islands.

Only 1 in 10 has a university education

The proportion of university educated in Priority 2 is only 10 percent. Here people with at most a nine-year compulsory school or upper secondary school education tend to dominate. This low proportion of university educated is not just explained by the large concentration of young people. The fact that Priority 2 is oriented towards those who are distanced from the labour market can also be part of the explanation.

Youth projects, Priority 2

per 10,000 inhabitants
aged 15-24 yrs

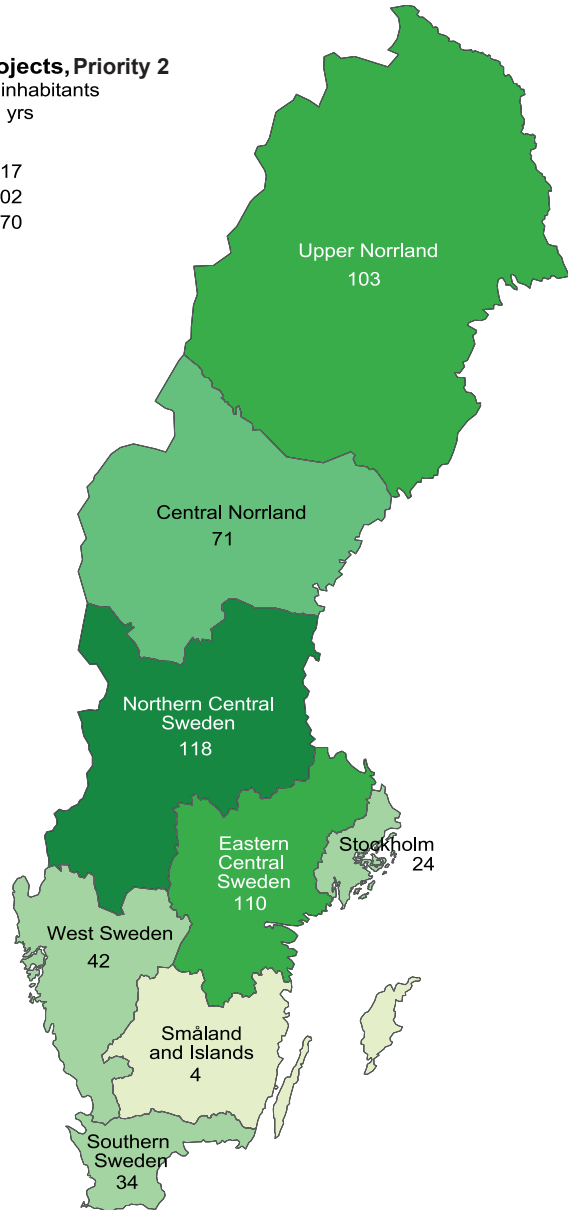
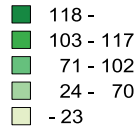


Figure 14. Distribution of youth projects per region compared with the population 15–24 years.

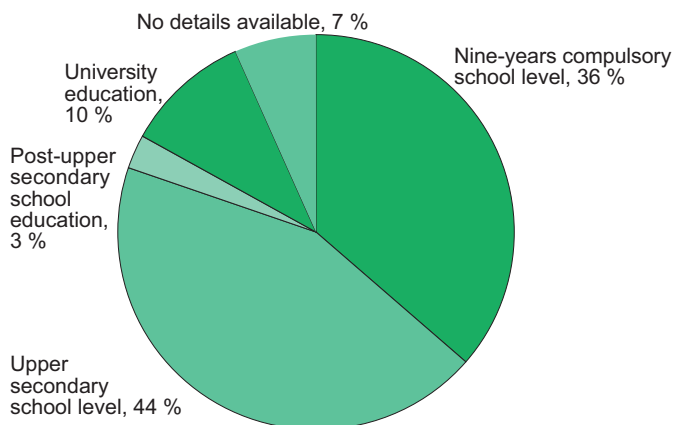


Figure 15. Number of participants in Priority 2 according to educational level.

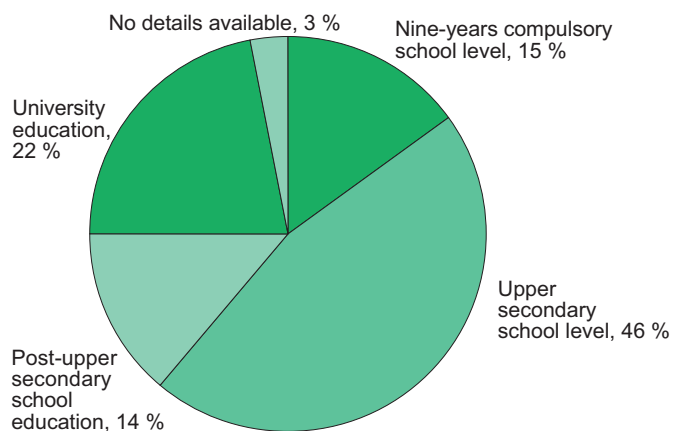


Figure 16. Educational level in Sweden as a whole, aged 25–64 years.

In contrast to the pattern in Priority 1, in Priority 2 slightly more men than women have a university education: 51 percent (men) and 49 percent (women).

Table 14. Educational level according to age and gender for participants in Priority 2.

Age	Sex	Nine-year compulsory level	Upper secondary level	Post-upper secondary education	University education	No details available ⁵
All	Total	9,207	11,022	750	2,583	1,671
	Men	5,088	5,651	389	1,319	715
	Women	4,119	5,371	361	1,264	789
15–24	Total	4,814	4,300	102	77	674
	Men	2,902	2,533	51	41	321
	Women	1,912	1,767	51	36	295
25–34	Total	1,796	1,945	207	567	470
	Men	1,004	1,032	102	314	205
	Women	792	913	105	253	227
35–44	Total	1,260	2,008	198	796	313
	Men	558	857	101	411	126
	Women	702	1,151	97	385	162
45–54	Total	882	1,865	148	783	159
	Men	390	821	76	370	49
	Women	492	1,044	72	413	87
55–64	Total	452	894	95	359	42
	Men	233	402	59	182	13
	Women	219	492	36	177	17
65–	Total	... ⁶	...	...	...	...
	Men	...	...	...	...	...
	Women	...	...	...	...	...

