

THE EUROPEAN SOCIAL FUND

Support to Employment and Labour Mobility 2014-2018



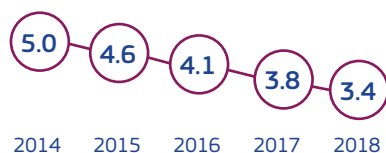
GERMANY

SUMMARY

Employment and mobility measures funded by the ESF aim at promoting sustainable and quality employment and supporting labour mobility. During the period 2014-2018, the EU and Germany spent a combined total of 1 167.9 million euro in ESF investments to achieve this objective. As a result, 412 700 participations in employment and labour mobility activities have taken place in Germany. This factsheet summarises the main actions, outputs, results and lessons learned so far of the implementation of employment and mobility measures (excluding youth employment) co-funded by the EU.

SOCIO-ECONOMIC CONTEXT AND CHALLENGES

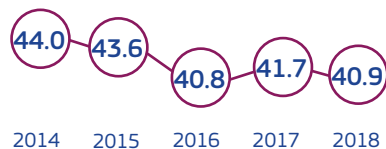
UNEMPLOYMENT RATE



► In 2014, the **unemployment rate** of persons aged 15-74 was about **half the amount of the EU average** of 10.2%. There are significant regional differences, with Berlin having the highest unemployment rate. The share of long-term unemployed was below the EU average of 49.3%.

► In 2018, the **unemployment rate** is still about **half the amount of the rate observed** at the EU level of 6.8%. There are **persisting differences by region**, however the **gap has narrowed**.

SHARE OF LONG-TERM UNEMPLOYMENT



► The **share of long-term unemployed is below the EU average** of 43.0% in 2018, showing regional disparities. It ranges from 27.6% in Freiburg to 56.4% in Sachsen-Anhalt.

► The need to address the impending **shortage of skilled workers**, reconciling work and family life, **improving the employability and job prospects** especially of women, **active ageing** and **lifelong learning** are the most relevant issues addressed through ESF funding.

EXPLANATORY NOTES

ESF European Social Fund OP Operational Programme IP Investment Priority

- This factsheet was prepared before the outbreak of the COVID-19 pandemic.
- Figures present the situation for operations under Investment Priorities 8.i-8.vii, excluding 8.ii, for the programming period 2014-2020 implemented up to 2018, as reported by 6th September 2019 in SFC2014. In many instances, operations are not yet complete at this stage. They are provided only as an indication of progress.
- The situation for operations under Investment Priority 8.ii (youth employment) for the same programming period is presented in the Study for the Evaluation of ESF Support to Youth Employment.
- Target achievements are calculated dividing the outputs and the results by the targets set in the Operational Programmes. Targets set should be reached by 2023.
- Participants' data are collected on starting an operation. Data on results are collected at the end of an operation or even later. Because of this time lag, the two sets of data (participations and results) should not be directly compared.



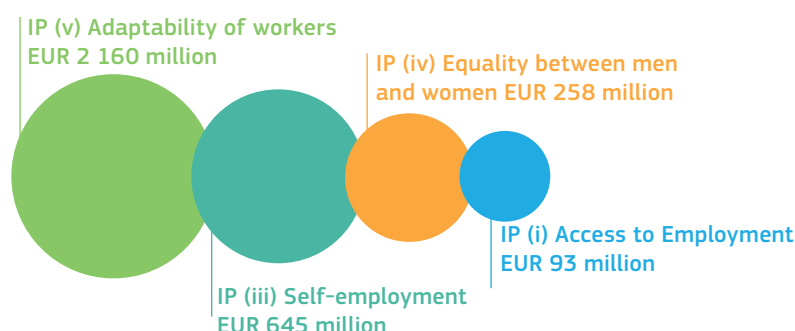
ESF PRIORITIES AND ACTIONS

3 156 Million Euro are budgeted to the support of Employment and Mobility

1 905 Million Euro The EU contributes a large share of this funding

All 16 regional OPs implement specific actions addressing employment and labour mobility. Germany covers all Investment Priorities (IPs), with the exception of IP 8.vi (active and healthy ageing) and IP 8.vii (institutional capacity).

