



THE EUROPEAN SOCIAL FUND: SUSTAINABLE DEVELOPMENT AND ECO-TECHNOLOGIES



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IMPORTANT NOTE

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List of abbreviations

Country codes

AT	Austria
BE	Belgium
BG	Bulgaria
CH	Switzerland
CY	Cyprus
CZ	Czech Republic
DE	Germany
DK	Denmark
EE	Estonia
ES	Spain
FI	Finland
FR	France
GR	Greece
HR	Croatia
HU	Hungary
IE	Ireland
IS	Iceland
IT	Italy
LT	Lithuania
LU	Luxembourg
LV	Latvia
MT	Malta
NL	Netherlands
NO	Norway
PL	Poland
PT	Portugal
RO	Romania
SE	Sweden
SI	Slovenia
SK	Slovakia
TR	Turkey
UK	United Kingdom
US	United States

Other abbreviations

3BL	Triple Bottom Line
AS	Action Sustainability - UK
BDA	German Employment Federation
CFOs	Co-Financing Organisations
CIP	Under the Competitiveness and Innovation Programme
CoE	Council of Europe
COP15	The 15th session of the United Nations Climate Change Conference
CSD	Commission on Sustainable Development
CSR	Corporate Social Responsibility
DSD	UN Division for Sustainable Development
DWP	Department of Work and Pensions - UK
EC	European Commission
EES	European Employment Strategy
EGSS	Environmental Goods and Service Sector
ERDF	European Regional Development Fund
ESF	European Social Fund
ET	Eco-technologies
ETAP	Environmental Technologies Action Plan
EU	European Union
FÖJ	Freiwilliges Ökologisches Jahr - Ecological Volunteer Year
GDP	Gross Domestic Product
GHG	greenhouse gas
ICT	Information and Communication Technologies
ILO	International Labour Organisation
ITM	Innovation, Transnationality and Mainstreaming
LSC	Learning & Skills Council - UK
LTU	Long Term Unemployed
NAP	National Action Plan
NGO	Non Governmental Organisation
NSDS	National Sustainable Development Strategies
NSDSs	National Sustainable Development Strategies
NSRF	National Strategic Reference Framework
OECD	Organisation for Economic Cooperation and Development
OP	Operational Programme
OSCE	Organization for Security and Co-operation in Europe
PC	Programme Complement
PES	Public Employment Services
PRS	Poverty reduction strategies
RDA	Regional Development Agencies - UK
R&D	Research and Development
SCP	Sustainable Consumption and Production
SD	Sustainable Development
SDI	Sustainable Development Indicators
SFC	EC Structural Funds financial database
SME	Small and medium-sized enterprise
SPD	Single Programming Document
TA	Technical Assistant
TBL	Triple Bottom Line
UN	United Nations
UNCED	United Nations Conference on Environment and Development
UNEP	United Nations Environmental Programme
UNFCCC	United Nations Framework Convention on Climate Change
WSSD	World Summit for Sustainable Development

Introduction

A. SCOPE OF THE STUDY

This study presents the interventions of the European Social Fund (ESF) for Sustainable Development (SD) and eco-technologies. It is one of a series of 21 studies describing what the ESF does and achieves on a range of policy topics or target groups. In addition to this background report, which exists only in English, a 'summary fiche' (brochure) contains the major findings of the study and is translated in French, German, Spanish, Italian and Polish.

SD is a pattern of resource use that aims to meet human needs while preserving the environment so that these needs can be met in the present as well as in the future. The term was used for the first time by the Brundtland Commission which coined what has become the most often-quoted definition of SD. It aims for continued economic growth, whilst mitigating damage to the environment and society. A key objective is decoupling economic development from environmental degradation.

The ESF is one of the Structural Funds of the European Union (EU) and dedicated in particular to strengthening economic and social cohesion by improving employment and job opportunities, encouraging a high level of employment and more and better jobs through training, education and social inclusion. While carrying out its tasks the ESF shall support, among other objectives, the promotion of economic growth and SD.

The implementation of the ESF is structured along seven-year programming periods. This report contains information on the ESF interventions for the programming periods 2000-2006 and 2007-2013. Since 2000, the EU has grown from 15 to 27 Member States and so has the involvement of the respective countries in ESF. Romania and Bulgaria, for instance, only participate in the current programming period 2007-2013.

Following this introduction (Chapter 1), the report consists of two chapters and a conclusion. Chapter 2 gives a conceptual framework on SD, eco-technologies, eco-innovation and green jobs. In this chapter all main international and EU developments on the topic are described and a particular section is dedicated to green growth and employment creation in the green economy.

Chapter 3 presents the main interventions and achievements of the ESF for SD and eco-technologies. The first part of the chapter concerns the overall finances, interventions and mainstreaming strategies of the EU Member States. Achievements are presented based on the analysis of quantitative data and relevant indicators of the Operational Programmes. Findings are illustrated with a qualitative review of types of interventions in the Member States. Specific attention is given to Member States which have implemented actions targeting the environmental dimension. The latter part of the chapter is dedicated to two Case Studies featuring two Member States who have engaged themselves most in mainstreaming SD within ESF co-funded activities: Spain and the United Kingdom.

The concluding section contains a summary of the findings and looks in particular at the continuity in the ESF assistance to SD and eco-technologies across the programming periods.

B. THE EUROPEAN SOCIAL FUND: FRAMEWORK & ACHIEVEMENTS

The ESF is one of the EU's Structural Funds set up to reduce the gap in living standards between regions and between people and to promote economic and social cohesion across Europe. The ESF is devoted to promoting employment in the EU. It helps Member States make Europe's workforce and companies better equipped to face new and global challenges. The ESF was created in 1957 at the time when the European Economic Community was established. While the overall purpose of the Fund has remained unchanged, its objectives and scope of application have been adapted to socio-economic developments. The ESF strategy and budget is negotiated and decided between the EU Member States, the European Parliament and the Commission. On this basis, seven-year Operational Programmes (OPs) are planned by Member States together with the European Commission.

Programming Period 2000-2006

In the period 2000-2006, the Structural Funds were grouped around 3 Objectives¹: Objective 1 promoted the development of regions where the GDP per capita was below 75% of the EU average, outlying regions (e.g. Azores) and sparsely populated regions in Finland and Sweden; Objective 2 supported areas adjusting to change in the industrial and services sector, rural areas in decline, urban areas in difficulty, and economically depressed areas heavily dependent on fisheries; Objective 3 provided funding throughout the EU to help adapt and modernise policies and systems of education, training and employment. Objectives 1 and 2 were financed by the ESF in combination with other Structural Funds. Objective 3 was financed solely by ESF.

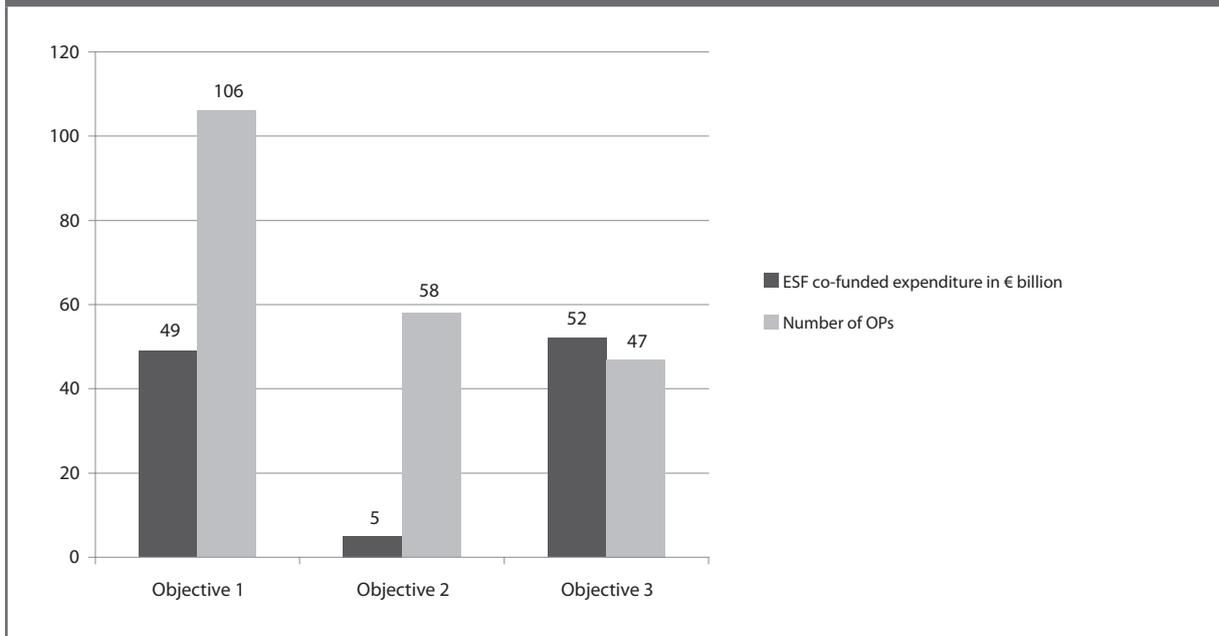
ESF supported activities related to five Policy Fields: (i) the development and promotion of active labour market policies; (ii) the promotion of equal opportunities for all in accessing the labour market, with particular emphasis on those exposed to social exclusion; (iii) the promotion and improvement of training, education and counselling as part of lifelong learning policy; (iv) the promotion of a skilled, trained and adaptable workforce; and (v) the improvement of women's access to and participation in the labour market. Across all programmes, the ESF has also addressed three horizontal themes: (i) support for local initiatives concerning employment; (ii) the social and labour market dimensions of the information society; and (iii) equal opportunities for women and men as part of the mainstreaming approach.

Between 2000 and 2006 a total of 212 OPs² were implemented by either regional or national authorities in the Member States. In 2000, the ESF was open to 15 Member States. Additional OPs were set up in 2004 to accommodate the priorities of 10 new Member States. The distribution of the programmes and the total ESF co-funded expenditure per Objective is presented in Figure 1.

¹ <<http://europa.eu/scadplus/leg/en/lvb/g24203.htm>>

² The research is based on data collected for 207 OPs covering the years 2000 to 2006. The remaining programmes are technical assistance OPs and a specific transnational OP promoting the peace process in Northern Ireland. This OP is not included in figure 1. The Equal Operational Programmes are not covered.

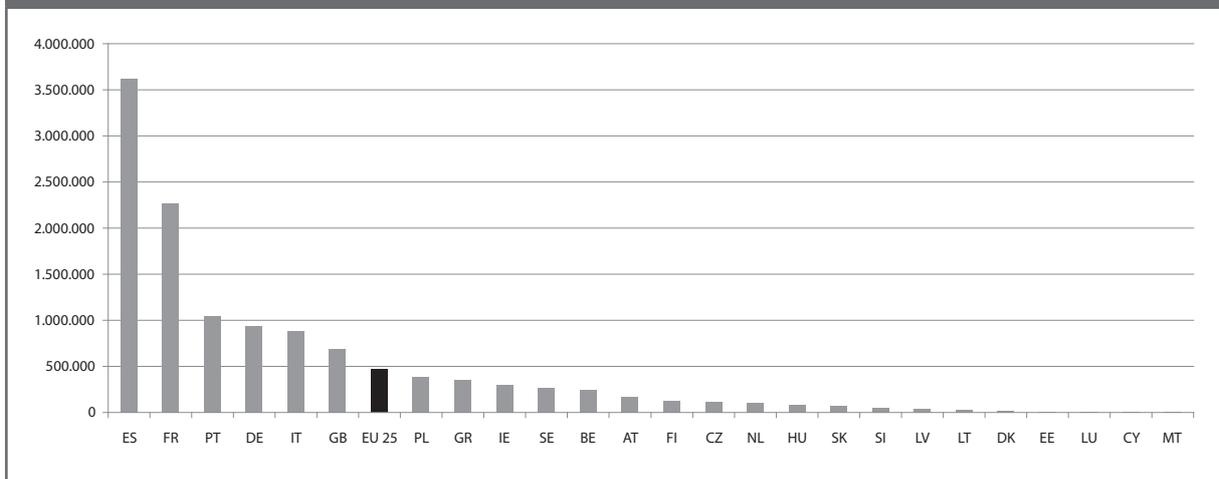
Figure 1: Number of OPs and total ESF co-funded expenditure per Objective in the ESF 2000-2006 period



Source: EC Structural Fund Database (SFC), situation in September 2008 (2000-2006)

Between 2000 and 2006, over 75 million participants³ were involved in ESF funded activities. Because it is very likely that some people have benefited more than once from ESF funded interventions, it is more correct to refer to over 75 million participations.

Figure 2: Average yearly participation per Member State



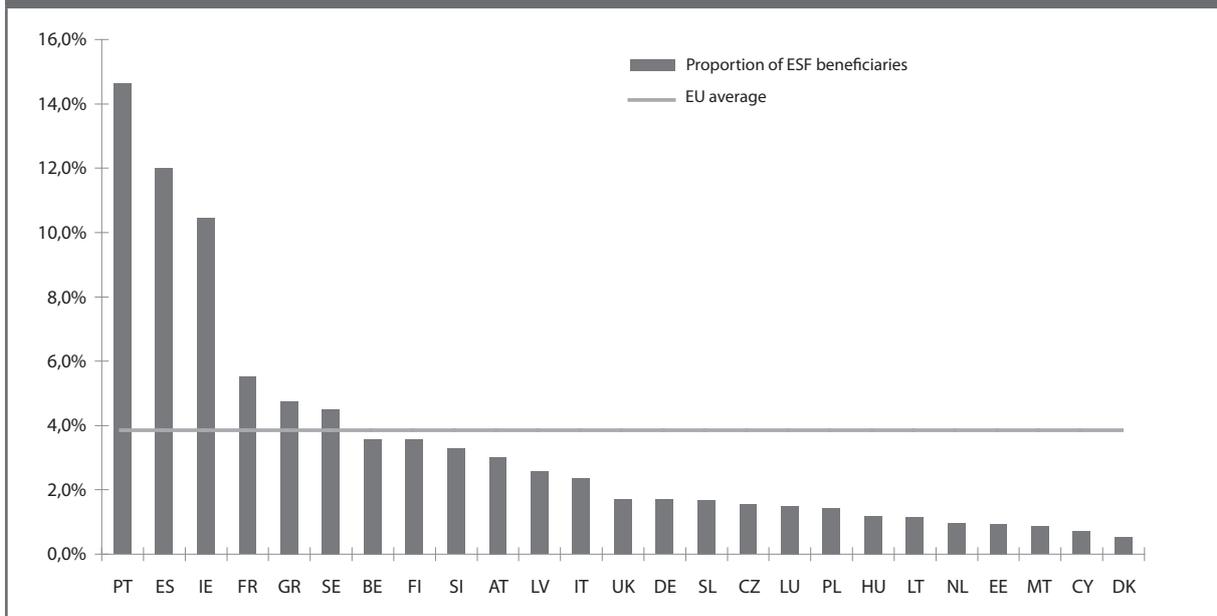
Source: Data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006

This corresponds to approximately a fifth of the total population between 15-64 years⁴ in the 25 EU Member States. The average yearly participation for each Member State is presented in Figure 2. In absolute numbers Spain, France, Portugal, Italy and the UK reported participations higher than the EU average. In the case of Portugal, no aggregated data were available so data from the different years were added up. In Spain, participants could be funded under national and regional programmes. Furthermore, for the Netherlands limited data is available.

³ The findings are based on a total of 1,567 measures of which 1,260 have reported on participants.

⁴ Eurostat, Europe in figures, Eurostat Yearbook 2008, <http://epp.eurostat.ec.europa.eu/portal/page/portal/publications/eurostat_yearbook>

Figure 3: The proportion of the yearly average of ESF beneficiaries per Member State in relation to the total population between 15-64 years per Member State

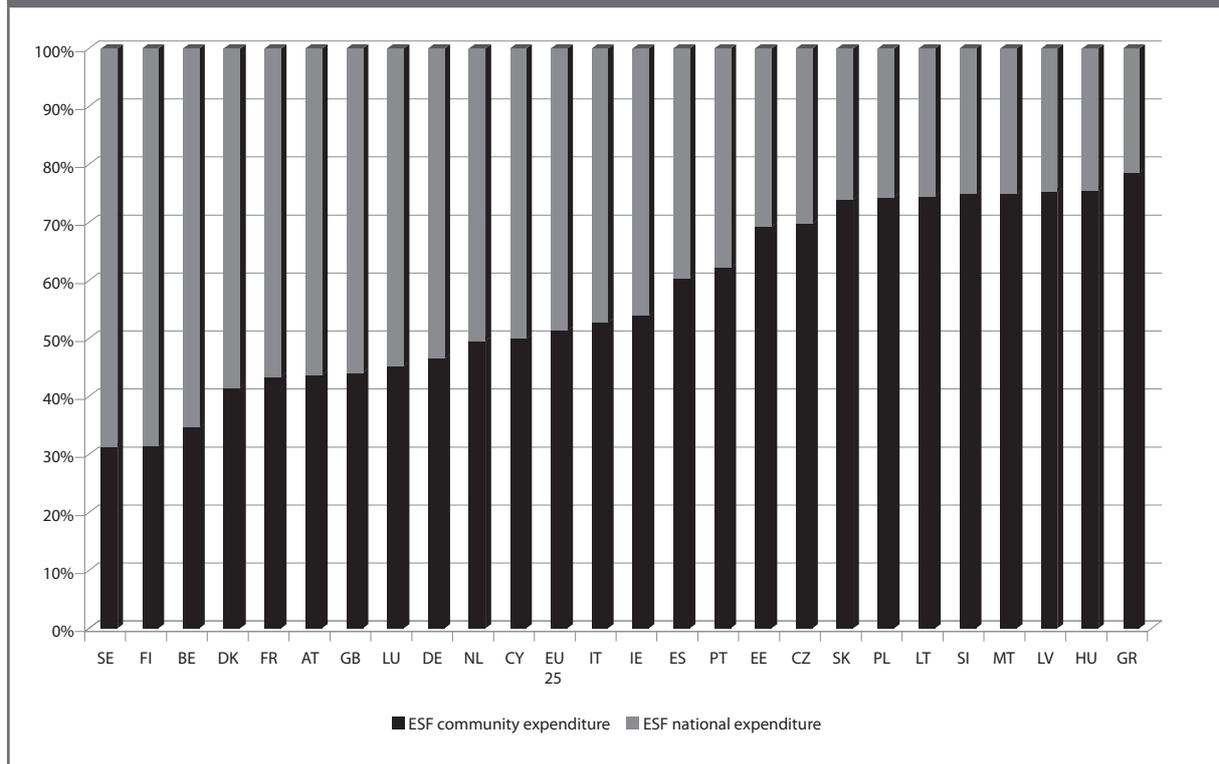


Source: Eurostat 2008 and for ESF, data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006

The yearly proportional participation rate in relation to the total population for Member States is presented in Figure 3. From this perspective Ireland, Greece and Sweden reported participations higher than the EU average. On an annual basis, ESF reached on average nearly 4% of the total EU-25 population between 15 – 64 years in the 25 EU Member States. In most of the Member States the yearly proportion of the active population benefitting from ESF supported programmes was lower. New Member States started later with the programming and this may explain the lower proportion of the active population addressed through ESF. Moreover in some Member States Operational Programmes focussed more on assistance to systems and structures than in others.

The total ESF community expenditure was € 54 billion in the period 2000-2006. This amount was matched, through the basic principle of co-funding within ESF with about € 51 billion from the public and private sectors in the Member States concerned. A detailed breakdown of the financial allocations per Member State is available in Annex 1 and the proportional breakdown between ESF and National funding is presented in Figure 4.

Figure 4: Total ESF budget by Member State: proportion between ESF and Member State funds



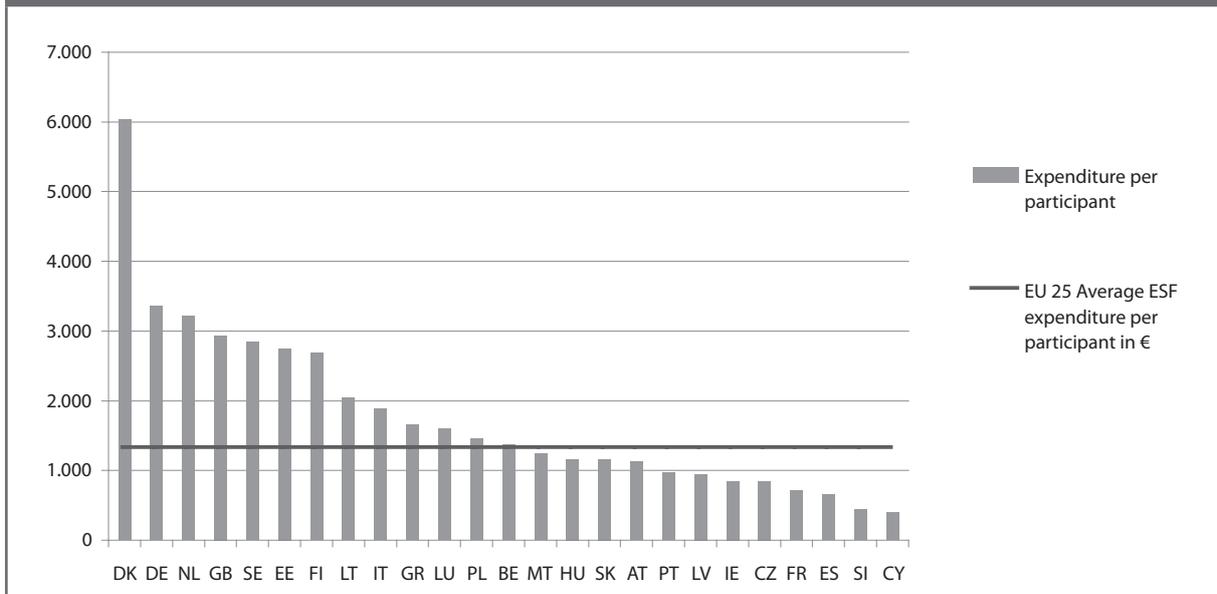
Source: EC Structural Fund Database (SFC), situation in September 2008 (2000-2006).

The average percentage of the total ESF co-funded expenditure committed by Member States to ESF activities was 51.3%. The share of the ESF budget that each Member State received depended on several factors, such as the size of the population and the objective covered⁵. On average the new Member States received a higher share of ESF funding, which can be explained by the need for these countries to catch up with the global European economy. Funding was allocated to Member States where support was most needed to ensure that the whole of EU moved forward.

The average total co-funded expenditure per ESF beneficiary was € 1,306 (€669 was the average ESF contribution per beneficiary). Each Member State's average is presented in Figure 5. Some Member States like Denmark and Germany, but also the Netherlands and United Kingdom exceeded the EU average amount considerably. This may reflect a stronger focus of the Operational Programmes on assistance to systems and structures.

⁵ Priority Objectives in 2000-2006 have been defined on the basis of the per capita gross domestic product (GDP). Objective 1 territory were the ones with a GDP lower than 75% of the Community average, Objective 2 programmes were aimed at helping regions with indications of industrial decline; Objective 3 programmes were not geographically targeted and delivered the European Employment Strategy. <<http://europa.eu/scadplus/leg/en/lvb/g24203.htm>>

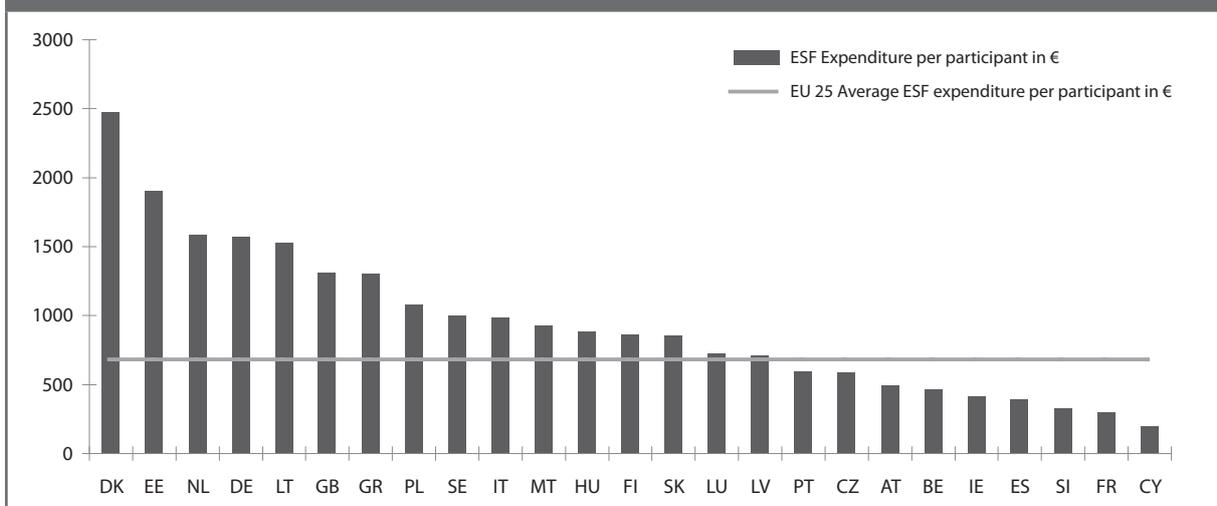
Figure 5: Total ESF co-funded expenditure per participant per Member State (in €)



Source: EC Structural Fund Database (SFC), situation in September 2008 (2000-2006.) Data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006.

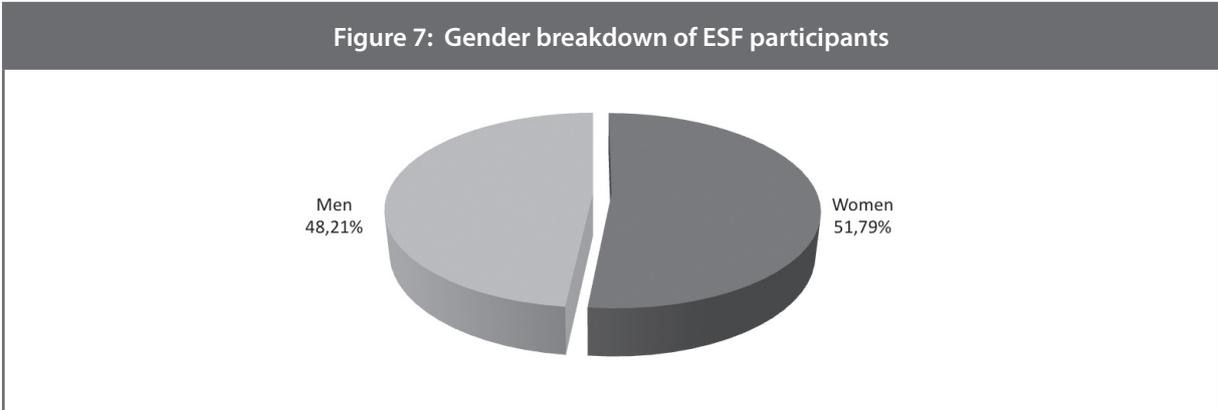
The ESF supported two types of interventions, assisting people and systems. Actions targeting the enhancement of systems (e.g. capacity building in Public Employment Services or the modernisation of vocational education and training systems) ultimately also address individual beneficiaries. However, such programmes tend not to have the same number of participants as those interventions directly aimed at assistance to persons e.g. training disadvantaged sections of the population in acquiring a better position for the labour market or supporting researchers to pursue part of their work in another region or country. Member States implementing more system-related interventions had a relatively lower number of participants and therefore the average ESF budget spent on each participant was somewhat higher (see Figure 6).

Figure 6: ESF community expenditure per participant per Member State (in €)



Source: EC Structural Fund Database (SFC), situation in September 2008 (2000-2006) data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006.

The ESF Regulation strongly reflected the EU’s commitment to eliminate inequalities between women and men following a combined approach of gender mainstreaming and specific activities for women in different fields. The gender breakdown of participations is presented in Figure 7. The participation of men and women was relatively balanced with 52% of the participants being women and 48% being men.

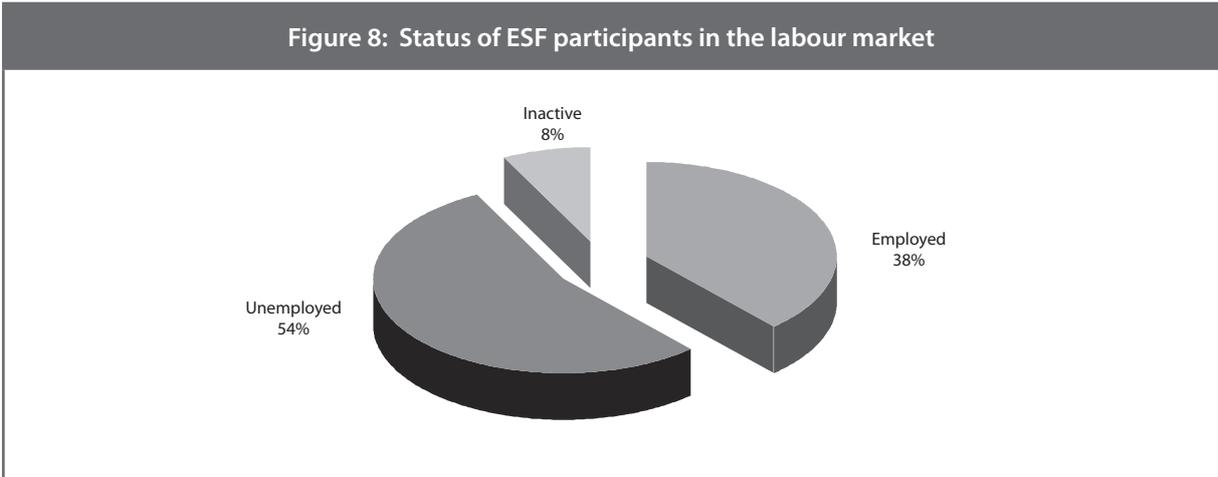


Source: Data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006.

The pattern of gender balanced participation was reflected in the participation rates of most Member States, although seven Member States had a proportion of female participations exceeding 55% (Malta, Poland, Lithuania, Ireland, Portugal, Greece and Austria where 64% of the participants were women).

37% of the ESF participants were young people (< 25 years) while 7% were beneficiaries aged 50 years and older⁶. ESF helped to prepare young people to find suitable work and to succeed in their jobs. It assisted older workers to stay in employment, by e.g. re-skilling programmes.

ESF addressed both employed and unemployed people (see Figure 8). 54% of ESF participants were unemployed, of whom 25% were long term unemployed, 42% short term unemployed and 33% were not further specified. 38% were employed people of whom 4% self-employed. Another 7% of the participants were inactive, e.g. students.



Source: Data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006.

⁶ These two percentages were calculated independently. For the calculation of the proportion of young people and older persons, the maximum number of data was used for each of the respective categories. The proportions were calculated on the basis of all measures including data on young people on the one hand and on older persons on the other hand.

From another perspective, 700,000 projects were funded. The majority of these projects were reported by Operational Programmes in Italy and Germany. In Germany, most of the 170,000 projects funded through ESF were situated in the priority 'promotion of the work force potential and of equal opportunities', while in Italy about 400,000 projects were spread over various programmes and priorities.

Not all Member States have reported results in the same way. As a result the scope and size of results are probably higher than reported results reflect. The success rate of participants gaining a qualification was on average 34%. Success rates above 75% were reported in Greece (97%), Estonia (89%) and Latvia (85%)⁷. 22% of the participants were integrated into the labour market. Particularly high success rates were reported by Portugal (91%) and Slovakia (72%)⁸. The success rates were largely influenced by the type of target group ESF addressed, i.e. groups at risk for which it is difficult to, for example, (re)integrate into the labour market. Moreover, not all measures were aimed at the achievement of a formal qualification or at an immediate integration in the labour market.

The creation of 600,000 jobs with ESF funds was reported particularly in Spain and Greece. In Spain 152,227 jobs were created in self-employment. In Greece the majority of jobs were created in the framework of the programme 'employment promotion and vocational training'. This programme was entirely devoted to job creation, including actions aiming at combating (long-term) unemployment, creating conditions to ensure job positions in enterprises and strengthening the acquisition of work experience.

About 200,000 jobs were safeguarded as a result of ESF interventions. Finland and France reported particularly good results. The results in France were mainly related to the programme Midi-Pyrénées.

Programming Period 2007-2013

In the current period 2007-2013, the Structural Funds are concentrated around 3 new Objectives: (i) Convergence concerns the least developed regions, comparable to the old Objective 1, and aims to help the least-developed Member States and regions catch up more quickly with the EU average by improving conditions for growth and employment; (ii) Regional Competitiveness and Employment concerns the rest of the EU and aims to strengthen the competitiveness, employment and attractiveness of all regions; and (iii) European territorial cooperation aims at strengthening cross-border, trans-national and interregional cooperation through joint local and regional initiatives.

The ESF is supporting activities under the first two Objectives that relate to the following Priorities: (i) adaptability of workers and enterprises; (ii) improved access to employment and the sustainable inclusion in the labour market of job seekers and inactive people; (iii) reinforcing the social inclusion of disadvantaged people with a view to their sustainable integration in employment and combating all forms of discrimination in the labour market; (iv) enhancing human capital by promoting reform in education and training systems, as well as networking activities between higher education institutions, research centres and enterprises; and (v) promoting good governance, partnership and the involvement of social partners. Moreover, ESF addresses additional priorities under the Convergence Objective: (i) expanding and improving investment in human capital, in particular by increasing the participation in education and training through the life-cycle and by developing human potential in research and innovation; and (ii) improving the institutional capacity and efficiency of public administrations and public services at national, regional and local level.

⁷ These rates have been calculated on the number of measures on which data on participants gaining a qualification have been reported.

⁸ These rates have been calculated on the number of measures on which data on participants integrated into the labour market have been reported.

The current programming period features 117 OPs for all 27 Member States, including Bulgaria and Romania which did not participate at all in the previous ESF period. Half of the programmes concern Regional Competitiveness and Employment (59 OPs), while 42 OPs belong to the Convergence objective. The remaining 16 OPs contain initiatives that address both objectives. The total co-funded budget available for ESF related interventions in the period 2007-2013 is € 117 billion, of which € 76 billion is contributed by the ESF. A detailed breakdown per Member State is available in Annex 1.

The programming, implementation and financing procedures for the 2007-2013 period were simplified for all Structural Funds. In so far as the ESF is concerned, the current period features a strong link with the objectives of the Lisbon Strategy for Growth and Jobs: the ESF is supporting Member States' policies to comply with the guidelines and recommendations adopted in the European Employment Strategy. The most important ESF concepts and documents across the programming periods are described in Annex 2.