Thirty six percent are foreign born

Of all the participants in Priority 2, 36 percent are born outside Sweden, which is significantly more than the corresponding figures for the population as a whole, 14 percent. A total of 156 different nationalities are represented. The largest countries are:

- Iraq – 9.4 percent of the participants
- Somalia – 3.3 percent of the participants
- Former Yugoslavia – 2.9 percent of the participants

⁵ In the column “No details available” and in all the rows of totals, information where gender distributions are missing is included.

⁶ ... signifies that there are too few observations for reporting purposes.

Table 15. Number of participants in Priority 2 according to origin and gender.

	Number		Percent	
	Men	Women	Men	Women
PERSON OF FOREIGN ORIGIN				
Foreign born	4,948	4,250	19.7	17.0
Swedish born with two foreign born parents	595	462	2.4	1.8
PERSON OF SWEDISH ORIGIN				
Swedish born with one foreign born and one Swedish parent	993	826	4.0	3.3
Swedish born with two Swedish parents	6,338	6,058	25.3	24.2
NO DETAILS AVAILABLE	288	308	1.1	1.2

A somewhat larger proportion of men are born outside Sweden.

If we look at the people of foreign origin, the pattern is the same as that identified earlier. The majority have a origin in Asia or Europe. But the proportion from Asia is much larger in Priority 2 compared to those coming from Africa, 16 percent compared with 8 percent. If one divides up the men and women taking part in Priority 2 it is clear that many of the men have African and Asian origin, 17 and 50 percent respectively. Even though women from Africa and Asia are well-represented, the proportion with a European origin is larger compared to the men, 34 and 28 percent respectively.

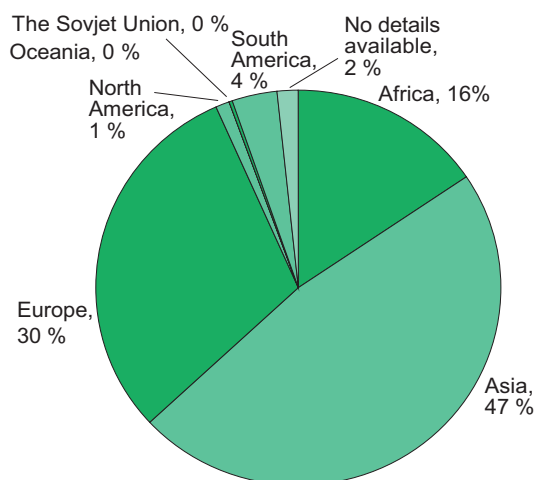


Figure 17. Proportion of participants of foreign origin according to continent, Priority 2.

Most participants come from Eastern Central Sweden

The majority of participants come from Eastern Central Sweden, Southern Sweden and West Sweden. The regions with the least number of participants are Stockholm and Central Norrland. However, when compared to the total population in the region it is clear that the most northern regions dominate – with Upper Norrland topping the charts.

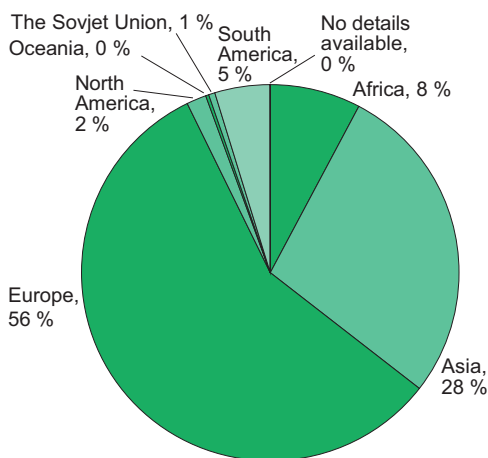


Figure 18. Proportion of foreign origin on 31 December 2008 according to continent, national total.

The majority of participants are unemployed

In the main, all the participants in Priority 2 were either unemployed, on sick leave or involved in some kind of activating measures⁷ prior to taking part in a project. Those who took part in a project in 2008 have been compared with the kind of work activity they were involved with in 2007. For participants who took part in a project in 2009 a corresponding comparison has been done for 2008. No comparative figures are available for people taking part in projects in 2010. Note that one and the same person can take part in several of the activities.

The largest group by far are the unemployed, followed by people in activating measures. Of those who are unemployed 64 and 62 percent respectively have been unemployed for more than 90 days. Of those in activating measures 51 and 61 percent respectively have been involved in such programmes for more than 90 days. It is actually only in the occupation activating measures where the proportion of the group more than 90 days has reduced significantly, from 85 to 73 percent.

⁷ Activating measures are those decided upon by the Swedish Public Employment Service, e.g. job and development guarantee, apprenticeship schemes and vocational training courses for the unemployed.

Participants in Priority 2

per 10,000 inhabitants

- 49 -
- 38 - 48
- 34 - 37
- 25 - 34
- 24

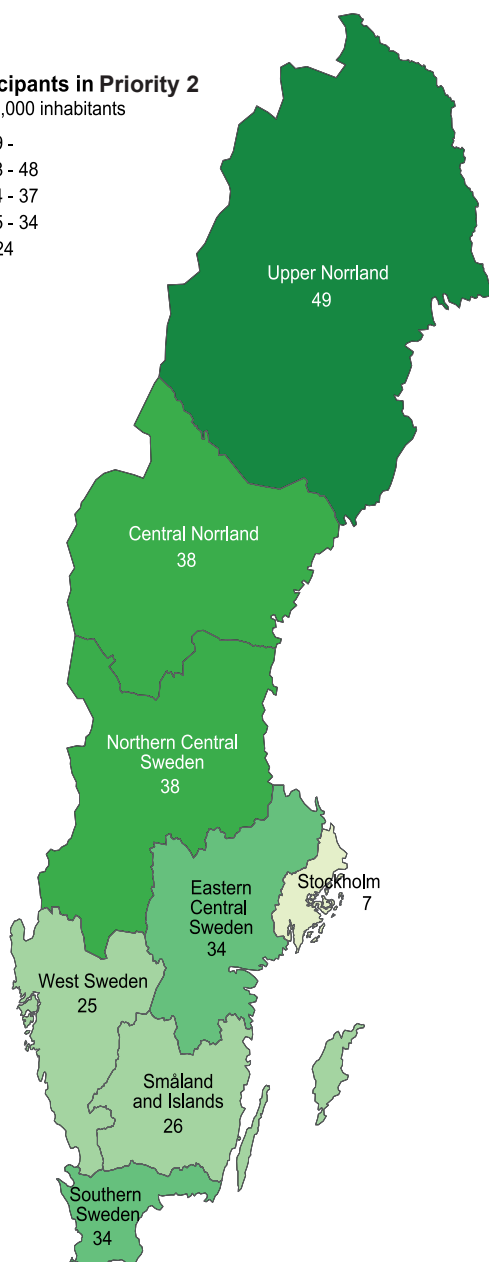


Figure 19. Participants per region compared with the total population.

