



Social Cohesion Funding for EU Health Investment in Nursing

EFN Members Strategy to apply for EU Social Cohesion Funds

Contents

1. Introduction to the Strategy
2. Background to EFN members' proposals
3. EFN Members' Proposals
 - 3.1 Educational Development for Quality Nursing Care and Patient Safety
 - 3.2 Nurses for Nursing: Nurse Recruitment and Retention Initiatives
4. Next Steps
5. Important links to National application forms

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Social Cohesion Funding for EU Health: Investment in Nursing

EFN Members Strategy to apply for EU Social Cohesion Funds

1. Introduction to the Strategy

The European Federation of Nurses Associations (EFN) was established in 1971 and is the independent voice of the profession. The EFN consists of National Nurses Associations from 32 EU Member States, and its work has an effect on the daily work of 6 million nurses throughout the European Union and Europe. The mission of EFN is to strengthen the status and practice of the profession of nursing for the benefit of the health of the citizens and the interests of nurses in the EU & Europe.

It has been recognized that the health of EU citizens is of paramount importance in achieving productivity, adaptability of the workforce, and increased participation in the labour market; this is likely to lead to increased investment and economic growth. It is of no surprise that Health and its role in promoting economic wealth and prosperity has been addressed in the twelve cohesion priorities for investment for 2007-2013. As the nursing profession is the largest occupational group in the health care sector, providing up to 80% of healthcare services, EFN positions that sound investment in the Nursing workforce would be in the best interest of maintaining and advancing EU health, directly making a positive impact on EU citizens lives. Therefore, the EFN concurs with the Green Paper on the European Workforce for Health in encouraging utilization of Social Cohesion Funds for the advancement of the health workforce with the ultimate goal of strengthening productivity and economic prosperity, achieving sustainable growth and development, and promoting cohesion amongst the European Community.

In the 2008 Copenhagen General Assembly, the EFN members endorsed the EFN Policy & Position Statements on Structural Funds and started exchanging best practices in applying for these funds. Taking into account the economic crisis and the challenges the nursing profession is facing, the Social Cohesion Funds (SCF) are available to ALL National Nurses Associations. Therefore, the EFN wants to support and encourages all EFN members to apply for these funds to implement change based exchange of best practices and building synergies.

2. Background to EFN Members Proposals

In dialog with DG Employment and DG Sanco, the EFN has been proactive in supporting EFN members in accessing social cohesion funding for health purposes. In the first instance, the EFN analysed all 27 Operational Programmes for ESF funding for the 2007-2013 period which set up the priorities for ESF intervention. These ESF priorities have been reviewed, summarized, and synthesized to gain a better appreciation of EU wide concerns and develop a common base for action ([Annexe 1](#)). Thematic analysis principles have been used along with matrix techniques to draw out common themes later to be grouped under broader categories. Two categories (priorities) with three sub-categories each have been devised.

Table 1: Synthesised ESF priorities

| | |
|---|--|
| Priority 1: Recruitment, retention and effective deployment of workforce | <ul style="list-style-type: none">• Provision of training• Promotion of sustainable employment• Development of career services |
| Priority 2: Facing the challenge of global competition | <ul style="list-style-type: none">• Worker mobility• Higher education• Workforce adaptability |

Furthermore, the EFN has reviewed Regulation (EC) No 1081/2006 of the European Parliament and of the Council of 5 July 2006 on the European Social Fund and repealing Regulation (EC) No 1784/1999; the Council Regulation (EC) No 1083/2006 of 11 July 2006 laying down general provisions on the European Regional Development Fund, European Social Fund and the Cohesion Fund and repealing Regulation (EC) No 1260/1999; and other relevant documentation such as the Communication from the Commission No 0299/2005 of 5 July 2005 on Cohesion Policy in Support of Growth and Jobs: Community Strategic Guidelines 2007-2013; and Council Decision No 10614/2008 of 7 July 2008 on Guidelines for the Employment Policies of the Member States; in order to gain an appreciation of the legislative basis for action.

In line with the above, four generic proposals have been devised whose main objective is to create synergies between Member States, in connection with key EU legislation in pipeline, and to make the life of the nurses better where they live out their lives. The four generic proposals are just a guide and can be adapted to the real needs at local, regional and national level.