In 2007, 2008 and 2009 more than 18 million participants entered ESF funded interventions⁹. There were slightly more women (52%) than men (48%). 31.5% of the participants were unemployed, including 9% of long-term unemployed; 33% were inactive of which 23% in education or training. The remaining 31% were employed, of which 2% self-employed. Nearly one third of the ESF participants were younger than 25 and 5% were 55 years and older. The ESF mainly targets people with modest educational attainment: 64% of the participants have a primary or a secondary school degree (ISCED 1, 2 or 3). ESF funding in this programming period also targets people in society who are more vulnerable to unemployment and social exclusion. 17% of the participants belong to one of the vulnerable groups (e.g. minorities, migrants, disabled).

C. APPROACH

The study describes the way Member States benefited from the financial means offered by ESF to initiate and further develop contributions to mainstreaming and implementing activities on SD and eco-technologies.

For the ESF programming period 2000-2006, the research work took place in various stages. First of all, the measures to be investigated were identified on the basis of key-words describing the various types of SD-related interventions. The keywords used were: sustainable development, environment, eco-technologies, ecology, natural resources, energy, waste, water, corporate social responsibility, environmental management, environmental training, environmental awareness, environmental technologies, climate change, eco-innovation, green jobs. The same key-words have been used to search in the indicator database of ESF 2000-2006 for all those actions/activities dedicated to SD or environment, and to identify mainstreaming strategies in Operational Programmes (OPs). External sources such as the ESF project database¹⁰ have been also used to spot initiatives of interest.

⁹ Figures as of 30/08/2010. Updated information on participants can be found at: http://ec.europa.eu/employment_social/esf/discover/statistics_en.htm

¹⁰ http://ec.europa.eu/employment_social/emplweb/esf_projects/search.cfm

Secondly, materials for the relevant measures were collected in the various ESF programming and implementation documents. The materials contain both quantitative and qualitative information: the latter was provided mainly through the OPs and Programme Complements describing the planned interventions, while the Annual Implementation Reports for the most part contained quantitative information in the form of outcome indicators. Other outcome-related information could be found in the (Updated) Mid Term Evaluations.

The third step consisted of processing the collected information. All outcome indicators for the relevant measures have been reviewed, collected, standardised and, where appropriate, processed. The results of this quantitative research constitute the backbone of this study and are described in section 3C.

The claimed expenditure figures are taken from the Structural Fund Database (SFC) which provides the financial information for each OP. It reflects the situation as available on 2 August 2008. The list of measures used for the study is provided in Annex 3.

In so far as the current ESF programming period 2007-2013 is concerned, a key-word search was made on English summaries of all OPs to identify mainstreaming strategies and the priority axes addressing SD or environment. The list with relevant priority axes is provided in Annex 4 to this report. The budget figures are taken from the SFC 2007 which provides the financial information for each priority axis per OP. It reflects the situation as of February 2009.

Since SD is not a primary target for funding and interventions in ESF, the numbers of participants, interventions, measures or priority axes are not very high. Nevertheless, several qualitative examples and good practices have been presented in the achievement section. The description of the activities in chapter 3 is not exhaustive but does cover the bulk of the projects that the research team has come across.

For both financing periods, the identification of relevant information was done as thoroughly as possible in order to provide a comprehensive report. Nevertheless, it is possible that individually relevant activities might have been overlooked. However, the scope for mistakes should be fairly small and hence any possible errors should not affect the overall picture presented in this report.

Chapter 1 – General Context

1A. CONCEPTUAL FRAMEWORK

1A.1 Sustainable Development

In 1987, Sustainable Development (SD) was defined by The Brundtland Commission as “development that meets the needs of the present without compromising the ability of future generations to meet their own needs.”¹¹ More recently, the United Nations highlighted that “Sustainable Development has grown from being a movement mostly focusing on environmental concerns to a widely recognised framework utilised by individuals, governments, companies and society. This framework attempts to balance economic, social, environmental and inter-generational issues in decision-making at all levels.”¹²

SD includes a range of concepts with social, economic and environmental aspects. Table 1 highlights a number of SD-related ‘high level’ concepts and specific sub-topics related to energy, resources, manufacturing and products.

Table 1: Concepts of Sustainable Development				
High Level Concepts in Sustainable Development				
Corporate Social Responsibility	Corporate Responsibility	Industrial Ecology	Industrial Symbiosis	Natural Capitalism
Factor 4, 10, 50	Circular Economy	Closed Loops	Lifecycle Thinking	
Specific Concepts in Sustainable Development				
Energy	Resources and Waste	Manufacturing	Products and Technologies	Other
Climate change Clean energy Carbon footprinting “Clean tech” (‘clean technology’) Energy efficiency Renewable energy	Water Conservation Resource productivity Resource efficiency Waste minimisation Recycling Remanufacturing	Pollution prevention Cleaner production Sustainable consumption and production	Eco-innovation Sustainable design Sustainable products	Biodiversity Sustainable transportation Sustainable buildings Poverty alleviation Social inclusion Health Equity

Source: The Centre for Sustainable Design, Faculty of Design at The Surrey Institute of Art & Design, University College (UK).

Other definitions highlight the inter-related elements of Sustainable Development. The Forum for the Future considers SD as ‘a dynamic process which enables all people to realise their potential and improve their quality of life in ways which simultaneously protect and enhance the Earth’s life support systems’¹³. John Elkington refers to SD as ‘The triple bottom line (abbreviated to “TBL” or “3BL”, and also known as “people, planet, profit”) which captures an expanded spectrum of values and criteria for measuring organizational (and societal) success: economic, ecological and social’¹⁴

11 The Brundtland Commission. 1987. *Our Common Future, Report of the World Commission on Environment and Development, World Commission on Environment and Development. Published as Annex to General Assembly document A/42/427, Development and International Co-operation: Environment August 2, 1987. Retrieved, 2007.11.14 (1987).*
 12 United Nations Department of Economic and Social Affairs – Division for Sustainable Development. 2008. *Trends in Sustainable Development.*
 13 Forum for the Future; UK Sustainable Development ‘Think Tank’ <http://www.forumforthefuture.org.uk/what-is-SD>
 14 Attributed to John Elkington, Consultant and Chairman, of Sustainability (1984) in Elkington, J. (1994) “Towards the sustainable corporation: Win-win business strategies for Sustainable Development.” *California Management Review* 36, no. 2: 90-100.

1A.2 Eco-technologies

There is no universally agreed definition of eco-technologies. The term is often used interchangeably with environmental technologies, sustainable technologies and “clean tech”. Eco-technology deals with the operations for fighting pollution at basic levels as well as with integrated technologies that reduce pollution emissions, production processes that economise energy and resources, and optimisation systems for managing emissions and resources. The challenge is to contribute to the preservation of resources, reduce emissions that pollute with curative and preventive approaches as well as control environmental risks. More particularly, the objective of eco-technologies is to improve economic growth, reducing the costs of protecting the environment compared to those of the current norms and practices. Not only can the eco-technology sector contribute to developing national and European markets, but it can also improve the markets in emerging countries which need technologies that cost less in order to confront the growing environmental constraints.¹⁵

Conventionally, environmental technologies are defined as covering:

- Pollution control technologies including waste water treatment technologies;
- Cleaning technologies that treat pollution released into the environment;
- Cleaner process technologies: new manufacturing processes that are less polluting and/or more resource efficient than relevant alternatives;
- Waste management equipment;
- Environmental monitoring and instrumentation;
- Green energy technologies;
- Water supply;
- Noise and vibration control¹⁶.

Eurostat uses a broader definition of the Environmental Goods and Services Sector (EGSS) as ‘a heterogeneous set of producers of technologies, goods and services that prevent or minimise pollution’ and ‘minimise the use of natural resources’. Thus, environmental activities are divided into two broad segments: environmental protection and resource management. Only those technologies, goods and services that have an environmental protection or resources management purpose as their prime production objective (i.e. ‘environmental purpose’) are considered. This excludes goods and services that are not provided primarily for environmental purposes. For example, electronic delivery of documents may be beneficial to the environment, but it is not provided mainly for environmental purposes, and therefore it is not considered. One can conclude that the EGSS is not recognised as a distinctive sector but it rather regroups activities from many different economic sectors.¹⁷

¹⁵ Source: Agence de l'Environnement et de la Maîtrise de l'Energie (ADEME), 2005

¹⁶ Source: Kemp R, *Measuring eco-innovation*, Research brief no.1 2008, United Nations University, ISBN 978-92-808-3506-9, 2008

¹⁷ Eurostat (2009), *The environmental goods and services sector (EGSS), a data collection handbook*

(available at: http://circa.europa.eu/Public/irc/dsis/pip/library?1=/environmental_services/egss_collection/handbook_finalpdf/_EN_1.0_&a=d)

1A.3 Eco-innovation

The broader concept of eco-innovation has been increasingly used by the European Commission (EC), various Member States and the Organisation for Economic Cooperation and Development (OECD), and it has a cross-over with eco-technologies. The European Commission defined eco-innovation as “any form of innovation aiming at significant and demonstrable progress towards the goal of Sustainable Development, through reducing impacts on the environment or achieving a more efficient and responsible use of natural resources, including energy¹⁸.”

The ‘Measuring Eco-innovation’ research team at the United Nations University produced a more detailed definition: “Eco-innovation is the production, assimilation or exploitation of a product, production process, service or business method that is novel to the organisation (developing or adopting it) and which results, throughout its life cycle, in a reduction of environmental risk, pollution and other negative impacts of resources use (including energy use) compared to relevant alternatives.”¹⁹

The above research team viewed eco-innovation as including four elements: environmental technologies (as above), organisational innovation for the environment, production and innovation offering environmental benefits, and green system innovation.

1A.4 Green Jobs

In a background paper in 2008 by the United Nations Environmental Programme (UNEP), ‘green’ jobs were defined as ‘positions in agriculture, manufacturing, R&D, administrative, and service activities aimed at alleviating the myriad environmental threats faced by humanity²⁰’. This definition covers many shades of green jobs, ranging from jobs directly affiliated to the environment through the application of ‘end-of-pipe’ clean-up techniques (including the recycling, recovery and reuse of materials), through jobs that promote a more efficient use of non-renewable natural resources and a stronger implementation of renewable energy (including solar, wind, biomass, hydro, hydrogen and fuel cell industries), to jobs in research and development and the marketing of green goods and services. A broader definition would also cover jobs in activities that depend on environmental quality; eco-tourism is one example.

In a discussion paper on ‘green’ jobs, the German employers’ federation BDA (2009) applies a more holistic approach to the concept of ‘green’ jobs by explicitly emphasising the importance of the interdependence between the economic, ecological and social dimension of jobs²¹. BDA argued in the paper that a more comprehensive definition focused on sustainability rather than ‘green’ aspects is preferable because it avoids emphasising very specific areas of the economy (e.g. renewable energy) to the detriment of other sectors.

The European Commission also considers this notion of “green jobs” with caution, since it is a relative and dynamic concept (the dividing line between “green” and “environmentally inefficient” jobs is not always easy to draw and may, in time, shift in response to progress in technology, work organisation, workers’ skills...) and it may put too much focus on specific areas of the economy²².

18 European Commission, *Competitiveness and Innovation Framework Programme (2007 - 2013)*, www.ec.europa.eu/cip

19 Source: Kemp R, *Measuring eco-innovation*, Research brief no.1 2008, United Nations University, ISBN 978-92-808-3506-9, 2008

20 Available at http://www.unep.org/labour_environment/PDFs/Green-Jobs-Back-ground-paper-18-01-08.pdf

21 Available at: http://ioe-emp.org/fileadmin/user_upload/documents_pdf/globaljobcrisis/documentsfrom-members/Towards_a_new_understanding_of_green_jobs_a_discussion_paper_German_employers_BDA.pdf

22 European Commission background paper on “the employment dimension of greening of the EU economy” for the Belgian Presidency Ministerial Conference on Promoting Green Employment: a Major indispensable driver behind a successful transition towards a competitive low carbon economy”, 23-24 September 2010.

1B. INTERNATIONAL DEVELOPMENTS

1B.1 Agenda 21

In 1987, the United Nations released the Brundtland Report, which aimed to place Sustainable Development firmly on the political agenda. In 1992, the UNCED (United Nations Conference on Environment and Development) (also known as 'The Earth Summit') in Rio de Janeiro in Brazil adopted Agenda 21, an unprecedented global plan of action for Sustainable Development.

Then in 2002, the World Summit for Sustainable Development (WSSD) brought world leaders together to identify quantifiable targets and concrete steps for implementing Agenda 21. Leaders were urged to take immediate steps to make progress in drawing up national strategies for Sustainable Development and to begin implementation by 2005. Previously the CSD (Commission on Sustainable Development) had been established in December 1992 to ensure effective follow-up to 'The Earth Summit', and it has met annually in New York since 1993. CSD sessions focus on different global issues, for example the 14th and 15th sessions (2006 and 2007) focused on Climate Change and Energy for Sustainable Development.

The UN Division for Sustainable Development (DSD) reported that, between 2006 and 2008, the number of countries implementing a National Sustainable Development Strategy (NSDS) had increased by 19%. Compared with the last reporting in 2008, there has been an increase by 24 countries, equivalent to 29 per cent, in the number of countries that are implementing an NSDS. Overall 128 countries have already developed a NSDS in 2009²³.

1B.2 Climate Change

Climate change policy has become a major driver in Sustainable Development policy over the recent years. The move towards a low carbon society will have significant implications for labour markets, job creation, re-training of existing employees and skills development (see section 2D). The 15th session of the United Nations Climate Change Conference held in Copenhagen (COP15) ended on 19 December 2009. The main outcome of the conference was a political agreement – known as the Copenhagen Accord – to cap the global temperature rise by committing to significant emission reductions and to raise funds to help the developing world address climate change. The next step is COP16 in Mexico (29 November-10 December 2010)²⁴.

1B.3 Green Growth

The Organisation for Economic Cooperation and Development (OECD) adopted a 'Declaration on Green Growth'²⁵ stating that OECD countries would "ensure close co-operation of green growth measures with labour market and human capital formation policies." In a subsequent report entitled "Framework for the Green Growth Strategy"²⁶ there were many references to the employment dimension of green growth:

²³ http://www.un.org/esa/dsd/dsd_aofw_nsd/nsds_pdfs/NSDS_map_bg_note.pdf

²⁴ http://ec.europa.eu/environment/climat/climate_action.htm

²⁵ Meeting of the OECD Council at Ministerial Level on the 25th June 2009 [C/MIN (2009)5/ADD1/FINAL].

²⁶ OECD C(2009)168 of 20 November 2009

- Structural reforms towards a low carbon economy will directly and indirectly contribute to job creation.
- In some cases, additional jobs will be created, while in other cases certain jobs may be eliminated in the longer run without any direct replacement. But many existing jobs will also be transformed and re-defined as day-to-day skills sets, and work methods and profiles will adjust to greener technologies.
- More generally, significant shifts towards a low-carbon economy will undoubtedly require new skills and competences, as well as enhanced labour mobility across occupations and sectors, posing new demands to the education and training institutions as well as to labour market policies.
- An assessment of the jobs and growth potential for new green industry opportunities will be needed, as well as measures to address key labour market and education/training policy challenges to promote the reallocation of labour towards these activities and the upgrading of workers' skills.

In another OECD report from 2009, 'Green Growth: Overcoming the crisis and beyond', it was emphasised that governments might take a number of approaches to spur eco-innovation, including increasing training and education to develop the new skill sets required for green jobs. The report also highlighted how a number of countries emphasised the importance of employment creation in relation to green allocations in their economic recovery packages. For example, the UK has launched a Low Carbon Industry Strategy, which aims at a radical shift in energy efficiency, low carbon infrastructure, and the development and production of low carbon vehicles. The strategy also wants to enhance the development of new skills.

1C. EU POLICY DEVELOPMENTS

In recent years, the EU has demonstrated a clear political commitment to Sustainable Development and has successfully integrated it into a number of key policy areas, notably climate change and energy.

1C.1 Sustainable Development Strategy

The EU Sustainable Development Strategy (SDS) has formed the overall framework within which the Lisbon Strategy has promoted a more dynamic economy, with a focus on growth and jobs. These strategies indicate that economic, social and environmental objectives can reinforce each other and should therefore advance together. The EU SDS recognises that investments in human, social and environmental capital as well as technological innovation are required for long-term competitiveness and economic prosperity, social cohesion, quality employment and better environmental protection.²⁷ "A Sustainable Europe for a better world: A European Strategy for Sustainable Development" was the first EU SDS and was adopted by the European Council in Göteborg in June 2001. The Strategy proposed measures to deal with threats to 'quality of life', focusing on issues such as climate change, poverty and emerging health threats. The EU SDS was renewed in June 2006 and set seven key priorities:²⁸

- Climate Change and clean energy;
- Sustainable transport;
- Sustainable consumption and production;

²⁷ EU (2006); 9.6.2006. "Renewed EU Sustainable Development Strategy".

²⁸ EU (2006); 9.6.2006. "Renewed EU Sustainable Development Strategy".

- Conservation and management of natural resources;
- Public Health;
- Social inclusion, demography and migration;
- Global poverty and SD challenge.

To ensure that the EU SDS is effective and remains at the core of European policy, the EU holds a bi-annual review. The latest was provided by the Commission in June 2009. Elaborating a concrete and realistic vision of SD (how to achieve and mainstream it) is important for the development of National Sustainable Development Strategies (NSDSs). The EU SDS 2006 requested that Member States complete their first NSDSs by June 2007. The development of NSDSs (up to December 2007) can be seen in Table 2.

Table 2: Development of National Sustainable Development Strategies		
Member State	First NSDS (year)	Revision(s) of NSDS (years)
Austria	2002	—
Belgium	1999 (federal level only)	2004 (federal level only)
Bulgaria	2007 (draft)	—
Cyprus	2007 (draft)	—
Czech Republic	2004	—
Denmark	2002	—
Estonia	2005	—
Finland	1998	2006
France	2002	2006
Germany	2002	(2005)*
Greece	2002	—
Hungary	2007 (draft)	—
Ireland	1997	(2002)*
Italy	2002	—
Latvia	2002	—
Lithuania	2003	—
Luxembourg	1999***	—
Malta	2006	—
The Netherlands	2001	2003 (SD Action Plan)
Poland	2000	—
Portugal	2006	—
Romania	1999	—
Slovakia	2001	2004 (SD Action Plan)*
Slovenia	(2005)****	—
Spain	2007 (draft)	—
Sweden	2002	2004, 2006
UK	1994	1999, 2005

- Notes:
- * NSDS Update/Revision, did not replace the original NSDS
 - ** Implementation plan 'Sustainable Development in Icelandic Society', no "real" NSDS
 - *** As the Luxembourgian NSDS was not available in English, only the 2002 SDI set was included in the analysis
 - **** 'Slovenia's Development Strategy' represents also the Slovenian NSDS and NRP at the same time.

Source: ESDN Quarterly Report December 2007, http://www.sd-network.eu/?k=quarterly%20reports&report_id=7#qr31

NSDSs differ both in coverage and structure; this can make comparison difficult. Member States all have different names for their NSDSs, and the objectives of an NSDS may be incorporated into existing policies to avoid duplication and confusion. For example, many low-income countries have integrated Sustainable Development considerations in their poverty reduction strategies (PRS). In addition, countries may have two separate documents, a long-term vision document (typically covering a 20 or 30 year horizon) and a four or five year development plan for implementing the vision of an SDS.²⁹

The progress of Sustainable Development is monitored by the EU using Sustainable Development Indicators (SDIs). The relationship between these indicators and policy is very strong, with the policy framework effectively determining the indicators.³⁰ Eurostat is required by the EU SDS to develop a set of SDIs, and review and update this set every two years. The first SDI monitoring report was published by the EC in October 2007, and included a theme area and associated indicators on Sustainable Consumption and Production.

A key finding of this first SDI monitoring report was that the concept of well-being has much potential for measuring Sustainable Development. This is providing that well-being is seen to be a function of consumption in the broadest sense possible. 'Consumption' in this sense must include the enjoyment of any good or service (including those freely provided by nature) that contributes to well-being.

For issues that are of global or regional importance, there is broad consistency among countries. For example, most SDI sets include indicators on management of natural resources and greenhouse gas (GHG) emissions as seen in Table 3. The themes of public health, social inclusion, education and socio-economic development all rank within the top seven Sustainable Development indicator themes. Two core dimensions of human capital are educational achievement and health status. An indicator for educational achievement is the share of the population receiving post-secondary education, whereas health status can be measured with an indicator of health-adjusted life expectancy.³¹

Net investment is the fundamental flow indicator for human capital and comprises the value of the increase in human capital minus its depreciation over a period. Depreciation results from the obsolescence of skills (e.g. through workers failing to keep skills up-to-date) and labour force reduction (e.g. through retirement, unemployment, etc).³² Maintaining the capability and skills of the workforce is therefore a key element of Sustainable Development.

29 United Nations. *National Sustainable Development Strategies – the global picture*, accessed 10 November 2009, <http://www.un.org/esa/dsd/dsd_aofw_nsd/nsds_map.shtml>

30 United Nations Economic Commission for Europe. (2009). *Measuring Sustainable Development*. accessed 10 November 2009, <www.unece.org/stats/publications/Measuring_sustainable_development.pdf>

31 United Nations Economic Commission for Europe. (2009). *Measuring Sustainable Development*. accessed 10 November 2009, <www.unece.org/stats/publications/Measuring_sustainable_development.pdf>

32 United Nations Economic Commission for Europe. (2009). *Measuring Sustainable Development*. accessed 10 November 2009, <www.unece.org/stats/publications/Measuring_sustainable_development.pdf>

Table 3: Most common Sustainable Development Indicator themes in policy-based sets

Rank	Themes	Number of indicators sets where found*
1	Management of natural resources	24
2	Climate change and energy	21
3	Sustainable consumption and productions	20
4	Public health	19
5	Social Inclusion	19
6	Education	19
7	Socio-economic development	18
8	Transport	16
9	Good governance	16
10	Global Dimension of Sustainable Development	16
11	Research Development, Innovation	15

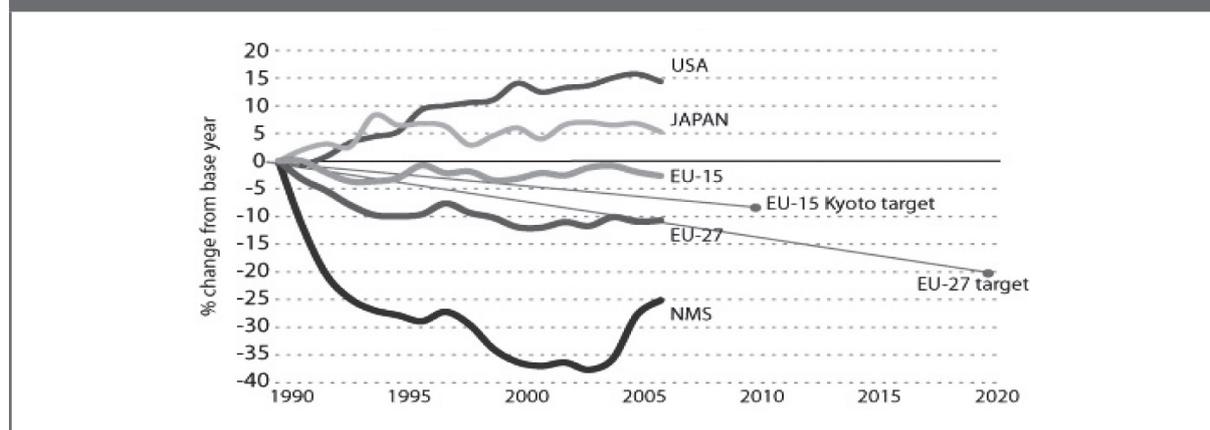
*Themes appearing in 10 or more indicators sets.

Source: UNECE. 2009. "Measuring Sustainable Development"

1C.2 EU Climate Change Policy

The EU-27 accounts for approximately 10% of world's greenhouse gas (GHG) emissions covered by the United Nations Framework Convention on Climate Change (UNFCCC). These emissions come predominantly from the EU-15 Member States. More than 80% of EU-27 GHG emissions are energy-related (i.e. related to the production of electricity and heat).³³ Figure 9 indicates that although GHG emissions from the EU-15 Member States are decreasing, they are not on course to hit their 2008-2012 Kyoto target of an 8% reduction by 2010. EU-27 Member States have been roughly on course for their target to reduce GHG emissions by 20% compared to 1990 levels, although the current trend indicates a slowing in progress.

Figure 9: Trends in greenhouse gas emissions



Source: European Union. "EU environment-related indicators 2009", accessed 10 November 2009,

<www.ec.europa.eu/environment/indicators/pdf/leaflet_env_indic_2009.pdf>

33 EEA (2008); No 5/2008. "Greenhouse gas emission trends and projections in Europe 2008"

Continuing with existing policies and measures, EU-27 Member States predict that their emissions will have increased slightly to reach a level of 7% below 1990 emissions by the end of 2010. The 20% reduction target by 2020, compared to 1990, would therefore remain out of reach without the implementation of additional measures, including the EU energy and climate change package.³⁴ In March 2007, the EU's leaders endorsed an integrated approach to climate and energy policy that aimed to combat climate change and increase the EU's energy security while strengthening its competitiveness. They committed Europe to transforming itself into a highly energy-efficient, low carbon economy.

To kick-start this process, the EU Heads of State and Government set a series of demanding climate and energy targets to be met by 2020. These are: a reduction in EU greenhouse gas emissions of **at least** 20% below 1990 levels; 20% of EU energy consumption to come from renewable resources; and a 20% reduction in primary energy use compared with projected levels, to be achieved by improving energy efficiency. Collectively they are known as the 20-20-20 targets. The EU leaders also offered to decrease the EU's emissions by 30% by 2020, on condition that other major emitting countries in the developed and developing worlds commit to do their fair share under a global climate agreement³⁵. United Nations negotiations on such an agreement are ongoing. In January 2008 the European Commission proposed binding legislation to implement the 20-20-20 targets. This 'climate and energy package' was agreed by the European Parliament and Council in December 2008 and became law in June 2009.

1C.3 Resource Consumption

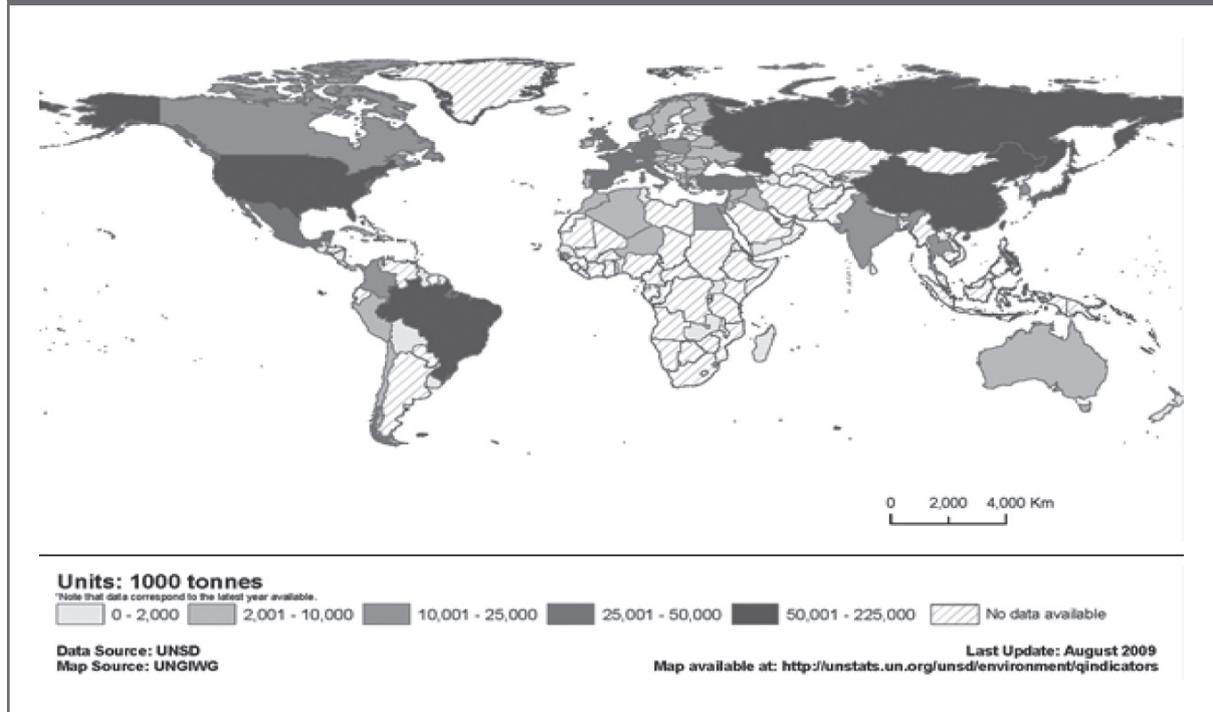
Reducing resource consumption in Europe is also a key challenge in Sustainable Development policy. One indicator to review changes is increased recycling rate, and this can help to measure Sustainable Development progress. UN data collected between 1999 and 2007 suggests approximately one billion tonnes of municipal waste is collected globally each year³⁶. This is broken down in Figure 10 into amounts collected in each country worldwide (including industrial waste from manufacturing).

³⁴ European Environment Agency, accessed 10 November 2009, <<http://www.eea.europa.eu/themes/climate/ghg-country-profiles/tp-report-country-profiles/eu-27-greenhouse-gas-profile-summary-1990-2020.pdf>>

³⁵ http://ec.europa.eu/environment/climat/future_action.htm

³⁶ United Nations Statistics Division, accessed 10 November 2009, <<http://unstats.un.org/unsd/environment/wastetreatment.htm>>

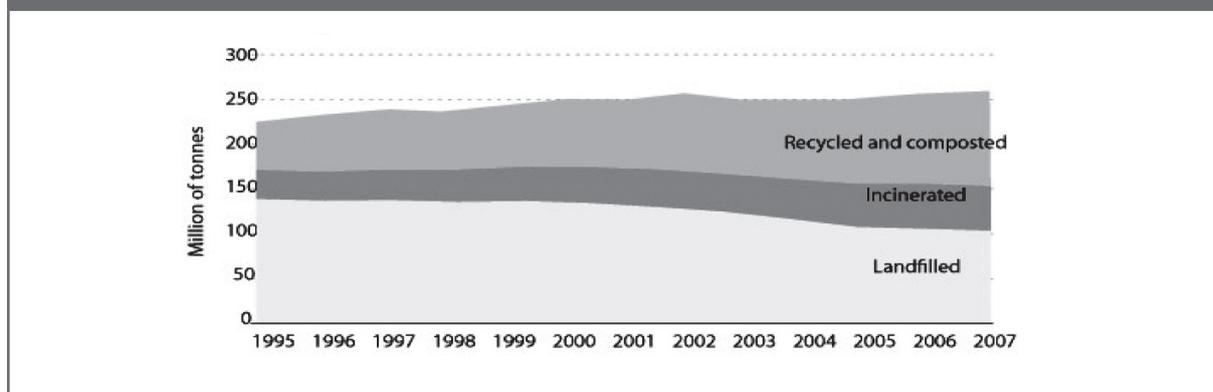
Figure 10: Global municipal waste collection



Source: United Nations Statistics Division, "Municipal waste collected", accessed 10 November 2009, <<http://unstats.un.org/unsd/environment/wastetreatment.htm>>

On a European level, municipal waste produced in the EU-27 reached 258 million tonnes in 2007, representing an average of 522 kg per EU-27 citizen (a 14% increase compared to 1995 levels). Figure 11 illustrates that the amount of municipal waste produced by the EU-27 is increasing but the proportion that is recycled and composted is increasing at a faster rate, resulting in less going to landfill. On average, approximately 40% of the EU-27's municipal waste was sent to landfill in 2007 (compared to 62% in 1995). However it should be noted that municipal waste treatment varies considerably between Member States. In countries such as Germany, the Netherlands, Sweden and Belgium less than 5% is land-filled, while in countries such as Latvia, Lithuania, Cyprus and Malta, more than 85% goes to landfill.

Figure 11: Municipal waste and processing in the EU-27



Source: European Union. "EU environment-related indicators 2009", accessed 10 November 2009, <www.ec.europa.eu/environment/indicators/pdf/leaflet_env_indic_2009.pdf>

To put municipal waste in context, in 2006 the EU-27 produced around 3 billion tonnes of total waste (including mining waste), which equates to approximately 6 tonnes of waste per capita.³⁷ This makes municipal waste a relatively small proportion of total waste produced by the EU-27. Further investigation is required to identify the progress of processing non-municipal waste to align with the EU's Sustainable Development priorities and to identify how these priorities can be better achieved.

The Lisbon Strategy recognised that using resources more efficiently is crucial for the economic development of the EU, for its environment, and for its role in the world. Increasing the EU's energy and resource efficiency can accelerate innovation, create jobs, increase competitiveness and improve the state of the environment.³⁸ Coupled with the transition to a low carbon economy, the movement to a resource efficient or 'closed loop' economy will have major implications in relation to labour markets, job creation, re-training existing employees and skills development.

1C.4 Cohesion Policy

The growing challenges and opportunities related to moving towards a greener, low carbon economy have been highlighted in the recent evolution of the EU Cohesion Policy. Around €105 billion is being invested in the "green economy" through this Cohesion Policy³⁹. It represents 30% of the cohesion policy budget for 2007-2013. The €104 billion dedicated to green projects and jobs is almost three times greater than the sum allocated in the 2000-2006 budgetary period. Seizing opportunities created by the need to tackle climate change and promoting eco-innovation and new "green collar" jobs, especially amongst small and medium-sized enterprises (SMEs), ranks high in the priorities for the regions.

As a part of the contribution of the Cohesion Policy to the European Economic Recovery Plan (Europe's response to the economic crisis), the European Commission has increased the flexibility of the Structural Funds, in particular giving Member States the opportunity to explore possible changes in priorities and objectives to speed up spending in the areas where there is a bigger growth potential e.g. more focus on energy efficiency, etc.⁴⁰

1D. THE EMPLOYMENT DIMENSION OF GREENING OF THE ECONOMY

There are a number of key drivers that will have implications for employment, job creation and training: the economic downturn and green growth, eco-technologies and employment in the environmental products and services sector (eco-industries). In the Foreword to the report on "Employment in Europe 2009"⁴¹, Vladimír Špidla, then Commissioner for Employment, Social Affairs and Equal Opportunities, highlighted the increased importance of the creation of 'green' jobs in the movement towards a competitive and low-carbon economy: "... climate change and the inescapable need to shift to a competitive low-carbon economy have become priorities for urgent action. There is significant scope in Europe for creating new "green jobs" and for 'greening' existing jobs in many sectors and professions. But if these opportunities are to be grasped, the right policies, based on a sound understanding of the key trends underlying efforts to respond to and mitigate the impact of climate change, must be put in place."