Table 16. Number of participants according to different activities.

	2008	2009
Days off sick	726	1,869
>90 days	458	1,216
Unemployment	2,918	9,533
>90 days	1,878	5,893
Partial unemployment	125	325
>90 days	50	131
Studies or activity measures	1,397	4,946
>90 days	717	3,051
Occupation activity measures	357	887
>90 days	305	661

The majority of participants are young people

If we take a closer look at the age group 15–24 years it is clear that 39 percent of all participants belong to this group – which is mostly composed of people of Swedish origin. But compared to the nation as a whole there are a large proportion of foreign born in Priority 2, about 18 percent compared with 12 percent for the same age group.

Table 17. The number of young people according to origin and gender.

	Number		Proportion	
	Men	Women	Men	Women
PERSON OF FOREIGN ORIGIN				
Foreign born	1,180	665	11.9	6.7
Swedish born with two foreign born parents	392	236	4.0	2.4
PERSON OF SWEDISH ORIGIN				
Swedish born with one foreign and one Swedish born parent	592	406	6.0	4.1
Swedish born with two Swedish born parents	3,571	2,633	36.0	26.6
NO DETAILS AVAILABLE	113	121	1.1	1.2

More than half of those of Swedish origin have had an upper secondary school education. On the other hand, only about 2 percent of those of foreign origin have had a university education. The corresponding figures are 0.5 percent for those of Swedish origin.

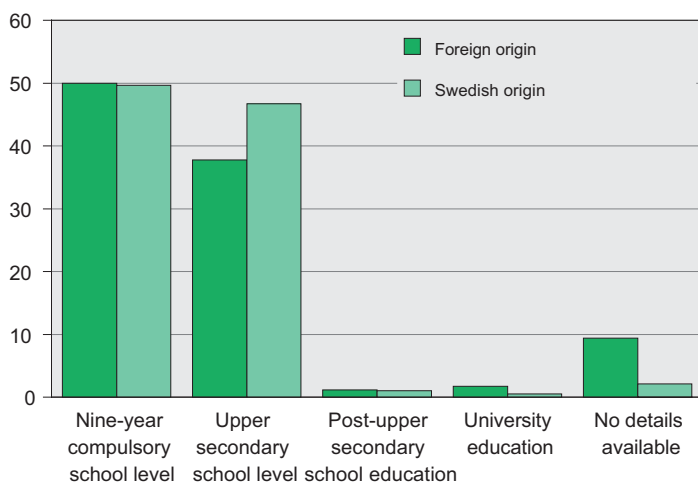


Figure 20. Number of young people according to educational level and origin.

Many of the youth are unemployed. More than half have been unemployed for more than 90 days. A large group is also engaged in studies or activity measures. Here the proportion undertaking such studies for more than 90 days changed significantly from 2008 to 2009, 27 compared with 52 percent.

Table 18. Number of participants in the age group 15–24 according to the different activities prior to participation in Priority 2.

	2008	2009
Days off sick	182	170
>90 days	41	42
Unemployment	3,241	4,227
>90 days	1,721	2,421
Partial unemployment	141	127
>90 days	50	36
Studies or activity measures	1,067	1,774
>90 days	293	923
Occupation activity measures	81	65
>90 days	58	43

CHAPTER 3.

LONG-TERM EFFECTS OF ESF-PROJECTS — FOUR EXAMPLES

As a complement to the overarching picture of how the Social Fund's resources are used, in this chapter we highlight four examples of implementation projects. The texts are based on interviews mainly conducted with project managers and the focus is on possible long-term effects of projects in their implementation phase.

IF Metall's project in Norrland goes national

IF Metall's setting up of Social Fund projects in Central Norrland in February 2009 was pioneer work. The success of the initiative roused the central union's interest, which has now introduced Social Fund projects in all its divisions in Sweden.

About one percent of all the projects financed by the Social Fund in Priority 1 were initiated by employees or trade unions. Five of these are in Central Norrland, all of which are run by IF Metall.

The projects are aimed at small companies with staff training needs. Approximately 1,200 people in 35 companies have so far taken part or are participating in the projects.

The companies have had meetings with the unions to discuss which skills training is necessary in order for the company to grow and compete at a global level.

Based on these discussions, collaborations concerning web-platforms have been formed with training organisers who make it possible for the various companies to offer joint training sessions for their staff. This has included both basic and tailor-made training. Now, instead of telephoning 15 training organisers, the companies only need to make contact with one coordinator.

According to Conny Hansson, the coordinator for IF Metall in Central Norrland, the training sessions are appreciated by companies and employees alike. "The employees have improved their knowledge at the same time

as the companies have increased their skills-base and are better prepared for the future.”

Both the companies and IF Metall hope that the methods that have been developed in the projects will now be used as models for a more permanent organisation of skills training.

According to Conny Hansson, IF Metall is “now wondering what such a platform might look like. We might eventually join forces. We have submitted a new application to the Social Fund with a view to more permanent activity.”

Good for companies and employees alike

As a result of the successes of the projects in Central Norrland, IF Metall has decided to work with Social Fund projects in the country as a whole. The union has appointed a representative in every ESF region in order to devise development strategies, plan new projects and develop national collaborations.

The union has assumed the role of coordinator for this development work. Local divisions are responsible for making contact with companies that wish to take part in the projects.