3. EFN Members proposals

With the aforementioned discussion in mind and after a reality check with the Commission, the following four generic project proposals are presented to help advance EFN members applications. As the ESF 2007-2013 priority for human capital covers all activities concerning education and training and supports training as a lifelong process to help nurses keeping their jobs, advance in their jobs, and getting nurses back to nursing, the EFN proposes the following areas for action:

3.1 Educational Development for Quality Nursing Care and Patient Safety (Professional Committee)

3.1.1 Continuous Professional Development (CPD) for Patient Safety

3.1.2 Bridging courses for one EU level Nursing

3.2 Nurses for Nursing: Nurse Recruitment and Retention Initiatives (Workforce Committee)

3.2.1 Nurse Recruitment: Nursing Careers Information

3.2.2 Nurse Retention: Family friendly policies (Child care and care of dependents)

Since the application forms differ in various countries, the generic proposals have the same structure which facilitates moving on in synergy.

3.1 Educational Development for Quality Nursing Care and Patient Safety

Legislative basis

This proposal falls under the **ESF priorities** for "*a. increasing adaptability of workers*" and "*d. enhancing human capital*" (EC1081/2006). Under the "More and better jobs" guideline of the **Cohesion Policy 2007-2013**, there is a call for increased "*investment in human capital through better education and skills*". Current education and training systems need to adapt in response to new competence requirements, with the development of coherent and comprehensive lifelong learning strategies and Continuous Professional Development (CPD) programs as an essential prerequisite. This is a view shared by the **Guidelines for the Employment Policies of Member States** where training throughout the life-cycle should arguably be supported via appropriate incentives and cost-sharing mechanisms. Finally, the EFN thinks highly of the importance of coordinated development of the education of nurses within the EU particularly under the **Directive (EC) on Mutual Recognition of Professional Qualifications** (36/2005).

http://ec.europa.eu/employment_social/esf/docs/educationandtraining_en.pdf

Main objectives

1. To upgrade the nursing workforce qualifications to meet the challenges of globalisation and ageing (Green Paper on EU Workforce for Health);
2. To install bridging courses to reach one EU level in nursing (Directive 36, Bologna and European Qualification Framework)

Generic proposal 3.1.1: Continuous Professional Development (CPD) for Patient Safety

Background

The first proposal is drawn from EFN members' experiences as reflected in the EFN analysis of CPD in the EU. EFN collected information on Continuous Professional Development in 30 Member States which results and recommendations were presented in the High Level Group on health services and medical care. <http://www.efnweb.eu/version1/en/documents/EFNReportonCPD-June2006.doc>

Definition of CPD

Within the health system, CPD can be defined as "a process of lifelong learning for all individuals and teams which enables professionals to expand and fulfill their potential and which also meets the needs of patients and delivers the health and health care priorities of the national health system".

Why CPD is important

It is essential for all health workers, in particular nurses, to be lifelong learners in order to be able to provide safe, evidence-based care on an on-going basis, to fulfil their duty to patients, and to maintain public trust. In order to achieve the goals set out by the Lisbon strategy, it is of significant importance that a bottom up approach creates a framework for CPD, to guarantee patient safety and quality of care.

Focus of proposal

As a start, the local and regional project proposal will focus on patient safety by maintaining and enhancing clinical, managerial and personal skills related to patient safety. The CPD module will build on the outcomes of the EU Patient Safety Project, **EUNetPaS**, in specific Work Package 2, Education in Patient Safety, where a wide range of programmes and curricula in a variety of formats have been explored, leading to the development of EU Patient Safety Education Guidelines. These guidelines are used to guide the development of innovative modules at local and regional level.

In accordance with the EUNetPaS outcomes, the CPD Patient Safety module will take into account the EUNetPaS main action areas: system thinking, communication, preventing and managing adverse events, working safely and patients' experience as 'unique journey' in the healthcare environment. Based on these principles, it is important including national patient organisations, preferable in membership of the European Patient Forum, to bring into the module the concept of health literacy.