37 European Union. *EU environment-related indicators 2009*, accessed 10 November 2009, <www.ec.europa.eu/environment/indicators/pdf/leaflet_env_indic_2009.pdf>

38 Best, Aaron, et.al. 2008. *Potential of the Ecological Footprint for monitoring environmental impacts from natural resource use*

39 "Cohesion policy and the Environment", European Commission, September 2010

40 Source: Cohesion Policy backs "green economy" for growth and long-term jobs in Europe, press release, IP/09/269, Brussels, 9th March 2009

41 European Commission, "Employment in Europe 2009", October 2009.

1D.1 Economic Downturn and Green Growth

Since 2008, the global economy has been driven into a significant economic and financial downturn. In response to this crisis there has been a call for global 'green growth' strategies, and a number of countries have allocated substantial budgets to green investment as part of economic stimulus packages. The highest absolute green allocations have been made in China, the U.S., South Korea and the EU with the greatest proportion of the green allocations being in South Korea, the EU and China. Many of the 'green' aspects of the programmes have been directly related to job creation. The Financial Times published elements of the economic stimulus packages introduced by various countries and regions, detailing the amounts allocated to green measures:

Country/Region	Economic Stimulus (\$ bn)	Green Allocation (\$ bn)	Green Percentage
Australia	26.7	2.5	9
Canada	31.8	2.6	8
China	586.1	221.3	38
EU	38.8	22.8	59
France	33.7	7.1	21
Germany	104.8	13.8	13
Italy	103.5	1.3	1
Japan	485.9	12.4	3
South Korea	38.1	30.7	81
UK	30.4	2.1	7
US	972.0	112.3	12

Source: adapted from *Financial Times*, Which country has the greenest bail-out? March 2 2009

www.ft.com/cms/s/0/cc207678-0738-11de-9294-000077b07658.html?nclink_check=1 cited Giradet H, Mendoca M, *A Renewable World:*

Energy Ecology, Equality, A report for the World Futures Council, Chapter 6, Green Collar Economy, p.154, 2009, Green Books Ltd: UK

The United Nations Environment Programme's (UNEP) proposal for a 'Global Green New Deal' aimed at reviving the global economy and boosting employment whilst addressing climate change, environmental degradation and poverty. Based on the findings of "Rethinking the Economic Recovery: A Global Green New Deal" report published in April 2009, UNEP recommended that a significant proportion of the \$US 3.1 trillion in economic stimulus packages should be invested in five critical areas: energy efficiency, renewable energy technologies, sustainable transport technologies, global ecological infrastructure, and sustainable agriculture.⁴²

The report highlighted a number of economic and employment implications of greening the energy sector, and one was specific for the EU: "An immediate and large-scale programme to expand energy conservation and renewable energy supply in the European Union (EU) could create 1 to 2 million new, full-time jobs". The report also emphasised that low carbon transport strategies could have a similar effect, stimulating growth and creating jobs.

⁴² UNEP, "Rethinking the Economic Recovery: A Global Green New Deal"; April, 2009,

1D.2 Eco-technologies / Eco-innovations

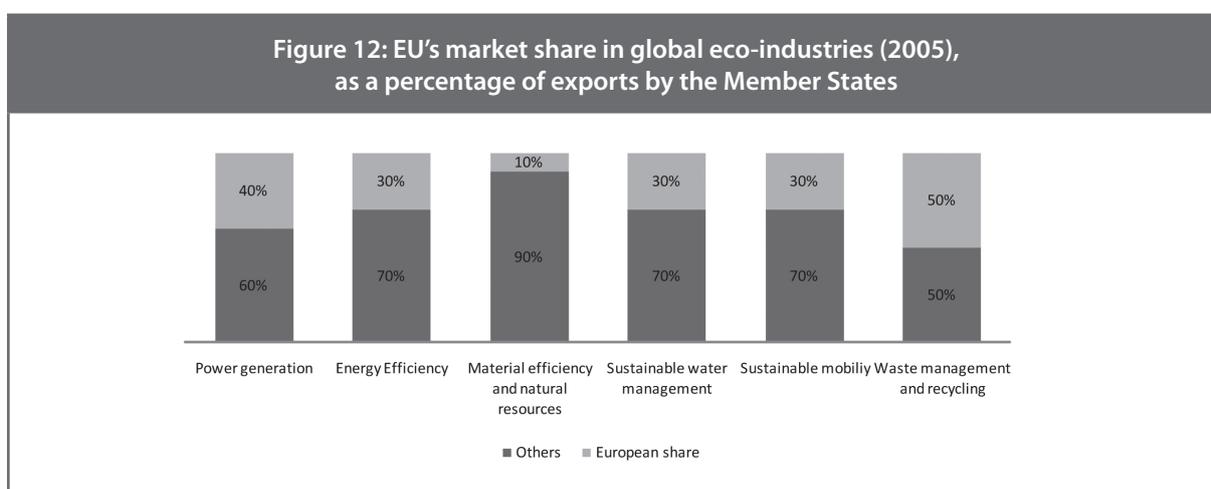
The development of eco-technologies is seen as one of the key enablers of Sustainable Development. Eco-innovation is being increasingly used by the EC as a broader description for the development of greener technologies, products, services and processes (see section 2A).

The importance of eco-technologies is backed up by a significant international market and demand. In 2008, the global market for environmental products and services was \$1,370 billion and this was projected to rise to \$2,740 billion by 2020.⁴³ Half of this market is based on energy efficiency and balancing sustainable transport, water supply, sanitation and waste management. In Germany, for example, environmental technology is predicted to grow fourfold by 2030 to 16% of industrial output, with employment in this sector surpassing that of the country's major industries in the machine tools and automotive sectors. Investments in improved energy efficiency in buildings could generate an additional 2–3.5 million green jobs in Europe and the United States alone.

In 2004, the EC set up the Environmental Technologies Action Plan (ETAP) to position Europe as a world leader in eco-technologies. ETAP covers a wide range of activities promoting eco-innovation and use of environmental technologies. Under the Competitiveness and Innovation Programme (CIP), the EC focused on supporting specific activities including eco-innovation. €200 million was allocated to fund eco-innovation projects between 2007 and 2013.

1D.3 Eco-industry Jobs

Eco-industry jobs are generally thought as those which exist in the environmental sectors of the economy.



Source: European Union. "Facts and Figures – the links between EU's economy and environment", accessed 10 November 2009, <www.ec.europa.eu/environment/enveco/pdf/facts.pdf>

⁴³ Roland Berger Strategy Consultants 2007. *Global Green New Deal - Environmentally-Focused Investment Historic Opportunity for 21st Century Prosperity and Job Generation*, accessed 10 November 2009, <www.unep.org/Documents.Multilingual/Default.asp?DocumentID=545&ArticleID=5929&l=en>

According to a 2008 study by the United Nations (UN), the increase in eco-industry jobs is accelerating, particularly in sectors such as renewable energies, recycling and waste management.⁴⁴ Environmental policy and legislation contributes to a structural shift in employment towards jobs associated with cleaner, more efficient products and processes.

The eco-industry is thus an important source of new jobs. Employment in the eco-industry sector grew at around 5% per year in the 1990s. Since 2000, growth has originated from the smaller but more dynamic sub-sectors. The EU eco-industry has grown to become one of Europe's biggest industrial sectors. In the EU the eco-industry accounts for 1.7% of total paid employment or about 3.4 million full-time jobs (2.2% of EU combined GDP). This is substantially more than (traditionally) prominent sectors such as car manufacture or pharmaceuticals. Prominent EU eco-industry sectors include waste management, air pollution control, soil remediation, resource management, renewable energies and water supply.⁴⁵

Table 5: Total EU-25 employment in eco-industries, 2004			
Pollution management	Employment	Resource management	Employment
Air pollution control	178,757	Water supply	502,000
Waste water treatment	800,146	Recycled materials	439,000
Solid waste management	1,008,488	Nature protection	100,100
Remediation and clean-up	60,966		
Noise and vibration	33,318		
Environmental management (private)	106,530		
General administration (public)	162,329		
Total⁴⁶	2,350,533		1,041,000

Source: Ernst and Young (2006), *Eco-industry, its size, employment, perspectives and barriers to growth in an enlarged EU*, Report for DG Environment.

There has been a recent broadening of the discussion from eco-industry jobs to 'green jobs' and 'green collar' jobs, and different attempts to measure the scale of total environment-related employment in the EU. As there is no commonly accepted definition of "green jobs", the estimates vary wildly from 3.4 to 36.4 million (2000 estimates) depending on the nature and coverage of the estimates. For example, if the number of jobs linked to the environment such as tourism were to be included in Wales' employment figures, the share of total environment-linked jobs would be 12% of total employment.

1D.4 Skills and Training

The report "Employment in Europe 2009" highlighted that the transition to a low carbon economy will have consequences for the labour market, for the employment on offer and for the skills required. In the long run the transition will have a neutral or even slightly positive effect on employment in the EU because the creation of new 'green' jobs and greening of existing jobs will partly be offset by the loss of some existing jobs. However, the impact of the transition will differ substantially across economic activities, skill types and regions. Sectors to be

44 UNEP, *Landmark New Report Says Emerging Green Economy Could Create Tens of Millions of New "Green Jobs"*, accessed 10 November 2009, <www.unep.org/Documents/Multilingual/Default.asp?DocumentID=545&ArticleID=5929&l=en>

45 European Union, *Facts and Figures – the links between EU's economy and environment*, accessed 10 November 2009, www.ec.europa.eu/environment/enveco/pdf/facts.pdf; ec.europa.eu/environment/enveco/jobs/index.htm#_Toc240786990

46 Total employment includes direct and indirect employment.

most affected include energy supply, agriculture, fisheries, tourism and construction. The transition is likely, at least initially, to favour high-skilled workers and to hit low-skilled workers. Jobs may be created, other jobs will be lost, and yet other jobs will require different skills as they are “greened”⁴⁷.

As a result of the above changes, there is a need for a policy focus on skills to ease a transition towards new jobs and to limit any emergence of skills gaps and shortages. These, together with adequate social dialogue, are the main ingredients required to facilitate the shift to a low-carbon economy. Labour market policies should aim, amongst other things, to reduce sector-specific skill gaps (e.g. in renewable energy, construction, transport, etc.). Job movements will occur in all sectors and there will also be a large-scale redistribution of jobs within sectors themselves. Some skills are likely to become obsolete due to structural changes in the labour market, while other new skills will be created as new ‘green collar’ occupations emerge. New jobs will require some of the same general skills used now (such as project management, risk analysis, etc.) and at the same time specific new skills and knowledge will need to be developed (e.g. on sustainable materials, low carbon technologies, etc.).

Skills gaps and shortages are already emerging in Europe, e.g. in renewable energy and construction sectors. Traditionally trained architects and engineers worldwide can be unaware of the materials and construction techniques available for energy efficient buildings. For instance, future standards for ‘zero energy’ houses in the UK are unlikely to be fully met soon because the UK construction industry does not have all the skills and capacity to build to these standards. There is a significant need to close the current skills gap and anticipate future requirements. ‘High end’ skills and education, as well as training for “green collar” jobs, must be developed.

⁴⁷ European Commission, “Employment in Europe 2009”, October 2009.

Chapter 2 – ESF Interventions and Achievements

2A. SUSTAINABLE DEVELOPMENT AND ECO-TECHNOLOGIES AS A TARGET FOR ESF SUPPORT

2A.1 The 2000-2006 Period

Article 1 of the ESF Regulation for the 2000-2006 period⁴⁸ states that “in accordance with the provisions of Regulation (EC) No 1260/1999, the Fund shall support measures to prevent and combat unemployment and to develop human resources and social integration into the labour market in order to promote a high level of employment, equality between men and women, Sustainable Development, and economic and social cohesion.”

It continues by declaring that the Fund shall support and complement the activities of the Member States which are directed towards developing the labour market and human resources in the following policy fields:

- Developing and promoting active labour market policies;
- Promoting equal opportunities and social inclusion;
- Promoting and improving training, education and counselling as a part of lifelong learning policy;
- Promoting a skilled, trained and adaptable workforce;
- Improving women's access to and participation in the labour market.

2A.2 The 2007-2013 Period

Article 2 of the Regulation for the 2007-2013 period⁴⁹ has the following tasks:

1. The ESF shall contribute to the priorities of the Community as regards strengthening economic and social cohesion by improving employment and job opportunities, encouraging a high level of employment and more and better jobs.
2. In carrying out the tasks referred to in paragraph 1, the ESF shall support the priorities of the Community as regards the need to reinforce social cohesion, strengthen productivity and competitiveness, and promote economic growth and Sustainable Development.

The scope of assistance lists six main priorities: (i) adaptability of workers, enterprises and entrepreneurs; (ii) access to employment for job seekers and inactive people; (iii) social inclusion of disadvantaged people with a view to their sustainable integration in the labour market; (iv) enhancing human capital; (v) promoting partnerships, pacts and initiatives for reforms in the field of employment and labour market inclusiveness; (vi) and strengthening institutional capacity.

⁴⁸ Regulation (EC) No 1784/1999 of The European Parliament and of The Council of 12 July 1999 on the European Social Fund

⁴⁹ Regulation (EC) No 1081/2006 of The European Parliament and of the Council of 5 July 2006

Under the first priority, the ESF shall support actions increasing the adaptability of workers, enterprises and entrepreneurs with a view to improving the anticipation and positive management of economic change, in particular: by promoting lifelong learning and increased investment in human resources by enterprises, especially SMEs, and workers; through the dissemination of information and communication technologies, e-learning, eco-friendly technologies and management skills, and the promotion of entrepreneurship and innovation and business start-ups.⁵⁰

Under the sixth priority, the ESF may finance the strengthening of institutional capacity and the efficiency of public administration with a view to reforms, better regulation and good governance, especially in the economic, employment, education, social, environmental and judicial fields.

2A.3 Common Features for the Two Periods

Sustainable Development (SD) is a key commitment and policy area of the EU and, as we have seen in Section 1C.1, it is being driven by the EU Sustainable Development Strategy 2006 (SDS). It encompasses seven key priorities, amongst which social inclusion, demography and migration relate strongly to the objectives and goals of the ESF Operational Programmes (OPs) for both 2000-2006 and 2007-2013. ESF is funding actions to meet the social inclusion pillar of the strategy, contributing to the promotion of a more inclusive society. But additionally through its eligible activities⁵¹ it can also contribute to meeting the environmental goals of the SD strategy. The following sections are focused on the ESF support to activities aiming at improving environmental protection and enhancing new sectors such as eco-industries or the use of eco-technologies through training and creation of green jobs.

The EU requirement to consider SD across the whole spectrum of policy, and the close relationship between the goals of SD and the ESF programmes, has resulted in widespread mainstreaming of SD throughout the application of the ESF in both periods and the implementation of specific activities aimed at SD in the fields of education, training, employment and social inclusion.

In summary, SD is seen as a Community objective that should be considered and supported when planning and implementing activities and measures to achieve the primary aims of the ESF, but is not a primary subject for ESF support.

⁵⁰ Article 2 of Regulation (Ec) No 1081/2006 of The European Parliament and of the Council of 5 July 2006

⁵¹ Article 3 of Regulation (Ec) No 1784/1999 of The European Parliament and of the Council of 12 July 1999 on the European Social Fund

2B. INTERVENTIONS AND FINANCES

2B.1 Mainstreaming Sustainable Development

As a result of the EU requirement to consider SD as a Community objective, there is a widespread mainstreaming of SD throughout the ESF OPs in both periods.

Table 6: Operational Programmes with SD as mainstreaming strategy or cross cutting theme in 2000-2006 and 2007-2013 periods							
2000-2006 Period				2007-2013 Period			
Member State	OPs in the Member State	OPs with mainstreaming SD	%	Member State	OPs in the Member State	OPs with mainstreaming strategy SD	%
AT	5	3	60%	AT	2	1	50%
BE	11	3	27%	BE	6	1	17%
				BG	2	2	100%
CY	1	1	100%	CY	1	0	0%
CZ	3	3	100%	CZ	3	3	100%
DE	15	13	87%	DE	18	17	94%
DK	2	2	100%	DK	1	1	100%
EE	1	—	0%	EE	1	1	100%
ES	37	34	92%	ES	22	22	100%
FI	6	5	83%	FI	2	1	50%
FR	28	24	86%	FR	5	3	60%
GR	19	11	58%	GR	4	0	0%
HU	2	2	100%	HU	2	2	100%
IE	3	3	100%	IE	1	1	100%
IT	27	17	63%	IT	24	24	100%
LT	1	1	100%	LT	2	1	50%
LU	1	—	0	LU	1	1	100%
LV	1	1	100%	LV	1	1	100%
MT	1	1	100%	MT	1	1	100%
NL	2		0	NL	1	0	0%
PL	2	2	100%	PL	1	1	100%
PT	16	11	69%	PT	4	1	25%
				RO	2	2	100%
SE	7	7	100%	SE	1	1	100%
SI	1	1	100%	SI	1	0	0%
SK	2	—	0	SK	2	2	100%
UK	18	17	94%	UK	6	6	100%
EU25	212	164	77%	EU27	117	96	82%

Source: Data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006 and 2007-2013

Table 6 above shows that out of 212 Operational Programmes (OPs) undertaken in the 2000-2006 period, 164 or 77% included Sustainable Development (SD) as a mainstreaming strategy, while for the 2007-2013 period 96 out of 117 OPs, or 82%, aimed to mainstream SD.

It is worth mentioning that some Member States such as France, Portugal and Belgium, substantially reduced the number of ESF OPs in the current programming period (see Table 6). France now has only five OPs, out of which three have a mainstreaming strategy. Portugal has four OPs, out of which only one has a mainstreaming strategy, while in 2000-2006, 11 OPs out of 16 foresaw the mainstreaming of SD. Belgium currently has six OPs with one having a mainstreaming strategy, while in 2000-2006 the number of OPs (including Obj. 2) was 11 with three OPs intending to mainstream SD.

For the 2000-2006 period, 11 out of 25 Member States (44%) had a SD mainstreaming strategy in all of their operational programmes. For the 2007-2013 period this figure is 16 out of 27 (59%). The two new Member States in the current period, Bulgaria and Romania, mainstreamed SD in their OPs. Three Member States, Estonia, Luxembourg and Slovakia, did not mainstream SD in their OPs in the first period but do have it in their current OPs.

The lack of mention of SD mainstreaming in the other 48 OPs does not necessarily mean that SD has been ignored. Table 7 (see section 3.B.2) shows that Member States such as Estonia, Luxembourg, the Netherlands and Slovakia did dedicate individual measures to the topic without any SD mainstreaming in the OPs.

Member States have programmed and implemented different kinds and levels of mainstreaming strategies, as illustrated by the following examples.

In **Spain**, SD was considered as a mainstreaming element in 34 out of 37 OPs in the period 2000-2006, as well as in 164 measures, 10 of which considered SD as a cross cutting theme. This was the case of environment in, for example, the OP of Cataluña⁵²: “Special attention will be given to the possibilities of employment as well as new services and activities in this field and to training and awareness of environmental issues in the workplace”.

The OPs for La Rioja Obj. 3⁵³ and Murcia⁵⁴ defined specific environmental areas that were to be addressed through training. The La Rioja OP required that training should always contain a module on environment that includes basic environmental concepts on SD, environmental problems, water-related issues, the atmosphere, waste, transportation energy, and tourism. The OP for Murcia required that environment and SD be cross cutting themes in all the axes. It also proposed that the environment be supported through training and human resource development in fields such as water treatment, industrial and urban waste management, protection and regeneration of protected natural areas, atmospheric or acoustic pollution control, development of green areas, etc. In addition, the SD strategy for this OP required that environment be supported through the process of finding new fields of employment on the environment, and by assisting entrepreneurship projects which have a positive action on the environment.

All together, 20 regional OPs referred specifically to environmental training. The inclusion of an environment-related module in all training is a good example of how SD can be mainstreamed into an operational programme. 10 OPs foresaw activities supporting the generation of employment in the environmental field. Only three OPs⁵⁵ referred to eco-technologies or “clean” technologies as a target for supporting activities. The areas of training in environment issues, employment in environmental fields and eco-technologies are closely related and interlinked. The implementation of eco-technology often results in new employment opportunities that require training.

⁵² 2000ES162DO004, OP Cataluña Objective 3

⁵³ CCI. No.2000ES053PO307

⁵⁴ CCI. No. 2000ES161PO013

⁵⁵ País Vasco Obj. 2 2000ES162DO008, País Vasco Obj.3 2000ES053PO306 and Andalucía Obj.1 2000ES161PO003

For the 2007-2013 period, SD is a cross cutting theme in all the ESF OPs in Spain. The National Strategic Reference Framework (NSRF) establishes that all ESF interventions have to take SD into account: all Spanish OPs in the 2007-2013 period have SD as a mainstream or cross cutting theme. Moreover, there are 123 priority axes that have SD as a cross cutting theme with 43 foreseeing SD activities.

In **France**, 24 out of 28 OPs envisaged mainstreaming of SD, mainly related to environmental protection in the 2000-2006 period. Most were Objective 2 programmes in which the ESF component was rather small, while the bulk of the finances were provided through the European Regional Development Fund (ERDF). Therefore the mainstreaming strategy was rarely related to the ESF but more commonly to a general improvement of environmental conditions. In 2000-2006, France had also one Objective 3 OP⁵⁶ financed exclusively by the ESF that covered the whole country. The section on mainstreaming stated that “all actions and measures under the OP should consider the principles and objectives of Sustainable Development, embodied in the Community Programme policy and action on environmental sustainability; they must also respect the EU legislation in environmental matters.”

In the current programming period, the French OP Regional Competitiveness⁵⁷ foresees in its general strategy the promotion of new qualifications through vocational training in professions related to environment and SD, indicating a clear mainstreaming strategy.

Italy by contrast had 15 Objective 3 Programmes (entirely funded by the ESF) in the 2000-2006 period with no clear mainstreaming strategies of SD. Instead environmental activities were mainstreamed in Objective 2 Areas which were funded wholly by the ERDF. However ESF could intervene in support of the environmental activities within Objective 3 programmes. This is why some measures in these OPs had environmental activities, or why sometimes SD was addressed as a cross cutting theme (meaning that activities did not concentrate on SD), even though there was no explicit mainstreaming activity in the Operational Programme. For example, despite the fact that the OP did not have an explicit mainstreaming strategy, the Programme Complement for Lombardia Obj. 3⁵⁸ mentioned that SD should be a cross cutting theme in all measures. This programme had four measures with specific SD-related training activities while 11 other OPs had at least one measure that specifies SD-related activities.

For the 2007-2013 period, according to the ex-ante evaluation covering the issue of environment, each Italian OP contains a clear reference to SD and to the Strategic Environmental Assessment. To support this implementation, a representative of the authority nationally/regionally responsible for the environment (depending on the OP) is a member of the OP monitoring committee. Environmental NGOs are also generally represented in the socio-economic partnership.

Some new Member States in 2000-2006 had a strategy to mainstream SD and evaluate the impact of each activity on environment. In the **Czech Republic**, notably in the Obj. 3 Programme of Prague⁵⁹, all projects co-financed from the ESF “should take into account the sustainable development principles and objectives and fully comply with both Czech and EU environmental legislation.”

⁵⁶ Document unique de programmation Objectif 3 - France

⁵⁷ CCI No. 2007FR052PO001

⁵⁸ CCI No. 1999IT053PO010 Lombardia Obj. 3

⁵⁹ CCI No. 2003CZ053DO001

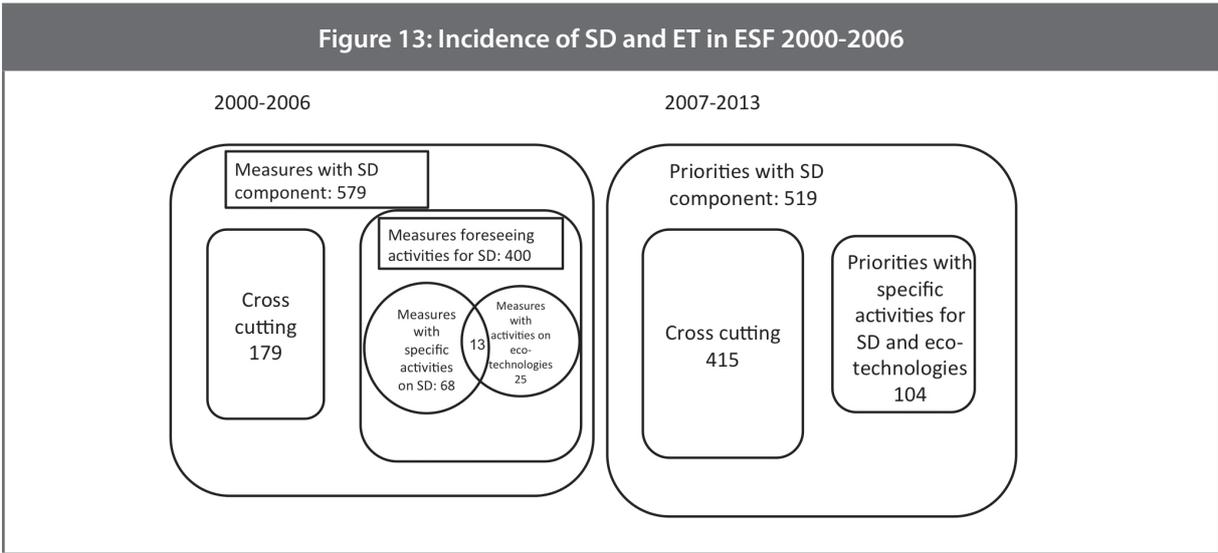
Other Member States mentioned in their own mainstreaming strategy the contribution of ESF activities to promoting environmental awareness. In **Hungary**, this was to be achieved by “promoting environmental education at preliminary and secondary levels”. In the framework of the National Core Curriculum, environmental education has become a component in every subject as well as a task to be undertaken by all teachers. At the same time, knowledge of environmental protection and nature conservation has been integrated into training programmes at every level within the school system. Accordingly, the development of basic skills and competences under measure 3.1 of the OP included the development of teaching material and methodology related to environmental education⁶⁰.

Raising environmental awareness was also one of the pillars of the **Polish** Human Resources Development OP⁶¹. Such awareness-raising and ensuring necessary training should result in lower costs, increased profits and an improved image of Polish business. The education and training interventions co-financed by ESF should contribute to the achievement of SD and the long-term protection of the natural environment, especially when combined with projects financed from other Structural Funds.

Finally, the integration of environmental considerations into the implementation of the programmes of several Member States was ensured through the introduction of environmental criteria in project selection and the inclusion of an ‘environmental dimension’ in OP evaluations. Among new Member States this is the case in **Hungary, Czech Republic, Lithuania, Poland** and **Slovenia**.

2B.2. Sustainable Development and Eco-Technologies in ESF 2000-2006

Improving the environment through SD activities was one of the cross cutting priorities of the ESF 2000-2006. Since SD activities were mainstreamed, it is unlikely that one would find many measures entirely dedicated to this topic. Figure 13 presents different ways in which SD can appear within measures in the previous programming period.



Source: data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006

60 CCI No. 2003HU051PO001, Human Resources Development Operational Programme.
 61 2003PL051PO001, Human Resources Development Operational Programme.

Overall 579 measures out of a total of 1,567 mentioned SD or environment-related activities within the actions they intended to fund. 179 foresaw SD as a cross cutting theme, meaning that activities in the measures did not concentrate on the environment; however, environmental effects were specifically identified. 400 measures foresaw the possibility of financing one or more activities on SD, while only 68 had specific activities or sub-measures dealing with the topic. 25 measures mentioned activities related to eco-technologies and 13 of these are included in the previous 68. Table 7 lists the extent to which SD and eco-technologies were mentioned as potential areas of intervention in the 2000-2006 programming period.

Table 7: Incidence of SD and ET in ESF 2000-2006 (per Member State)						
Member State	Total number of OPs per MS	OPs with SD mainstreaming	Measures with SD as cross-cutting theme	Measures foreseeing SD activities	Measures with eco-technologies activities	Measures with explicit SD activities
AT	5	3	1	1	—	—
BE	11	3	—	4	—	—
CY	1	1	—	—	—	—
CZ	3	3	6	10	1	2
DE	15	13	24	34	4	2
DK	2	2	—	4	1	—
EE	1	—	2	1	1	—
ES	37	34	10	164	1	4
FI	6	5	1	16	2	5
FR	28	25	16	27	2	6
GR	19	11	4	19	—	7
HU	2	2	12	2	—	2
IE	3	3	5	1	—	1
IT	27	17	61	46	2	10
LT	1	1	—	—	—	—
LU	1	—	—	2	—	—
LV	1	1	—	—	—	—
MT	1	1	—	1	—	—
NL	2	—	—	1	—	—
PL	2	2	—	1	—	—
PT	16	11	3	30	1	—
SE	7	7	6	3	—	—
SI	1	1	1	1	1	—
SK	2	—	1	—	—	—
UK	18	17	26	32	9	29
EU25	212	164	179	400	25	68

Source: Data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006

The table shows that:

- All the Member States addressed at least once and in very general terms the issue of SD: this happened as part of the overall OP strategy (164 OPs), as an indication that project proposals with an explicit SD dimension would be assessed positively (179 measures), or as an area of intervention explicitly earmarked for funding (400 measures).
- Over 25% of all the measures explicitly stated that SD or eco-technologies were eligible areas of intervention.

- However only a limited number of measures in a total of 14 Member States actively implemented interventions in the area of eco-technologies (25) or SD (68).

Among all the Member States the activities of Spain and the UK stand out. In the previous section it was mentioned that 34 OPs in **Spain** had SD as one of the mainstreaming themes in the period 2000-2006. To support this, Spain had 164 measures with activities foreseen relating to SD in these OPs, indicating a strong intention to fund projects related to and supporting SD; in other words, to diffuse SD into funded projects. Section 3C will demonstrate that Spain reported implementation indicators in all of these measures. The **United Kingdom** had the highest number of measures specifically dedicated to SD (29) and to providing skills to support eco-technologies (9).

Table 8: Claimed expenditure on ESF measures foreseeing activities for SD 2000-2006, per Member State (in € million)						
Member State	Measures foreseeing SD activities	Total ESF co-funded expenditure for measures foreseeing SD	EC share (claimed by MS)	National public share (claimed by MS)	National private share (claimed by MS)	% of total ESF co-funded expenditure
AT	1	47	32	14	1	3%
BE	4	43	16	22	5	2%
CZ	10	180	134	46	0	61%
DE	34	10,221	4,539	4,699	983	49%
DK	4	464	189	225	50	59%
EE	1	11	6	2	3	16%
ES	164	12,122	7,101	4,841	181	70%
FI	16	1,462	468	581	413	62%
FR	27	2,580	1,139	1,356	85	21%
GR	19	320	249	71	0	7%
HU	2	46	35	11	0	16%
IE	1	138	80	53	5	8%
IT	46	1,985	1,068	851	67	15%
LU	2	19	9	10	0	40%
MT	1	3	2	1	0	29%
NL	1	11	5	3	3	0.4%
PL	1	89	64	25	0	5%
PT	30	4,227	2,551	1,435	241	60%
SE	3	154	57	85	11	6%
SI	1	17	13	4	0	28%
UK	32	2,522	1,104	1,246	173	19%
Total	400	36,660	18,860	15,579	2,221	35%

Source: Data compiled by BBI on the basis of EC Structural Fund Database (SFC), situation on 2 September 2008

Table 8 shows that the Member States together allocated €37 billion to measures in which activities for SD could have been funded. To be clear, this sum does not represent the entire funding to SD activities but rather the funding available to finance SD. Overall 35% of the total ESF expenditure in the period was available for funding potential SD activities through 400 measures. Seven Member States (Germany, Spain, Finland, France, Italy, Portugal and the UK) had the intention to spend more than €1 billion to fund measures with potential SD activities within the ESF programmes.

Since in most cases SD and eco-technology (ET) interventions represented only (a small) part of the activities covered by a given measure, it is difficult to make statements on the absolute or even relative importance Member States allocate to these topics. However, based on Table 8, one can assume that Member States such as the Czech Republic, Denmark, Finland, Germany, Spain and Portugal have significantly mobilised the ESF to finance measures which addressed the topics of SD and ET.

By way of contrast, in the Netherlands only 0.4% of the ESF funding was available for SD activities. The apparently low level of intention from the Netherlands is unexpected, likewise with Sweden where only three measures were potentially funded from 6% of total co-funded ESF expenditure. These Member States have been in the forefront of policy development related to SD, but probably did not see the ESF as the best funding vehicle with which to drive SD or felt they were already beyond the point at which the ESF could add further to their efforts. ESF funding also seems not to have been regarded in other Member States as a suitable financial instrument to address SD significantly (Belgium, Austria, Poland, Ireland).

Table 9 shows that 68 measures in 10 Member States explicitly foresaw SD activities representing a total amount of €7.7 billion. Spain spent €4 billion on four measures that contained explicit reference to ESF interventions, compared to the United Kingdom that spent €2.5 billion on 29 such measures. Measures with specific activities related to SD and where funding was allocated were more likely to result in identifiable SD interventions than those measures where SD was mentioned as a desirable goal alongside others and where funding was merely available.

Table 9: Expenditure on ESF 2000-2006 measures with explicit SD activities (in € million)					
Member State	Number of measures	Total co-funded expenditure	EU share (MS claim)	National public share (MS claim)	National private share (MS claim)
CZ	2	19	13	7	0
DE	2	67	28	35	4
ES	4	4,019	2,694	1,281	44
FI	5	310	114	121	74
FR	6	78	40	35	2
GR	7	137	108	29	0
HU	2	46	35	11	0
IE	1	138	80	53	5
IT	10	395	260	135	0
UK	29	2,475	1,080	1,223	172
Total	68	7,683	4,453	2,929	301

Source: Data compiled by BBI on the basis of EC Structural Fund Database (SFC), situation on 2 September 2008

Table 10 (below) shows a total of 25 measures in 11 Member States that foresaw activities related to eco-technologies with available funding of around €1.9 billion. The measures are not necessarily additional to the ones with explicit SD activities⁶². The small share of eco-technology-related measures can be explained by the fact that most relevant measures under the ESF 2000-2006 period focused on awareness raising and training interventions rather than directly supporting the deployment of eco-technologies⁶³.

⁶² A more detailed description of activities implemented under these measures and achievements is provided in 3.C.3

⁶³ See 3.C.3 for a description of different typologies of activities.

