



UNIUNEA EUROPEANĂ



GUVERNUL ROMÂNIEI  
MINISTERUL MUNCII, FAMILIEI  
ȘI PROTECȚIEI SOCIALE  
AMPOSDRU



Fondul Social European  
POSDRU 2007-2013



Instrumente Structurale  
2007-2013

## LIST OF ACRONYMS

ACSI	Authority for the Coordination of Structural Instruments
EC	European Commission
ECU	Evaluation Central Unit
ESC SOP HRD	Evaluation Steering Committee for the Sectoral Operational Programme
ESF	European Social Fund
EU	European Union
EUR	Euro
FDI	Framework Document for the Implementation
HRD	Human Resources Development
IB	Intermediate Body
IE	Interim Evaluation
InR	Interim Report
IRP	Interim Progress Report
IO	Indicative operations
KAI	Key Area of Intervention
MA	Managing Authority
MA SOP HRD	Managing Authority for Sectoral Operational Programme Human Resource Development
MaEP SOP HRD	Multi-annual Evaluation Plan for SOP HRD
MoLFSP	Ministry of Labour, Family and Social Protection
MC	Monitoring Committee
n.a.	Not available
NAE	The National Agency for Employment
NIS	National Institute of Statistics
NDP	National Development Plan
NGO	Non-governmental Organization
NSRF	National Strategic Reference Framework
OP	Operational Programme
PA	Priority Axis



UNIUNEA EUROPEANĂ



GUVERNUL ROMÂNIEI  
MINISTERUL MUNCII, FAMILIEI  
ŞI PROTECȚIEI SOCIALE  
AMPOSDRU



Fondul Social European  
POSDRU 2007-2013



Instrumente Structurale  
2007-2013

PES	Public Employment Services
SF	Structural Funds
SMIS	Single Management Information System
SOP	Sectoral Operational Programme
SOP HRD	Sectoral Operational Programme Human Resources Development
SWOT	Strengths, Weaknesses, Opportunities and Threats
TA	Technical Assistance
ToR	Terms of Reference



UNIUNEA EUROPEANĂ



GUVERNUL ROMÂNIEI  
MINISTERUL MUNCII, FAMILIEI  
ŞI PROTECȚIEI SOCIALE  
AMPOSDRU



Fondul Social European  
POSDRU 2007-2013



Instrumente Structurale  
2007-2013

## Table of Contents

<b>LIST OF ACRONYMS .....</b>	<b>3</b>
<b>TABLE OF CONTENTS .....</b>	<b>5</b>
<b>1. INTRODUCTION .....</b>	<b>8</b>
1.1 General Introduction.....	8
1.2 Terms of Reference (ToR) for the Interim Evaluation of SOPHRD.....	9
1.3 Our Approach to the Interim Evaluation of SOPHRD .....	11
1.4 Methodology.....	12
1.5 The Structure of the Report .....	18
<b>2. RELEVANCE.....</b>	<b>20</b>
2.1 Introduction .....	20
2.2 Sub-tasks and Questions Associated with the Issue of Relevance.....	21
2.3 Conclusions and Recommendations: Relevance.....	21
<b>3. EFFICIENCY .....</b>	<b>21</b>
3.1 Sub-task 1.2 .....	21
3.2 The Implementation of the SOP HRD – Evaluation, Selection & Contracting .....	21
3.3 The Monitoring and Payments System.....	21
3.4 Financial Reporting and financial forecast .....	21
3.5 Conclusions - Efficiency.....	21
<b>4. EFFECTIVENESS .....</b>	<b>21</b>
4.1 Introduction .....	21
4.2 Sub-Task 1.3.1 .....	21
4.3 Sub-Task 1.3.2 .....	21



UNIUNEA EUROPEANĂ

GUVERNUL ROMÂNIEI  
MINISTERUL MUNCII, FAMILIEI  
ȘI PROTECȚIEI SOCIALE  
AMPÓSDRUFondul Social European  
POSDRU 2007-2013Instrumente Structurale  
2007-2013

4.4 Sub-Task 1.3.3 ..... 21

4.5 Conclusions and Recommendations; Effectiveness ..... 21

**5. OVERALL CONCLUSIONS AND RECOMMENDATIONS ..... 21**

5.1 Introduction ..... 21

5.2 Overarching Conclusions and Recommendations ..... 21

5.3 Concluding Comment ..... 21

**6. ANNEXES ..... 21**

Annex 1 - Overview of methodology for IE SOPHRD ..... 21

Annex 2 - Questions for the online survey of contracted project promoters ..... 21

Annex 3 - Questions for the online survey of unsuccessful applicants ..... 21

Annex 4 - Expanded list of issues associated with the current situation analysis set out in the SOPHRD ..... 21

Annex 5 - Distribution of funding by PA and KAI ..... 21

Annex 6 - Detailed Responses from Employers, Trades Unions and NGO Organisations regarding the Key Challenges Arising Based on the Fieldwork carried out for the Interim Evaluation ..... 21

Annex 7 - SWOT Analysis ..... 21

Annex 8 - Observations on the relevance and coverage of a limited number of Indicative Operations ..... 21

Annex 9 - Eligible Activities and Indicative Operations for KAI 2.2 (Preventing and Correcting Early School Leaving) ..... 21

Annex 10 - Summary Background Note to the Rationale for the Indicators System for the Evaluation and Monitoring of the Structural Instruments ..... 21

Annex 11 - The Implementation of the SOP HRD – Evaluation, Selection &amp; Contracting ..... 21

Annex 12 - Details of I&amp;P and Helpdesk Activities 2008-2009 ..... 21

Annex 13 - Background to the Information and Publicity Functions ..... 21

Annex 14 - Questions for the Omnibus Survey ..... 21

Annex 15 - Applications per KAI by application type, financial volume/value and status of application ..... 21

Annex 16 - Action Categories Assigned to KAI ..... 21



UNIUNEA EUROPEANĂ



GUVERNUL ROMÂNIEI  
MINISTERUL MUNCII, FAMILIEI  
ŞI PROTECȚIEI SOCIALE  
AMPOSDRU



Fondul Social European  
POSDRU 2007-2013



Instrumente Structurale  
2007-2013

Annex 17 - Internal and External Factors that have Influenced, Continue to Influence and will Influence the Implementation of SOPHRD ..... 21