Although health literacy can be defined in many ways, one definition is 'the ability to make sound health decisions in the context of everyday life at home, in the community, at the workplace, the health care system, the market place and the political arena'. Furthermore, there is increasing recognition across the patient and healthcare community of the need to move from 'monologue' to 'dialogue' between the patient and the healthcare professional, to arrive at trusted shared decision-making. Health literacy is a key driver for this to happen effectively. Although the curriculum of nurses' initial training includes in most cases a 'communication with patients' aspect, it is vital that this is also built effectively into CPD module to ensure that this core competence is central to personal and professional development.

The design of the CPD module involves therefore 'patient experts' as trainers and facilitators. This will address the education and training of nurses in effective communication with patients and the promotion of shared decision-making. The module will draw on good practice identified through a European Commission supported project on health literacy funded under the Public Health Programme 2007.

Finally, the project proposal will take into account the formal terminology for the terms used in the EUNetPaS project in order to facilitate coherence in understanding between nurses and patients throughout the EU.

Establishing this course in all Member States, through the SCF, will ensure the provision of safe healthcare services to EU citizens while simultaneously working towards quality standards across the EU. This may have substantial implications under professional mobility and patient rights in cross border care. Setting up and running of this course could necessitate the provision of appropriately

equipped classes/lecture rooms, trained professionals to deliver the prescribed material, and remuneration of nurses time both for attending the course and for study time invested.

Generic proposal 3.1.2: Bridging courses for one EU level Nursing

Background

Across Europe not all nurses are educated to degree level at the point of initial registration and not all qualifications carry the same credit tariff. Attention may need to shift towards a managed transition to an all degree Nursing educational level across Europe. The issue of establishing and appropriately financing “**bridging courses**” is therefore essential.

Focus of proposal

Establishment of a bridging course may benefit from a stepwise approach consisting of:

- a. Inviting experts: EU educational experts with relevant experience in the area may be appointed in collaboration between a Member State and the Commission. Experts would be asked to evaluate the current situation in Nursing education, identify “problem areas”, and set plan of action;
- b. Developing a Nursing curriculum: A Nursing curriculum designed for General Care Nurses would be developed. This would need to achieve compliance with EU Directive 2005/36; and,
- c. Establishing a bridging course: According to local context it is likely that a certain amount of nurses would have qualified prior to EU reforms. It is essential that these nurses are given the opportunity to reach EU level. Bridging courses should facilitate smooth transition to enable nurses to reach the desired level.

Working groups responsible for the three areas outlined above may be appointed which should work in close collaboration with all relevant stakeholders. Setting of bridging courses would require investment in appropriate educators and equipped lecture rooms. Crucially, Nurses should be remunerated for their time spent attending classes, study and exam preparation time, and fundamentally should not be asked to provide out-of-pocket payment for tuitions and learning materials.

Important to note that these bridging courses could also be used by any Member State to support nurses not yet transitioned or complying with Directive 36). Financial remuneration would be in accordance with the requirements of the local context.

http://ec.europa.eu/internal_market/qualifications/infringements_en.htm#infringements

Successfully establishing bridging courses would ensure compliance of Member States with EU Directive 36, improve professional mobility, may raise the basic Nursing level to more acceptable standards, and could facilitate in quality in Nursing education while setting appropriate standards.

3.2 Nurses for Nursing: Nurse Recruitment and Retention Initiatives

Legislative basis

Full employment is a central aim of the ***Employment Guidelines*** as is minimising inactivity. Moreover, ***ESF Regulations*** claim workforce adaptability and enhancing human capital as vitally important. The ***Green Paper on the European Workforce for Health*** has argued that in the face of the impending retirement of the “baby boomers”, the key to maintaining a sufficient workforce is to invest in educating, recruiting, and retaining young practitioners while reinvesting in mature workforce. Additional areas for action as proposed in the Green Paper include providing for a more effective deployment of the available health workforce, promote awareness raising campaigns, improve staff satisfaction and morale to facilitate retention, and consider return to practice initiatives.