IF Metall is currently engaged with several applications at both regional and national level.

Angelica Teiffel, responsible for Social Fund issues at IF Metall’s headquarters says that: “We think that we can improve our members’ skills. But it is also about creating a sustainable working life in industries and in society at large”.

Every third year IF Metall carries out a survey among its members. The long-term trend shows that the number of work-related injuries is increasing, while at the same time the work content is reduced. An average operation takes 90 minutes, which can then be repeated during the course of a day with e.g. a machine or work station.

Angelica Teiffel indicates that: “We want our members to be skilled enough to do all the operations necessary in the manufacturing of a product. But also that one looks beyond the production nucleus, to e.g. administration or short-term planning”.

She continues: “The effect of such an increase in skills means that companies become stronger. For example, reorganisation is easier if the skills already exist in the company. Everyone can benefit from this.”

FACTS ABOUT IF METALL

Project 1: Skills development Höga Kusten [the Swedish High Coast]

Turnover: 2.2 million SEK

Project period: 1/7/2009 – 31/12/2010

Participants: employees from 3 companies

Project 3: KZY Skills Development ZY II

Turnover: 3 million SEK

Project period: 2/2/2009 – 1/2/2010

Participants: 180 employees from 4 companies

Project 5: KZY Central Norrland

Turnover: 5.3 million SEK

Project period: 15/4/2009 – 14/4/2010

Participants: 250 employees from 11 companies

Project 2: KY Höga Kusten

Turnover: 3.1 million SEK

Project period: 15/4/2009 – 14/4/2010

Participants: 300 employees from 8 companies

Project 4: KZY Skills Development ZY II

Projektbudget: 4,8 miljoner kronor

Turnover: 4.8 million SEK

Project period: 1/4/2009 – 31/3/2010

Participants: 100 employees from 10 companies

Engaged politicians guarantee long-term solutions

NUEVO was successful in engaging leading civil servants in the preparatory states. Thanks to dissemination interest has been strengthened among politicians. The project has led to a renewed vision of how disadvantaged young people can recapture a place in society.

NUEVO is a collaboration project between the five municipalities of Norrköping, Uppsala, Eskilstuna, Västerås and Örebro. Right from the start NUEVO has worked systematically to achieve an active ownership with politicians who understand the work.

Having a large proportion of young people who find work or are able to study is one thing. But it is just as important for society to make use of successful methods. It is up to politicians with power to ensure the long-term implementation of the project's results.

It takes time

NUEVO is interested in finding new ways of working with adolescents and young adults between the ages of 18–29 who are distanced from the labour market and have been receiving some kind of support for a long time. They often lack basic knowledge about how things work in society

and in the workplace.

The project offers individual solutions and activities in an attempt to find ways towards self-sufficiency or study. The young people are monitored and channelled into education or work experience and are also offered lectures and stress-management. All this takes time and all the activities are planned together with the individuals concerned.

Engaged politicians guarantee long-term solutions

The civil servants behind the work have also managed to involve politicians. From a political point of view, interest in NUEVO is therefore greater than is usual in connection with Social Fund projects.

Stefan Sjöbäck, a civil servant in NUEVO's central management group says that: "About twenty or thirty of us from five municipalities met a number of times over the course of a year during the preliminary planning stages".

Anders Hagström, Vice-chairman of the Adult Education and Labour Market Committee in Örebro, claims that "In the committee we were very conscious of the need to work with this target group and already in 2008 received information about the thinking behind the project".

NUEVO's project coordinator, Mia Ström, says that the engagement of politicians is also due to the dissemination work that were carried out by NUEVO. Politicians have been invited to interim conferences, and methods and experiences have spread from the project to other municipalities and regions as well as to organisations and politicians at national level.

After an interim conference in Uppsala at which methods and success factors were discussed, the project coordinator visited the concerned committee in the municipality. There a debate took place about the project's activities between the two Swedish political blocs.

According to Mia Ström, "interested politicians and good results indicate that the methods we develop will become part of the everyday work and activities".

Future prospects are examined

In Örebro no formal decision about a continuation has yet been taken by the committee, given that half of the project period still remains. The matter is being discussed by the various parties, the management and the chairman, however. The concerned committee has given civil servants the task of determining the overall economic outcome of their labour market measures in comparison with what it would cost for the young people to continue to receive benefits.

Anders Hagström says that "we have been planning to make socio-economic calculations for a long time because the labour market measures are

often regarded as expensive – even though they can be profitable from an overall perspective. The initiative would probably have been taken without NUEVO, although having the relevant data in the final evaluation of the project makes decision-making easier.”

However, if the method is to be valid in the future it also means that the knowledge acquired needs to be shared with the staff. This is why NUEVO is now working with experience exchanges and learning between project managers and supervisors in the five municipalities. Plans are also under-way to include control groups and all concerned staff.

According to Mia Ström, this “would mean that the ways in which we are working would be spread to more people when the project resources are exhausted”.

FACTS ABOUT NUEVO

Total project budget: 74.5 million SEK

Project duration: 1/11/2008–31/10/2011

No. of participants: 500

Stable networks build on trust

Careful planning in chaotic circumstances has created durable networks for in-service training in municipalities in West Värmland.

West Värmland is one of the redundancy projects initiated by the ESF Council in order to support companies and employees who were in danger of losing their jobs in connection with the recession that resulted from the financial crisis. The project was set up in record time. Notice was given in December 2008, the application took a couple of weeks to compile, the pre-study began in February and the project started in May.

The region's five municipalities (Arvika, Sunne, Säffle, Årjäng and Eda) joined forces with training enterprises in order to organise further education for the employees of those companies affected by the crisis. The training was designed to give people who risked being unemployed a stronger position on the labour market, at the same time as the companies were encouraged to keep staff.

Sten Fransson, the project manager, said that: “Everything went so very quickly during this period. Some companies even dismissed staff before

we could get going and some went bankrupt. Another got an unexpected order and was instead forced to take on more staff.

The conditions that we have been working under have also led to new methods with which to organise training with several training actors involved, financed with money from a number of different sources.”