**Table 10: Expenditure on ESF 2000-2006 measures with explicit eco-technologies activities
(in € million)**

Member State	Number of measures	Total co-funded expenditure	EU share (MS claim)	National public share (MS claim)	National private share (MS claim)
CZ	1	7	4	4	0
DE	4	474	284	185	5
DK	1	56	25	20	11
EE	1	11	6	2	3
ES	1	3	2	1	0
FI	2	223	84	88	51
FR	2	549	205	309	36
IT	2	66	33	33	0
PT	1	146	100	46	0
SI	1	17	13	4	0
UK	9	330	142	160	28
Total	25	1,883	898	851	134

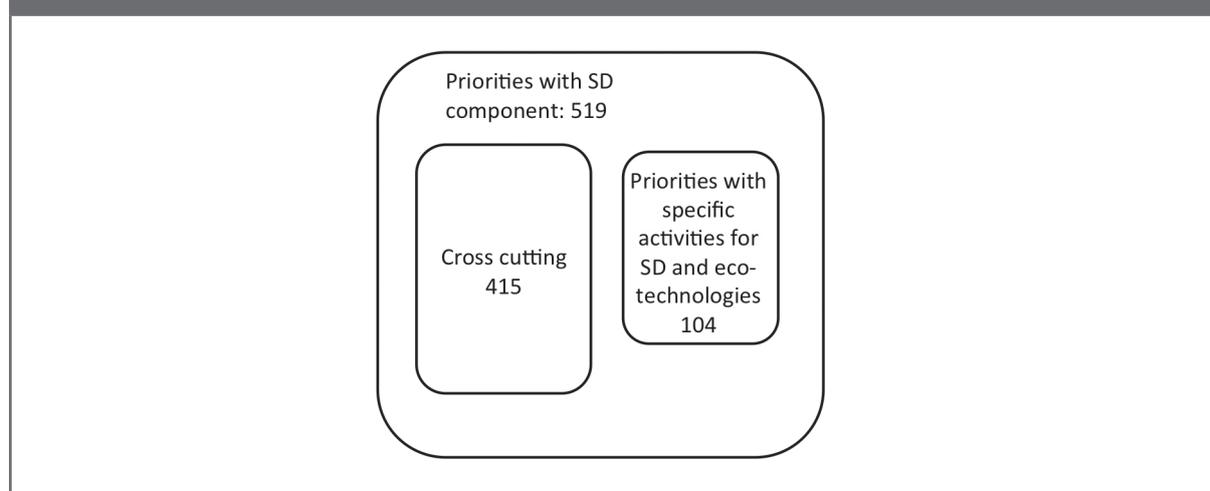
Source: Data compiled by BBI on the basis of EC Structural Fund Database (SFC), situation on 2 September 2008

Overall, data indicates that SD and eco-technologies were rather well represented as potential areas of intervention in ESF 2000-2006, but that such interventions were implemented in a limited number of measures.

2B.3 Sustainable Development and Eco-Technologies in ESF 2007-2013

Sustainable Development and environmental protection are cross cutting themes in the current programming period. Since SD activities are mainstreamed, there is no priority axis entirely dedicated to these topics. Figure 14 presents different ways in which SD can appear within measures in the current programming period.

Figure 14: Incidence of SD and ET in ESF 2007-2013



Source: Data compiled by BBI on the basis of ESF Operational Programme reports 2007-2013

Overall 519 priorities were identified as mentioning SD amongst their activities: 415 as a cross cutting theme and 104 as having possible SD-related activities to be financed under their actions. Table 11 lists the extent to which SD and eco-technologies are mentioned as potential areas of intervention in the current programming period.

Table 11: Incidence of SD and ET in ESF 2007-2013					
Member State	Total Number of OPs	Number of OPs with SD as a cross cutting theme and SD mainstreaming strategy	%	Number of Priority Axes with SD as a cross cutting theme	Priority Axes foreseeing SD activities
AT	2	1	50%	4	—
BE	6	1	17%	4	—
BG	2	2	100%	12	—
CY	1	—	—	—	—
CZ	3	3	100%	21	2
DE	18	17	94%	79	8
DK	1	1	100%	3	—
EE	1	1	100%	7	2
ES	22	22	100%	123	43
FI	2	1	50%	2	—
FR	5	3	60%	11	2
GR	4	—	—	—	—
HU	2	2	100%	14	3
IE	1	1	100%	3	—
IT	24	24	100%	146	34
LT	2	1	50%	5	—
LU	1	1	100%	4	—
LV	1	1	100%	6	—
MT	1	1	100%	5	—
NL	1	—	—	—	—
PL	1	1	100%	10	—
PT	4	1	25%	10	—
RO	2	2	100%	9	2
SE	1	1	100%	—	—
SI	1	—	—	6	—
SK	2	2	100%	10	2
UK	6	6	100%	25	6
Total	117	96	82%	519	104

Source: Data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006 and 2007-2013

The table shows that:

- 24 out of 27 Member States address SD at least once: this can happen as part of the overall OP strategy (96 OPs), as an indication that project proposals with an explicit SD dimension will be looked at positively (519 priority axes), or as an area of intervention explicitly earmarked for funding (104 priority axes).
- About 80% of all priority axes (519 out of a total of 633) offer the opportunity to include SD or eco-technologies as eligible areas of intervention.

Since in most cases SD and ET interventions represent only (a small) part of the activities covered by a given priority axis, it is difficult to make statements on the absolute or even relative importance Member States have allocated to these topics. However, as a first indication, about one out of five priority axes in a total of ten Member States foresee at the programming stage specific activities in the area of eco-technologies or SD (see Table 12).

Overall 20% of total ESF expenditure in the period is available for funding potential SD activities over 519 priority axes.

Table 12: Budget for ESF 2007-2013 priority axes containing SD and ET activities (in € million)							
MS	Number of Priority Axes in which SD activities are foreseen	EU share (budget)	National public share (budget)	National private Share (budget)	Total SD co-funded budget	Total ESF co-funded budget	% of total ESF co-funded budget
CZ	2	1,123	198	0	1,322	4,436	29.8%
DE	8	964	538	77	1,579	15,666	10.1%
EE	2	131	10	19	160	462	34.6%
ES	43	4,240	1,417	25	5,681	11,426	49.7%
FR	2	1,784	1,414	366	3,564	10,275	34.7%
HU	3	1,451	256	0	1,707	4,270	40.0%
IT	34	1,801	2,236	0	4,037	15,321	26.3%
RO	2	1,274	261	0	1,535	4,335	35.4%
SK	2	430	76	0	506	1,764	28.7%
UK	6	1,565	1,339	44	2,948	8,598	34.3%
Total	104	14,764	7,745	530	23,038	76,553*	30.0%
Total EU-27						117,275	19.6%

*This total refers to the sum of all ESF co-funding for the ten Member States where priorities foreseeing activities for SD were identified.

Source: Data compiled by BBI on the basis of EC Structural Fund Database (SFC), situation on 4 February 2009

As before, it is more likely that those OPs with priority axes entailing specific activities related to SD, and where funding has been allocated, will result in identifiable SD interventions than those with priority axes where SD is mentioned as a desirable goal or cross-cutting theme and where funding is merely available.

Compared to the previous programming period, SD and eco-technologies appear to have become more important areas of potential intervention, in both absolute and relative numbers. This increased importance can be explained in two ways: on the one hand, Member States consider the topics more relevant to be addressed in the framework of an ESF intervention, while on the other hand the priority axes are bigger management units under which a wider variety of activities can be addressed.

The number of priority axes foreseeing specific SD/ET-related interventions has also increased, and are likely to increase further when reports become available on the effective implementation of activities in the current Operational Programmes.

2C. ESF ACHIEVEMENTS ON SUSTAINABLE DEVELOPMENT AND ECO-TECHNOLOGIES

2C.1 Overall Achievements in 2000-2006

Achievements, i.e. activities supporting SD that were carried out in the period, have been reported by seven Member States, found using training participants as an indicator. This is a suitable indicator as the interventions were planned to be carried out in the form of education and training. Table 13 shows the Member States that reported on the number of participations for those planned activities supporting SD.

Table 13: Participations reported by Member States that had planned measures foreseeing activities supporting SD for period 2000-2006							
MS	Number of OPs reporting on SD participations	Measures foreseeing activities supporting SD	Number of measures reporting on SD Participations	Participations in SD activities	Total participations of identified measures reporting on SD	Participations of SD activities as % of total participations of the measures	Total ESF participations
CZ	1	9	6	16,000	126,000	13.0%	346,000
ES	24	164	164	1,296,000	17,898,000	7.2%	22,855,000
FI	1	16	1	6,000	6,000	100.0%	875,000
FR	1	27	3	57,000	57,000	100.0%	15,872,000
IT	3	46	5	7,000	7,000	100.0%	6,182,000
UK	4	32	6	7,000	62,000	12.1%	4,686,000
PT	1	30	1	23	44	52.3%	6,922,000
Total	35	324	186	1,379,000	18,147,000	7.6%	57,738,000

Source: Data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006

The previous analysis of the OPs and measures for the period has shown a high level of intention from the Member States to support activities relating to SD (164 OPs and 400 measures). Moving from programming to implementation, reports show that around 1.4 million participations in the above mentioned seven Member States received training or educational support on SD or environmentally-related subjects. Around 1.3 million of these participations were located in Spain. Spain is indeed the only Member State which has engaged large numbers of participations in SD-related activities and has put in place monitoring systems which recorded them. For the other Member States, national and regional monitoring systems did not pick up on those participations.

To some extent, Member States may have experienced similar issues as those outlined in the case study on the UK and formulated explicitly in the Updated Mid-Term Report on the England and Gibraltar OP (see 3.C.4): while there is interest in the topic, SD as a cross cutting theme was not a key priority and has only been implemented at a limited level. Moreover, there is a low level of awareness and understanding about SD issues, about the meaning of SD and about how to score projects in relation to SD.

2C.2 Current SD and ET Activities in ESF

As with the 2000-2006 period, the emphasis in the current programming period is on the aspects of employment with a general commitment to supporting activities that promote SD but with no specific priority focused on SD.

Table 14 shows that within the 96 OPs that reference SD, there are 519 priority axes mentioning SD and of these 104 foresee SD-related activities. In ESF 2007-2013, these priority axes are not broken down further into measures, so it is not possible to analyse the data at this more detailed level. Most of the activities mentioned in the priority axes (36) with a reference to SD are funded under the priority theme “Increasing adaptability of workers, enterprises and entrepreneurs”⁶⁴. 28 priority axes also plan SD activities under the priority theme “Enhancing Human Capital”. However, SD activities can be found in the other priority themes, thus confirming the mainstreaming attitude of several Member States.

MS	Number of Priority Axes in which SD activities are foreseen	Increasing adaptability of workers, enterprises and entrepreneurs	Enhancing access to employment	Reinforcing the social inclusion of disadvantaged people	Enhancing human capital	Promoting partnerships pacts and initiatives	Strengthening institutional capacity under the convergence objective
CZ	2	1	1	—	—	—	—
DE	8	1	—	2	5	—	—
EE	2	—	—	—	1	—	—
ES	43	14	15*	15	7	3	3
FR	2	1	—	1	—	—	—
HU	3	2	—	—	1	—	—
IT	34	14	3	1	10	3	3
RO	2	—	1	—	1	—	—
SK	2	—	—	—	2	—	—
UK	6	3	2	—	1	—	—
Total	104	36	22*	19	28	6	6

Source: Source: Data compiled by BBI on the basis EC Structural Fund Database (SFC), Situation in September 2009 (2007-2013).

* Priorities for Spain are double counted because they foresee Active Labour Market Policies and Social Inclusion.

In the current programming period, many projects have already been implemented by Member States. The main achievements will be presented in the next section. Many examples can be found in the Member States listed in the previous table. However, some Member States which did not foresee specific activities in their programming documents, such as Austria, Denmark, Luxembourg, Latvia and Poland, have nevertheless started several initiatives in different sectors and policy fields.

Most of the projects focus on the adaptability of workers and enterprises, such as awareness-raising on environment or up-skilling in eco-technologies for employees, entrepreneurs and managers, or supporting job creation in the environmental sector. These projects are mainly found in Germany, France, Spain and the UK. Most of the projects related to adaptability are implemented in the construction sector, focusing on sustainable buildings, but also in

⁶⁴ The ESF regulation does encourage the adoption of eco-technologies to support the anticipation and management of economic change under this specific priority theme (article 3, paragraph 1 (a) (i) of the paragraph 1 of Regulation (EC) No 1081/2006 Of The European Parliament And Of The Council Of 5 July 2006).

the energy sector (energy efficiency and renewable energy). Several Member States have also developed projects addressing the needs of several economic sectors, notably the UK, Germany, Estonia, Greece and Poland⁶⁵.

As seen in the previous table, enhancing Human Capital through reforms in education and training systems is one of the main focuses of SD activities in the current programming period. Eight Member States intend to implement such actions. Germany, Poland and Italy have already started projects in the energy sectors, mainly in energy efficiency and renewable energy⁶⁶.

SD activities are also implemented in all other policy fields of the ESF 2007-2013. 19 priority axes (15 in Spain) in five Member States foresee activities related to SD in the field of social inclusion. Even if SD is not mentioned explicitly in their OPs, several other Member States have launched training and employment projects for the most vulnerable related to the environment, for instance the Netherlands and Slovenia in the waste sector.

Finally, Estonia and Poland have implemented initiatives to strengthen capacity building of their institutions with a view to achieve a better regulation and governance in the environmental field.

2C.3 Achievements by Typology in Both Programming Periods

In seeking to report on the extent to which the ESF has supported SD in the two programming periods, it is necessary to identify the different types of interventions related to SD which have been planned and carried out. Research on ESF-supported interventions and achievements has shown that most of the relevant activities relate to one of the following key types of intervention:

1. Raising awareness of SD. Gaining an environmental and SD consciousness is the first step to making people aware of environmental situations and improvements that can be achieved. ESF has funded this activity in the previous programming period as well as in the current one.
2. Education and training in environment-related subjects. ESF is funding training for employees and employers to improve the adaptability of enterprises in the SD field and to bolster the environmental skills of workers. Moreover ESF is supporting education activities in secondary schools, as well as in tertiary studies, so that curricula might include environmental-related subjects and studies related to SD and eco-technologies.
3. Supporting employment and job creation in SD-related areas. ESF is promoting the creation of jobs and the insertion of unemployed persons as well as vulnerable groups at risk of social exclusion in these areas. Moreover ESF is funding entrepreneurial activities in environment or other SD sectors.
4. Corporate Social Responsibility (CSR). Some Member States have implemented projects to raise the awareness of companies, managers and employees about their responsibility toward society and the environment.
5. Skills training supporting the development and deployment of eco-technologies. As one of the key enablers of SD, Member States have used ESF funding to improve skills and to create job opportunities to support the development of eco-technologies.

⁶⁵ A detailed description of these projects is presented in 3.C.3.

⁶⁶ A detailed description of these projects is presented in 3.C.3. "Training and education"

By applying this typology to the 2000-2006 period, the results of the research are tabulated in Table 15 below.

Table 15: Numbers of measures foreseeing activities on SD by type of intervention in 2000-2006							
MS	1. Raising awareness	2. Training and education	3. Employment	Combined types (1, 2&3)	4. CSR	Total	5. Eco-technologies*
AT	1	—	—	—	—	1	—
BE	—	2	1	—	1	4	—
CZ	4	6	—	—	—	10	1
DE	8	16	10	—	—	34	4
DK	—	2	2	—	—	4	1
EE	1	—	—	—	—	1	1
ES	23	115	26	—	—	164	1
FI	2	13	1	—	—	16	2
FR	6	11	9	1	—	27	2
GR	6	10	3	—	—	19	—
HU	—	1	—	1	—	2	—
IE	—	—	—	1	—	1	—
IT	6	28	12	—	—	46	2
LU	—	—	1	—	1	2	—
MT	—	1	—	—	—	1	—
NL	—	—	—	—	1	1	—
PL	—	—	1	—	—	1	—
PT	3	21	6	—	—	30	1
SE	1	2	—	—	—	3	—
SI	1	—	—	—	—	1	1
UK	6	17	3	6	—	32	9
Total	68	245	75	9	3	400	25

*Measures dedicated to eco-technologies do not add up to the total since they are already included under one of the previous type of interventions.

Source: Data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006

The previous table shows that:

- 13 Member States included SD awareness-raising interventions;
- 14 Member States organised education and training in SD related fields;
- 12 Member States promoted employment in environmental fields (green jobs);
- 11 Member States implemented specific eco-technology interventions as part of their awareness-raising, training or employment activities regarding SD;
- Four Member States had measures requiring a combination of interventions;
- Seven Member States (Germany, Spain, Finland, France, the United Kingdom, Greece, Italy and Portugal) were active in all four types of intervention;
- The biggest number of interventions concerned SD education and training.

A further analysis can be made for the 68 measures out of the 400 identified which exclusively targeted SD activities.

Table 16: Numbers of measures with actions exclusively targeting SD by type of intervention in 2000-2006

MS	1	2	3	1&2	1&2&3	1&3	2&3	Total
CZ	2	—	—	—	—	—	—	2
DE	1	1	—	—	—	—	—	2
ES	1	2	1	—	—	—	—	4
FI	1	4	—	—	—	—	—	5
FR	1	1	3	—	1	—	—	6
GR	4	3	—	—	—	—	—	7
HU	—	1	—	1	—	—	—	2
IE	—	—	—	1	—	—	—	1
IT	1	9	—	—	—	—	—	10
UK	6	15	2	1	2	1	2	29
Total	17	36	6	3	3	1	2	68

Source: Data compiled by BBI on the basis of ESF Operational Programme reports 2000-2006

36 measures in eight Member States focused on education and training, while 17 measures in another eight Member States focused on awareness-raising actions. The UK was the only Member State which foresaw all possible activities and also had measures which combined education and training, awareness-raising and employment in fields related to SD.

It was not possible to make the same analysis for the period 2007-2013 since activities are presented at a level of priorities. Nevertheless some initiatives implemented in this current period are presented in the following sections under each type of activities.

2C.3.1 Raising Awareness on Sustainable Development and Environment⁶⁷

People can be educated and trained to work in specific skills areas related to SD such as environmental engineering, water, waste, ecology, etc. and new technologies can be developed, designed and deployed which aim to reducing energy use and pollution. However, because everything we do as human beings affects the environment we live in, raising awareness is inevitably a key activity when promoting SD.

Raising awareness in society

ESF has been used by Member States to raise awareness in society at varying levels and in different ways. Some countries such as Spain have developed awareness-raising modules on SD in almost all training funded with ESF. Others have used ESF funds to promote knowledge and increase awareness of citizens about protected areas (Germany), on specific environmental issues such as water, waste management, energy consumption or eco-friendly actions (Czech Republic and France) while others like Greece have concentrated their awareness-raising activities in schools and education centres.

⁶⁷ Most of projects and activities in 2000-2006 presented in the following paragraphs were funded by one of the 68 measures listed in table 16; nevertheless some more projects have been identified through other sources in programmes where activities related to SD were not foreseen in the Programme Complements. The projects presented for 2007-2013 have been identified by the national ESF Managing Authorities and in the ESF project database http://ec.europa.eu/employment_social/esf/projects/projects_en.htm

Spain is the only Member State which has developed a mainstreaming strategy for raising awareness on SD through training and educational modules foreseen in most of its ESF co-funded measures⁶⁸. Among its 164 measures foreseeing activities on SD in 2000-2006, Spain had four measures specifically dedicated to SD. A measure under the Entrepreneurship and Lifelong Training OP combined awareness raising and education and training⁶⁹. Another measure focused on vocational training and the environment and featured mandatory environmental awareness and training modules.⁷⁰ Two other measures were concerned with SD employment and featured interventions such as pathways for integration, recycling and environmental care, development of environmental modules, environmental services, and waste management.⁷¹

In 2000-2006 **Germany** had 34 measures foreseeing SD activities: two were specifically dedicated to SD and four supported eco-technologies. A relevant initiative with regard to awareness-raising which started in this previous programming period and is still implemented in the current one is the "Area protection" project in Bavaria⁷². In the 2007-2013 period, €3 million are being made available to consolidate area protection, communication and information activities in ecologically sensitive areas. There are 30 ecologically sensitive areas under this scheme. 240 publications, 1,200 guided tours and 6,000 consultations are foreseen for the programming period.

In **the Czech Republic** in 2000-2006, there was a measure from the Human Resource Development OP⁷³ which focused on environment, SD awareness-raising and training. One project within this was called "Network of environmental information and counselling centres for the care of wetlands and water in the landscape" and aimed to improve the knowledge of how people affect wetlands and water in different ways and specific environments. A series of courses and seminars were organised through a network of advice and information centres in the settlements, where people could obtain relevant information or be put in contact with an appropriate specialist.

In **France**, three regions reported on the implementation of SD-related measures in 2000-2006 (one in France Comté⁷⁴ and two in Haute Normandie⁷⁵). Most attention went to the organisation of environmental awareness conferences and forums aimed at farmers and citizens to disseminate good environmental knowledge and practice (energy efficiency in farms, bio-energy...).

At national level, France has set up in the current programming period an observatory on 'eco-practices' in the service sector economy. The tertiary or 'service' sector is responsible for three out of four jobs in France. The main objective of the observatory is to investigate the dissemination of good ecological 'practices' in the service sector, in particular concerning waste management. It is managed by the Association Green Answer (Risposte Verte) which is organising surveys on the most common eco-friendly practices, how mindsets can be changed, and the minimum procedures needed for a company to qualify as 'respecting the environment'.

68 Case study one is dedicated to the Spanish experience in mainstreaming SD in 2000-2006 and in the current programming period.

69 CCI No. 2000ES051PO015 Spain Entrepreneurship and Lifelong Training Obj. 1 Measure 43.2

70 CCI No. 2000ES051PO017 Spain Employment Promotion Obj. 1 Measure 42.6

71 CCI No. 2000ES051PO016 Spain Fight Against Discrimination Obj. 1 Measure 44.11

72 For 2000-2006: CCI No 2000DE162DO007, for 2007-2013: CCI No 2007DE052PO002.

73 CCI No. 2003CZ051PO001 Czech Republic HRD Obj. 1 Measure 4.2

74 CCI No. 2000FR162DO012 Measure 6.15 (former 2.6)

75 CCI No. 2000FR162DO008 Haute Normandie Measure 4.18

In **Finland** during the 2000-2006 period, the project “Factor X - Ecologically efficiently out to the market” was organised. This project is the only project reported from all Member States that specifically addressed the environmental impact of products in the SD context.

Insight 1: Factor X - Ecologically efficiently out to the market in Finland

The project has been running since 1990, developing and spreading the concept of eco-efficiency of environmental protection in Finland. Eco-efficiency aims to improve the use of natural and eco-friendly products by companies to reduce the stress on the environment while also creating new business opportunities. It is related to key business and production activities as well as markets. Several tools have been developed to enable firms to monitor and measure ecological activities and impacts. Under this project the ESF was used to co-fund training of a wide range of companies, consultants, public administrations and educational institutions. Training consisted of both theoretical and practical implementation through workshops, and was even extended to other Member States (i.e. France, Austria and Germany). Under the project, several dissemination and awareness-raising initiatives were put in place, such as a promotional campaign on eco-efficiency on the TV, radio, in newspapers and magazines. Several conferences were organised and all training materials were translated into English for further dissemination. The project’s duration was 3 years with a budget of €532,000 and it was implemented by the Helsinki University of Technology School Diple, the Finnish Association for Nature Conservation, the Finnish Environment Institute and Riihimäki Fair.

In **Greece**, ESF has been used to help raise awareness in schools since 2000. In the previous programming period, one measure in the OP “Education and initial vocational training” was entirely dedicated to environmental education and awareness.

Insight 2: Environmental education centres to raise awareness in Greece

In both programming periods, school programmes for environmental education have given information on environmental and SD issues, as well as aimed to nurture responsible and pro-active attitudes for environmental protection. In 2000-2006⁷⁶ more than €13 million was spent on 4,725 “School Programs for Environmental Education”. A large number of education staff (14,000) and approximately 160,000 primary and secondary school students participated in the programme. In the 2007-2013 period the activities have been extended not only to school populations but also to adults. € 9 million will be used to finance the preparation of appropriate teaching/training material, development of new syllabi, training of teachers and development of dedicated electronic platforms for better accessibility of related information and training material.

Raising awareness in companies

Raising awareness of SD activities within companies has been and is still the focus of some ESF co-funded activities. For example ESF has helped to set up consultancy services and training modules for SMEs on energy consumption and climate protection in Germany and Denmark.

⁷⁶ CCI No. 2000GR051PO002 Protection Programmes for the Environment and Environmental Education

In **Germany**, the Chamber of Commerce in Hamburg⁷⁷ is organising consultancy services for SMEs with regard to climate protection and energy-efficient activities in order for the city's craftsmen to engage in climate protection and resource-saving measures.

A similar project was established in **Denmark** at the start of 2010, where the Danish training centre "EUC Nordvest Nykøbing/Thisted" offers courses on 'Energy savings and a company's environmental profile'. Part of a project co-funded by the ESF, the courses aim to help companies reduce energy consumption in a time of increasing energy prices and to respond to the growing demands for environmental protection. Overall the project aims to train 480 people over the next few years.

In the current programming period, one specific **UK** initiative focuses on job and business creation in environment. The project "Parklife" is an environmental business management programme for training in environmental management tools and techniques to cut costs, improve environmental performance and generate new business. According to the University of Gloucestershire, one of the programme partners, 'on average, savings of up to 3% of the total turnover are achievable year on year by implementing simple eco-efficiency initiatives.'⁷⁸ The Parklife⁷⁹ Environmental Business Management Programme started its fifth phase in May 2010. In each phase the programme has worked with approximately ten businesses to provide the necessary skills to understand environmental management tools and techniques through a mix of training, group workshops, on-site sustainability reviews and practical hands-on advice.

2C.3.2 Training and Education

Improved sustainable growth demands a highly skilled workforce. Training activities and education are crucial to develop new skills, build individual motivation and improve working processes. Member States have chosen to finance several of these activities through ESF.

Training for employees and managers

In the past and current programming period, SD activities have been implemented to improve the adaptability of workers and enterprises to the changing needs of the labour markets.

In 2000-2006, the **United Kingdom** had the largest number (29) of measures specifically dedicated to SD. 15 measures focused on SD training and education for existing businesses, particularly SMEs (see Table 16). This focus on SD interventions for SMEs appears to be a unique feature of UK measures. For instance the North East England OP addressed SME growth and competitiveness as a priority. The measure featured skills audits and a customised training needs analysis, and supported skills development to maximise the adoption of environmental best practice, utilisation of ICT and e-commerce and exploitation of emerging environmental and ICT opportunities.⁸⁰ A measure in the Merseyside OP provided support to improve SME competitiveness in targeted sectors through succession planning, workforce up-skilling, training in effective use of technology and ICT, environmental business

⁷⁷ CCI No. 2007DE052PO005

⁷⁸ Alex Steele, University of Gloucestershire

⁷⁹ <http://www.parklife.org.uk/about>

⁸⁰ CCI No. 2000GB162DO005 North East of England measure 2.8

best practice and employment recruitment skills.⁸¹ West Wales and the Valleys OP also combined interventions on education, training and eco-technology. It encouraged the delivery of high-level skills training courses for managers and employers operating new 'clean' production or waste minimisation technologies, and the development of high-level skills training for environmental management in specialist sectors.⁸²

In the current programming period, the UK has six priority axes under which activities for SD can be funded. "GreenWays to Work" in Cumbria⁸³ is a project started in 2009 which aims to develop technical and practical skills in three key areas: energy efficiency, renewable energy and recycling. Initially, the project is training frontline staff working in housing to raise awareness and energy efficiency amongst tenants, and providing training in recycling via their furniture outlets. The project combines two typologies of activities: training 310 people working in the three main fields and raising awareness of more than 2,500 households about environmental technologies and Sustainable Development.

Some Member States implemented training to adapt their workforce to more sustainable jobs. Training centres in cooperation with Public Employment Services in Germany⁸⁴, Portugal⁸⁵ and Belgium⁸⁶ set up a series of courses to improve ecological sustainability working practice of companies which provide training on environmental management, waste management and energy savings.

Several studies showed that new legislative requirements may be responsible for the growth of a specific market area, resulting in the need to improve the working methods and to up-skill the existing workforce. This is well illustrated from the recent experience of implementing legislation on energy-efficient buildings in the EU⁸⁷. In **Ireland** in 2000-2006 FÁS, the national training body, organised and co-ordinated a wide range of environment-related courses to ensure the provision of construction and environmental training in line with legislative requirements within companies. In 2006, over 4,000 people participated in environment-related courses. In **Luxembourg**⁸⁸, a cycle of 10 conferences about future construction methods (COFUMECO) focusing mainly on sustainable construction was implemented in 2008-2009. During 2009, Luxembourg also started an information system in the construction sector (SYSCO) on sustainable construction and safety at work. More recently, in **Greece**, within the framework of the "National Contingency Reserve 2007-2013" OP, a project was announced which focused on the energy efficiency of buildings. The project is expected to include both training classes and on-the-job training for builders and those in similar professions. 5,555 unemployed persons are expected to benefit from this project.

Environmental secondary and tertiary education

Some Member States have developed tertiary education programmes or educational programmes for secondary schools on SD.

Awareness-raising training, guidance and counselling activities were implemented in the 2000-2006 period in secondary schools of **Germany** and **Italy**. ESF support came in the form of projects to guide high school students

81 CCI No. 1999GB161DO002 Merseyside. Measure 1.4

82 CCI No. 1999GB161DO004 West Wales and the Valleys Measure 3.1

83 <http://www.impacthousing.org.uk>

84 Projects are currently implemented in the regions of Hamburg CCI No. 2007DE051PO005, Bremen CCI No. 2007DE052PO004, Berlin CCI No. 2007DE052PO003 and Nordrhein-Westfalen, CCI No. 2007DE052PO008.

85 CCI No. 2007PT05UPO001 Portugal Human Potential

86 CCI No. 2007BE052PO003 Belgium Federal State

87 European Employment Observatory Review, *The employment dimension of economy greening 2009*, December 2009

88 CCI No. 2007LU052PO001

who were studying for environmental professions, using environmental research, excursions and guided tours in the region of Basilicata⁸⁹ and Campania⁹⁰ in Italy, or through professional practice and project development in schools in the city of Berlin⁹¹.

ESF also supported several tertiary education initiatives financing Master's degrees on environmental management in **Denmark**⁹² and in **Finland**⁹³, where two tertiary education courses were implemented in the 2000-2006 period entitled the "Environmental and medical technology master's program 2004-2007" and "Eco Business - A Master's program for socially responsible business and ecological entrepreneurship."

In **Estonia** and **Poland**, ESF is currently supporting doctoral and post doctoral programmes. The Estonian Archimedes Foundation is implementing DoRa 4, a project to support the studies of international students in doctoral programmes in priority areas specified in Estonia's research, development and innovation strategy. These areas are information and communication technology, materials technology, environmental technology, biotechnology, power-engineering and health. Management of environmental protection in enterprises is the focus of a post-graduate study course implemented under the Polish OP Human Resources⁹⁴ by the Czestochowa University of Technology. The course is aimed at employees of companies dealing with environmental engineering or protection. 40 graduates are expected to complete the studies in the coming years.

Educational and training systems

Not only is ESF supporting the implementation of training courses and educational programmes, but it is also assisting systems and structures through the design of study curricula, training trainers and developing innovative training methods on SD.

In **Czech Republic**, one measure from the Prague Objective 3 OP in 2000-2006⁹⁵ supported environmental education in schools. Projects focused on students and teachers in primary and secondary schools with the aim of developing new forms of education for SD. Results included: a multimedia training module on the environment for elementary schools; multimedia yearbooks on environmental education for elementary and secondary schools; and educational programmes for primary and secondary schools developing knowledge and skills in science and environmental education.

Germany is implementing, under the Federal State OP⁹⁶, a programme on new media in vocational education. This programme is not only focused on developing new ways of learning and teaching within vocational education, but also on new educational content itself. Particular fields of this new content are the energy construction sector and the environment sector.

89 CCI No. 1999IT051PO013 Italy School National Programme Measure 1.11

90 The "Helianthus II - Project Environment" raised environmental awareness among young people in education. It involved 14 schools, 200 primary school students, 380 secondary school students, 35 tutors and 19 experts.

91 CCI No. 2007DE052PO003 Berlin.

92 "Green transition" project in 20002-2003.

93 CCI No. 1999FI161DO002 East Finland Measures 2.1, 2.2, 2.3, 2.4

94 CCI No. 2007PL051PO001 Poland Human Resources, Priority 2

95 CCI No. 2003CZ053DO001 Prague Obj. 3 Measure 3.1

96 CCI No. 2007DE05UPO001 Germany Federal State

A programme which was running in **Poland** between May 2009 and September 2010 provided training for teachers about renewable energy sources. ESF is also funding the development of environmental education in **Estonia**.

Insight 3: Development of environmental education in Estonia

Under the ESF OP priority axis 'Lifelong learning', € 3.2m was reserved for an open application round for the measure 'Development of environmental education' that has been implemented in 2010 by KIK (Environmental Investment Centre). The objective of the measure is to promote education that supports SD, increase the overall level of environmental awareness among the population and advance values of nature preservation. It was envisaged that the specialists from the Ministry of Environment and its subordinate bodies would provide students with extra-curricular activities on cross cutting environmental themes covered by the curriculum and also offer environmental training for adults (teachers, specialists from local authorities and land-owners of areas belonging to natural reserves).

Capacity building on sustainable development

The promotion of sustainable development requires a strong administrative capacity and often the introduction of structural reforms at national, regional and local level. Some Member States are using the ESF to specifically train civil servants.

In **Italy**, the ESF was and continues to be used as a support mechanism for the ERDF and other Structural Funds activities. The 2000-2006 Sardinia OP reported a range of measures⁹⁷ covering continuous vocational training, technical training and tertiary education on natural resources and environmental management. All in all, more than 1,000 civil servants were trained.

In **Estonia**, ESF is supporting a project⁹⁸ to introduce and implement environmental management principles and systems that will guarantee their consistent and systematic use in a public sector organisation. This project is being implemented by the Environmental Management and Technology Department of the Ministry of Environment between 2009 and 2013. The target group consists of officials from governmental agencies, bodies and local municipalities. This group should become able to lower general organisational costs by better calculating environmental costs, including reducing the use of resources and waste generation. During the first phase of the programme necessary studies are being undertaken, the environmental management concept developed and the implementing rules worked out. The second phase will be dedicated to building up environmental management systems in public sector organisations.