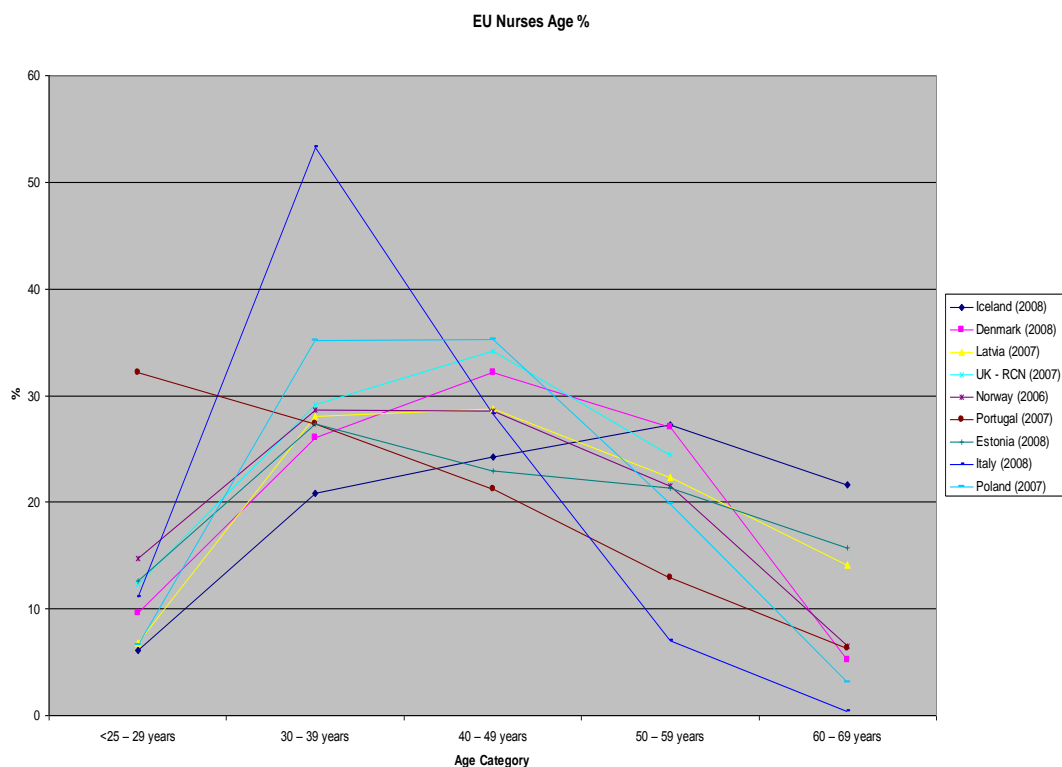
Background

The EFN welcomes the Green Paper and by reminding of the Nursing shortage crisis witnessed in numerous Member States, positions that in order to contain the nursing shortage strong human resource strategies and workforce planning should be initiated, while fundamental to retention would be the establishment of innovative career pathways and an extended career ladder to successfully

introduce new skills, the implementation of skills mix, and use more efficiently the older workforce thus prolonging working lives.

In preparing input to the Green Paper on EU Workforce for Health consultation, EFN Members collected data on how many nurses are currently available in the workforce. The graph below shows that urgent actions are needed to:

1. Attract young people to the nursing profession; and,
2. To keep nurses in the workforce.



Generic proposal 3.2.1: Nurse Recruitment: Nursing Careers Information

Background

Across the EU there is a noticeable decline in the entrance of young people into the Nursing profession. With an ageing Nursing workforce and increase demands for health services provision, attracting young recruits is essential.

Focus of the proposal

Information regarding options provided via healthcare career pathways and especially reliable information on the Nursing profession should be disseminated to the general public and especially the younger population via active recruitment campaigns. This could be via raising awareness in schools, participating in public events, organising open events, and disseminating information by means of advertisement. Experienced nursing personnel would be essential in promoting the profession and portraying the image and career opportunities of Nursing. An experienced taskforce could also be set up in partnership with health services, market research, and advertisement domain to coordinate implementation of this initiative.

These initiatives are not reinventing the wheel; instead, they build on Member States best practices.

The entrance of younger recruits into the workforce could stimulate and revitalise the profession while potentially opening a pathway to nursing workforce sufficiency at EU level. Additionally, this would increase employment and minimise inactivity amongst the youth and regenerate the labour market.