West Värmland has coordinated companies in the five municipalities. This collaboration has made it possible to create flexible training solutions that can be changed at short notice and still keep to the budgets and follow the rules and regulations.

Further education as a natural development

Unlike other redundancy projects, West Värmland also managed to maintain companies’ interest in the project after the financial situation improved.

Sten Fransson indicates that: “We have developed internal resources in the companies in order to continue the process. This must not be a way of employing people on a short-term or temporary basis. Strong leadership resources also need to be in place so that the companies can continue the work under their own steam. Now further education of employees is a natural part of company strategy.” Fransson also claims that Social Fund money has led to the creation of new and stronger networks that will continue after the project has been completed.

Already in the pre-study phase the project management decided to construct the project in such a way that it encouraged collaboration between the municipalities and their own training consultants, including the Arvika Trade Centre, where Sten Fransson works.

Networking between the local companies has made it possible for the companies to order and tailor training that can be shared by several enterprises and in this way keep costs down.

Fransson continues: “The companies know that they can work in this way now. The contacts are intact and discussions about the future are continuing. There wasn’t the same degree of dialogue before the project began. The resources from the Social Fund made it possible to lift the discussion to a new level and led to a clearer and better cooperation.”

Higher ambition level

There are no plans to formalise West Värmland into a company or any other type of organisation. But instead of working with short two- or three-day training, as was the case during the project, the actors are now exploring the possibilities of running more long-term initiatives, like advanced professional training and university education.

According to Fransson, “you build networks by meeting up and starting to

trust each other. Every time you meet the network becomes more stable. You can't decide to create a network, it has to develop and grow through trust."

FACTS ABOUT WEST VÄRMLAND

Project budget: 4.4 million SEK

No. of participants: 350 from 13 companies

Project duration, including pilot study: 8/2/2009–20/6/2009

Municipalities: Arvika, Sunne, Säffle, Årgång and Eda

Should projects be monitored by means of standardised evaluations?

Håkan Printz hopes that the project Navigator Centre can be included and create a new norm for successful work with youth unemployment. He would like to see standardised evaluations in order to be able to compare his results with similar projects in other parts of the country.

Before the Navigator Centre opened there was a working collaboration between the social insurance office, the employment agency and the social services in Östersund. The problem was solved at supervisor level. But each of these organisations worked in their own special ways. The project Navigator Centre is exploring whether collaboration would be a way of solving the problem of youth unemployment.

According to Håkan Printz, project manager at the Navigator Centre in Östersund: "In the past some of the young people were not very visible. We wanted to find ways of being better at helping those in need of extra support."

At the Navigator Centre, unemployed young people with insufficient education, a lack of work and varying circumstances can seek guidance. Some of the young people have dropped out of school, some come from the care services, and some are refugees. The young people can naturally also approach the Navigator Centre themselves.

In Printz's opinion, "young people should not have to suffer because we have failed to organise society. But it's tough. Every organisation that we work with has its own reality and culture, management and staff problems and directives from Stockholm. For us it's about trying to deal with this so that it doesn't affect the young people. The individual should be in focus."

Profitable for both society and the youth

Håkan Printz tries to create activities that are long-term – partly because the young people who come to the Navigator Centre have experienced various kinds of difficulties and also partly because society needs to find better ways of solving the high unemployment rates among the youth. With an ageing population, places like Östersund must be able to benefit from every available labour force.

The municipality's politicians were interested in the initiative right from the start. According to Printz, "the municipality has a strong interest in finding models that facilitate the transition to working life for these young people. And we have received fantastic support from the Swedish National Board for Youth Affairs and the Swedish Association of Local Authorities and Regions. This guarantees that our experiences reach a level at which society at large is organised.

Comparisons of projects must be possible

Projects with a similar focus to that at the Navigator Centre already exist in different places in the country. Håkan Printz would like to see standardised evaluations so that the projects' results can be compared. "The projects use slightly different methods. Standardised evaluations would give a clear picture of exactly what is effective in the projects, and what is not", he says.

At present the Navigator Centre in Östersund is carrying out a socio-economic evaluation that will show whether the project is viable. The evaluation looks at social costs for the young people before taking part in the project and afterwards. If they cost less after taking part in the project then society's investment is beneficial.

The Navigator Centre project has been very successful. About 70 per cent of those taking part are offered employment, work experience, studies or other activities after only a month or two.

Håkan Printz thinks that the project's methods can become standard for work with youth unemployment in the country as a whole, and preferably implemented from above. However, the content must be shaped according to local prerequisites and always with a focus on the individual.

FACTS ABOUT THE NAVIGATOR CENTRE

Total project budget: 6.3 billion SEK

Participants: 660 people

Project duration: 1/11/2008–30/10/2011

CHAPTER 4.

WHAT HAS BEEN CONTRIBUTED SO FAR?

To return to the question posed in the Foreword, how can the benefits and value of the Social Fund's work be assessed thus far? In this report we have presented statistics and examples as a support for such an assessment. A large number of other documents are also available – in the form of evaluations and reports – that can contribute to an assessment like this.

The question is from which points of departure and from which perspectives such an assessment might be done? We will begin by making a distinction between the activities, results and effects in a project.

A starting point for the assessment

An assessment of the benefits of a programme can be conducted from several different starting points and can deal with the following:

1. How many and which activities have been carried out and what are their outcomes?
2. The short-term result of the activities
3. The long-term effects, i.e. if the results have been attended to and become an integrated part of an activity.

In the Foreword we see how outcomes, results and effects are linked, and that one should pay attention to the need for resources, support, leadership, organisation, learning etc in order for these links to work as envisaged. This is the same for both Priority 1 and Priority 2.

With the aid of the above concepts we can be more specific about how the Social Fund has succeeded up to now: What do the outcomes of the activities, results and effects look like at present?

Success in terms of outcomes

In the Foreword important distinctions are made between outcomes, results and effects. Outcomes are related to activities – that is if they are

carried out according to the plan, number of participants in the activities, satisfaction among the participants etc. Results are the more short-term outputs of a project, while effects reflect more long-term changes. One important point to be made is that a focus on activities according to the project plan is not sufficient. The idea with the Social fund is to produce additionality - something innovative and more demanding compared to the ordinary work and existing routines. So far the Social Fund has produced activities along the lines expected. The programme is also accomplishing results in terms of new competences, stronger self-esteem among the participants, new methods, new forms of cooperation etc. However, what we have so far been unable to ascertain is whether the Social Fund also produces long-term effects at an organisational and structural level that will promote a more inclusive and effective economy. This is the real challenge for the programme in the years to come.