A similar initiative has also been implemented in **Poland** where 1,000 officials of the General Directorate for Environment Protection and its regional branches have been trained to improve their capacities in delivering environment impact assessment for investment decisions.

⁹⁷ CCI No. 1999IT161PO010 Sardegna

⁹⁸ CCI No. 2007EE051PO001, Estonia Human Resource Development, Priority Axis 6.

2C.3.3 Employment

ESF can help job creation to enhance SD in many different ways: supporting existing companies to develop their activities in the environmental sector, enhancing entrepreneurship oriented toward the green economy or providing technical, administrative and financial support that encourages companies to provide 'green jobs', in particular to the most disadvantaged groups.

Supporting companies and entrepreneurs to adapt and develop their business model in the environmental sector

In 2000-2006, two measures in the **United Kingdom** focused exclusively on employment, in Merseyside and Cornwall, while others in South Yorkshire and Merseyside focused on employment combined with awareness-raising or training (see Table 16). The interventions in Merseyside supported environmentally sustainable training schemes, organised targeted training to adapt to employment in the environmental sector, eco-efficient organisations and local employing organisations,⁹⁹ and provided skills training related to employment in environmental and other sustainable sectors.¹⁰⁰

A number of projects in **Finland** have helped job creation and new business models in the green economy. This is the case in the projects "Creating a waste management model for business" in West Finland 2000-2006, or the "Waste Cycle 2 project - Managed Development of Recycling Business" funded under the national OP¹⁰¹. In the current programming period, the Biovoima Innoverkko (Bioenergy Innonet) project has been running since 1 February 2008 until the end of 2010¹⁰². The project promoter is Lappeenranta University of Technology. The project aims at contributing to new alternative business and network models for decentralised CHP production (Combined Heat and Power), and to increased usage of bio-energy, create more rural enterprises and entrepreneurs, as well as boosting employment.

Advice for business start-ups and entrepreneurs in the green sector has also been implemented as a result of the ESF funding in Austria and the Netherlands. The **Austrian** Labour Market Service (Arbeitsmarktservice AMS) further developed an already existing measure on "flexibility counselling in favour of businesses"¹⁰³ to promote the need for a systematic innovation process for growth businesses in the field of "green technologies". The pilot project aims at filling newly created jobs with appropriately pre-qualified unemployed persons. The project was launched in the course of 2010.

In the **Netherlands**,¹⁰⁴ a project for starters in the green sector aims at providing training to youngsters who want to become "green craftsmen" and work as self employed persons in the horticultural sector. A second project is training workers in the agricultural and horticultural sectors in order to improve their adaptability and labour market position.

99 CCI No. 1999GB161DO002 Merseyside Measure 4.27

100 CCI No. 1999GB161DO002 Merseyside Measure 2.14

101 CCI No. 1999FI053DO001 Finland SPD Obj. 3 Measures 1.11, 2.21, 4.41, 4.42

102 CCI No. 2007FI052PO001 Mainland Finland

103 CCI No. 2007AT052PO001 Austria Employment, Priority axis 1 – adaptability of employees and businesses

104 CCI No. 2007NL052PO001 Netherlands

A better integration of environmental and sustainable issues in the management and functioning of companies can help foster eco-innovation and encourage the creation of enterprises in the environmental sector. This is the focus of the “Empleaverde” programme in Spain.

Insight 4: Spain - the ‘Green Jobs’ Programme (Empleaverde)

“Empleaverde” is an initiative under the OP “Adaptability and Employment”¹⁰⁵ led by the Biodiversity Foundation (Fundación Biodiversidad) which has already managed ESF projects in the previous programming period. It aims at the improvement of employment and the environment by creating ‘green jobs’. The programme is implemented through annual calls and by establishing strategic alliances with public or private non-profit organisations. The ultimate purpose is to put in place projects that will directly train (or improve the environmental training of) self-employed persons and workers in SMEs and entrepreneurship. With a budget of €44 million, the programme will train 50,000 people and support the creation of 1,000 companies in the environmental sector, by promoting:

- Eco-innovation: any form of innovation that creates a significant and demonstrable progress toward the goal of SD by reducing negative impacts on the environment and the most effective and responsible use of resources, including energy.
- A new culture of corporate sustainability to address economic, social and environmental issues and promote corporate social responsibility (CSR) and respect for the environment.
- The modernisation of enterprises towards implementing management systems, protecting and improving the environment.

Projects can last one to two years. The total budget for each project ranges between €150,000 and €615,000 with an ESF co-financing rate of 80% or 50%, depending on the region in which the project is implemented. A few examples of activities supported by this programme regarding new technologies and climate change include training courses on agriculture, climate change and reduction of greenhouse gases, and supporting R&D projects in the energy and environment sectors.

Access to employment

Several initiatives in the past and current programming period in Germany are aimed at improving young employment in the environmental field. During 2000-2006, a measure in Thüringen¹⁰⁶ aimed to combat youth unemployment and integrate young people into the labour market. One of the tools to support these objectives was the so-called Ecological Volunteer Year (FÖJ, Freiwilliges Ökologisches Jahr).

105 CCI No. 2007ES05UPO001. Spain Employment and Adaptability

106 CCI No. 1999DE161PO002 Thüringen Measure 4.11

107 CCI No. 2007DE051PO002 Mecklenburg-Vorpommern

Insight 5: Green jobs for young people in Germany: the Ecological Volunteer Year

ESF in Germany supported the Ecological Volunteer Year (FÖJ, Freiwilliges Ökologisches Jahr) to give young people the chance to become active in environmental protection, gain extensive knowledge on environmental protection and potentially find a new career. The voluntary service is based on a dedicated law which provides the necessary visibility and recognition of the scheme. The target group are young people between the age of 16 and 27, who have finished school. The FÖJ starts in August or September and lasts 12 months with the participants working in environmental protection institutions, in a practical project related to the protection of nature and environment. They participate in five seminars spread over the year to deal with various environmental topics. The FÖJ was and continues to be supported by ESF in the Berlin, Sachsen, Mecklenburg-Vorpommern¹⁰⁷, Sachsen-Anhalt, Brandenburg and Baden-Württemberg OPs. In Mecklenburg-Vorpommern the Voluntary Ecological Year has grown up over the last years into a major vocational training scheme in the region. The ESF OP earmarked €7.5 million for the scheme for the 2007-2013 programming period. The programme enrolls over 130 volunteers each year and promotes “learning-by-doing”, based on a pedagogic programme and practice in a real working environment. A cooperation framework with neighbouring German regions and some Polish regions was set up, and the scheme is likely to expand further.

Job creation for disadvantaged groups in the green economy

ESF is supporting activities to integrate people from the most disadvantaged groups in specific sectors related to the environment. The creation of green job opportunities has been and is the focus of many activities in France, Germany, the Netherlands and Slovenia.

Germany is focusing its activities at local¹⁰⁸ and national¹⁰⁹ level on providing training possibilities for unemployed women, elderly people and people with special pedagogical needs, combined with job creation in the fields of the environment, environmentally-friendly tourism or gardening. Similar initiatives have been organised in France and the Netherlands.

In **the Netherlands**¹¹⁰ (Amsterdam), low skilled workers are trained to work in the municipal waste and energy company. This company transforms waste into sustainable energy and recovers valuable, reusable raw materials. Training includes handling dangerous waste, cleaning techniques and measuring inflammable gasses. 210 persons will benefit from this project.

108 CCI No. 2000DE162DO006 Schleswig Holstein

109 CCI No. 2007DE05UPO001 Germany Federal State

110 CCI No 2007NL052PO001 Netherland

In the **UK**, the Eco-Advantage Project specifically focused on low-skilled workers and unemployed people to give them the skills which address the emerging needs of local employers.

Insight 6: the United Kingdom - Eco-Advantage Project

The Eco-Advantage project is funded under the ESF programme's ITM "Skills for Climate Change and Sustainable Development" strand (see the case study on the UK, section 3C.4). It focuses on increasing climate change awareness and skills in four of the South East England Development Agency's (SEEDA) "Diamonds for Growth" areas: Medway, Reading, Basingstoke and Milton Keynes. The project started in April 2009 and will run until May 2012.

Eco-Advantage has developed and piloted a range of bite-sized courses to help low skilled workers and unemployed people understand the issues around climate change. The aim is that workers come out of the courses with practical skills to take into the workplace and thus bring an "eco-advantage" to the labour market. The training courses include a general introduction to climate change issues and sector specific modules on construction, hospitality and retail. Training is targeted at participants in the entry level, level 1 and level 2 courses, and is combined with holistic support designed to help people get back to work quickly. The project keeps a database of job-ready candidates with "eco-advantage" skills to help meet the needs of local employers.

Participants in the Eco-Advantage project are encouraged to act as volunteer ambassadors in their local communities to help develop eco-awareness. For many, this will serve as a useful stepping stone into paid employment, and it will have the added advantage of creating a real local impact. The project also hopes to support the start-up and development of local third sector environmental businesses. It has partners in Germany, Finland and Estonia who are running similar programmes and who will be able to share their experiences and lessons for best practice.

Insight 7: Green jobs in Pays-de-la-Loire: Fédération ENVIE

Federation ENVIES is composed of 48 companies throughout the French territory, combining economic, social and environmental dimensions. The organisation collects and recycles electrical fittings and electric household appliances waste (DEEE). It is the leader of guaranteed modernised electric household appliances sale. It uses "ICPE" sites (Facilities classified for Environmental Protection) and is allowed to transport hazardous waste. It ensures the complete traceability of the waste from collection to disposal. It also ensures the accompaniment of persons facing social and professional difficulties towards sustainable employment. In 2008, ENVIE trained 1,400 people and provided 900 jobs with a full time insertion contract (ETP – source: <http://www.envie.org/>).

Two initiatives in **Slovenia**¹¹¹ aim at supporting unemployed people or persons from vulnerable groups to enter the labour market in sectors related to the environment. The first one concerns the waste sector. The second one is implemented by the Biotechnic School of Rakičan. From 2009, the school has begun training gardeners and farm workers to become herbalists who would be directly involved in the cultivation and processing of medicinal plants carried out by the institute "Zeleni prst". The training for the less employable persons from the targeted vulnerable group is implemented at the Biotechnical school of Rakičan where an education module for herbalists has been developed, as this had not previously existed in Slovenia. At least four persons will also be employed within the project, and the others will be assisted and encouraged to take up other forms of employment, in particular self-employment.

¹¹¹ CCI No. 2007SI051PO001 Slovenia Human Resources Development

2C.3.4 Corporate Social Responsibility

Corporate social responsibility (CSR) is a concept whereby companies integrate social and environmental concerns – on a voluntary basis – into their businesses operations as well as their interactions with stakeholders¹¹². CSR is considered one of the tools to enhance sustainable development while boosting companies' competitiveness and reducing labour costs.

CSR is not very significant as an activity in both programming periods, with only one Member State having a single measure that foresees CSR activity (Luxembourg). CSR requires very distinct activities and implies interventions through which the culture and business processes of an organisation are changed. It involves major specific planned and sustained effort in an organisation. This is perhaps why the incidence of intended CSR activities is low.

Research revealed that **Luxembourg** had a specific measure¹¹³ that supported the implementation of CSR. This measure foresaw the identification of a limited but representative number of companies/organisations interested in CSR and an initial inventory of the degree of adoption of CSR, more specifically along the lines advocated by the standard ISO 26,000. The aim of this inventory was to provide a comparative analysis of management practices that could be transferred into a guide for use by businesses, one which should be pragmatic and easily understood by workers and business leaders.

In two other Member States, CSR was the focus of successful initiatives in the 2000-2006 period, even though there was no mention of it in the programming documents.

In **Denmark**, the project "People & Profit"¹¹⁴ aimed at helping to maintain and improve Danish companies' competitiveness through an inclusive labour market. It also intended to provide a basis where small and medium businesses could use CSR to gain real global competitive edge. The project's objectives were achieved through the creation of new documentation for CSR as a tool for economic growth in small and medium enterprises. It helped them in the process of developing a more strategic approach to the use of CSR activities - with particular focus on enhancing their efforts in the development and retention of people on the edge of the labour market - providing a visible and effective contribution to raise the Danish and European CSR agenda. Project activities included five stages, ranging from knowledge building and development of pilot testing to implementation and deployment on a large scale. The overall budget for the project was € 1.5 million.

The region of Cataluña in **Spain** in 2000-2006 also used ESF contributions to "spread values of CRS and Social Economy" among enterprises of the region financing two specific projects: "RSE.Coop" throughout the region and "Ressort" in the city of Barcelona. Over €4 million were invested by the city in the two initiatives. They implemented training activities to raise awareness on CSR and offered reconciliation of work and private life actions and technical assistance to SMEs to implement CSR activities. In Barcelona alone (under the Ressort project), 175 firms were helped to effect a preliminary diagnostic business plan and 31 have subsequently implemented CSR pilot actions.

112 European Commission, *Corporate Social Responsibility. National public policies in the European Union*, Brussels 2007.

113 CCI No. 1999LU053DO001, 3.33 "Improve the employability and adaptability of wage-earners. (2000-03)"

114 CCI No. 1999DK053DO001, Measure 4.1. http://ec.europa.eu/employment_social/emplweb/esf_projects/project.cfm?id=2984&project_lang=da&rp=2

2C.3.5 Eco-technologies

As mentioned in the previous chapter, the development of eco-technologies is seen as one of the key enablers of SD. Several ESF co-funded projects aim to enhance and implement the use of eco-technologies through different types of activities.

Examples are consultancy services for SMEs in Hamburg¹¹⁵ (**Germany**) under the project ZEWU-mobil, which foresees training and consultancy on climate protection and energy efficient activities, or the “Prima Klima leichter bauen” project in Bremen which qualifies people in the field of building refurbishment to reduce energy consumption and increase energy efficiency¹¹⁶. Bremen has also developed the “InnoVision 2010 programme” which relates to environmental technologies and the wind energy sector (off-shore wind mills). Another important field is recycling and use of resources: several projects on waste recycling have been implemented in France, Germany, the Netherlands and Slovenia¹¹⁷.

Luxembourg is implementing several projects on eco-technologies in the construction sector. A cycle of conferences has already been organised on the “Future of constructions methods”, focusing on sustainable construction and eco-technologies applied to this sector. This project was supported by other two initiatives: an integrated training cycle (Itracos) and an information system for the construction sector (Sysco) on quality service, security and environment¹¹⁸.

In **France**, eco-friendly technologies have also been used to boost the construction sector. In Rhône-Alpes, craft companies in the construction sector with less than 10 employees have been trained to develop and use techniques and technologies related to SD and eco construction, while in Seine-et-Marne the building trade federation has received ESF funding to run a programme from 2007 to 2010 promoting eco-friendly and energy efficient techniques for the sustainable renovation of old buildings. The ESF is contributing €3 million, half the cost of the three-year Batireco programme. Additionally it should serve as a model which can be adapted in other regions.

Finally, the **UK** had the highest number of measures (nine, see table 16) dedicated to supporting eco-technologies. For instance, a measure in the Merseyside OP¹¹⁹ required that training and support be provided to individuals who demonstrated the potential for developing successful new businesses, including those in environmental technologies. The South West of England OP featured a measure¹²⁰ focusing on high level skills in environmental technology, management and ICT in SMEs. In this region a new initiative SWEET, South West Enabling Environmental Technologies¹²¹, has been recently implemented. The project is developing and delivering flexible training in environmental technologies to help businesses in the west of England move into the emerging markets of renewable energy, energy efficiency and waste management. The project, co-financed by the ESF and LSC (Learning and Skills Council), began in August 2008 and trains SMEs to take advantage of environmental technologies in the construction, electrical and waste management sectors in Bristol, South Gloucestershire, North Somerset, Bath and North East Somerset.

115 CCI No. 2007DE052PO005 Hamburg

116 CCI No. 2007DE052PO004 Bremen

117 Descriptions of these projects are available in previous paragraphs.

118 See Raising Awareness part for more information.

119 CCI No. 1999GB161DO002 Merseyside Measure 4.28

120 CCI No. 2000GB162DO010 South West of England Measure 3.6

121 <http://www.hartpury.ac.uk/>

2C.4 Case Studies

This section presents case studies from two Member States, Spain and UK, which have consistently mainstreamed SD into ESF programmes.

1 – Spain

Spain appears to be the only Member State that has monitored and reported on all the measures planned to support SD. Table 17 below shows all participations recorded against the Operational Programmes that reported on SD activities in 2000-2006. These programmes were generally focused within the regions of Spain, although some were implemented on a national basis.

Table 17: Participations in Spanish OPs reporting SD activities in 2000-2006		
OP	OP Title	Participations in SD related activities
2000ES051PO014	Spain Vocational Training System Obj. 1	581
2000ES051PO015	Spain Entrepreneurship and Lifelong Training Obj. 1	192,030
2000ES051PO016	Spain Fight Against Discrimination Obj. 1	17,198
2000ES051PO017	Spain Employment Promotion Obj. 1	206,866
2000ES053PO301	Aragon	30,539
2000ES053PO302	Baleares	2,584
2000ES053PO303	Cataluña	61,019
2000ES053PO304	Comunidad de Madrid	23,862
2000ES053PO305	Navarra	33,813
2000ES053PO306	Pais Vasco	99,683
2000ES053PO307	La Rioja	5,844
2000ES053PO311	Spain Entrepreneurship And Lifelong Training Obj. 3	48,726
2000ES053PO312	Spain Fight Against Discrimination Obj. 3	5,509
2000ES053PO313	Spain Employment Promotion Obj. 3	98,161
2000ES161PO002	Cantabria	6,704
2000ES161PO004	Asturias	65,550
2000ES161PO005	Canarias	5,515
2000ES161PO006	Castilla – La Mancha	54,214
2000ES161PO007	Castilla y León	54,909
2000ES161PO009	Comunidad Valenciana	204,745
2000ES161PO010	Extremadura	24,171
2000ES161PO011	Galicia	11,363
2000ES161PO012	Melilla	3,589
2000ES161PO013	Murcia	38,933
Total		1,296,107

Source: Data compiled by BBI on the basis of ESF Operational Programme Reports 2000-2006

The three programmes in bold in table 17 above are also those that had measures with activities dedicated to supporting SD. They are listed in Table 18 below.

Table 18: Participations recorded in Spanish measures dedicated to SD in 2000-2006

OP	Title of OP	Measure	Participations in activities that included SD element	Total participations in measure
2000ES053PO306	PaisVasco Objective 3	All	99,683	778,711
2000ES051PO016	Spain Fight Against Discrimination Obj. 1	44.11	15,782	1,589,626
2000ES051PO015	Spain Entrepreneurship and Lifelong Training Obj. 1	43.2	Approx 64,000 (35%)	180,993

Source: Data compiled by BBI on the basis of ESF Operational Programme Reports 2000-2006

SD was mainstreamed in the Pais Vasco Objective 3 OP through the inclusion of an environmental module in all the training activities. Table 18 above shows that almost 100,000 participations were recorded in these training sessions, representing 12.8% of all participations in this OP. It is a good example of how mainstreaming can result in support of SD, despite there being no specifically dedicated activities. By ensuring that all training has an environmental module, basic knowledge concerning environmental issues is increased alongside more specific ESF employment-focused training at very little extra cost in terms of time effort and money.

In the "Fight Against Discrimination Objective 1" programme, training was carried out for almost 16,000 people (in measure 44.1) from vulnerable groups in professions related to the environment. In addition 44 courses with environmental modules to raise awareness about these topics were implemented.

Under the "Entrepreneurship and Lifelong Training Objective 1" programme, measure 43.2, it was reported that more than 64,000 people participated in training and awareness activities related to SD during the 2000-2006 period. The environmental training was conducted through classes, distance learning and a mixture of the two. More than 200 classroom-based courses were developed, as well as 300 online courses. Students were SME employees, self employed persons, or people belonging to one of the vulnerable groups.

In general, the Updated Mid-Term Evaluation of 2005 for Spain reported that implementation of training activities on topics related to the environment had increased from 2000 to 2005 and that about 35% of the participations in training activities in Objective 1 regions attended activities on environment. Table 18 above showed that overall, 7% of all participations in the 164 ESF-funded measures identified for this study in Spain were involved in SD related activities in the 2000-2006 period.

In the **current programming period**, 43 Priorities in Spain foresee activities related to environment, Sustainable Development or eco-technologies. This data confirms the continuous commitment of Spain to mainstreaming Sustainable Development in all ESF-funded activities. It is foreseen that more than 3 million people will follow a Sustainable Development awareness-raising module in the 2007-2013 period, one which is adapted to 30 different occupation areas. This action has been developed in the framework of the Spanish Network of Environmental Authorities, which has a working group on ESF.

The Operational Programme "Adaptability and Employment" (in bold in Table 20)¹²² has a strong focus on environmental activities, and one of its specific goals is to enhance Environmental Sustainability through training actions. All priorities of the programme foresee training or awareness-raising activities and have Sustainable Development among their objectives. For example, Priority Axis A (creating a more adaptable workforce) aims, among other things, to "promote a new culture of corporate sustainability which covers economic, social and environmental aspects". Priority Axis B (enhancing

¹²² 2007ES05UPO001.

employability, social inclusion and equal opportunities for men and women) foresees that over 1.5 million people will take part in awareness-raising activities and 55,000 will participate in specific training courses related to environment by the end of the programme in 2013. Priority Axis D (promoting translational and inter-regional cooperation between stakeholders) plans to create experimentation platforms for the joint development of services, methodologies, tools and products with the aim of learning new approaches in the areas of environment and security in particular.

In the current period, Spain is consistently monitoring participation in environment-related activities (Table 19). In 2007 and 2008, over 400,000 people took part in training activities or awareness-raising campaigns for Sustainable Development. 34 Priority Axes in 14 Operational Programmes recorded participations in activities related to the environment. Participation rates varied between 0.2% and 100%, with an average of 44%.

Table 19: Spain, Priority Axes with participations in environmental activities in 2007-2013

CCI	OP Title	Priority	Total environmental activities 07-08 (A)	Total participations (B)	A/B
2007ES051PO002	Castilla La Mancha	A1	549	3,403	16%
		A2	3,837	9,863	39%
2007ES051PO003	Extremadura	A1	3,477	16,560	21%
		A2	60	25,181	0.2%
2007ES051PO004	Galicia	A1	11,101	18,683	59%
		A2	5,512	16,695	33%
		A3	23,022	42,521	54%
2007ES051PO006	Asturias	B1	9,452	12,536	75%
		B2	7,706	11,450	67%
		B3	888	888	100%
2007ES051PO007	Ceuta	B2	161	161	100%
2007ES051PO008	Melilla	B2	35	35	100%
		D2	1,358	10672	13%
2007ES052PO002	Castilla y Leon	D2	2,532	34966	7%
2007ES052PO004	Aragon	C1	15,533	16,500	94%
		C2	5,915	29,136	20%
2007ES052PO006	Cantabria	C1	2,738	4,396	62%
2007ES052PO007	Cataluña	C2	723	9,243	8%
2007ES052PO010	Pais Vasco	C1	721	15,661	5%
		C2	795	23,442	3%
2007ES052PO011	La Rioja	C1	29	234	12%
		C2	607	958	63%
2007ES05UPO001	Adaptability and Employment	A1	27,543	194,342	14%
		A2	158,665	186,110	85%
		B1	1,604	10,801	15%
		B2	8,520	9,980	85%
		C1	7,128	55,264	13%
		C2	42,236	49,560	85%
2007ES05UPO002	Fight against discrimination	D1	6,835	52,003	13%
		D2	40,388	47,751	85%
		A2	848	9,101	9%
		B2	328	1,551	21%
Total		C2	2,432	5,113	48%
		D2	909	5,583	16%
Total			411,512	933,630	44%

Source: Source: Data compiled by BBI on the basis EC Structural Fund Database (SFC), Situation in October 2009 (2007-2013).

2 – United Kingdom

This case study does not present the individual interventions in Sustainable Development and eco-technologies, but rather focuses on the structures set up within the UK ESF programme to accommodate Sustainable Development and eco-technologies. Consideration should be given to the fact that this is an ongoing process that started in 2000 and is continuing. This insight covers both programming periods. The information for this section was gathered through desk research and interviews.¹²³

The England and Gibraltar ESF Operational Programme 2000-2006 programme was managed and coordinated by the European Social Fund Division (ESFD) at the Department of Works and Pensions (DWP). The ESFD is a cross-departmental unit that has responsibility for delivering ESF nationally as the UK's 'Managing Authority'. The OP was delivered within the regional network of Government Offices (GO) in England. Regional priorities for ESF support were informed by Regional ESF Frameworks and Regional Skills Partnerships. This enabled the regions to prioritise ESF support within the context of the national OP. Co-Financing Organisations (CFOs) were responsible for most of the ESF programme delivery. They prepared regional delivery plans which were designed to ensure implementation of the ESF activity "Added value", support UK government programmes and policies, as well as ensure achievement of the OP's overall targets. The CFO plans helped inform the CFO's own procurement arrangements for ESF provision. There were 3 main CFOs: Department of Work and Pensions (DWP), Learning & Skills Council (LSC), and the Regional Development Agencies (RDAs).

During 2000-2006, the United Kingdom implemented 18 OPs of which 17 aimed to mainstream Sustainable Development (SD). There were also 26 measures that considered SD as a cross cutting priority, 32 measures with activities on SD (with a budget of €2.522 billion) and within this 29 dedicated to SD (with a budget of €2.475 billion) and nine dedicated to eco-technologies (with a budget of €0.330 billion). The UK's measures broadly covered a) raising awareness of SD, b) training/education on SD and c) employment related to SD.

The UK's ESF programme followed the "triple bottom line" definition of SD, balancing economic, social and environmental impacts. A national SD co-ordinator was appointed in 2003. The co-ordinator's post was funded by ESF Technical Assistance and match-funded by the Environment Agency and Groundwork (an environmental NGO). During 2000-2006, whilst there was some good practice followed, there was no comprehensive and concerted approach to SD across all regions, with individual CFO's instead taking different approaches.

Section 2.4.5 (Sustainability) of the England and Gibraltar mid-term evaluation report (December 2005) highlighted that the meaning and applicability of SD had not been fully understood by contract/project managers, although awareness of SD as an issue was high. As a result, it was recommended to design a national strategy for the incorporation of Sustainable Development into ESF Objective 3 – with the development of a common understanding of Sustainable Development. A Technical Assistance project was established in 2004 to help mainstream, raise awareness and develop guidance on SD in the UK ESF programme. One of the key challenges identified was the need to agree an operational definition of SD which embraced the internationally recognised Brundtland Commission's definition and which supported the UK Government's SD strategy. The TA project defined

¹²³ Sources used for this insight include: *ESF at Work, Issue 14, Jan/Feb 2010, www.esf.gov.uk*; *Update to the mid-term evaluation of the Objective 3 programme for England and Gibraltar, Final report, December*; *Operational Programme for England & Gibraltar Annual implementation report 2006, June 2007*; *Telephone interview with Lloyd Broad, ESF Innovation, Transnationality and Mainstreaming (ITM) Unit, Birmingham City Council on 15/02/10*; *Telephone interview with Duncan Carnie, Policy Manager, Joint International Unit (DWP/DCSF/BIS), ESF Division on 22/02/10*; *Telephone interview with Chris Walker, Consultant, Ecotec on 29/01/10*.

SD as being “development which considered how best to achieve a combined range of social, environmental and economic (“triple bottom line”) goals and which addressed the following elements: providing opportunities to allow everyone to fulfil their potential (social inclusion); environmental enhancement and protection through project delivery (environment); and providing the skills that businesses demand and require, both now and in the future (economy).”

Between 2003 and 2006, the national ESF Sustainable Development co-ordinator delivered regional workshops on SD in the Government Office (GO) regions and produced guidance for GOs and CFOs to inform their plans. This guidance encouraged the GO regions to link ESF work on SD where possible with their wider regional SD strategy. This led to the production of an interactive ESF SD toolkit¹²⁴ which was launched in 2005, coupled with a substantial amount of guidance for regional development plans. Environmental considerations were embedded in the toolkit, along with other guidance. The toolkit and guidance continued to be disseminated and used by projects and partners during 2006. In late 2006, the Managing Authority (ESFD at DWP) set up a SD working group which included partners from the Environment Agency, Groundwork, LSC and Jobcentre Plus. The group’s aims were to consider how SD should be mainstreamed in the 2007-2013 programme (drawing upon lessons learned in the 2000-2006 programme) and to help prepare guidance for the new ESF programme on SD including environmental sustainability.

A national ESF SD Award Scheme was launched in 2005, the aim being to promote understanding and good practice in mainstreaming SD. Specifically, its intention was to identify examples and case studies of SD which could be incorporated into publicity and training materials. The award scheme also aims to give recognition to those projects that have made a special effort to promote SD. The GOs in London and East of England were particularly proactive in promoting SD in 2000-2006. For example, in London, the LSC worked closely with consultants (Action Sustainability) to establish an ESF “green-mark” award which encouraged projects to integrate environmental management approaches into their own delivery arrangements.

In 2007, when the current ESF OP was being developed, the Managing Authority decided that there was a need to format a very practical focus on SD within ESF programmes in the UK. It was felt that social and economic aspects of SD were already being effectively dealt with but that environmental aspects were weak. Therefore it was decided to focus on environmental aspects of SD particularly.

The SD mainstreaming strategy for the 2007-2013 ESF programme promotes a dual approach: individual project providers are required to develop SD policies and implementation plans so that SD can be taken into account in terms of their own delivery arrangements (horizontal mainstreaming), and at the same time all regions are encouraged to support specialist environmental SD activity (vertical mainstreaming).

In 2007, ESFD at DWP set up an SD sub-committee and finalised an SD mainstreaming plan. Consultants (Ecotec and Action Sustainability (AS)) were then appointed to develop training materials for CFO contract managers to mainstream SD into ESF programmes. Such tools enable providers to think through their SD impacts and to make continuous improvements through their policies and action plans. Since 2007, consultants have organised over 50 workshops for more than 220 contract managers, CFO and Managing Authority staff using AS’s ‘flexible framework’ sustainable procurement tool. Contract managers are now able to make tangible improvements to their

¹²⁴ The toolkit is available at www.esf.gov.uk.

SD impacts and record improvements over time. In some regions, the workshops have been expanded to target project providers, and around 10 additional workshops have been delivered. The training provided enough skills, knowledge and web-based tools to enable contract managers to assess and benchmark their providers' SD policies and action plans. They also gave advice on how to improve the sustainability impacts of their organisations. The web tool was based on the five strands of AS's flexible framework tool, and training material and tools have been made widely available via www.esf.gov.uk and are integrated into CFO's wider monitoring systems.

All Regional ESF Frameworks now have a chapter on cross cutting themes setting out what each region will do. The overall requirement is for all providers to have a SD policy and action plan. The UK SD strategy encourages government departments to make use of their procurement arrangements to encourage SD in the supply chain – therefore harnessing their spending power to influence behaviour of suppliers. For the 2007-2013 programming period, the ESFD is working more closely with procurement functions to integrate SD into DWP contract schedules. The ESFD is currently working with the Skills Funding Agency (which replaced LSC in April 2010) to explore how SD can best be included in their contract schedules for ESF provision.

The England and Gibraltar ESF programme (2007-2013) supports a range of innovative and transnational projects that aim to test new ways of addressing difficult skills and employment issues in the labour market. Each project has at least one transnational partner from another Member State to try and ensure that developments and good practice from elsewhere are taken into account.

In 2008, Birmingham City Council was awarded a commercially confidential contract to manage and coordinate the Innovation, Transnationality and Mainstreaming (ITM) strand of ESF by the ESFD at DPW. The ITM Unit acts as the UK co-ordinating body for ITM and is funded under contract through the ESF Technical Assistance (TA) programme. However, the management of the individual ITM projects remains the responsibility of the Managing Authority. The ITM Unit undertakes a number of tasks including:

- Working with the Managing Authority to develop the themes for innovation;
- Developing project guidance for innovative and transnational activity and mainstreaming;
- Assisting in the development of the call for innovative and transnational projects;
- Supporting the regional appraisal and assessment of applications;
- Co-ordinating and facilitating cross-regional working – particularly amongst projects addressing similar themes and policy areas;
- Providing a contact point and some signposting to potential transnational partners.

The ITM Unit's mission is to facilitate innovation, transnationality and mainstreaming across ESF projects related to "Needs of the 21st century". "Skills for climate change and Sustainable Development" was defined as one of the six core themes related to "Needs of the 21st century". 32 projects have been funded across the six themes (with gross budgets ranging from €1 - 3 million per project). Six of the 32 projects focused on "skills for climate change and Sustainable Development". As highlighted above, each of these six projects was required to have at least one transnational partner. For example, the Eco-advantage project (see section 3C.3) has partners in Germany, Finland and Estonia.

The ITM activities relating to “skills for climate change and Sustainable Development” have been guided by the commitment in the England and Gibraltar’s OP to mainstream and promote SD and UK government strategies to promote green jobs and skills. Strategic policy guidance for the second half (2010-2013) of the ESF programme in England encourages the regions to use ESF to support skills training in line with the UK Government’s “New Skills New Jobs” strategy.

The ITM Unit has established a national network covering “skills for climate change and Sustainable Development” with involvement from cross departmental policy-makers in central government and the managers of relevant projects. The aim of the network is to share progress on innovation and ‘best practice’ and to bridge the gap between ‘top down’ thinking from government on issues such as ‘green jobs’ and the ‘bottom-up’ experience emerging from projects, thereby improving quality of policy debate and thinking. At the end of 2009, the first meeting was held with the involvement from the six projects. Some of the areas that were discussed included the need for ‘low carbon literacy’, new qualifications and up-skilling related to the implications of ‘climate change and Sustainable Development’. The first network report was published on www.esf-works.com. Throughout the first half of 2010, www.esf-works.com featured content on skills and employment implications of climate change.

The ITM Unit at Birmingham City Council also acts as the ESF National Contact Point (NCP) for UK and Gibraltar and exchanges information with colleagues in the 27 Member States at regular meetings. Feedback suggests that ‘skills for climate change and Sustainable Development’ is not being addressed in as systematic a way in other MS when compared to the UK.

In June 2010, an ESF conference covering ‘skills for climate change and Sustainable Development’ was hosted by the Romanian government with the technical support of the UK.