Generic proposal 3.2.2 Nurse Retention: Family friendly policies
(Child care and care of dependents)

Background

The Cohesion Policy Guidelines 2007-2013 as well as ESF regulations argue that facilitating access to **childcare** and care services for dependent persons is crucial in increasing **women's' participation** in employment as is offering family friendly policies.

The Integrated Guidelines on Growth and Jobs go further by suggesting that securing coverage of at least 90% of children between 3 years old and the mandatory school age and at least 33% of children under 3 years of age is a useful benchmark at national level.

Focus of proposal

Investment via the ESF could support in setting up childcare or dependent care facilities within the various Member States. These childcare centres could be set up either in hospitals or in community settings to allow for better balance between family and work life obligations. At national level, appropriate data on the percentage of nursing staff with children or dependents would be used to draw up more concrete figures on the number and capacity of these centres, including the number of staff and equipped buildings required. With a view for sustainability, this initiative could in the long run be supported via a combination of employer-state-individual contributions.

Within a female oriented profession such as Nursing, this initiative could have a seismic effect in keeping nurses within the profession while also attracting mid-career professionals. Transnational cooperation would ensure exchange of best practice and thus facilitating success of this initiative.

Example for England ([Annexe 2](#)).

4. NEXT STEPS

- i. Discussion EFN Framework proposals with DG Employment and DG Sanco on 9 March 2009
- ii. Discussion and endorsement 4 generic proposals in EFN General Assembly April 2009
- iii. NNA to choose one or more proposals and adapt to local/regional needs
- iv. NNA to complete Social Cohesion Funds Application (differ for all Member States)
- v. Send final proposal to EFN
- vi. EFN to alliance with EUREGHA and discuss NNA final submission
- vii. EFN to alliance with CNO network (October GA) and get Ministry of Health engaged
- viii. DG Sanco to call on EU Health Attachés – EFN to explain rationale of project proposals and EFN members actions
- ix. Evaluate synergies EFN members during October General Assembly in Sweden
- x. Submit project proposals
- xi. Evaluate success in application

5. Important links to National application forms

National Contact Points and Operational & financial plans:

http://ec.europa.eu/employment_social/esf/members/be_en.htm

Austria

Federal Ministry of Economic Affairs and Labour

Bundesministerium für Wirtschaft und Arbeit

Abteilung II.9

Stubenring 1

A-1010 Vienna

Tel: (43-1) 71100-0

Website: <http://www.esf.at>

APPLICATION FORM -

Belgium

Flemish-Speaking Community of Belgium ESF Agency

Vlaamse Gemeenschap ESF Agentschap vzw

Gasthuisstraat 31 (9de verdieping)

B-1000 Brussel

Tel. (32-2) 546 22 11

Website: <http://www.esf-agentschap.be>

APPLICATION FORM - <https://esf2007-2013.vlaanderen.be/esf/index.jsp>

French-Speaking Community of Belgium ESF Agency

Communauté française Agence FSE

Chaussée de Charleroi, 111

B-1060 Bruxelles

Tel. (32-2) 234 39 40

Website: <http://www.fse.be>

APPLICATION FORM - <http://www.fse.be:8080/newinscrit/newlogin.d713.cfm>

Brussels-Capital Region

Région Bruxelles-Capitale

ESF ORBEM

Boulevard Anspach, 65

B-1000 Bruxelles

Tel. (32-2) 505 14 11

Website: <http://www.orbem.be>

APPLICATION FORM - http://www.actiris.be/Fr/default_fr.htm

German-Speaking Community of Belgium Ministry of the German-Speaking Community of Belgium European Social Fund

Deutschsprachige Gemeinschaft Ministerium der Deutschsprachigen Gemeinschaft Belgiens

Europäischer Sozialfonds

Gospertstraße

1B-4700 Eupen

Tel. (32-87) 78 96 21

Website: <http://www.dglive.be/europa/esf/>

APPLICATION FORM - <http://www.dglive.be/desktopdefault.aspx/tabid-1728/>

SPP Intégration Sociale – FSE

POD Maatschappelijke Integratie - ESF

Bureau 14.23, Boulevard Anspach 1/Anspachlaan 1

B-1000 Brussels


Tel: +32 (0)2 508 86 60


Fax: +32 (0)2 508 86 72


E-mail: esf.mi@mi-is.be

Website: <http://www.mi-is.be>

APPLICATION FORM - <http://www.mi-is.be/themes/participation/ESF/content/Voorstelling%20van%20de%20ESF%20primaweb%20applicatie%20-%20uitleg%20van%20de%20schermen.pdf>