Facts were presented in Chapters 1 and 2 about the Social Fund in terms of the number of projects, the distribution of men and women, of Swedish and foreign origin, the different age groups, regional distribution, educational levels etc.

The report points to the scope of the programme – which amounts to about 12 billion SEK in less than six years. The programme as a whole is thought to work well in terms of the number of projects and participants.

The goal is 4,000 projects and the number of participants is estimated at 315,000. At the time of writing, 1,500 projects have received support, although only around 30 implementation projects have actually been closed.

So far 57,000 individuals have taken part in Priority 1 projects, while the corresponding figure for Priority 2 is 25,000.

There are certain differences between the two programme priorities with regard to reaching the quantitative goals, however. In Priority 1, 60 percent of the resources have been approved, but in Priority 2 the corresponding figure is 32 percent. The reason for this difference could be due to the fact that co-financing is required in Priority 2 and that this can be difficult to acquire when several different governmental authorities are involved.

The programme as a whole is envisaged to reach out to men and women, different ages, regions, of Swedish and foreign origin, with regard to company size and between industries. There are also certain variations between the programme priorities and in different types of project. The proportion of youth is, for obvious reasons, larger in Priority 2. In Priority 1 the middle-aged are over-represented due to notice of redundancies. In Priority 1 the highly educated are over-represented, especially the women. Private companies are in the majority, as are small and middle-sized workplaces. Priority 1 projects are more common in regions affected by company closures.

Here we do not intend to discuss activities and outcomes in any detail, because we cannot see that the indicated differences constitute problems for achieving the programme's objectives.

There are problems and difficulties with organising and administering an initiative of this magnitude, however, especially with the prevailing economic turbulence. It takes time to initiate, plan and start up large and complicated projects and to terminate them in time. Individual projects have to be aborted when conditions quickly change. Large strategic projects require collaboration between different actors and organisations, which makes decision-making difficult and lengthy.

All in all, difficulties with project administration mean problems for the ESF-organisation and its limited staff. In spite of all this, the programme is thought to work satisfactorily with regard to project activities and outcomes – although there is obviously still room for improvement. The primary objective is not to spend money on well-managed projects, however, i.e. undertaking a number of activities and reporting on their outcomes. The programme is intended to lead to results and effects, affect structures and systems, have a strategic impact and be part of the public debate. Our discussion about the benefits is therefore focused on results and effects.

Outcomes are not sufficient

We begin this section with more general comments about the grounds on which a programme can be assessed and the risks we have identified in a number of similar development programmes. A particular risk is that the focus will be on activities and their outcomes, with an emphasis on closing the programme, distributing the money, administering the projects and controlling and reporting on what has been done. Results and effects are easily neglected. Why is this so often the case?

Well, a traditional explanation is the dominance of short-term projects and reporting logic that consists of an economic and administrative responsibility in order to distribute money quickly. Resources should be used and accounted for in a correct way. Managers and supervisors are obliged to concentrate on the immediate and the necessary, and not on the long-term strategies of a programme. Managing project resources in a correct manner is naturally essential, although this task should not overshadow the basic aim, i.e. to create results and effects that lead to a sustainable development. A project manager in a Social Fund project talked about the danger of being caught up in “the activity trap” when short-term requirements rather than the creation of long-term effects were in focus. He then indicated that the activities had become ends in themselves and

were no longer linked to long-term results and effects.

How has this dilemma concerning outcomes and benefits of the projects been dealt with in the Social Fund? There is no easy answer to this question, and responses will probably vary between the regions and over time. The ambition in the programme texts has nevertheless been clear: the focus is on results and effects.

The question is how something that has proved so difficult in the past might be dealt with in this programme. New prerequisites have thus been created, primarily through comprehensive systems of support and learning.

The Social Fund includes four kinds of process support that is designed to raise the quality of the projects and thereby contribute to better results and more long-term effects. There are also five thematic groups for collating knowledge and making analyses so that the projects and the programme will be able to learn from experience. Ongoing evaluation is another cornerstone of the programme – the idea of which is to critically examine and quickly give feedback on the results to the participants in order to make improvements.

The Social Fund's initiatives of support and learning in order to make the projects more sustainable make it unique. A crucial question is thus: Have these support functions had the desired effect and contributed to raising the quality of the projects? Have the projects improved and have they created greater benefits in terms of results and effects?

It is not possible to answer these questions at this moment in time, though. The implementation organisation's evaluation has shown that there are difficulties in getting the support systems to work in an effective, flexible and accessible way for both the projects and the implementation organisation. The conclusions of the evaluation are that support functions for development and learning are important in order to make the programme more sustainable, but that the forms for these should always be monitored and reshaped to match the participants' needs and requirements.

Some examples

Today about 30 of the implementation projects have been closed. If one goes through the evaluations that have been carried out and the documentation that is available it is easy to see that both these and the projects have led to a number of results. It is not our intention to summarise all these results here. Instead we will focus on the project examples described in Chapter 3. The projects that have been selected are not specific or unique, but they do serve as a point of departure for a discussion about the results that have been discerned thus far.

Work with young people finding themselves mid-way between education and working life has had rapid and concrete results in several projects. The Navigator Centre project is one such example, in which the regional social insurance office, the employment agency and the social services are actively involved. The aim is that young people will not “fall between two stools”. After only a few months one can see that around 70 percent of the participants have acquired both a positive development and a stronger position in the labour market.

Redundancy projects are another clear example of companies benefitting from project financing when in a vulnerable position. The work involved with these applications has contributed to municipalities, companies and training establishments starting to collaborate in new and innovative ways in order to organise training and education. New training courses have been developed and collaborative interest has made them cheaper. A range of methods, instruments and tools have been introduced and developed in the projects, e.g. for the mapping of skills, guidance, support, collaboration and validation. New practices have also been tested and developed in the projects.