Chapter 3 – Conclusion

1. Sustainable Development seeks to create a balance between maintaining economic prosperity, improving environmental protection and enhancing society. Internationally, the increase in eco-industry jobs is accelerating, particularly in sectors such as renewable energies, recycling and waste management. In the EU, the eco-industry accounts for 1.7% of total paid employment, or about 3.4 million full-time jobs. According to the EC report “Employment in Europe 2009”, major issues related to employment, labour markets and skills will be associated with the transition to a low carbon economy. Labour market policies should help to ease the transition towards new jobs that require new skills and knowledge on issues such as renewable energy, sustainable materials or low carbon technologies.
2. This report has analytically described the main interventions and achievements of the European Social Fund’s (ESF) assistance to the Member States in the areas of Sustainable Development (SD) and eco-technologies. The core basis for the research consisted of the ESF-funded programmes, measures, priority axes and interventions carried out during the programming periods 2000-2006 and 2007-2013, with a more detailed focus on the former. SD is seen as a Community priority that should be considered and supported when planning and implementing activities to achieve the primary aims of the ESF (adaptability, access to employment, social inclusion, etc.), but is not a primary subject for ESF support. Nevertheless, as a result of the ESF regulations to consider SD across the whole spectrum of policy and the close relationship between the goals of SD and the ESF, there has been a widespread mainstreaming of SD in the ESF operational programmes in the periods 2000-2006 and 2007-2013: a total of 164 (out of 212) Operational Programmes (OPs) from 21 Member States (out of 25) included SD as a mainstreaming strategy in 2000-2006. Currently, 96 OPs (out of 117) from 23 Member States (out of 27) are mainstreaming SD.
3. Improving the environment through SD activities was one of the cross cutting priorities of the ESF 2000-2006. Overall 578 measures (out of 1,567) mentioned SD or environment-related activities within the actions they intended to fund: 179 measures considered SD to be a cross cutting theme, (meaning that activities in the measures did not concentrate specifically on the environment but that environmental effects were included generally as separate components), while 400 measures foresaw the possibility to finance one or more activities on SD. Of the latter 400, only 68 measures from 10 Member States featured specific activities dealing with SD, while 25 measures from 11 Member States implemented eco-technology-related interventions. Among these measures, 13 addressed both SD and eco-technologies. All Member States together allocated €37 billion (i.e. 35% of the total ESF expenditure) to measures in which activities for SD could have been funded. It is important to note that this sum does not represent the entire funding for SD activities but the funding available to finance potential SD activities. Since in most cases, SD and eco-technology interventions represented only (a small) part of the activities covered by a given measure, it is difficult to make statements on the absolute or even relative importance Member States allocated to these topics. Nevertheless, it is clear that Member States such as the Czech Republic, Finland, France, Germany, Italy, Spain and the UK have used ESF co-financing to address SD and eco-technology.
4. A total of 68 measures in 10 Member States spent € 7.7 billion to address, among others, SD related interventions in ESF 2000-2006. Most activities took place in Spain (four measures, € 4 billion) and the UK (29 measures,

€ 2.5 billion). A total of 25 measures in 11 Member States spent around € 1.9 billion on activities related to eco-technologies. Most measures focused on awareness-raising and training interventions rather than directly supporting the deployment of eco-technologies. Data indicate that SD and eco-technologies were rather well represented as potential areas for action in ESF 2000-2006, but that such interventions were implemented in a limited number of measures.

5. SD and environmental protection are a cross cutting theme in the current programming period 2007-2013. Overall 519 priorities mention SD among their planned activities: in 415 cases SD is presented as a cross cutting theme, while in 104 cases (from 11 Member States) SD-related actions can be financed. As for the previous programming period, relevant interventions represented a small part of the activities covered by a given priority axis. Compared to the previous programming period, SD and eco-technologies have become more important areas of potential intervention, in both absolute and relative numbers. This increased importance can be explained in two ways: on the one hand, Member States consider the topics more relevant to be addressed in the framework of an ESF intervention, while on the other hand the priority axes are bigger management units under which a bigger variety of activities can be addressed.
6. For the 2000-2006 programming period, seven Member States reported project achievements, i.e. SD-related activities that were carried out with ESF support, using training participations as an indicator. Reports show that around 1.4 million participations were recorded in training or educational activities on SD or environment-related subjects. Around 1.3 million of these participations were located in Spain. For the current programming period, at the time of drafting this report (Spring – Summer 2010) it was not possible to make any statements on the participants involved so far. Most of the projects focus on the adaptability of workers, entrepreneurs and managers.
7. Even if only a limited number of Member States have reported on the number of participations, there is more information describing individual actions in both programming periods. Research on ESF-supported interventions has shown that most of the relevant activities relate to one of the following types of intervention:
 - Raising awareness: ESF-supported interventions were in particular reported in the Czech Republic, Finland, Germany, Italy, Spain, Denmark, Ireland and Luxembourg.
 - Education and training: Member States such as Czech Republic, Denmark, Estonia, Finland and Poland have developed tertiary education curricula or educational programmes for secondary schools on SD. ESF, moreover, has supported the training of trainers or administrative capacity building in the environmental field.
 - Employment: Interventions in Austria, the Netherlands, France and Germany show how ESF support to job creation can enhance SD in many different ways: supporting the development of skills to fill the gaps of the labour market, encouraging the creation of enterprises in the environmental sector or providing technical, administrative and financial support to encourage companies to create “green jobs” (and opening these up for disadvantaged groups).
 - Corporate Social Responsibility initiatives: Some Member States such as Luxembourg, Denmark and Spain have implemented projects promoting in companies the integration of social and environmental concerns in business operations and in their interaction with their stakeholders.
 - Eco-technologies: Member States such as France, Germany and notably the UK have promoted ESF funding to support the development of these technologies.

Annexes

ANNEX 1: EXPENDITURE 2000-2006 AND BUDGET 2007-2013

1. Operational Programmes 2000/2006 Co-funded ESF Expenditure Claimed (in €m) by MS (Share of ESF, National and Private Funds)

MS	EU %	National public %	National private %	Total
AT	43.7%	48.7%	7.6%	1,326
BE	34.7%	55.3%	10.1%	2,422
CY	50.0%	50.0%	—	22
CZ	69.8%	30.2%	—	297
DE	46.5%	45.7%	7.8%	20,930
DK	41.5%	37.2%	21.3%	779
EE	69.3%	25.9%	4.9%	71
ES	60.4%	38.4%	1.2%	17,388
FI	31.4%	42.9%	25.6%	2,365
FR	43.4%	50.8%	5.8%	12,204
GR	78.6%	21.4%	—	4,783
HU	75.6%	24.4%	—	288
IE	53.9%	45.8%	0.3%	1,778
IT	52.7%	45.5%	1.8%	12,902
LT	74.6%	25.4%	—	166
LU	45.3%	52.8%	2.0%	47
LV	75.2%	24.8%	—	115
MT	75.0%	25.0%	—	9
NL	49.6%	21.6%	28.8%	2,458
PL	74.3%	25.7%	—	1,776
PT	62.2%	34.2%	3.6%	7,073
SE	31.3%	39.1%	29.6%	2,661
SI	75.0%	25.0%	—	60
SK	74.0%	25.2%	0.8%	241
UK	44.1%	51.5%	4.4%	13,285
EU 25	51.3%	42.8%	5.9%	105,446

Data compiled by BBI on the basis EC Structural Fund Database (SFC), Situation in September 2008

2. Operational Programmes 2000/2006 ESF Co-funded Expenditure Claimed (in €m) by Objective (ESF, National and Private Funds)

OBJ	EU	National Public	National Private	TOTAL
1	31,090	16,705	833	48,628
2	1,954	2,225	575	4,754
3	21,104	26,112	4,811	52,027
TOTAL	54,147	45,042	6,219	105,408

Data compiled by BBI on the basis EC Structural Fund Database (SFC), Situation in September 2008

3. Operational Programmes 2007/2013 ESF Co-funded Budgets (in €m) per MS (Share of ESF, National and Private Funds)

MS	EU %	National Public %	National Private %	Total Budget
AT	44.3%	46.4%	9.3%	1,184
BE	46.3%	49.8%	4.0%	2,320
BG	85.0%	15.0%	—	1,395
CY	80.0%	20.0%	—	150
CZ	85.1%	14.9%	—	4,436
DE	59.9%	30.6%	9.6%	15,666
DK	50.0%	33.4%	16.6%	510
EE	84.8%	11.2%	4.1%	462
ES	70.5%	28.4%	1.1%	11,426
FI	43.5%	56.5%	—	1,420
FR	52.5%	35.9%	11.6%	10,275
GR	76.2%	23.8%	—	5,726
HU	85.0%	15.0%	—	4,270
IE	27.6%	72.2%	0.2%	1,360
IT	45.3%	54.7%	—	15,321
LT	85.0%	8.7%	6.3%	1,210
LU	50.0%	50.0%	—	50
LV	83.8%	13.0%	3.1%	657
MT	85.0%	15.0%	—	132
NL	48.7%	27.4%	23.9%	1,705
PL	85.0%	15.0%	—	11,420
PT	70.7%	29.3%	—	9,210
RO	85.0%	15.0%	—	4,335
SE	50.0%	50.0%	—	1,383
SI	85.0%	15.0%	—	889
SK	85.0%	15.0%	—	1,764
UK	52.0%	46.9%	1.1%	8,598
EU 27	64.8%	32.1%	3.2%	117,275

Source: EC Structural Fund Database (SFC), situation on 4 February 2009; Number of OPs compiled by BBI on the basis of ESF Operational Programmes 2000-2006 and 2007-2013.

ANNEX 2: ESF VOCABULARY

The table below compares a number of documents and concepts across the two consecutive programming periods.

2000-2006 PROGRAMMING PERIOD	2007-2013 PROGRAMMING PERIOD
<p>The Community Support Framework (CSF) is the basic programming document agreed between the European Commission and the Member States, setting out plans for Structural Fund support for objective 1 regions. It identifies the problems, the strategy and the priorities for action and where money should best be channelled. It must be supplemented by more detailed Operational Programmes. CSF's are not compulsory for the objectives 2 and 3.</p>	<p>The National Strategic Reference Framework (NSRF) is not a management instrument as the CSF were in the preceding period. However, it defines policy priorities whilst suggesting the key elements of implementation such as the list of operational programmes and an indicative annual allocation from each Fund for each Operational Programme. It is applied to the convergence and regional competitiveness and employment objectives. It is optional for the territorial cooperation objective.</p>
<p>The Operational Programmes (OPs) detail how and where funds will be spent, what the expected impact is and how the programmes will be monitored and evaluated. OPs may exist at a national or regional level.</p>	
<p>An OP can cover only one of the three Objectives. An OP can be financed by more than one Fund.</p>	<p>An OP can cover more than one objective but can be financed by only one Fund.</p>
<p>Priorities are a set of aims within a operational programme that have to be tackled through the implementation of specific Measures.</p>	<p>In the new programming period priorities are formally called Priority Axes. Resource allocation (community and national co-financing) is done at the level of the priority axes.</p>
<p>Measures are the means by which a Priority is implemented over several years and which enable operations to be financed. Measures are listed in the Operational Programmes, fully described in the Programme Complements and reported on in the Annual Implementation Reports. Resource allocation (community and national co-financing) is done at the level of the measure.</p>	<p>There are no measures in the 2007-2013 Programming Period. Instead of this, the description of the priority axes contains an indicative list of actions.</p>
<p>Programme Complements (PC) provide further details on the implementation of the operational programmes such as the indicators that are used. Programme complements may be formulated as needed throughout the implementation of the OP.</p>	<p>There are no Programme Complements for the 2007-2013 Operational Programmes. Information that was contained in the PC such as about the indicators is now to be found in the OP itself.</p>
<p>The Policy Fields refer to the five broad types of activities than can be financed with ESF. Most OPs are structured along these policy fields, one priority corresponding to one policy field.</p>	<p>The types of activities that can be financed with ESF are called priorities.</p>
<p>Annual Implementation Reports (AIR) are prepared every year by the national or regional managing authorities and describe the progress on the implementation of the priorities and the financial implementation of the assistance. AIRs also report on the main socio-economic trends or on changes in national, regional or sectoral policies that are relevant to the implementation of the assistance.</p>	
<p>Indicators are used to "indicate" the outcomes of the ESF interventions. The types of indicators that are relevant to this study can be quite diverse in nature: (i) output indicators relate to the immediate consequences of an activity and are measured in physical or monetary units, e.g. number of people trained, number of firms financially supported. (ii) result indicators relate to the direct and immediate effects on direct beneficiaries brought by a programme. Result indicators can be of a physical (e.g. number of successful trainees) or financial nature (e.g. leverage of private sector resources); (iii) impact indicators refer to the consequences of the programme beyond the immediate effects on its direct beneficiaries.</p>	

ANNEX 3: LIST OF ESF 2000-2006 MEASURES USED FOR THE STUDY

MS	Obj.	CCI	Title of the Programme	Measure Number	Measures foreseeing SD activities ¹²⁵	Measures with eco-technologies activities	Measures with SD as cross-cutting theme	Measures with explicit SD activities
AT	1	1999AT161DO001	Burgenland	5.1	1			
AT	1	1999AT161DO001	Burgenland	5.4			x	
BE	2	2000BE162DO004	Kustgebied-Westhoek	4.1	2			
BE	2	2000BE162DO008	Meuse - Vesdre	3.3	2			
BE	3	1999BE053DO002	Belgium Federal Ministry of Employment Obj. 3	3.2	3			
BE	3	1999BE053DO003	Vlaanderen Obj. 3	3.1	CSR			
CZ	1	2003CZ051PO001	Czech Republic HRD Obj. 1	1.1	2			
CZ	1	2003CZ051PO001	Czech Republic HRD Obj. 1	2.1	2			
CZ	1	2003CZ051PO001	Czech Republic HRD Obj. 1	2.2	2			
CZ	1	2003CZ051PO001	Czech Republic HRD Obj. 1	2.3	2			
CZ	1	2003CZ051PO001	Czech Republic HRD Obj. 1	3.1	2			
CZ	1	2003CZ051PO001	Czech Republic HRD Obj. 1	3.3	2			
CZ	1	2003CZ051PO001	Czech Republic HRD Obj. 1	4.1	1			
CZ	1	2003CZ051PO001	Czech Republic HRD Obj. 1	4.2	1			x
CZ	3	2003CZ053DO001	Prague Region Obj. 3	2.1			x	
CZ	3	2003CZ053DO001	Prague Region Obj. 3	2.2			x	
CZ	3	2003CZ053DO001	Prague Region Obj. 3	2.3			x	
CZ	3	2003CZ053DO001	Prague Region Obj. 3	3.1	1			x
CZ	3	2003CZ053DO001	Prague Region Obj. 3	3.2			x	
CZ	3	2003CZ053DO001	Prague Region Obj. 3	4.1	1	x		
CZ	3	2003CZ053DO001	Prague Region Obj. 3	4.2			x	
CZ	3	2003CZ053DO001	Prague Region Obj. 3	4.3			x	
DE	1	1999DE161PO001	Berlin	4.11	1			
DE	1	1999DE161PO001	Berlin	4.12			x	
DE	1	1999DE161PO001	Berlin	4.13	3			
DE	1	1999DE161PO001	Berlin	4.21			x	
DE	1	1999DE161PO001	Berlin	4.22			x	
DE	1	1999DE161PO001	Berlin	4.31			x	
DE	1	1999DE161PO001	Berlin	4.41			x	
DE	1	1999DE161PO001	Berlin	4.42			x	
DE	1	1999DE161PO001	Berlin	4.51			x	
DE	1	1999DE161PO001	Berlin	4.61			x	
DE	1	1999DE161PO002	Thüringen	4.11	1	x		
DE	1	1999DE161PO002	Thüringen	4.12	3			
DE	1	1999DE161PO002	Thüringen	4.13			x	
DE	1	1999DE161PO002	Thüringen	4.21			x	
DE	1	1999DE161PO002	Thüringen	4.22			x	
DE	1	1999DE161PO002	Thüringen	4.31			x	
DE	1	1999DE161PO002	Thüringen	4.41			x	
DE	1	1999DE161PO002	Thüringen	4.42			x	
DE	1	1999DE161PO002	Thüringen	4.61			x	
DE	1	1999DE161PO003	Sachsen-Anhalt	4.11	1			

125 1. Raising awareness on SD; 2. SD training; 3. Employment and green jobs; CSR, Corporate Social Responsibility.

MS	Obj.	CCI	Title of the Programme	Measure Number	Measures foreseeing SD activities ¹²⁵	Measures with eco-technologies activities	Measures with SD as cross-cutting theme	Measures with explicit SD activities
DE	1	1999DE161PO003	Sachsen-Anhalt	4.12	2			
DE	1	1999DE161PO003	Sachsen-Anhalt	4.13	1			
DE	1	1999DE161PO003	Sachsen-Anhalt	4.41	2	x		
DE	1	1999DE161PO003	Sachsen-Anhalt	4.42	3			
DE	1	1999DE161PO004	Mecklenburg - Vorpommern	4.12	3			
DE	1	1999DE161PO004	Mecklenburg - Vorpommern	4.41	2			
DE	1	1999DE161PO004	Mecklenburg - Vorpommern	4.61	3			
DE	1	1999DE161PO005	Land Brandenburg	4.1	3			
DE	1	1999DE161PO005	Land Brandenburg	4.3	3			
DE	1	1999DE161PO005	Land Brandenburg	4.5	1			
DE	1	1999DE161PO006	Sachsen	4.1	2			
DE	1	1999DE161PO006	Sachsen	4.4	3			
DE	1	1999DE161PO006	Sachsen	4.7	2			
DE	1	1999DE161PO006	Sachsen	4.1			x	
DE	1	2000DE051PO007	Germany Obj. 1	1.1	2			
DE	1	2000DE051PO007	Germany Obj. 1	2.4	3			
DE	1	2000DE051PO007	Germany Obj. 1	6.11			x	
DE	2	2000DE162DO001	Rheinland-Pfalz	5.1			x	
DE	2	2000DE162DO001	Rheinland-Pfalz	5.2	2	x		
DE	2	2000DE162DO001	Rheinland-Pfalz	5.3			x	
DE	2	2000DE162DO002	Berlin West	1.41	2			
DE	2	2000DE162DO002	Berlin West	1.42			x	
DE	2	2000DE162DO002	Berlin West	1.43			x	
DE	2	2000DE162DO002	Berlin West	2.41	2			
DE	2	2000DE162DO002	Berlin West	2.42			x	
DE	2	2000DE162DO002	Berlin West	3.21	2			x
DE	2	2000DE162DO003	Saarland	2.5	1			
DE	2	2000DE162DO003	Saarland	3.2	1	x		x
DE	2	2000DE162DO004	Nordrhein-Westfalen	3.5			x	
DE	2	2000DE162DO004	Nordrhein-Westfalen	4.22	1			
DE	2	2000DE162DO006	Schleswig-Holstein	3.3			x	
DE	2	2000DE162DO007	Bayern	5.5	2			
DE	2	2000DE162DO010	Niedersachsen	4.2	2			
DE	3	1999DE053DO001	Germany SPD Obj.3	10.1	2			
DE	3	1999DE053DO001	Germany SPD Obj.3	20.4	2			
DE	3	1999DE053DO001	Germany SPD Obj.3	20.5	2			
DE	3	1999DE053DO001	Germany SPD Obj.3	40.7	2			
DE	3	1999DE053DO001	Germany SPD Obj.3	60.11	3			
DK	3	1999DK053DO001	Denmark Obj. 3	1.1	3			
DK	3	1999DK053DO001	Denmark Obj. 3	2.1	2			
DK	3	1999DK053DO001	Denmark Obj. 3	3.3	2			
DK	3	1999DK053DO001	Denmark Obj. 3	4.1	3	x		
EE	1	2003EE161DO001	Estonia	1.1			x	

MS	Obj.	CCI	Title of the Programme	Measure Number	Measures foreseeing SD activities ¹²⁵	Measures with eco-technologies activities	Measures with SD as cross-cutting theme	Measures with explicit SD activities
EE	1	2003EE161DO001	Estonia	1.2	1	x		
EE	1	2003EE161DO001	Estonia	1.3			x	
ES	1	2000ES051PO014	Spain Vocational Training System Obj. 1	41.12	2			
ES	1	2000ES051PO014	Spain Vocational Training System Obj. 1	41.13	2			
ES	1	2000ES051PO015	Spain Entrepreneurship and Lifelong Training Obj. 1	10.8	3			
ES	1	2000ES051PO015	Spain Entrepreneurship and Lifelong Training Obj. 1	43.2	1			x
ES	1	2000ES051PO015	Spain Entrepreneurship and Lifelong Training Obj. 1	43.4	1			
ES	1	2000ES051PO016	Spain Fight Against Discrimination Obj. 1	44.11	3			x
ES	1	2000ES051PO016	Spain Fight Against Discrimination Obj. 1	44.19			x	
ES	1	2000ES051PO016	Spain Fight Against Discrimination Obj. 1	44.2	3			
ES	1	2000ES051PO016	Spain Fight Against Discrimination Obj. 1	45.16	2			
ES	1	2000ES051PO016	Spain Fight Against Discrimination Obj. 1	45.17	3			
ES	1	2000ES051PO017	Spain Employment Promotion Obj. 1	42.6	2			x
ES	1	2000ES051PO017	Spain Employment Promotion Obj. 1	42.7			x	
ES	1	2000ES051PO017	Spain Employment Promotion Obj. 1	42.8	2			
ES	1	2000ES051PO017	Spain Employment Promotion Obj. 1	50.6	1			
ES	1	2000ES161PO002	Cantabria	42.6	2			
ES	1	2000ES161PO002	Cantabria	42.7	2			
ES	1	2000ES161PO002	Cantabria	42.8	2			
ES	1	2000ES161PO002	Cantabria	43.2	2			
ES	1	2000ES161PO003	Andalucia	1.8	3			
ES	1	2000ES161PO003	Andalucia	2.1			x	
ES	1	2000ES161PO004	Asturias	1.8	3			
ES	1	2000ES161PO004	Asturias	42.6	2			
ES	1	2000ES161PO004	Asturias	42.7	2			
ES	1	2000ES161PO004	Asturias	42.8	3			
ES	1	2000ES161PO004	Asturias	43.2	2			
ES	1	2000ES161PO004	Asturias	41.12	2			
ES	1	2000ES161PO004	Asturias	41.15	2			
ES	1	2000ES161PO004	Asturias	44.1	2			
ES	1	2000ES161PO004	Asturias	44.11	2			
ES	1	2000ES161PO004	Asturias	45.16	2			
ES	1	2000ES161PO005	Canarias	42.6			x	
ES	1	2000ES161PO005	Canarias	42.7			x	
ES	1	2000ES161PO005	Canarias	42.8			x	
ES	1	2000ES161PO005	Canarias	42.9	2			
ES	1	2000ES161PO005	Canarias	43.2	2			

MS	Obj.	CCI	Title of the Programme	Measure Number	Measures foreseeing SD activities ¹²⁵	Measures with eco-technologies activities	Measures with SD as cross-cutting theme	Measures with explicit SD activities
ES	1	2000ES161PO005	Canarias	44.1	2			
ES	1	2000ES161PO006	Castilla-La Mancha	1.8	3			
ES	1	2000ES161PO006	Castilla-La Mancha	42.6	2			
ES	1	2000ES161PO006	Castilla-La Mancha	42.7	2			
ES	1	2000ES161PO006	Castilla-La Mancha	42.8	2			
ES	1	2000ES161PO006	Castilla-La Mancha	43.2	2			
ES	1	2000ES161PO006	Castilla-La Mancha	41.12	2			
ES	1	2000ES161PO006	Castilla-La Mancha	41.15	2			
ES	1	2000ES161PO006	Castilla-La Mancha	44.1	2			
ES	1	2000ES161PO006	Castilla-La Mancha	45.17	3			
ES	1	2000ES161PO007	Castilla Y León	42.6	2			
ES	1	2000ES161PO007	Castilla Y León	42.7	2			
ES	1	2000ES161PO007	Castilla Y León	42.8	2			
ES	1	2000ES161PO007	Castilla Y León	43.2	2			
ES	1	2000ES161PO007	Castilla Y León	41.15	2			
ES	1	2000ES161PO007	Castilla Y León	45.16	2			
ES	1	2000ES161PO008	Ceuta	1.8	3			
ES	1	2000ES161PO008	Ceuta	42.6	3	x		
ES	1	2000ES161PO008	Ceuta	42.7	2			
ES	1	2000ES161PO008	Ceuta	42.8	2			
ES	1	2000ES161PO008	Ceuta	45.16	2			
ES	1	2000ES161PO008	Ceuta	45.17	3			
ES	1	2000ES161PO009	Comunidad Valenciana	42.8	2			
ES	1	2000ES161PO009	Comunidad Valenciana	43.2	2			
ES	1	2000ES161PO009	Comunidad Valenciana	41.12	2			
ES	1	2000ES161PO009	Comunidad Valenciana	44.1	2			
ES	1	2000ES161PO009	Comunidad Valenciana	44.11	2			
ES	1	2000ES161PO009	Comunidad Valenciana	45.16	2			
ES	1	2000ES161PO009	Comunidad Valenciana	45.17	2			
ES	1	2000ES161PO010	Extremadura	41.12	2			
ES	1	2000ES161PO010	Extremadura	41.15	2			
ES	1	2000ES161PO012	Melilla	42.6	2			
ES	1	2000ES161PO012	Melilla	42.7	3			
ES	1	2000ES161PO012	Melilla	42.8	2			
ES	1	2000ES161PO012	Melilla	42.9	2			
ES	1	2000ES161PO012	Melilla	43.2	2			
ES	1	2000ES161PO012	Melilla	43.4	2			
ES	1	2000ES161PO012	Melilla	44.1	2			
ES	1	2000ES161PO012	Melilla	44.11	2			
ES	1	2000ES161PO012	Melilla	45.16	2			
ES	1	2000ES161PO013	Murcia	2.1	2			
ES	1	2000ES161PO013	Murcia	42.6	1			
ES	1	2000ES161PO013	Murcia	42.7	1			
ES	1	2000ES161PO013	Murcia	42.8	1			
ES	1	2000ES161PO013	Murcia	43.2	1			

MS	Obj.	CCI	Title of the Programme	Measure Number	Measures foreseeing SD activities ¹²⁵	Measures with eco-technologies activities	Measures with SD as cross-cutting theme	Measures with explicit SD activities
ES	1	2000ES161PO013	Murcia	41.12	2			
ES	1	2000ES161PO013	Murcia	44.1	2			
ES	1	2000ES161PO013	Murcia	44.11	2			
ES	1	2000ES161PO013	Murcia	45.16	2			
ES	2	2000ES162DO004	Cataluña	1.8	2			
ES	2	2000ES162DO004	Cataluña	3.1	2			
ES	3	2000ES053PO301	Aragon Obj. 3	1.1	2			
ES	3	2000ES053PO301	Aragon Obj. 3	1.2	2			
ES	3	2000ES053PO301	Aragon Obj. 3	2.1	3			
ES	3	2000ES053PO301	Aragon Obj. 3	3.1	2			
ES	3	2000ES053PO301	Aragon Obj. 3	6.1	3			
ES	3	2000ES053PO301	Aragon Obj. 3	7.1	2			
ES	3	2000ES053PO301	Aragon Obj. 3	7.2	2			
ES	3	2000ES053PO301	Aragon Obj. 3	8.1	2			
ES	3	2000ES053PO302	Baleares Obj. 3	1.1	3			
ES	3	2000ES053PO302	Baleares Obj. 3	1.3	2			
ES	3	2000ES053PO302	Baleares Obj. 3	3.1	2			
ES	3	2000ES053PO302	Baleares Obj. 3	5.1	2			
ES	3	2000ES053PO302	Baleares Obj. 3	6.1	2			
ES	3	2000ES053PO302	Baleares Obj. 3	7.1	2			
ES	3	2000ES053PO302	Baleares Obj. 3	7.2	2			
ES	3	2000ES053PO302	Baleares Obj. 3	7.3	2			
ES	3	2000ES053PO303	Cataluña Obj. 3	1.1	2			
ES	3	2000ES053PO303	Cataluña Obj. 3	1.2	2			
ES	3	2000ES053PO303	Cataluña Obj. 3	1.3	2			
ES	3	2000ES053PO303	Cataluña Obj. 3	3.1	2			
ES	3	2000ES053PO303	Cataluña Obj. 3	4.3	2			
ES	3	2000ES053PO303	Cataluña Obj. 3	4.4	2			
ES	3	2000ES053PO303	Cataluña Obj. 3	6.1	2			
ES	3	2000ES053PO303	Cataluña Obj. 3	6.2	2			
ES	3	2000ES053PO303	Cataluña Obj. 3	6.3	2			
ES	3	2000ES053PO303	Cataluña Obj. 3	7.1	2			
ES	3	2000ES053PO303	Cataluña Obj. 3	7.2	2			
ES	3	2000ES053PO303	Cataluña Obj. 3	7.3	2			
ES	3	2000ES053PO304	Comunidad De Madrid Obj. 3	1.1	1			
ES	3	2000ES053PO304	Comunidad De Madrid Obj. 3	1.2	1			
ES	3	2000ES053PO304	Comunidad De Madrid Obj. 3	1.3	1			
ES	3	2000ES053PO304	Comunidad De Madrid Obj. 3	2.1			x	
ES	3	2000ES053PO304	Comunidad De Madrid Obj. 3	3.1	2			
ES	3	2000ES053PO304	Comunidad De Madrid Obj. 3	4.1	2			
ES	3	2000ES053PO304	Comunidad De Madrid Obj. 3	5.1	2			

MS	Obj.	CCI	Title of the Programme	Measure Number	Measures foreseeing SD activities ¹²⁵	Measures with eco-technologies activities	Measures with SD as cross-cutting theme	Measures with explicit SD activities
ES	3	2000ES053PO304	Comunidad De Madrid Obj. 3	6.1	1			
ES	3	2000ES053PO304	Comunidad De Madrid Obj. 3	6.2	1			
ES	3	2000ES053PO304	Comunidad De Madrid Obj. 3	7.1	1			
ES	3	2000ES053PO304	Comunidad De Madrid Obj. 3	7.2	1			
ES	3	2000ES053PO304	Comunidad De Madrid Obj. 3	7.3	2			
ES	3	2000ES053PO304	Comunidad De Madrid Obj. 3	8.1	1			
ES	3	2000ES053PO305	Navarra Obj. 3	3.1	1			
ES	3	2000ES053PO305	Navarra Obj. 3	4.1	1			
ES	3	2000ES053PO305	Navarra Obj. 3	4.4	2			
ES	3	2000ES053PO305	Navarra Obj. 3	5.1	2			
ES	3	2000ES053PO306	Pais Vasco Obj. 3	1.1	1			
ES	3	2000ES053PO306	Pais Vasco Obj. 3	1.2	2			
ES	3	2000ES053PO306	Pais Vasco Obj. 3	1.3	1			
ES	3	2000ES053PO306	Pais Vasco Obj. 3	2.1	2			
ES	3	2000ES053PO306	Pais Vasco Obj. 3	3.1	1			
ES	3	2000ES053PO306	Pais Vasco Obj. 3	4.3	2			
ES	3	2000ES053PO306	Pais Vasco Obj. 3	4.4	2			
ES	3	2000ES053PO306	Pais Vasco Obj. 3	5.1	2			x
ES	3	2000ES053PO306	Pais Vasco Obj. 3	6.1	1			
ES	3	2000ES053PO306	Pais Vasco Obj. 3	6.2	2			
ES	3	2000ES053PO306	Pais Vasco Obj. 3	6.3	2			
ES	3	2000ES053PO306	Pais Vasco Obj. 3	7.1	2			
ES	3	2000ES053PO306	Pais Vasco Obj. 3	7.2	2			
ES	3	2000ES053PO306	Pais Vasco Obj. 3	7.3	2			
ES	3	2000ES053PO306	Pais Vasco Obj. 3	8.1	2			
ES	3	2000ES053PO307	La Rioja Obj. 3	1.2	2			
ES	3	2000ES053PO307	La Rioja Obj. 3	1.3	2			
ES	3	2000ES053PO307	La Rioja Obj. 3	2.1	3			
ES	3	2000ES053PO307	La Rioja Obj. 3	3.1	1			
ES	3	2000ES053PO307	La Rioja Obj. 3	3.2	3			
ES	3	2000ES053PO307	La Rioja Obj. 3	3.3	3			
ES	3	2000ES053PO307	La Rioja Obj. 3	4.4	2			
ES	3	2000ES053PO307	La Rioja Obj. 3	5.1	3			
ES	3	2000ES053PO307	La Rioja Obj. 3	6.1	2			
ES	3	2000ES053PO307	La Rioja Obj. 3	6.2	3			
ES	3	2000ES053PO307	La Rioja Obj. 3	7.1	2			
ES	3	2000ES053PO307	La Rioja Obj. 3	7.2	2			
ES	3	2000ES053PO307	La Rioja Obj. 3	7.3	2			
ES	3	2000ES053PO307	La Rioja Obj. 3	8.1			x	
ES	3	2000ES053PO310	Spain Vocational Training System Obj. 3	4.3	1			

MS	Obj.	CCI	Title of the Programme	Measure Number	Measures foreseeing SD activities ¹²⁵	Measures with eco-technologies activities	Measures with SD as cross-cutting theme	Measures with explicit SD activities
ES	3	2000ES053PO311	Spain Entrepreneurship And Lifelong Training Obj. 3	2.1	3			
ES	3	2000ES053PO311	Spain Entrepreneurship And Lifelong Training Obj. 3	3.1	2			
ES	3	2000ES053PO311	Spain Entrepreneurship And Lifelong Training Obj. 3	3.3			x	
ES	3	2000ES053PO312	Spain Fight Against Discrimination Obj. 3	6.1	2			
ES	3	2000ES053PO312	Spain Fight Against Discrimination Obj. 3	6.2	3			
ES	3	2000ES053PO312	Spain Fight Against Discrimination Obj. 3	7.2	3			
ES	3	2000ES053PO312	Spain Fight Against Discrimination Obj. 3	7.3	2			
ES	3	2000ES053PO312	Spain Fight Against Discrimination Obj. 3	7.4			x	
ES	3	2000ES053PO312	Spain Fight Against Discrimination Obj. 3	7.5	3			
ES	3	2000ES053PO313	Spain Employment Promotion Obj. 3	1.1	2			
ES	3	2000ES053PO313	Spain Employment Promotion Obj. 3	1.2	2			
ES	3	2000ES053PO313	Spain Employment Promotion Obj. 3	1.3	2			
ES	3	2000ES053PO313	Spain Employment Promotion Obj. 3	8.1	3			
FI	1	1999FI161DO001	Pohjois-Suomen (North Finland)	1.3	2			x
FI	1	1999FI161DO001	Pohjois-Suomen (North Finland)	2.6	2			x
FI	1	1999FI161DO001	Pohjois-Suomen (North Finland)	3.2	2	X		x
FI	1	1999FI161DO001	Pohjois-Suomen (North Finland)	3.3	2			
FI	1	1999FI161DO001	Pohjois-Suomen (North Finland)	3.4	2			
FI	1	1999FI161DO002	Itä-Suomen (East Finland)	2.1	2			
FI	1	1999FI161DO002	Itä-Suomen (East Finland)	2.2	1	x		x
FI	1	1999FI161DO002	Itä-Suomen (East Finland)	2.3	2			
FI	1	1999FI161DO002	Itä-Suomen (East Finland)	2.4	2			
FI	2	1999FI162DO001	Etelä-Suomen (South Finland)	1.4	1			
FI	2	1999FI162DO001	Etelä-Suomen (South Finland)	3.5	2			x
FI	3	1999FI053DO001	Finland SPD Obj. 3	1.11	2			
FI	3	1999FI053DO001	Finland SPD Obj. 3	1.12			x	
FI	3	1999FI053DO001	Finland SPD Obj. 3	2.21	2			
FI	3	1999FI053DO001	Finland SPD Obj. 3	4.41	2			
FI	3	1999FI053DO001	Finland SPD Obj. 3	4.42	3			
FI	3	1999FI053DO002	Åland Obj. 3	1.3	2			
FR	1	1999FR161DO001	La Réunion	14.1	3			x
FR	1	1999FR161DO001	La Réunion	14.2			x	
FR	1	1999FR161DO001	La Réunion	14.7			x	

