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- Training and education;
- Job placement;
- Setting up/developing networking and partnership & strategy development; and
- Accompanying support measures for participants.

This set of options and constraints was completed by defining eligible target groups and beneficiaries. The list of eligible activities and also the categories of eligible cost /expenditure evolved and changed over the life cycle of the programme.³

Most of implementation was planned to take the form of grants although a call for strategic projects was also launched in 2009. Later on State Aid schemes for employment according to the block-exemption rules were introduced. Last, but not least, a relevant aspect of the implementation strategy can be seen with the distinction of Strategic and Regular Grant projects, a general distinction made throughout the OP and its Priority Axes /Key Areas of Intervention (KAI).

1.3 Terms of Reference

The justification for the carrying out of the ad hoc Evaluation of PA5, KAI 5.2 refers to the Monitoring Committee meeting of 28th May 2008 when the committee members requested this ad hoc evaluation with a view to analysing the relevance of the eligible activities outlined in the FDI of the SOP HRD as compared with the needs of inactive persons, persons looking for employment, the unemployed, people involved in subsistence agriculture and unemployed persons in rural areas in the context of the changes taking place on the labour market, and to analyse the extent to which projects financed under KAI 5.2 contribute to meeting the objectives/indicators established under PA 5, KAI 5.2.

Regarding the overall purpose of the evaluation the ToR require the following:

- An independent and well-justified opinion regarding the relevance of PA5 “Promotion of active employment measures”, KAI 5.2 “Promoting long term

³ A synoptic view of the versions from October 2007 and the latest available English version drafted in 05/2009 is provided in the Annex 4 - Evolvement of FDI KAI 5.2 parameter from 10-2007 to 05-2009.



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sustainability of rural areas in terms of human resources development and employment” implementation with regard to the PA 5, KAI 5.2 target group needs in the present socio-economic context.

- Conclusions and recommendations in order to improve the PA5, KAI 5.2 implementation.

Further specification is given with Key Evaluation Questions provided under the headings of Relevance and Effectiveness as follows:

Relevance

- To what extent are the eligible activities established within FDI SOP HRD relevant to the needs of the target group in the present socio-economic context?
- To what extent are the projects financed by PA5 KAI 5.2 complementary to the projects financed by NRDP 2007-2013 (only those regarding the development of human resources)?

Effectiveness

- To what extent do the projects financed by PA5, KAI 5.2 contribute to the achievement of the objectives/indicators established for PA5, KAI 5.2?

The activities envisaged to respond to these questions are as follows:

- **Activity IIIb.1** – An analysis of the degree to which the projects financed by PA5, KAI 5.2 contribute to the achievement of established PA5, KAI 5.2 objectives/indicators.
- **Activity IIIb.2** – An analysis of the activities established by FDI SOP HRD in comparison with the needs of the target groups within the present socio-economic context.
- **Activity IIIb.3** – The identification of new activities that can be financed by PA5, KAI 5.2 and that answer the needs of the target group in the present socio-economic context.



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- **Activity IIIb.4** – An analysis of the complementarity of the projects financed by PA5 KAI 5.2. with the projects financed by the National Rural Development Programme (NRDP) 2007-2013, but only those that target human resources in the rural areas.

1.4 Approach

This section gives an overview of how we approached the topics raised by questions and activities referred to in the ToR, i.e. how we operationalised the questions and linked them to the principal sources of information to be opened up and exploited for the purposes of the evaluation.

Effectiveness

Considering the issue of effectiveness (Activity IIIb.1), the main source of information had to be taken from the programme monitoring itself as this is the only place where indicator-related figures can be systematically found. The analysis of the monitoring data is undertaken to check the output and - as far as available - results on two levels of implementation:

- Level 1 – Administrative output in terms of calls launched, applications received and processed, contracts signed, and the on-going management of project follow-up – issues partially reflected in the indicator tables as “input-indicators”
- Level 2 – Project output /results – eligible activities implemented; in particular but not exclusively (as this depends on the type of activities) referring to participant involvement, and results produced according to funding agreements,

The administrative level check is considered relevant not alone in comparison with respective input indicators but also as a means of ‘putting things into perspective’. A single KAI cannot be fairly judged on its own performance alone but has to be considered in the context of overall implementation. Moreover, many aspects of the Level 1 output are subject to efficiency analysis under the Interim Evaluation of SOPHRD itself and, as such, do not present as a specific task under this Component 3b ad hoc evaluation; however, it has to be noted that there are potential (and actually reported) repercussions that can and do arise as a consequence of a less than efficient approach at Level 1 (as above). In that regard, efficiency