- ▶ The investment focus is mainly on offering **training in new competences** and qualification measures for all workers, helping people to **stay longer in the workplace**, e.g. by developing new working models together with companies, as well as **mobilising the economic potential of low-skilled workers**, people with an immigrant background and people with disabilities through job coaching, language courses and individual, targeted training.
- ▶ A number of regional OPs, including the capital city Berlin, focus on **labour mobility**, while a range of other OPs concentrate on **workers, entrepreneurs and businesses**, especially SMEs, and on **encouraging self-employment and business creation**. Additionally, the OP Baden-Württemberg has identified a **future lack of skilled labour** and growing **skill mismatches**.
- ▶ The ESF budget is allocated to four IPs. While the focus of the National OP and most of the regional OPs is on Adaptability of workers, Bremen dedicates its budget to Access to Employment. Also the OP Hamburg allocates 84% of the funding to Access to Employment. Brandenburg allocates the majority of the budget (54%) to Self-employment.



STATE OF PLAY



44% of the participants are women

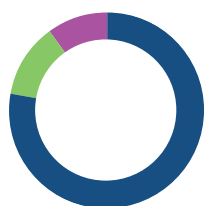
- ▶ Overall, the achievement of targets for participation is well on track.
- ▶ The expected number of participations (until 2023) is already exceeded in the regional OPs Hamburg and Mecklenburg-Vorpommern.

Achievements of targets for participation **80%**

* As one person could participate more than once in ESF operations over time, the number of participations is reported, not the number of participants. These figures exclude Technical Assistance.



PARTICIPANT PROFILES WHEN RECEIVING SUPPORT



78% employed
12% unemployed
10% inactive

Migrants | 85 308

Other disadvantaged | 5 573

Participants with disabilities | 6 459

Homeless | 4 150



31% with primary (ISCED 1) or lower secondary education (ISCED 2)
38% with upper secondary (ISCED 3) or post-secondary education (ISCED 4)
31% with tertiary education (ISCED 5 to 8)



29% <25 years
63% 25 to 54 years
8% >54 years

- ▶ High variations in age distribution: The share of people below 25 years varies from 4% in Rheinland-Pfalz to 83% in Bayern. The share of people above 54 years is lowest in Bayern (1%) and highest in Nordrhein-Westfalen (22%).
- ▶ Variations in the labour market status: Share of employed in OP Bayern: 92% ↔ Share of unemployed in the OP Bremen: 73% ↔ Share of inactive in the OP Rheinland-Pfalz: 100%.
- ▶ Differences in terms of the educational level of participants: Participants with tertiary education in OP Berlin: 63% ↔ Participants with primary or lower secondary education in OP Bayern: 82%.



- ▶ While overall OPs are on track, considerable differences in target achievement between different OPs can be observed. However, there is still enough opportunity for OPs to meet their targets by 2023.

Achievement of targets for results **54%**



LESSONS LEARNED SO FAR

Specific target groups

One of the major success factors is that the actions are targeted in detail to specific groups (e.g. high-tech start-ups, etc.) and address the needs of these groups to a high degree. They also tackle important challenges related to the labour market: skill gaps due to industrial transformation and digitalisation and shortage of skilled labour force due to demographic change.

Stakeholder involvement

The collaboration between the actors and stakeholders is another major success factor.

Recruitment of skilled labour

In Thüringen, the measures aimed at the recruitment of skilled labour were successful because of the intensive support offered to target groups, in particular to SMEs which generally had limited time and personnel to adequately recruit skilled workers and trainees.

SMEs

There are various approaches to reach SME and overcome barriers of smaller SME to face future challenges to change. The Mezzanine fund in the National OP is very successful in providing finance to social-innovative start-ups. Brandenburg, Niedersachsen, and Rheinland-Pfalz e.g. combine actions directly targeted at SME and their needs for qualification with other support, e.g. regional offices that coordinate various stakeholders (related to training offers, organisational development, offices to counsel on reconciliation of professional and family life etc).

60% in employment

In Baden-Württemberg, 60% of participants in IP 8.i activities found a job six months after participation. Also in Hamburg, at the level of the OP, the vast majority of target groups found a job after 6 months.

Coaching projects

In Hamburg, 7 'Coaching projects' were found to be effective in reaching the target groups. The projects helped to build a close relationship between coaches and participants, to resolve the most urgent problems of the latter and to increase their potential, strengths and self-confidence.

ADDITIONAL INFORMATION

The ESF in Germany <https://ec.europa.eu/esf/main.jsp?catId=375>

Website of the ESF Germany <https://www.esf.de/portal/EN/Home/home.html>

- European Commission, Study for the Evaluation of ESF Support to Employment and Labour Mobility
- Evaluation of the implementation of the ESF OP in Hamburg
- Evaluation - Coaching for small and medium-sized enterprises, OP Baden-Württemberg ESF