MS	Obj.	CCI	Title of the Programme	Measure Number	Measures foreseeing SD activities ¹²⁵	Measures with eco-technologies activities	Measures with SD as cross-cutting theme	Measures with explicit SD activities
FR	1	1999FR161DO001	La Réunion	14.8	2			
FR	1	1999FR161DO002	Nord-Pas-de-Calais	2.1			x	
FR	1	1999FR161DO002	Nord-Pas-de-Calais	2.2			x	
FR	1	1999FR161DO002	Nord-Pas-de-Calais	2.3			x	
FR	1	1999FR161DO002	Nord-Pas-de-Calais	2.4	2	x		
FR	1	1999FR161DO002	Nord-Pas-de-Calais	2.5			x	
FR	1	2000FR161DO001	Guadeloupe	5.2	2			
FR	1	2000FR161DO001	Guadeloupe	5.3			x	
FR	1	2000FR161DO002	Guyane	15.3	2			
FR	1	2000FR161DO003	Martinique	8.4	3			
FR	1	2000FR161DO003	Martinique	8.5	1			
FR	1	2000FR161DO003	Martinique	8.1	2			
FR	2	2000FR162DO001	Alsace	3.1	2			
FR	2	2000FR162DO002	Auvergne	1.2	3			
FR	2	2000FR162DO002	Auvergne	1.3	1			
FR	2	2000FR162DO003	Lorraine	1.17			x	
FR	2	2000FR162DO003	Lorraine	1.23			x	
FR	2	2000FR162DO003	Lorraine	1.24			x	
FR	2	2000FR162DO004	Limousin	2.3	2			x
FR	2	2000FR162DO005	Pays de le Loire	5.3	3			x
FR	2	2000FR162DO006	Poitou-Charentes	1.4			x	
FR	2	2000FR162DO006	Poitou-Charentes	2.1	2			
FR	2	2000FR162DO006	Poitou-Charentes	3.14			x	
FR	2	2000FR162DO008	Haute-Normandie	1.6	3			
FR	2	2000FR162DO008	Haute-Normandie	4.18	1&2&3			x
FR	2	2000FR162DO009	Languedoc-Rousillon	6.1			x	
FR	2	2000FR162DO009	Languedoc-Rousillon	6.3			x	
FR	2	2000FR162DO010	Champagne-Ardenne	3.5	2			
FR	2	2000FR162DO012	Franche-Comté	2.6	3			x
FR	2	2000FR162DO012	Franche-Comté	6.15	1			x
FR	2	2000FR162DO013	Aquitaine	2.4	2			
FR	2	2000FR162DO013	Aquitaine	2.5			x	
FR	2	2000FR162DO013	Aquitaine	3.4	1			
FR	2	2000FR162DO014	Bretagne	1.1	3			
FR	2	2000FR162DO016	Centre	2.8	1			
FR	2	2000FR162DO016	Centre	3.12	3			
FR	2	2000FR162DO020	Rhône-Alpes	3.11	1			
FR	2	2000FR162DO013	Aquitaine	3.3			x	
FR	3	1999FR053DO001	France SPD Obj. 3	3.4	2			
FR	3	1999FR053DO001	France SPD Obj. 3	4.7	3	x		
GR	1	2000GR051PO001	Greece Employment promotion and vocational training	1.6	2			x
GR	1	2000GR051PO001	Greece Employment promotion and vocational training	4.1			x	

MS	Obj.	CCI	Title of the Programme	Measure Number	Measures foreseeing SD activities ¹²⁵	Measures with eco-technologies activities	Measures with SD as cross-cutting theme	Measures with explicit SD activities
GR	1	2000GR051PO001	Greece Employment promotion and vocational training	4.2			x	
GR	1	2000GR051PO002	Greece Education and initial vocational training	2.5	2			
GR	1	2000GR051PO002	Greece Education and initial vocational training	2.6	2			x
GR	1	2000GR051PO003	Greece Health and Prevention	4.1	2			
GR	1	2000GR051PO003	Greece Health and Prevention	4.2	2			
GR	1	2000GR161PO002	Attica	3.2	2			
GR	1	2000GR161PO004	Western Greece	6.9			x	
GR	1	2000GR161PO005	Continental Greece	5.1	2			x
GR	1	2000GR161PO007	Epirus	5.2	1			x
GR	1	2000GR161PO007	Epirus	4.13	1			x
GR	1	2000GR161PO008	Crete	4.5	1			x
GR	1	2000GR161PO008	Crete	6.2	2			
GR	1	2000GR161PO008	Crete	5.1	1			x
GR	1	2000GR161PO009	North Aegean	2.5	1			
GR	1	2000GR161PO009	North Aegean	3.6	3			
GR	1	2000GR161PO009	North Aegean	4.12	3			
GR	1	2000GR161PO010	South Aegean	4.8			x	
GR	1	2000GR161PO011	Ionian Islands	3.4	1			
GR	1	2000GR161PO011	Ionian Islands	5.1	2			
GR	1	2000GR161PO011	Ionian Islands	5.2	3			
GR	1	2000GR161PO011	Ionian Islands	5.4	2			
HU	1	2003HU051PO001	Hungary HRD	1.1			x	
HU	1	2003HU051PO001	Hungary HRD	1.2			x	
HU	1	2003HU051PO001	Hungary HRD	1.3			x	
HU	1	2003HU051PO001	Hungary HRD	2.1			x	
HU	1	2003HU051PO001	Hungary HRD	2.2			x	
HU	1	2003HU051PO001	Hungary HRD	2.3			x	
HU	1	2003HU051PO001	Hungary HRD	3.1	2			x
HU	1	2003HU051PO001	Hungary HRD	3.2			x	
HU	1	2003HU051PO001	Hungary HRD	3.3			x	
HU	1	2003HU051PO001	Hungary HRD	3.4			x	
HU	1	2003HU051PO001	Hungary HRD	3.5			x	
HU	1	2003HU161PO001	Hungary Regional development	3.1	1&2			x
HU	1	2003HU161PO001	Hungary Regional development	3.2			x	
HU	1	2003HU161PO001	Hungary Regional development	3.4			x	
IE	1	2000IE051PO001	Employment & HR Development in Ireland Obj. 1	3			x	
IE	1	2000IE051PO001	Employment & HR Development in Ireland Obj. 1	11a, 11b			x	

MS	Obj.	CCI	Title of the Programme	Measure Number	Measures foreseeing SD activities ¹²⁵	Measures with eco-technologies activities	Measures with SD as cross-cutting theme	Measures with explicit SD activities
IE	1	2000IE051PO001	Employment & HR Development in Ireland Obj. 1	13			x	
IE	1	2000IE051PO001	Employment & HR Development in Ireland Obj. 1	14			x	
IE	1	2000IE051PO001	Employment & HR Development in Ireland Obj. 1	18 A,18 B	1&2			x
IE	1	2000IE051PO001	Employment & HR Development in Ireland Obj. 1	19			x	
IT	1	1999IT051PO013	Italy School National Programme	1.11	1			x
IT	1	1999IT051PO013	Italy School National Programme	1.13			x	
IT	1	1999IT051PO013	Italy School National Programme	1.15	1			
IT	1	1999IT051PO013	Italy School National Programme	1.16			x	
IT	1	1999IT051PO013	Italy School National Programme	1.17			x	
IT	1	1999IT161PO001	Italy Technical Assistance and System Action	2.1			x	
IT	1	1999IT161PO001	Italy Technical Assistance and System Action	2.2			x	
IT	1	1999IT161PO002	Development of Italy Local Entrepreneurship	4.3	2			
IT	1	1999IT161PO003	Italy Research, Technological Development and Advanced Training	3.1			x	
IT	1	1999IT161PO003	Italy Research, Technological Development and Advanced Training	3.2			x	
IT	1	1999IT161PO003	Italy Research, Technological Development and Advanced Training	3.3			x	
IT	1	1999IT161PO003	Italy Research, Technological Development and Advanced Training	3.4			x	
IT	1	1999IT161PO003	Italy Research, Technological Development and Advanced Training	3.5			x	
IT	1	1999IT161PO003	Italy Research, Technological Development and Advanced Training	3.6			x	
IT	1	1999IT161PO006	Calabria	3.7	2			
IT	1	1999IT161PO006	Calabria	3.9	2			
IT	1	1999IT161PO006	Calabria	3.12	3			
IT	1	1999IT161PO006	Calabria	3.14	2			x

MS	Obj.	CCI	Title of the Programme	Measure Number	Measures foreseeing SD activities ¹²⁵	Measures with eco-technologies activities	Measures with SD as cross-cutting theme	Measures with explicit SD activities
IT	1	1999IT161PO007	Campania	1.11	2			x
IT	1	1999IT161PO008	Molise	3.6	2			
IT	1	1999IT161PO009	Puglia	3.1	2			
IT	1	1999IT161PO009	Puglia	3.2			x	
IT	1	1999IT161PO009	Puglia	3.3			x	
IT	1	1999IT161PO009	Puglia	3.4			x	
IT	1	1999IT161PO009	Puglia	3.5			x	
IT	1	1999IT161PO009	Puglia	3.6			x	
IT	1	1999IT161PO009	Puglia	3.7			x	
IT	1	1999IT161PO009	Puglia	3.8			x	
IT	1	1999IT161PO009	Puglia	3.9			x	
IT	1	1999IT161PO009	Puglia	5.3	2			
IT	1	1999IT161PO009	Puglia	6.4			x	
IT	1	1999IT161PO009	Puglia	3.1			x	
IT	1	1999IT161PO009	Puglia	3.11			x	
IT	1	1999IT161PO009	Puglia	3.12			x	
IT	1	1999IT161PO009	Puglia	3.14			x	
IT	1	1999IT161PO009	Puglia	4.2			x	
IT	1	1999IT161PO009	Puglia	1.1	2			x
IT	1	1999IT161PO009	Puglia	2.3			x	
IT	1	1999IT161PO010	Sardegna	1.8 = 3.14	2			x
IT	1	1999IT161PO010	Sardegna	4.6	2	x		x
IT	1	1999IT161PO010	Sardegna	3.14 = 1.8	2			x
IT	1	1999IT161PO010	Sardegna	3.16	2	x		x
IT	1	1999IT161PO011	Sicilia	1.6	2			x
IT	1	1999IT161PO011	Sicilia	3.6	1			
IT	1	1999IT161PO011	Sicilia	3.9	1			
IT	1	1999IT161PO011	Sicilia	4.5	2			
IT	1	1999IT161PO011	Sicilia	3.1			x	
IT	1	1999IT161PO011	Sicilia	3.16 = 1.6	2			x
IT	1	1999IT161PO011	Sicilia	3.18	2			
IT	1	1999IT161PO012	Basilicata	3.1			x	
IT	1	1999IT161PO012	Basilicata	3.2			x	
IT	1	1999IT161PO012	Basilicata	3.3			x	
IT	1	1999IT161PO012	Basilicata	3.4			x	
IT	1	1999IT161PO012	Basilicata	3.5			x	
IT	1	1999IT161PO012	Basilicata	3.6	2			
IT	1	1999IT161PO012	Basilicata	3.7	2			
IT	1	1999IT161PO012	Basilicata	3.8	1			
IT	1	1999IT161PO012	Basilicata	3.9			x	
IT	1	1999IT161PO012	Basilicata	3.1	3			
IT	3	1999IT053PO002	Marche Obj. 3	1.11			x	
IT	3	1999IT053PO002	Marche Obj. 3	1.12			x	
IT	3	1999IT053PO002	Marche Obj. 3	2.21			x	
IT	3	1999IT053PO002	Marche Obj. 3	3.31			x	

MS	Obj.	CCI	Title of the Programme	Measure Number	Measures foreseeing SD activities ¹²⁵	Measures with eco-technologies activities	Measures with SD as cross-cutting theme	Measures with explicit SD activities
IT	3	1999IT053PO002	Marche Obj. 3	3.32			x	
IT	3	1999IT053PO002	Marche Obj. 3	3.33			x	
IT	3	1999IT053PO002	Marche Obj. 3	3.34			x	
IT	3	1999IT053PO002	Marche Obj. 3	4.41	2			
IT	3	1999IT053PO002	Marche Obj. 3	4.42			x	
IT	3	1999IT053PO002	Marche Obj. 3	4.43			x	
IT	3	1999IT053PO003	Piemonte Obj. 3	1.11			x	
IT	3	1999IT053PO003	Piemonte Obj. 3	1.12			x	
IT	3	1999IT053PO003	Piemonte Obj. 3	3.31			x	
IT	3	1999IT053PO003	Piemonte Obj. 3	3.32			x	
IT	3	1999IT053PO003	Piemonte Obj. 3	3.33			x	
IT	3	1999IT053PO003	Piemonte Obj. 3	3.34			x	
IT	3	1999IT053PO003	Piemonte Obj. 3	4.41			x	
IT	3	1999IT053PO003	Piemonte Obj. 3	4.42			x	
IT	3	1999IT053PO003	Piemonte Obj. 3	4.43	3			
IT	3	1999IT053PO003	Piemonte Obj. 3	4.44			x	
IT	3	1999IT053PO003	Piemonte Obj. 3	5.51			x	
IT	3	1999IT053PO004	Emilia Romagna Obj. 3	4.41	2			
IT	3	1999IT053PO005	Toscana Obj. 3	4.43	3			
IT	3	1999IT053PO006	Bolzano Obj. 3	4.43	2			
IT	3	1999IT053PO006	Bolzano Obj. 3	4.44			x	
IT	3	1999IT053PO008	Trento Obj. 3	4.43	3			
IT	3	1999IT053PO008	Trento Obj. 3	4.44			x	
IT	3	1999IT053PO009	Valle d'Aosta Obj. 3	3.33			x	
IT	3	1999IT053PO009	Valle d'Aosta Obj. 3	4.42	2			
IT	3	1999IT053PO009	Valle d'Aosta Obj. 3	4.43	3			
IT	3	1999IT053PO009	Valle d'Aosta Obj. 3	5.51			x	
IT	3	1999IT053PO010	Lombardia Obj. 3	1.11	3			
IT	3	1999IT053PO010	Lombardia Obj. 3	1.12	2			
IT	3	1999IT053PO010	Lombardia Obj. 3	2.21	3			
IT	3	1999IT053PO010	Lombardia Obj. 3	3.31			x	
IT	3	1999IT053PO010	Lombardia Obj. 3	3.33			x	
IT	3	1999IT053PO010	Lombardia Obj. 3	3.34			x	
IT	3	1999IT053PO010	Lombardia Obj. 3	4.41			x	
IT	3	1999IT053PO010	Lombardia Obj. 3	4.42			x	
IT	3	1999IT053PO010	Lombardia Obj. 3	4.43	3			
IT	3	1999IT053PO011	Umbria Obj. 3	1.12	2			
IT	3	1999IT053PO011	Umbria Obj. 3	4.42	2			
IT	3	1999IT053PO011	Umbria Obj. 3	4.43	3			
IT	3	1999IT053PO013	Liguria - Obj. 3	4.41	2			
IT	3	1999IT053PO013	Liguria - Obj. 3	4.43	3			
IT	3	1999IT053PO014	Veneto Obj. 3	4.42	1			
IT	3	1999IT053PO015	Friuli Venezia Giulia	4.43	3			
IT	3	1999IT053PO016	Lazio Obj. 3	4.42	2			
LU	3	1999LU053DO001	Luxembourg	2.21	3			

MS	Obj.	CCI	Title of the Programme	Measure Number	Measures foreseeing SD activities ¹²⁵	Measures with eco-technologies activities	Measures with SD as cross-cutting theme	Measures with explicit SD activities
LU	3	1999LU053DO001	Luxembourg	3.33	CSR			
MT	1	2003MT161DO001	Malta	2.3	2			
NL	1	1999NL161DO001	Flevoland	1.5	CSR			
PL	1	2003PL051PO001	Poland Human Resources Development	1.4	3			
PT	1	1999PT051PO002	Portugal Employment, Training and Social Development	1.1	2			
PT	1	1999PT051PO002	Portugal Employment, Training and Social Development	1.2	2			
PT	1	1999PT051PO002	Portugal Employment, Training and Social Development	2.1	2			
PT	1	1999PT051PO002	Portugal Employment, Training and Social Development	3.1	2			
PT	1	1999PT051PO002	Portugal Employment, Training and Social Development	5.4	2			
PT	1	1999PT051PO002	Portugal Employment, Training and Social Development	5.5			x	
PT	1	1999PT051PO002	Portugal Employment, Training and Social Development	7.1	2			
PT	1	1999PT161PO003	Portugal Science, Technology and Innovation	4.3	2	x		
PT	1	1999PT161PO008	Portugal Economy	2.4	1			
PT	1	1999PT161PO011	Açores	3.4			x	
PT	1	1999PT161PO012	Algarve	2.3	2			
PT	1	1999PT161PO012	Algarve	3.3			x	
PT	1	1999PT161PO013	Alentejo	1.6	2			
PT	1	1999PT161PO013	Alentejo	2.3	1			
PT	1	1999PT161PO013	Alentejo	3.2	2			
PT	1	1999PT161PO013	Alentejo	3.3	3			
PT	1	1999PT161PO013	Alentejo	4.5	2			
PT	1	1999PT161PO014	Centro	1.6	2			
PT	1	1999PT161PO014	Centro	2.8	2			
PT	1	1999PT161PO014	Centro	3.2	2			
PT	1	1999PT161PO014	Centro	3.3	3			
PT	1	1999PT161PO015	Lisboa e Vale do Tejo	1.4	2			
PT	1	1999PT161PO015	Lisboa e Vale do Tejo	2.4	2			
PT	1	1999PT161PO015	Lisboa e Vale do Tejo	3.1	2			
PT	1	1999PT161PO015	Lisboa e Vale do Tejo	3.2	2			
PT	1	1999PT161PO015	Lisboa e Vale do Tejo	3.3	3			
PT	1	1999PT161PO015	Lisboa e Vale do Tejo	3.4	3			
PT	1	1999PT161PO015	Lisboa e Vale do Tejo	3.6	3			
PT	1	1999PT161PO016	Madeira	1.5	2			
PT	1	1999PT161PO017	Norte	1.5	2			

MS	Obj.	CCI	Title of the Programme	Measure Number	Measures foreseeing SD activities ¹²⁵	Measures with eco-technologies activities	Measures with SD as cross-cutting theme	Measures with explicit SD activities
PT	1	1999PT161PO017	Norte	2.5	1			
PT	1	1999PT161PO017	Norte	3.2	2			
PT	1	1999PT161PO017	Norte	3.3	3			
SE	1	1999SE161DO001	Norra Norrland	3.5	2			
SE	1	1999SE161DO001	Norra Norrland	6.2			x	
SE	1	1999SE161DO002	Södra Skogslänenregionen	2.1			x	
SE	1	1999SE161DO002	Södra Skogslänenregionen	2.2			x	
SE	1	1999SE161DO002	Södra Skogslänenregionen	2.3			x	
SE	1	1999SE161DO002	Södra Skogslänenregionen	2.4			x	
SE	1	1999SE161DO002	Södra Skogslänenregionen	2.5			x	
SE	1	1999SE161DO002	Södra Skogslänenregionen	5.2	1			
SE	2	2000SE162DO003	Norra	2.1	2			
SI	1	2003SI161DO001	Slovenia SPD	2.3			x	
SI	1	2003SI161DO001	Slovenia SPD	2.4	1	x		
SK	1	2003SK051PO001	Slovakia HR Development	1.12			x	
UK	1	1999GB161DO001	Cornwall and the Isles of Scilly	3.7	3			x
UK	1	1999GB161DO001	Cornwall and the Isles of Scilly	3.9	2	x		x
UK	1	1999GB161DO001	Cornwall and the Isles of Scilly	5.4	2	x		x
UK	1	1999GB161DO002	Merseyside	1.4	2&3	x		x
UK	1	1999GB161DO002	Merseyside	2.13	1&2&3			x
UK	1	1999GB161DO002	Merseyside	2.14	2&3			x
UK	1	1999GB161DO002	Merseyside	2.15	1			x
UK	1	1999GB161DO002	Merseyside	2.16	3			x
UK	1	1999GB161DO002	Merseyside	2.17	1&2&3	x		x
UK	1	1999GB161DO002	Merseyside	4.25	2			x
UK	1	1999GB161DO002	Merseyside	4.26	1			x
UK	1	1999GB161DO002	Merseyside	4.27	2			x
UK	1	1999GB161DO002	Merseyside	4.28	1&2	x		x
UK	1	1999GB161DO003	South Yorkshire	1.5	1&3			x
UK	1	1999GB161DO003	South Yorkshire	3.5	2			x
UK	1	1999GB161DO003	South Yorkshire	3.1	1			x
UK	1	1999GB161DO003	South Yorkshire	3.13	2			x
UK	1	1999GB161DO004	West Wales and the Valleys	1.4			x	
UK	1	1999GB161DO004	West Wales and the Valleys	2.4	2			x
UK	1	1999GB161DO004	West Wales and the Valleys	3.1	2			
UK	1	1999GB161DO004	West Wales and the Valleys	4.1	2			x
UK	1	1999GB161DO004	West Wales and the Valleys	4.3	2			x
UK	1	1999GB161DO004	West Wales and the Valleys	4.5			x	
UK	1	1999GB161DO005	Highlands & Islands	3.4	1	x		x
UK	2	2000GB162DO002	West Midlands	1.4			x	
UK	2	2000GB162DO002	West Midlands	1.5			x	
UK	2	2000GB162DO002	West Midlands	1.6			x	
UK	2	2000GB162DO002	West Midlands	1.7			x	

MS	Obj.	CCI	Title of the Programme	Measure Number	Measures foreseeing SD activities ¹²⁵	Measures with eco-technologies activities	Measures with SD as cross-cutting theme	Measures with explicit SD activities
UK	2	2000GB162DO002	West Midlands	3.4			x	
UK	2	2000GB162DO002	West Midlands	1.11			x	
UK	2	2000GB162DO002	West Midlands	1.12			x	
UK	2	2000GB162DO002	West Midlands	1.15			x	
UK	2	2000GB162DO003	Yorkshire and the Humberside	1.4			x	
UK	2	2000GB162DO003	Yorkshire and the Humberside	2.4			x	
UK	2	2000GB162DO003	Yorkshire and the Humberside	3.3			x	
UK	2	2000GB162DO003	Yorkshire and the Humberside	5.2			x	
UK	2	2000GB162DO004	East Midlands	1.5	2	x		x
UK	2	2000GB162DO005	North East of England	2.7	1			x
UK	2	2000GB162DO005	North East of England	2.8	1			x
UK	2	2000GB162DO005	North East of England	3.2			x	
UK	2	2000GB162DO005	North East of England	4.4	2			x
UK	2	2000GB162DO005	North East of England	4.5	2			x
UK	2	2000GB162DO007	East of England	2.3	2			x
UK	2	2000GB162DO010	South West of England	2.5	2	x		
UK	2	2000GB162DO010	South West of England	3.6	2	x		x
UK	3	1999GB053PO001	East Wales Obj.3	1.3			x	
UK	3	1999GB053PO001	East Wales Obj.3	2.2			x	
UK	3	1999GB053PO001	East Wales Obj.3	2.3	3			
UK	3	1999GB053PO001	East Wales Obj.3	2.4			x	
UK	3	1999GB053PO001	East Wales Obj.3	3.1			x	
UK	3	1999GB053PO001	East Wales Obj.3	3.2			x	
UK	3	1999GB053PO001	East Wales Obj.3	4.1			x	
UK	3	1999GB053PO001	East Wales Obj.3	4.2			x	
UK	3	1999GB053PO001	East Wales Obj.3	4.3			x	
UK	3	1999GB053PO001	East Wales Obj.3	4.4			x	
UK	3	1999GB053PO001	East Wales Obj.3	4.5			x	
UK	3	1999GB053PO001	East Wales Obj.3	5.1			x	
UK	3	1999GB053PO003	England Obj. 3	3.32	2			x

ANNEX 4: LIST OF ESF 2007-2013 PRIORITY AXES USED FOR THE STUDY

MS	CCI	Title	Priority Axis	Priority Axes with SD as a cross cutting theme	Priority Axes foreseeing SD activities
AT	2007AT051PO001	Burgenland	1	x	
AT	2007AT051PO001	Burgenland	2	x	
AT	2007AT051PO001	Burgenland	3	x	
AT	2007AT051PO001	Burgenland	4	x	
BE	2007BE052PO004	Bruxelles-Capitale Region	AT	x	
BE	2007BE052PO004	Bruxelles-Capitale Region	axe1	x	
BE	2007BE052PO004	Bruxelles-Capitale Region	axe2	x	
BE	2007BE052PO004	Bruxelles-Capitale Region	axe3	x	
BG	2007BG051PO001	Bulgaria Human Resources Development	01	x	
BG	2007BG051PO001	Bulgaria Human Resources Development	02	x	
BG	2007BG051PO001	Bulgaria Human Resources Development	03	x	
BG	2007BG051PO001	Bulgaria Human Resources Development	04	x	
BG	2007BG051PO001	Bulgaria Human Resources Development	05	x	
BG	2007BG051PO001	Bulgaria Human Resources Development	06	x	
BG	2007BG051PO001	Bulgaria Human Resources Development	07	x	
BG	2007BG051PO001	Bulgaria Human Resources Development	08	x	
BG	2007BG051PO002	Bulgaria Administrative Capacity	1	x	
BG	2007BG051PO002	Bulgaria Administrative Capacity	2	x	
BG	2007BG051PO002	Bulgaria Administrative Capacity	3	x	
BG	2007BG051PO002	Bulgaria Administrative Capacity	4	x	
CZ	2007CZ052PO001	Praha Adaptability	17.1	x	
CZ	2007CZ052PO001	Praha Adaptability	17.2	x	
CZ	2007CZ052PO001	Praha Adaptability	17.3	x	
CZ	2007CZ052PO001	Praha Adaptability	17.4	x	
CZ	2007CZ05UPO001	Czech Republic Human Resources and Employment	4.1	x	x
CZ	2007CZ05UPO001	Czech Republic Human Resources and Employment	4.2a	x	x
CZ	2007CZ05UPO001	Czech Republic Human Resources and Employment	4.2b	x	
CZ	2007CZ05UPO001	Czech Republic Human Resources and Employment	4.3	x	
CZ	2007CZ05UPO001	Czech Republic Human Resources and Employment	4.4a	x	
CZ	2007CZ05UPO001	Czech Republic Human Resources and Employment	4.4b	x	
CZ	2007CZ05UPO001	Czech Republic Human Resources and Employment	4.5a	x	
CZ	2007CZ05UPO001	Czech Republic Human Resources and Employment	4.5b	x	
CZ	2007CZ05UPO001	Czech Republic Human Resources and Employment	4.6a	x	
CZ	2007CZ05UPO001	Czech Republic Human Resources and Employment	4.6b	x	
CZ	2007CZ05UPO002	Czech Republic Education for Competitiveness	7.1	x	
CZ	2007CZ05UPO002	Czech Republic Education for Competitiveness	7.2	x	
CZ	2007CZ05UPO002	Czech Republic Education for Competitiveness	7.3	x	
CZ	2007CZ05UPO002	Czech Republic Education for Competitiveness	7.4a	x	
CZ	2007CZ05UPO002	Czech Republic Education for Competitiveness	7.4b	x	
CZ	2007CZ05UPO002	Czech Republic Education for Competitiveness	7.5a	x	
CZ	2007CZ05UPO002	Czech Republic Education for Competitiveness	7.5b	x	
DE	2007DE051PO001	Brandenburg	1	x	
DE	2007DE051PO001	Brandenburg	2	x	

MS	CCI	Title	Priority Axis	Priority Axes with SD as a cross cutting theme	Priority Axes foreseeing SD activities
DE	2007DE051PO001	Brandenburg	3	x	
DE	2007DE051PO001	Brandenburg	4	x	
DE	2007DE051PO001	Brandenburg	5	x	x
DE	2007DE051PO002	Mecklenburg-Vorpommern	A	x	
DE	2007DE051PO002	Mecklenburg-Vorpommern	B	x	
DE	2007DE051PO002	Mecklenburg-Vorpommern	C	x	
DE	2007DE051PO002	Mecklenburg-Vorpommern	TH	x	
DE	2007DE051PO004	Sachsen	1	x	
DE	2007DE051PO004	Sachsen	2	x	
DE	2007DE051PO004	Sachsen	3	x	
DE	2007DE051PO004	Sachsen	4	x	
DE	2007DE051PO004	Sachsen	5	x	
DE	2007DE051PO005	Sachsen-Anhalt	1	x	
DE	2007DE051PO005	Sachsen-Anhalt	2	x	x
DE	2007DE051PO005	Sachsen-Anhalt	3	x	
DE	2007DE051PO005	Sachsen-Anhalt	4	x	
DE	2007DE051PO005	Sachsen-Anhalt	5	x	
DE	2007DE051PO006	Thüringen	A	x	
DE	2007DE051PO006	Thüringen	B	x	x
DE	2007DE051PO006	Thüringen	C	x	
DE	2007DE051PO006	Thüringen	D	x	
DE	2007DE051PO006	Thüringen	E	x	
DE	2007DE052PO001	Baden-Württemberg	A	x	
DE	2007DE052PO001	Baden-Württemberg	B	x	
DE	2007DE052PO001	Baden-Württemberg	C	x	
DE	2007DE052PO001	Baden-Württemberg	D	x	
DE	2007DE052PO002	Bayern	A	x	
DE	2007DE052PO002	Bayern	B	x	x
DE	2007DE052PO002	Bayern	C	x	
DE	2007DE052PO002	Bayern	D	x	
DE	2007DE052PO003	Berlin	A	x	
DE	2007DE052PO003	Berlin	B	x	x
DE	2007DE052PO003	Berlin	C	x	
DE	2007DE052PO003	Berlin	D	x	
DE	2007DE052PO004	Bremen	A	x	
DE	2007DE052PO004	Bremen	B	x	
DE	2007DE052PO004	Bremen	C	x	
DE	2007DE052PO004	Bremen	D	x	
DE	2007DE052PO005	Hamburg	A	x	
DE	2007DE052PO005	Hamburg	B	x	
DE	2007DE052PO005	Hamburg	C	x	
DE	2007DE052PO005	Hamburg	D	x	
DE	2007DE052PO005	Hamburg	E	x	
DE	2007DE052PO006	Hessen	A	x	x
DE	2007DE052PO006	Hessen	B	x	
DE	2007DE052PO006	Hessen	C	x	x

MS	CCI	Title	Priority Axis	Priority Axes with SD as a cross cutting theme	Priority Axes foreseeing SD activities
DE	2007DE052PO006	Hessen	D	x	
DE	2007DE052PO007	Niedersachsen (except for Region Lüneburg)	A	x	
DE	2007DE052PO007	Niedersachsen (except for Region Lüneburg)	B	x	
DE	2007DE052PO007	Niedersachsen (except for Region Lüneburg)	C	x	
DE	2007DE052PO007	Niedersachsen (except for Region Lüneburg)	D	x	
DE	2007DE052PO008	Nordrhein-Westfalen	1	x	
DE	2007DE052PO008	Nordrhein-Westfalen	2	x	
DE	2007DE052PO008	Nordrhein-Westfalen	3	x	
DE	2007DE052PO008	Nordrhein-Westfalen	4	x	
DE	2007DE052PO009	Rheinland-Pfalz	A	x	
DE	2007DE052PO009	Rheinland-Pfalz	B	x	
DE	2007DE052PO009	Rheinland-Pfalz	C	x	x
DE	2007DE052PO009	Rheinland-Pfalz	D	x	
DE	2007DE052PO010	Saarland	A	x	
DE	2007DE052PO010	Saarland	B	x	
DE	2007DE052PO010	Saarland	C	x	
DE	2007DE052PO010	Saarland	D	x	
DE	2007DE052PO011	Schleswig-Holstein	A	x	
DE	2007DE052PO011	Schleswig-Holstein	B	x	
DE	2007DE052PO011	Schleswig-Holstein	C	x	
DE	2007DE052PO011	Schleswig-Holstein	E	x	
DE	2007DE05UPO001	Germany Federal State	A.1	x	
DE	2007DE05UPO001	Germany Federal State	A.2	x	
DE	2007DE05UPO001	Germany Federal State	B.1	x	
DE	2007DE05UPO001	Germany Federal State	B.2	x	
DE	2007DE05UPO001	Germany Federal State	C.1	x	
DE	2007DE05UPO001	Germany Federal State	C.2	x	
DE	2007DE05UPO001	Germany Federal State	D.1	x	
DE	2007DE05UPO001	Germany Federal State	D.2	x	
DE	2007DE05UPO001	Germany Federal State	E.1	x	
DE	2007DE05UPO001	Germany Federal State	E.2	x	
DK	2007DK052PO001	Denmark More and better jobs	01	x	
DK	2007DK052PO001	Denmark More and better jobs	02	x	
DK	2007DK052PO001	Denmark More and better jobs	03	x	
EE	2007EE051PO001	Estonia Human Resource Development	1	x	x
EE	2007EE051PO001	Estonia Human Resource Development	2	x	
EE	2007EE051PO001	Estonia Human Resource Development	3	x	
EE	2007EE051PO001	Estonia Human Resource Development	4	x	
EE	2007EE051PO001	Estonia Human Resource Development	5	x	x
EE	2007EE051PO001	Estonia Human Resource Development	6	x	
EE	2007EE051PO001	Estonia Human Resource Development	7	x	
ES	2007ES051PO002	Castilla La Mancha	A1	x	x
ES	2007ES051PO002	Castilla La Mancha	A2	x	x
ES	2007ES051PO002	Castilla La Mancha	A3	x	
ES	2007ES051PO002	Castilla La Mancha	A4	x	
ES	2007ES051PO002	Castilla La Mancha	A5	x	