One clear result is that projects make a significant contribution to ensuring that development issues are addressed. Management and politicians’ interest in development increases if they are involved in the projects at an early stage.

Project collaboration between several different actors often leads to the creation of new networks with new stakeholders, as the example from West Värmland shows.

New relations between trade unions and companies are developed, e.g. where a trade union organisation has become the driving force in matters relating to skills development in a region. Here one can talk about a real innovation in the way of thinking about project ownership and support in small companies.

Indicators of long-term effects

The majority of the programmes that have been conducted so far have not shown any long-term effects, e.g. with regard to employment, growth, innovation or inclusion in the labour market. What can we then expect from the Social Fund? Is it perhaps too early to inquire about the programme’s long-term effects? Although this might well be the case, it is still possible to talk about the benefits and value of the projects in these terms, especially as long-term effects and sustainability are key objectives.

The examples that have been presented in Chapter 3 can form the basis

for such a discussion, although we start from indicators of effects rather than well documented examples.

IF Metall's project has meant that collaborations between the different labour market parties have been established, and that they can expect to be sustained at regional level, possibly even without external project funding. The project has led to the creation of a regional infrastructure for adult learning, which includes a web-platform, established relations between trade unions and a number of companies, cooperation with different training organisers, educational purchasing systems etc.

At national level we can discern an explicit effect of the project, namely that head office has started to address skills and development issues in a strategic way. This can lead to a vitalisation of the previous and noteworthy initiative "The good work". Head office has created a new national organisation in order to be more active in Social Fund projects. Inspiration for this has been the regional work within IF Metall reported earlier.

In the West Värmland project interest in skills development appears to have increased among companies. This can be regarded as a long-term effect that might lead to companies being more inclined to finance the training of their employees themselves in the future. The ambition has also increased with regard to requirements for content and level of education among the concerned actors. Now investment in qualified vocational training and university education for employees in the region is also being discussed.

A decisive factor for sustainable development work is active project ownership. This means management and politicians being willing to take responsibility for, justify and disseminate the results of a project. NUEVO worked hard to create an active ownership among management and politicians alike in the very early stages of the project. The intention is that the project should influence the attitudes in these groups towards young people outside the labour market. Such an influence is made easier if one can determine the likely effects of efforts like this in the budget. The Navigator Centre has a similar approach, and here the ambition is to measure the socioeconomic effect of the project in order to create long-term effects.

CHAPTER 5.

WHAT CAN WE LEARN FOR THE FUTURE?

The conclusions in this report indicate that the Social Fund programme as a whole has worked well with regard to outcomes and activities. A large number of activities have been conducted and the outcomes have been monitored and documented. A number of results can be accounted for. We have indicated some of the results of specific projects in Chapter 3. There are indicators of long-term effects in these projects.

However, some aspects of the Social Fund could be improved. For example, a number of challenges have to be addressed if the programme is to achieve its high ambitions for sustainability and long-term effects. Below we outline some areas that could be improved. The suggestions should be regarded as a basis for dialogue and joint learning with those responsible for the projects in the programme.

1. Focus in the projects is easily put on activities and the outcomes of these, not on results or long-term effects. The main question is how these parts can be combined so that the benefits and long-term effects determine the prioritisations at programme and project levels. We think that an attempt at more careful planning and better advertising on the part of the project owners will lead to better projects with regard to outcomes, results and effects. If explicit requirements are combined with more time allowed for information, dialogue and support for those who apply for project support the ambition levels could be raised. In this way the coordinators could work more proactively and learn from their experiences so that applications would be of a higher quality and perhaps fewer in number.
2. Take more risks, i.e. to make the projects more innovative. This relates e.g. to the training courses in Priority 1, which should experiment more with content and learning forms. Encouraging workplace learning, where managers, supervisors and teachers collaborate, has been shown to work well for participants and employers alike

3. Project management is often weak and ownership passive, which means that responsibility ends up “in the lap” of the project management – something that makes the sustainability of the project difficult. If demand increases and efforts are made to find strong project owners and strong “middle-men”, so much the better. Projects could start more rapidly and be more successful, with fewer dropouts and delays, and the results could be used in better ways.
4. Ongoing evaluation was originally intended to increase the quality of the projects, although the evaluator is often more of a support to the project management than a critical examiner of results and effects. An ongoing evaluation is an important tool for learning among several actors – in the projects, in the offices and in the partnerships as well as in the public debate. A strengthening of ongoing evaluation needs to be done if it is to contribute to an increased sustainability in the projects. This could mean a larger proportion of a project’s resources being set aside for evaluation, higher demands on the evaluator with regard to competence and experience, clearer formulations in information and call for proposals, feedback of the evaluation to the entire project organisation and funders, and the continued skills development of collaborators and members in the partnership.
5. Matters relating to equality, accessibility and diversity are included in the projects, but are seldom given a strategic role. Instead these aspects are often an additional extra in a project application and not an integrated part of it. The question is how can process support and thematic groups be used more actively to strengthen these parts? If more work is put into project initiation and development, support could easily be made more accessible and coordination improved right from the start in all projects.

APPENDIX 1.

FACTS ABOUT THE STATISTICS

The data used in Chapter 3 is based partly on information from the Swedish ESF Council and partly from data available in the various registers of Statistics Sweden (SCB).

The ESF Council administers and decides on financing of different projects. When resources have been allocated to a project every project owner must register the project and submit details about its activities and the participants. The registered details are used to ascertain the quarterly and annual indicators that are reported to the European Social Fund. This information has also been used to create the population on which this report is based.

What the statistics include

The population consists of all the individuals who take part or have taken part in the Social Fund's implementation projects in Priority 1 and Priority 2 from the beginning of 2008 up to 30th April 2010.

Definitions and explanations

No gender details are available for a number of people in the population. This includes:

- 259 people in Priority 1
- 167 people in Priority 2

The reason for this is due to not being able to find the person's identity number in the SCB Register for the entire population. This might be because the number has been written wrongly or because the person in question has requested that their identity be protected.

