

FACT SHEET 4_Priority axis PA3_ Improve employment and promote cross-border labour mobility (Cooperating on employment)

Investment priority 8/b: Supporting employment-friendly growth through the development of endogenous potential as part of a territorial strategy for specific areas, including the conversion of declining industrial regions and enhancement of accessibility to, and development of, specific natural and cultural resources



Results that the Member States seek to achieve with Union support

Increased employment and growth in the eligible area also require concerted actions from the various stakeholders. As a result of the interventions foreseen, integrated strategies of specific territories based on their endogenous potentials (mainly in the fields of agricultural production and food production) will be in place and implemented, and, as a result, the environment of businesses will be improved, cooperation will be enhanced based on mutual advantages, and infrastructure – including roads where necessary – will be developed enabling increasing cross-border sales of local products. As a result of the various interventions foreseen, new jobs can be created, more people can be involved in the labour market, which can lead to the decrease of the unemployment rate of the territories being in the worst employment position. The interventions foreseen will be implemented in such a way that they strengthen equal opportunities, and contribute to non-discrimination and equality between men and women.



Focus of interventions:

With the aim to strengthen the employment-related approach of the priority with a specific focus on balancing supply and demand in the labour market of the programme area and enhancing the mobility of workforce. For the employment-friendly growth of the eligible counties, complex interventions building on the endogenous potential and specificities of the given areas need to be implemented with the aim to increase the employment having focus on balancing supply and demand in the labour market and to enhance the mobility of workforce.

The actions to be supported may differ from territory to territory, examples could include:

- ✓ Improving the environment of businesses, enhancing employment and cooperation based on mutual advantages, development of facilities enabling cross-border sales of local products.
- ✓ Improving the cross-border accessibility of important facilities to strengthen the local economy and employment through the development and reconstruction of roads.
- ✓ Enhancing the co-operation of local labour market actors in order to improve labour matching and the employment situation of the eligible territory.



The indicative actions:

The indicative actions are support to harmonized interventions enabling employment-friendly growth.

Instead of supporting individual projects, this priority is aimed at supporting harmonized interventions of cross-border partnerships of municipalities and other relevant stakeholders including employment centres, training institutions, social partners and NGOs aimed at jointly improving the local conditions of employment friendly growth. Moreover, it also includes measures aiming to promote matching of labour market needs and supply, the development of training and employment programmes focusing on the disadvantaged people so as to promote employment in a more inclusive way.



Types of activities:

- ✓ Preparation of integrated development strategy and action plans of specific territories (identification of endogenous potential and infrastructure development needs to increase employment) to introduce the coherence among the planned actions.

The following actions can be implemented based on strategies:

- ✓ Implementation of cross-border employment initiatives, cross-border cooperation between relevant stakeholders of labour market (e.g. employment centres, training institutions, social partners, enterprises and NGOs);
- ✓ Targeted actions facilitating the creation of local products/services and related infrastructures based on the local potential;
- ✓ Increase employment by improving business environment through integrated development measures;
- ✓ Support for climate change and mitigation through the development of green skills and green employment opportunities in sectors based on the local potential;
- ✓ Establishment of joint networks, exchange of good practices, having a demonstrable effect on reaching the set objective under this Ip;
- ✓ Improving cross-border accessibility to employment related facilities in the eligible counties through the construction, upgrading / modernization of roads with cross-border impact.

When designing your project, please keep in mind that:

1. Preparation of a strategy or an action plan cannot be supported as a separate standalone project.

2. Investment in roads cannot be supported as standalone operations; such investments need to be ancillary to investments facilitating employment-friendly growth and shall contribute directly to reaching the selected thematic objective and investment priority under this specific objective. This means that total cost of such investments in roads cannot exceed 30% of the total budget of an operation (project).

3. The proposals will also comply with the rule setting the maximum ceiling for the small-scale infrastructure¹. This limitation concerns exclusively investments in cultural and tourism infrastructure.

4. Instead of one-off initiatives, only sustainable programmes - joint employment initiatives and trainings – are to be supported, repeated on a regular basis and sustained even after the finalization of the project.

5. The supported joint employment initiatives and trainings are required to contribute to employment.

6. One person can only be counted once, even if benefiting from more than two services.



List of potential beneficiaries:

- ✓ Local, county and central governments / administrations and their institutions
- ✓ Public management organisations of business and logistic centres
- ✓ Public higher education institutions
- ✓ Chambers of commerce
- ✓ Labour offices / agencies
- ✓ National organizations responsible for transport infrastructure development
- ✓ Non-profit NG organizations
- ✓ EGTC



Target groups:

People living in micro-regions (HU) and ATUs² or groups of ATUs (RO) in the proximity of the state border.



Methodology for defining and calculating the OUTPUT indicators:

Summary of key information

The indicative number of Open Call projects that may be supported under this Ip within this Call is 15-90!