MS	CCI	Title	Priority Axis	Priority Axes with SD as a cross cutting theme	Priority Axes foreseeing SD activities
ES	2007ES051PO003	Extremadura	A1	x	x
ES	2007ES051PO003	Extremadura	A2	x	x
ES	2007ES051PO003	Extremadura	A3	x	
ES	2007ES051PO003	Extremadura	A5	x	
ES	2007ES051PO004	Galicia	A1	x	x
ES	2007ES051PO004	Galicia	A2	x	x
ES	2007ES051PO004	Galicia	A3	x	x
ES	2007ES051PO004	Galicia	A4	x	
ES	2007ES051PO004	Galicia	A5	x	
ES	2007ES051PO005	Andalucia	A1	x	
ES	2007ES051PO005	Andalucia	A2	x	
ES	2007ES051PO005	Andalucia	A3	x	
ES	2007ES051PO005	Andalucia	A4	x	
ES	2007ES051PO005	Andalucia	A5	x	
ES	2007ES051PO006	Asturias	B1	x	x
ES	2007ES051PO006	Asturias	B2	x	x
ES	2007ES051PO006	Asturias	B3	x	
ES	2007ES051PO006	Asturias	B4	x	
ES	2007ES051PO006	Asturias	B5	x	
ES	2007ES051PO007	Ceuta	B1	x	
ES	2007ES051PO007	Ceuta	B2	x	x
ES	2007ES051PO007	Ceuta	B5	x	
ES	2007ES051PO008	Melilla	B1	x	x
ES	2007ES051PO008	Melilla	B2	x	x
ES	2007ES051PO008	Melilla	B3	x	
ES	2007ES051PO008	Melilla	B5	x	
ES	2007ES051PO009	Region De Murcia	B1	x	
ES	2007ES051PO009	Region De Murcia	B2	x	
ES	2007ES051PO009	Region De Murcia	B3	x	
ES	2007ES051PO009	Region De Murcia	B5	x	
ES	2007ES052PO001	Canarias	D1	x	
ES	2007ES052PO001	Canarias	D2	x	
ES	2007ES052PO001	Canarias	D3	x	
ES	2007ES052PO001	Canarias	D5	x	
ES	2007ES052PO002	Castilla y Leon	D1	x	x
ES	2007ES052PO002	Castilla y Leon	D2	x	x
ES	2007ES052PO002	Castilla y Leon	D3	x	x
ES	2007ES052PO002	Castilla y Leon	D5	x	
ES	2007ES052PO003	Comunidad Valenciana	D1	x	x
ES	2007ES052PO003	Comunidad Valenciana	D2	x	x
ES	2007ES052PO003	Comunidad Valenciana	D3	x	x
ES	2007ES052PO003	Comunidad Valenciana	D4	x	
ES	2007ES052PO003	Comunidad Valenciana	D5	x	
ES	2007ES052PO004	Aragon	C1	x	
ES	2007ES052PO004	Aragon	C2	x	
ES	2007ES052PO004	Aragon	C3	x	

MS	CCI	Title	Priority Axis	Priority Axes with SD as a cross cutting theme	Priority Axes foreseeing SD activities
ES	2007ES052PO004	Aragon	C4	x	
ES	2007ES052PO004	Aragon	C5	x	x
ES	2007ES052PO005	Baleares	C1	x	x
ES	2007ES052PO005	Baleares	C2	x	
ES	2007ES052PO005	Baleares	C3	x	
ES	2007ES052PO005	Baleares	C4	x	
ES	2007ES052PO005	Baleares	C5	x	
ES	2007ES052PO006	Cantabria	C1	x	x
ES	2007ES052PO006	Cantabria	C2	x	x
ES	2007ES052PO006	Cantabria	C3	x	x
ES	2007ES052PO006	Cantabria	C4	x	
ES	2007ES052PO006	Cantabria	C5	x	
ES	2007ES052PO007	Cataluña	C1	x	x
ES	2007ES052PO007	Cataluña	C2	x	
ES	2007ES052PO007	Cataluña	C3	x	
ES	2007ES052PO007	Cataluña	C4	x	
ES	2007ES052PO007	Cataluña	C5	x	
ES	2007ES052PO008	Madrid	C1	x	
ES	2007ES052PO008	Madrid	C2	x	x
ES	2007ES052PO008	Madrid	C3	x	
ES	2007ES052PO008	Madrid	C4	x	
ES	2007ES052PO008	Madrid	C5	x	
ES	2007ES052PO009	Navarra	C1	x	
ES	2007ES052PO009	Navarra	C2	x	
ES	2007ES052PO009	Navarra	C5	x	
ES	2007ES052PO010	Pais Vasco	C1	x	x
ES	2007ES052PO010	Pais Vasco	C2	x	x
ES	2007ES052PO010	Pais Vasco	C5	x	
ES	2007ES052PO011	La Rioja	C1	x	x
ES	2007ES052PO011	La Rioja	C2	x	x
ES	2007ES052PO011	La Rioja	C3	x	x
ES	2007ES052PO011	La Rioja	C5	x	
ES	2007ES05UPO001	Spain Employment and Adaptability	A1	x	x
ES	2007ES05UPO001	Spain Employment and Adaptability	A2	x	x
ES	2007ES05UPO001	Spain Employment and Adaptability	A3	x	x
ES	2007ES05UPO001	Spain Employment and Adaptability	A4	x	x
ES	2007ES05UPO001	Spain Employment and Adaptability	A5	x	x
ES	2007ES05UPO001	Spain Employment and Adaptability	B1	x	x
ES	2007ES05UPO001	Spain Employment and Adaptability	B2	x	x
ES	2007ES05UPO001	Spain Employment and Adaptability	B3	x	x
ES	2007ES05UPO001	Spain Employment and Adaptability	B4	x	x
ES	2007ES05UPO001	Spain Employment and Adaptability	B5	x	x
ES	2007ES05UPO001	Spain Employment and Adaptability	C1	x	
ES	2007ES05UPO001	Spain Employment and Adaptability	C2	x	
ES	2007ES05UPO001	Spain Employment and Adaptability	C3	x	
ES	2007ES05UPO001	Spain Employment and Adaptability	C4	x	

MS	CCI	Title	Priority Axis	Priority Axes with SD as a cross cutting theme	Priority Axes foreseeing SD activities
ES	2007ES05UPO001	Spain Employment and Adaptability	C5	x	
ES	2007ES05UPO001	Spain Employment and Adaptability	D1	x	
ES	2007ES05UPO001	Spain Employment and Adaptability	D2	x	
ES	2007ES05UPO001	Spain Employment and Adaptability	D3	x	
ES	2007ES05UPO001	Spain Employment and Adaptability	D4	x	
ES	2007ES05UPO001	Spain Employment and Adaptability	D5	x	
ES	2007ES05UPO002	Spain Fight Against Discrimination	A2	x	
ES	2007ES05UPO002	Spain Fight Against Discrimination	A4	x	
ES	2007ES05UPO002	Spain Fight Against Discrimination	A5	x	
ES	2007ES05UPO002	Spain Fight Against Discrimination	B2	x	x
ES	2007ES05UPO002	Spain Fight Against Discrimination	B4	x	x
ES	2007ES05UPO002	Spain Fight Against Discrimination	B5	x	x
ES	2007ES05UPO002	Spain Fight Against Discrimination	C2	x	
ES	2007ES05UPO002	Spain Fight Against Discrimination	C4	x	
ES	2007ES05UPO002	Spain Fight Against Discrimination	C5	x	
ES	2007ES05UPO002	Spain Fight Against Discrimination	D2	x	
ES	2007ES05UPO002	Spain Fight Against Discrimination	D4	x	
ES	2007ES05UPO002	Spain Fight Against Discrimination	D5	x	
ES	2007ES05UPO003	Spain Technical Assistance	A4	x	
ES	2007ES05UPO003	Spain Technical Assistance	A5	x	
ES	2007ES05UPO003	Spain Technical Assistance	B4	x	
ES	2007ES05UPO003	Spain Technical Assistance	B5	x	
ES	2007ES05UPO003	Spain Technical Assistance	C4	x	
ES	2007ES05UPO003	Spain Technical Assistance	C5	x	
ES	2007ES05UPO003	Spain Technical Assistance	D4	x	
ES	2007ES05UPO003	Spain Technical Assistance	D5	x	
FI	2007FI052PO002	Finland: Åland	1	x	
FI	2007FI052PO002	Finland: Åland	2	x	
FR	2007FR051PO001	Martinique	1	x	x
FR	2007FR051PO001	Martinique	2	x	
FR	2007FR051PO001	Martinique	3	x	
FR	2007FR051PO001	Martinique	4	x	
FR	2007FR051PO002	Guadeloupe	1	x	
FR	2007FR051PO002	Guadeloupe	2	x	
FR	2007FR051PO002	Guadeloupe	3	x	
FR	2007FR051PO002	Guadeloupe	4	x	
FR	2007FR051PO002	Guadeloupe	5	x	
FR	2007FR051PO004	Réunion	1	x	
FR	2007FR051PO004	Réunion	2	x	
FR	2007FR052PO001	French National OP	3		x
HU	2007HU05UPO001	Hungary Social Renewal	1	x	
HU	2007HU05UPO001	Hungary Social Renewal	2.	x	x
HU	2007HU05UPO001	Hungary Social Renewal	3.	x	x
HU	2007HU05UPO001	Hungary Social Renewal	4.	x	
HU	2007HU05UPO001	Hungary Social Renewal	5.	x	
HU	2007HU05UPO001	Hungary Social Renewal	6.	x	

MS	CCI	Title	Priority Axis	Priority Axes with SD as a cross cutting theme	Priority Axes foreseeing SD activities
HU	2007HU05UPO001	Hungary Social Renewal	7.	x	
HU	2007HU05UPO001	Hungary Social Renewal	8.	x	
HU	2007HU05UPO001	Hungary Social Renewal	9.	x	
HU	2007HU05UPO002	Hungary State Reform	1.	x	x
HU	2007HU05UPO002	Hungary State Reform	2.	x	
HU	2007HU05UPO002	Hungary State Reform	3.	x	
HU	2007HU05UPO002	Hungary State Reform	4.	x	
HU	2007HU05UPO002	Hungary State Reform	5.	x	
IE	2007IE052PO001	Ireland Human Capital Investment	1	x	
IE	2007IE052PO001	Ireland Human Capital Investment	2	x	
IE	2007IE052PO001	Ireland Human Capital Investment	3	x	
IT	2007IT051PO001	Campania	01	x	x
IT	2007IT051PO001	Campania	02	x	
IT	2007IT051PO001	Campania	03	x	
IT	2007IT051PO001	Campania	04	x	x
IT	2007IT051PO001	Campania	05	x	
IT	2007IT051PO001	Campania	06	x	x
IT	2007IT051PO001	Campania	07	x	
IT	2007IT051PO002	Calabria	01	x	
IT	2007IT051PO002	Calabria	02	x	
IT	2007IT051PO002	Calabria	03	x	
IT	2007IT051PO002	Calabria	04	x	
IT	2007IT051PO002	Calabria	05	x	
IT	2007IT051PO002	Calabria	06	x	
IT	2007IT051PO002	Calabria	07	x	
IT	2007IT051PO003	Sicilia	01	x	x
IT	2007IT051PO003	Sicilia	02	x	
IT	2007IT051PO003	Sicilia	03	x	
IT	2007IT051PO003	Sicilia	04	x	x
IT	2007IT051PO003	Sicilia	05	x	x
IT	2007IT051PO003	Sicilia	06	x	
IT	2007IT051PO003	Sicilia	07	x	
IT	2007IT051PO004	Basilicata	01	x	
IT	2007IT051PO004	Basilicata	02	x	
IT	2007IT051PO004	Basilicata	03	x	
IT	2007IT051PO004	Basilicata	04	x	x
IT	2007IT051PO004	Basilicata	05	x	
IT	2007IT051PO004	Basilicata	06	x	
IT	2007IT051PO004	Basilicata	07	x	
IT	2007IT051PO005	Puglia	01	x	x
IT	2007IT051PO005	Puglia	02	x	
IT	2007IT051PO005	Puglia	03	x	
IT	2007IT051PO005	Puglia	04	x	
IT	2007IT051PO005	Puglia	05	x	
IT	2007IT051PO005	Puglia	06	x	
IT	2007IT051PO005	Puglia	07	x	x

MS	CCI	Title	Priority Axis	Priority Axes with SD as a cross cutting theme	Priority Axes foreseeing SD activities
IT	2007IT051PO006	Italy Governance and System Actions	01	x	
IT	2007IT051PO006	Italy Governance and System Actions	02	x	
IT	2007IT051PO006	Italy Governance and System Actions	03	x	
IT	2007IT051PO006	Italy Governance and System Actions	04	x	
IT	2007IT051PO006	Italy Governance and System Actions	05	x	x
IT	2007IT051PO006	Italy Governance and System Actions	06	x	
IT	2007IT051PO006	Italy Governance and System Actions	07	x	
IT	2007IT051PO007	Italy Competences for Development	01	x	
IT	2007IT051PO007	Italy Competences for Development	02	x	
IT	2007IT051PO007	Italy Competences for Development	03	x	
IT	2007IT052PO001	Abruzzo	01	x	x
IT	2007IT052PO001	Abruzzo	02	x	
IT	2007IT052PO001	Abruzzo	03	x	
IT	2007IT052PO001	Abruzzo	04	x	x
IT	2007IT052PO001	Abruzzo	05	x	
IT	2007IT052PO001	Abruzzo	06	x	
IT	2007IT052PO002	Emilia Romagna	01	x	x
IT	2007IT052PO002	Emilia Romagna	02	x	
IT	2007IT052PO002	Emilia Romagna	03	x	
IT	2007IT052PO002	Emilia Romagna	04	x	x
IT	2007IT052PO002	Emilia Romagna	05	x	
IT	2007IT052PO002	Emilia Romagna	06	x	
IT	2007IT052PO003	Friuli Venezia Giulia	01	x	
IT	2007IT052PO003	Friuli Venezia Giulia	02	x	
IT	2007IT052PO003	Friuli Venezia Giulia	03	x	
IT	2007IT052PO003	Friuli Venezia Giulia	04	x	x
IT	2007IT052PO003	Friuli Venezia Giulia	05	x	
IT	2007IT052PO003	Friuli Venezia Giulia	06	x	
IT	2007IT052PO004	Lazio	01	x	x
IT	2007IT052PO004	Lazio	02	x	
IT	2007IT052PO004	Lazio	03	x	
IT	2007IT052PO004	Lazio	04	x	x
IT	2007IT052PO004	Lazio	05	x	x
IT	2007IT052PO004	Lazio	06	x	
IT	2007IT052PO005	Liguria	01	x	x
IT	2007IT052PO005	Liguria	02	x	
IT	2007IT052PO005	Liguria	03	x	x
IT	2007IT052PO005	Liguria	04	x	
IT	2007IT052PO005	Liguria	05	x	
IT	2007IT052PO005	Liguria	06	x	
IT	2007IT052PO006	Lombardia	01	x	x
IT	2007IT052PO006	Lombardia	02	x	
IT	2007IT052PO006	Lombardia	03	x	
IT	2007IT052PO006	Lombardia	04	x	x
IT	2007IT052PO006	Lombardia	05	x	
IT	2007IT052PO006	Lombardia	06	x	

MS	CCI	Title	Priority Axis	Priority Axes with SD as a cross cutting theme	Priority Axes foreseeing SD activities
IT	2007IT052PO007	Marche	01	x	x
IT	2007IT052PO007	Marche	02	x	
IT	2007IT052PO007	Marche	03	x	
IT	2007IT052PO007	Marche	04	x	
IT	2007IT052PO007	Marche	05	x	
IT	2007IT052PO007	Marche	06	x	
IT	2007IT052PO008	Molise	01	x	
IT	2007IT052PO008	Molise	02	x	
IT	2007IT052PO008	Molise	03	x	
IT	2007IT052PO008	Molise	04	x	
IT	2007IT052PO008	Molise	05	x	
IT	2007IT052PO008	Molise	06	x	
IT	2007IT052PO009	Bolzano	01	x	x
IT	2007IT052PO009	Bolzano	02	x	x
IT	2007IT052PO009	Bolzano	03	x	
IT	2007IT052PO009	Bolzano	04	x	
IT	2007IT052PO009	Bolzano	05	x	
IT	2007IT052PO009	Bolzano	06	x	
IT	2007IT052PO010	Trento	01	x	
IT	2007IT052PO010	Trento	02	x	
IT	2007IT052PO010	Trento	03	x	
IT	2007IT052PO010	Trento	04	x	x
IT	2007IT052PO010	Trento	05	x	
IT	2007IT052PO010	Trento	06	x	
IT	2007IT052PO011	Piemonte	01	x	
IT	2007IT052PO011	Piemonte	02	x	
IT	2007IT052PO011	Piemonte	03	x	
IT	2007IT052PO011	Piemonte	04	x	
IT	2007IT052PO011	Piemonte	05	x	
IT	2007IT052PO011	Piemonte	06	x	
IT	2007IT052PO012	Toscana	01	x	x
IT	2007IT052PO012	Toscana	02	x	
IT	2007IT052PO012	Toscana	03	x	
IT	2007IT052PO012	Toscana	04	x	x
IT	2007IT052PO012	Toscana	05	x	
IT	2007IT052PO012	Toscana	06	x	
IT	2007IT052PO013	Umbria	01	x	
IT	2007IT052PO013	Umbria	02	x	
IT	2007IT052PO013	Umbria	03	x	
IT	2007IT052PO013	Umbria	04	x	
IT	2007IT052PO013	Umbria	05	x	
IT	2007IT052PO013	Umbria	06	x	
IT	2007IT052PO014	Valle d'Aosta	01	x	x
IT	2007IT052PO014	Valle d'Aosta	02	x	x
IT	2007IT052PO014	Valle d'Aosta	03	x	
IT	2007IT052PO014	Valle d'Aosta	04	x	

MS	CCI	Title	Priority Axis	Priority Axes with SD as a cross cutting theme	Priority Axes foreseeing SD activities
IT	2007IT052PO014	Valle d'Aosta	05	x	
IT	2007IT052PO014	Valle d'Aosta	06	x	
IT	2007IT052PO015	Veneto	01	x	x
IT	2007IT052PO015	Veneto	02	x	
IT	2007IT052PO015	Veneto	03	x	
IT	2007IT052PO015	Veneto	04	x	
IT	2007IT052PO015	Veneto	05	x	
IT	2007IT052PO015	Veneto	06	x	
IT	2007IT052PO016	Sardegna	01	x	x
IT	2007IT052PO016	Sardegna	02	x	x
IT	2007IT052PO016	Sardegna	03	x	
IT	2007IT052PO016	Sardegna	04	x	
IT	2007IT052PO016	Sardegna	05	x	x
IT	2007IT052PO016	Sardegna	06	x	
IT	2007IT052PO017	Italy Systemic Actions	01	x	
IT	2007IT052PO017	Italy Systemic Actions	02	x	
IT	2007IT052PO017	Italy Systemic Actions	03	x	
IT	2007IT052PO017	Italy Systemic Actions	04	x	
IT	2007IT052PO017	Italy Systemic Actions	05	x	
LT	2007LT051PO001	Lithuania Human Resource Development	1	x	
LT	2007LT051PO001	Lithuania Human Resource Development	2	x	
LT	2007LT051PO001	Lithuania Human Resource Development	3	x	
LT	2007LT051PO001	Lithuania Human Resource Development	4	x	
LT	2007LT051PO001	Lithuania Human Resource Development	5	x	
LU	2007LU052PO001	Luxembourg	1	x	
LU	2007LU052PO001	Luxembourg	2	x	
LU	2007LU052PO001	Luxembourg	3	x	
LU	2007LU052PO001	Luxembourg	4	x	
LV	2007LV051PO001	Latvia Human Resources and Employment	1	x	
LV	2007LV051PO001	Latvia Human Resources and Employment	2	x	
LV	2007LV051PO001	Latvia Human Resources and Employment	3	x	
LV	2007LV051PO001	Latvia Human Resources and Employment	4	x	
LV	2007LV051PO001	Latvia Human Resources and Employment	5	x	
LV	2007LV051PO001	Latvia Human Resources and Employment	6	x	
MT	2007MT051PO001	Malta Empowering people for more jobs and a better quality of life	1	x	
MT	2007MT051PO001	Malta Empowering people for more jobs and a better quality of life	2	x	
MT	2007MT051PO001	Malta Empowering people for more jobs and a better quality of life	3	x	
MT	2007MT051PO001	Malta Empowering people for more jobs and a better quality of life	4	x	
MT	2007MT051PO001	Malta Empowering people for more jobs and a better quality of life	5	x	
PL	2007PL051PO001	Poland Human Resources	01	x	
PL	2007PL051PO001	Poland Human Resources	02	x	
PL	2007PL051PO001	Poland Human Resources	03	x	
PL	2007PL051PO001	Poland Human Resources	04	x	

MS	CCI	Title	Priority Axis	Priority Axes with SD as a cross cutting theme	Priority Axes foreseeing SD activities
PL	2007PL051PO001	Poland Human Resources	05	x	
PL	2007PL051PO001	Poland Human Resources	06	x	
PL	2007PL051PO001	Poland Human Resources	07	x	
PL	2007PL051PO001	Poland Human Resources	08	x	
PL	2007PL051PO001	Poland Human Resources	09	x	
PL	2007PL051PO001	Poland Human Resources	10	x	
PT	2007PT05UPO001	Portugal Human Potential	EP1	x	
PT	2007PT05UPO001	Portugal Human Potential	EP10	x	
PT	2007PT05UPO001	Portugal Human Potential	EP2	x	
PT	2007PT05UPO001	Portugal Human Potential	EP3	x	
PT	2007PT05UPO001	Portugal Human Potential	EP4	x	
PT	2007PT05UPO001	Portugal Human Potential	EP5	x	
PT	2007PT05UPO001	Portugal Human Potential	EP6	x	
PT	2007PT05UPO001	Portugal Human Potential	EP7	x	
PT	2007PT05UPO001	Portugal Human Potential	EP8	x	
PT	2007PT05UPO001	Portugal Human Potential	EP9	x	
RO	2007RO051PO001	Romania Human Resources Development	1	x	x
RO	2007RO051PO001	Romania Human Resources Development	2	x	
RO	2007RO051PO001	Romania Human Resources Development	3	x	
RO	2007RO051PO001	Romania Human Resources Development	4	x	
RO	2007RO051PO001	Romania Human Resources Development	5	x	x
RO	2007RO051PO001	Romania Human Resources Development	6	x	
RO	2007RO051PO001	Romania Human Resources Development	7	x	
RO	2007RO051PO002	Administrative Capacity Development	1	x	
RO	2007RO051PO002	Administrative Capacity Development	2	x	
SI	2007SI051PO001	Slovenia Human Resources Development	1	x	
SI	2007SI051PO001	Slovenia Human Resources Development	2	x	
SI	2007SI051PO001	Slovenia Human Resources Development	3	x	
SI	2007SI051PO001	Slovenia Human Resources Development	4	x	
SI	2007SI051PO001	Slovenia Human Resources Development	5	x	
SI	2007SI051PO001	Slovenia Human Resources Development	6	x	
SK	2007SK05UPO001	Slovakia Education	26110	x	x
SK	2007SK05UPO001	Slovakia Education	26120	x	
SK	2007SK05UPO001	Slovakia Education	26130	x	x
SK	2007SK05UPO001	Slovakia Education	26140	x	
SK	2007SK05UPO001	Slovakia Education	26150	x	
SK	2007SK05UPO002	Slovakia Employment and Social Inclusion	27110	x	
SK	2007SK05UPO002	Slovakia Employment and Social Inclusion	27120	x	
SK	2007SK05UPO002	Slovakia Employment and Social Inclusion	27130	x	
SK	2007SK05UPO002	Slovakia Employment and Social Inclusion	27140	x	
SK	2007SK05UPO002	Slovakia Employment and Social Inclusion	27150	x	
UK	2007UK051PO001	Highlands and Islands of Scotland	1	x	x
UK	2007UK051PO001	Highlands and Islands of Scotland	2	x	
UK	2007UK051PO001	Highlands and Islands of Scotland	3	x	x
UK	2007UK051PO001	Highlands and Islands of Scotland	4	x	
UK	2007UK051PO002	West Wales and the Valleys	1	x	x

MS	CCI	Title	Priority Axis	Priority Axes with SD as a cross cutting theme	Priority Axes foreseeing SD activities
UK	2007UK051PO002	West Wales and the Valleys	2	x	
UK	2007UK051PO002	West Wales and the Valleys	3	x	x
UK	2007UK051PO002	West Wales and the Valleys	4	x	
UK	2007UK051PO002	West Wales and the Valleys	5	x	
UK	2007UK052PO001	East Wales	1	x	
UK	2007UK052PO001	East Wales	2	x	
UK	2007UK052PO001	East Wales	3	x	
UK	2007UK052PO002	Lowlands and Uplands of Scotland	1	x	
UK	2007UK052PO002	Lowlands and Uplands of Scotland	2	x	
UK	2007UK052PO002	Lowlands and Uplands of Scotland	3	x	
UK	2007UK052PO002	Lowlands and Uplands of Scotland	4	x	
UK	2007UK052PO003	Northern Ireland	001	x	x
UK	2007UK052PO003	Northern Ireland	002	x	
UK	2007UK052PO003	Northern Ireland	003	x	
UK	2007UK05UPO001	England and Gibraltar	1	x	
UK	2007UK05UPO001	England and Gibraltar	2	x	x
UK	2007UK05UPO001	England and Gibraltar	3	x	
UK	2007UK05UPO001	England and Gibraltar	4	x	
UK	2007UK05UPO001	England and Gibraltar	5	x	
UK	2007UK05UPO001	England and Gibraltar	6	x	

ANNEX 5: STANDARDISED INDICATOR NAMES USED FOR ANALYSIS

The indicators used in the report have been collected from the official ESF Operational Programme reports (Annual Implementation Reports and Evaluations). Each Member State defined a set of physical indicators “to be able to monitor a programme’s implementation and judge its performance against the objectives set”¹²⁶. In each Operational Programme (and more specifically in the Programme Complements) a set of indicators have been defined and target levels that corresponded to the objectives of the programme have been assigned.

There are three levels of indicators that were used for the analysis: output, result and impact indicators¹²⁷.

In order to analyse all indicators from different Operational Programmes, a procedure was introduced to standardize the indicators’ names.

This procedure consisted of inserting the indicator name in the database in its original language, then translate it into English and allocate it a name mentioned in the list below.



¹²⁶ European Commission Directorate-General XVI Regional Policy and Cohesion: coordination and evaluation of operations The New Programming period 2000-2006: methodological working papers WORKING PAPER 3. Indicators for Monitoring and Evaluation: An indicative methodology. (Brussels: 2000) <http://ec.europa.eu/regional_policy/sources/docoffic/working/doc/indic_en.pdf>

¹²⁷ For a description of the differences between types of indicators see Annex 4 – ESF Vocabulary.

LIST OF STANDARDISED OUTPUT, RESULT AND IMPACT INDICATOR NAMES

Output Indicators¹²⁸

Name of the standardised indicator	Definition	Further specifications
Participants (TOTAL)	Total participants of a measure or a priority starting the activities.	Characteristics of participants can be defined according to: <ul style="list-style-type: none"> - Gender: male, female, both - Age: <25, 25-50, >50 - Status in the labour market: employed, self-employed (entrepreneurs), unemployed, short-term unemployed (less than 12 months), long-term unemployed (more than 12 months), inactive (all people between 16 and 64 years old who are not classified as employed or unemployed, inactive in training (mainly students), workers with special status - Educational level: primary or lower secondary, upper secondary, post-secondary non-tertiary, tertiary, post-tertiary, other non-academic, vocational education, lower than primary level - Vulnerable groups: minorities, migrants, disabled, other disadvantaged groups, EU citizens, third-country nationals, disabled+migrants - Status: researcher, student, household, apprentice, teacher, trainer, manager, social worker, health worker, civil servant, farmer
Participants	Participants ¹²⁹ starting the activities in a measure or a sub-measure (activity or action)	
Participants (completing)	Participants completing the activities in a measure or in a sub-measure (activity or action)	
Participants (interrupting)	Participants interrupting the activities in a measure or in a sub-measure (activity or action)	
Participants (continuing the same activities)	Participants continuing the same activities even after the end of the implementation year	
Organisations (TOTAL)	Total of organisations participating in a measure	
Organisations	Organisations include all kinds of organisations supported or involved in ESF activities	Characteristics of organisations are: microenterprises, SMEs, firms (size not specified), large enterprises, organisations not specified, public employment services (PES), schools or education institutions (referring to the individual schools/educational institutes or training organisations participating in a measure/being supported), non-profit organisations (community, voluntary, charity, NGOs)
Systems + Structures	Systems or structures supported by ESF	Systems and structures can be: educational (for measures addressing the creation or improvement of school or educational systems or parts of educational systems / structures in a specific area/region, i.e. the creation of new departments in universities, lifelong education centres etc), human resource management, other
Initiatives implemented	Activities or initiatives implemented under a measure	
Partnerships	Partnerships or networks supported	
Courses	Training courses (programmes) realised under a measure	

¹²⁸ Please note that some standardised indicators can be used at different levels, according to the context of the intervention.

Name of the standardised indicator	Definition	Further specifications
Curricula designed	New education or training courses developed (list of topics + objectives, teaching methods and contents)	
Services delivered	New services designed under ESF delivered to participants	
Research and analysis	Studies, research realised	
Jobs created ¹³⁰	Workplaces created	
Jobs supported	Workplaces supported	
Jobs safeguarded	Workplaces safeguarded	
Qualifications achieved ¹³¹	Number of qualifications (certifications) obtained by participants after the end of training activities	
Projects funded (TOTAL)	Total projects funded under a measure or priority	
Projects funded	ESF projects funded (started)	
Projects completed (TOTAL)	Total projects completed within a measure or priority	
Projects completed	ESF projects completed	
Start-ups supported	New start-ups supported	
Firms created	New firms created	
Events organised	Events, conferences or meetings organised	
Products new	New products developed under a measure	
Scholarships	Number of scholarships funded under an ESF measure or priority	
Places created	Number of units created (for students at universities, or for little children at day-care, etc.)	
Days	Number of days the activity concerned was implemented	
Hours	Number of hours during which the activity (training, counselling, etc) was implemented	
Years	Years of duration of activities or projects	
Months	Months of duration of activities or projects	
Apprenticeship places created	New apprenticeship places created	

Name of the standardised indicator	Definition	Further specifications
Apprenticeship places supported	Number of apprenticeship places receiving ESF support	
Incentives	Economic individual incentives (for training or business creation, self employment, etc.)	
Equipment	New equipment items purchased (e.g. PC stations, etc.)	
Participants* days	Number of participants multiplied by number of days of activity	
Participants* Hours	Number of participants multiplied by number of hours spent on the activity	
Indirect Beneficiaries	For example: a measure is directed at students, but teachers are trained in order to teach the students. Teachers are therefore indirect beneficiaries	
Electronic tools	Electronic / virtual tools developed (portals, branch points, software etc)	
Internships places created	Number of placements created	
Vacancies notified to PES	Vacancies about which the PES is informed, which is an indicator of measuring success of contacts with employers	
Action plans	Individual action plans or employment plans for jobseekers produced	

Result Indicators

Name of the standardised indicator	Definition	Further specifications
Positive outcomes on leaving	This label is used for all results indicators for a measure, so all positive outcomes of the measure after the end of the activities	
Participants starting a training	After having benefited from counselling services or guidance activities	
Participants integrated into the labour market	People integrated into the labour market after the end of the activities	People integrated into the LM are classified according to the time elapsed between completing the activity and integrating on the LM: 0-3 months, 3-6 months, 6-12 months, more than 12 months
Participants gaining a qualification	Participants gaining a qualification after the end of training activities	
Participants following insertion paths	Participants following insertion paths in the labour market after the end of activities	
Start-ups existing after 1 year	Number of start-ups that continue to exist 1 year after their creation	

Impact Indicators

Name of the standardised indicator	Definition
Activity rate	General activity rate of a Member State / region / sector
Unemployment rate	General unemployment rate of a Member State / region / sector
Start-ups existing after 2 years	Number of start-ups that continue to exist 2 years after their creation
Unemployment rate of young people on the total unemployment rate	The relation of youth unemployment (persons aged 15-24 years) to the total unemployment rate (M/F)
Long-term unemployed on the total unemployed	The relation of long-term unemployed persons (12-24 months) to the total number of unemployed persons
Participants that consider an advantage participating in the measure	Percentage of persons who consider that their participation in the measure was advantageous for them
Employment rate	General employment rate of a Member State / region / sector
Student access to Internet index productivity growth	The indicator measuring student access to the Internet
Participation in lifelong learning (% of 25-64 years age)	Share of the population between 25-64 years old which participates in lifelong learning activities
Participants starting tertiary education	Share of persons who continue studies at the college among total of high school pupils –recipients of the scholarship in the last grade

130 If those jobs refer to people placed into employment they could be used as result indicator and added to "Participants integrated into the labour market". The indicator "Jobs created" is in fact used as Output or Result depending on the context.

131 Although in most of OPs it is listed as Output, "Qualifications achieved" can also be used as result indicator and analysed together with "Participants gaining a qualification".

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What ESF does for you

- ESF:** active labour market policies and public employment services
- ESF:** adaptability of enterprises and continuous training of workers
- ESF:** developing human potential in research and innovation
- ESF** and labour mobility
- ESF:** education and lifelong learning
- ESF:** women, gender mainstreaming and reconciliation of work and private life
- ESF** and Roma
- ESF:** sustainable development and eco-technologies
- ESF:** migrants and minorities
- ESF:** urban areas and local employment
- ESF** and older workers
- ESF** and health
- ESF** and entrepreneurship
- ESF** and young people
- ESF** and disability
- ESF** and institutional capacity
- ESF** and social inclusion
- ESF** and equality mainstreaming
- ESF** and social partners
- ESF** support to building partnerships
- ESF:** culture and tourism

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