Definitions

Income from employment and business and work-related remuneration: Consists of the gross salary amount, income from business activities, sickness benefits, maternity/paternity allowances, disease-carrier benefits, sick pay guarantee, taxable occupational injuries benefits, parental allowances at

a child's birth or adoption, temporary parental allowance for the care of children, family-related and rehabilitation allowances.

Region: Follow the divisions according to NUTS 2 (national level).

Educational level: Indicates the levels of individuals and the highest formal education, in this case the highest educational level in 2008. The data relating to educational level is reported according to the educational classification SUN 2000. In comparison with the country as a whole the report concerns the age group 25–64 years. The reason for the choice of 25–64 years is that this group includes people of working age who have the possibility to undertake a longer post-upper secondary school education.

Foreign origin: This includes people who have either been born in another country or in Sweden and have two foreign born parents.

Ages: The participants have been classified according to how old they were when the project started.

Sources

In addition to the ESF Council's own information about the participants the following SCB registers have been used:

- RTB (Total Population Register) – identity number, sex, foreign/Swedish origin, country of birth, municipality registration office.
- RAMS (Register-based labour market statistics) – control data (includes income and occupational classifications), information about a person's workplace, the industry concerned, sector code
- LISA (Longitudinal Integrated Database for Sick Insurance and Labour Market Research) – gainful employment income, days off sick, unemployment, part-time unemployment, remedial studies, remedial employment
- Education register – highest educational level
- Vocational register – occupation according to SSYK1.

The report also contains a number of comparisons with the total population. This information has been retrieved from the following sources:

- HE21 Income distribution in Sweden 2008, Individuals and households
- UF37 Educational attainment of the population 2008
- BE01 Description of the population of Sweden 2008
- AM12 Labour Force Survey 2009
- AM32 Employment in Municipalities and Counties 2008 – Labour statistics based on administrative registers

APPENDIX 2. QUANTIFIED GOALS AND INDICATORS FOR THE SOCIAL FUND PROGRAMME'S TWO PRIORITIES

The Social Fund programme's indicators are reported to the government three times a year. You can access the most recent report on www.esf.se/deltagare (Swedish version only).

Quantified goals for Priority 1

1. a. At least 200,000 employed individuals will take part in skills development, excluding those accounted for in quantified goals 2 and 3 below.
b. At least 75 percent of the pre-studies continue to implementation phase.
2. The number of individuals who have taken part in projects in order to improve their knowledge about how discrimination can be counteracted and non-discrimination encouraged will amount to at least 20,000.
3. The number of individuals who have taken part in projects in order to prevent long-term sick leave will amount to at least 20,000.

Indicators for Priority 1

Results and effect indicators

Where possible all the indicators should be gender-distributed.

1. The number of participants who experience that skills development efforts resulted in the person concerned:
 - a. Being given the opportunity to experience more in-depth work or to broaden their field.
 - b. Experiencing in-depth or more comprehensive work tasks.
2. The number of participating workplaces that experience that skills development efforts have resulted in the workplace:
 - a. Being characterised by in-depth knowledge in the present work fields

- b. Broadening its activities, which will lead/has led to a need for new or changed work tasks.
3. The number of participating workplaces that experience that they are better equipped to prevent long-term sick leave after completed projects.
4. The number of participating workplaces that experience that the workplace has acquired more knowledge about how discrimination is counteracted and equality is promoted after completed projects.

Financial and physical indicators

All the indicators should, where possible, be gender-distributed.

1. The number of workplaces participating in the projects in the programme, per year and in total, distributed among number of employees, industries and labour market sectors.
2. The number of individuals participating in projects in the programme, per year and in total, distributed among the age groups 16–24 years, 55–64 years and others.
3. The number of self-employed people participating in the projects in the programme, per year and in total.
4. Average financial support per participating workplace, distributed according to ESF-support and national co-funding.
5. Average financial ESF-support and national co-funding per participant divided between pre-studies and implementation projects.
6. The number of participant hours per project.
7. The number of participants in projects with an emphasis on the different aspects of discrimination.
8. The number of projects that have progressed from pre-study phase to implementation phase with support from the Social Fund.
9. The number of participants in projects with an emphasis on preventing long-term sick leave.

Quantified goals for Priority 2

1. At least 75,000 participants – of which at least 15,000 are foreign born, 5,000 are young people and 20,000 are on long-term sick leave.
2. The proportion of participants, who after completing a project have got a job or experience that their possibilities of getting a job have increased, should be at least 70 %.
3. The proportion of participants in work, 90 days after having completed a project, should be at least 10 percentage points higher

than the weighted average result for special employment support and preparatory education (or other regular measures for the corresponding target group), distributed according to year and the entire programme period.

Indicators for Priority 2

Results and effect indicators

All the indicators should, where possible, be gender-distributed.

1. The number of participants who 90 days after completing a project are in work. Participants in the age group 16–24 years, the foreign born and those on long-term sick leave are accounted for separately.
2. The number of participants who 90 days after completing a project are in regular education. Participants in the age group 16–24 years, the foreign born and those on long-term sick leave are accounted for separately.
3. The number of participants who 90 days after completing a project have moved to another labour market policy activity. Participants in the age group 16–24 years and the foreign born are accounted for separately.
4. The number of participants who experience that the possibility of finding work after completing a project has increased. Participants in the age group 16–24 years, the foreign born and those on long-term sick leave are accounted for separately.

Physical and financial indicators

All the indicators should, where possible, be gender-distributed.

1. The number of participants taking part in projects, distributed among the different target groups.
2. The number of individuals taking part in projects, per year and in total, distributed among the age groups 16–24 years, 55–64 years and others.
3. Financial support and verified co-funding per project.
4. The number of foreign born participants.
5. The number of participants with functional disorders resulting in limited working capacity.
6. The number of participant hours per project.

The Social Fund in Figures

The Social Fund is an extensive investment in skills development for employees and support for those who are outside the labour market. The total amount in question is 12 billion SEK over seven years. Many people are keen to know what all these projects have led to.

This report, which is based on statistics and practical examples, tries to answer the following questions:

- How many projects are there and how many individuals have taken part?
- Have the right groups been reached?
- What are the identifiable results?
- Can long-term effects of the projects be identified?

In the concluding section a number of difficulties and problems are addressed. Some ideas are suggested as to how the venture might be improved.