ERDF funds allocated	EUR 46,810,155.00
Total available budget	EUR 55,070,771.00
ERDF funds allocated under this Call	EUR 38,449,237.00

¹ Commission's position on small-scale infrastructure (Ref. Ares(2015) 481089 - 05/02/2015)

² Towns and communes, as defined by the Law 351/2001, in Romania

Total available budget under this Call	EUR 45,234,396.88
Indicators	Assumed proportion of allocation
8/b 1	85% of total allocation

Categories of intervention:

Code
102. Access to employment for job-seekers and inactive people, including the long-term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility
104. Self-employment, entrepreneurship and business creation including innovative micro, small and medium sized enterprises
108. Modernisation of labour market institutions, such as public and private employment services, and improving the matching of labour market needs, including through actions that enhance transnational labour mobility as well as through mobility schemes and better cooperation between institutions and relevant stakeholders

For measuring the outputs under this Ip, 1 output indicator has been identified, measuring the *number of participants in joint local employment initiatives*. It is a common output indicator.

ID Indicator	Measurement unit	Target value (2023)
8/b 1 Labour Market and Training: Number of participants in joint local employment initiatives and joint training	Persons (at Programme level)	15,000
	Persons (under this Call)	12,315

This indicator measures the number of individuals who take part in sustainable joint employment initiatives and / or joint training programmes aimed at employment: interventions that make a contribution to increased employment, addressing the demand side of the labour market by contributing to job creation by employers (through improving the environment – infrastructure and services - for businesses / other employers, conducive to increased employment); by addressing the supply side of the labour market (through improving the marketable knowledge and skills of the labour force) and by better matching labour market supply and demand through the cooperation of employment services, the setting-up and operation of cross-border employment forums involving public sector organizations and businesses, and the delivery of regular job fairs.

The beneficiaries need to measure and record the number of participants in a credible way. Number of participants includes the number of people participating in training courses, job fairs, work experience initiatives, or workforce hired as a result of the interventions.

The same person can only be counted once even if benefiting from more than two services developed under the same project (like participating in a training course and a job fair), so the records need to be done in a way that facilitates identification of duplications.

The specific objective for this Ip is "*Increased employment within the eligible area*". Joint employment initiatives and training programmes contribute to increasing the number of job opportunities, improving employability and matching labour market supply and demand, and the combination of these interventions makes a contribution towards the specific objective.

Considering the 85% financial allocation for this indicator, the total estimated cost per each participant in joint local employment initiatives should be up to EUR 3,000.00, no matter what your project involves in terms of activities or investments.



Methodology for defining and calculating the RESULT indicators:

It is mandatory to be mentioned in your application form, how the output indicators will contribute to the achievement of the result indicators of the programme. The result indicator for this Ip is:

Specific objective	SO8/b - Increased employment within the eligible area					
Indicator	Measurement unit	Baseline value	Baseline year	Target value (2023)	Source of data	Frequency of reporting
Employment rate in the eligible area as a percentage of the working age population	%	56.31	2012	56.51	National Statistical Offices: KSH, INS	2019, 2021, 2023

Definition of the indicator:

Employment rate in the eligible area as a percentage of the working age population (15-64 years old).

Relation to the specific objective and actions:

The specific objective of this priority axis is increased employment in the eligible area. Due to demographic reasons the increase can only be measured as related to the number of the working age population. The employment rate in the eligible area as a percentage of the working age population measures just that trait of the labour market.

Increasing employment requires the availability of more job opportunities on the labour market (demand side) and also the availability of labour force suitable for meeting the criteria of potential employers (supply side). Both are equally important, if either of them is lacking,

increasing employment is not possible. The eligible actions to be implemented with the programme's contribution address both aspects.

Targeted actions facilitating the creation of local products/services and related infrastructures based on the local potential, as well as improving business environment with the aim of increasing employment can make a contribution to increase demand on the labour market.

The implementation of cross-border training and employment initiatives, cross-border cooperation between relevant stakeholders of labour market, on the other hand, can have a positive effect on the supply side by creating a workforce that have the proper knowledge, skills and qualifications, while also facilitates better bridging the demand and supply.

Altogether the actions can support the increasing of the employment rate in the eligible area.

! Special attention to horizontal principles

During the implementation of the projects the principle of equal opportunities and non-discrimination shall be respected, in order to combat discrimination and to integrate the disadvantaged people in the labour market. Projects with a direct negative impact on not ensuring equal opportunities and non-discrimination will not be selected for financing.

Special attention will be paid on reinforcing social inclusion of disadvantaged people.

Where it is feasible, preference may be given on the social inclusion of people living in deep poverty.

Besides the overall principle to be ensured stipulated in Chapter 8.2. of the Interreg V-A RO-HU Programme and Chapter 1.2.3 Horizontal principles of the Guide for Applicants, the projects under Ip 8b will pay attention to the equality between men and women.

Projects with a direct negative impact on equality between men and women will not be selected for financing.