 **Bulgaria**
Ministry of Economy, Directorate-General for the Management of European Union Funds
Министерство на финансите, Управление на средствата от Европейския съюз
102 Rakovski Street
BG-1040 Sofia
Tel. (359-2) 98 59 29 01
[APPLICATION FORM](#) -


 **Cyprus**
Planning Bureau
Γραφείο Προγραμματισμού
29 Vironos Avenue
CY-1096 Nicosia
Tel. (357-22) 60 29 00
Website: www.mlsi.gov.cy
Cyprus has published the National Development Plan:
<http://www.planning.gov.cy/planning/planning.nsf/Main?OpenFrameSet>
[APPLICATION FORM](#) -

 **Czech Republic**
Ministry of Labour and Social Affairs, Department for ESF Management
Na Poříčním právu 1/376,
CZ-128 01 Praha 2
Tel.: +420 226 206 841
E-mail: esf@mpsv.cz
Website: www.esfcr.cz

 **Denmark**
The National Agency for Enterprise and Construction
Vejslsvej 29
DK-8600 Silkeborg
Denmark
Tel: +45 3546 6000
Fax: +45 3546 6001
E-mail: postru@ebst.dk
Website: <http://www.regionalt.dk>
[APPLICATION FORM](#) -

 **Estonia**
Ministry of Finance
Rahandusministeerium
Suur-Ameerika 1
EE- Tallinn 15006
Tel. (372-61)135 58
Website: www.struktuurifondid.ee
[APPLICATION FORM](#) -

 **Finland**
Ministry of Labour
Tyoministerio
PO Box 34
FI-00023 Valtioneuvosto
Helsinki
Tel. (358-10) 60 40 01
Website: <http://www.mol.fi>
[APPLICATION FORM](#) -

 **France**
Ministry of Employment, Social Cohesion and Housing
ESF Sub-Directorate
Ministère de l'emploi, de la cohésion sociale et du logement
Sous-direction du FSE
Square Max Hymans 7
F-75741 Paris Cedex 15
Tel. (33-1) 44 38 38 38
Website: <http://www.travail.gouv.fr/FSE/>
[APPLICATION FORM](#) - <http://www.fse.gouv.fr/Dossiers-de-demande-de-subvention.html>



Germany

For the federal programme: Mr Günter Winkler

Federal Ministry of Labour and Social Affairs

Bundesministerium für Arbeit und Soziales

Gruppe Soziales Europa

GS 1 - Europäischer Sozialfonds

Rochusstr. 1

D-53123 Bonn

Tel.: +49 (0) 228 99 527 - 3170

E-mail: VIGruGS1@bmas.bund.de

Website: www.esf-in-deutschland.de

For regional programmes: ESF-Management Authorities of the Bundesländer

APPLICATION FORM -



Greece

Ministry of Employment and Social Protection – General Secretary for the Management of European Funds and Other Funds

9, Deligiorgi street

GR-104 37 Athens

Tel. (30-210) 520 12 00

Website: <http://www.ypakp.gr>

APPLICATION FORM -



Hungary

National Development Agency

Nemzeti Fejlesztési Ügynökség

Pozsonyi út 56.

H-1133 Budapest

Tel. (36-1) 237 42 33

Website: <http://www.hefop.hu> & http://ec.europa.eu/employment_social/esf/news/news13_en.htm

APPLICATION FORM -



Italy

Ministry for Labour and Social Policy – Directorate-General for Vocational Guidance and Training

Ministero del lavoro e delle politiche sociali – Direzione Generale per le politiche per l'orientamento e la formazione

Via Forno, 8 – pal. C

I-00192 Roma

Tel. (39-06) 36 75 47 60

Website: <http://www.welfare.gov.it/EuropaLavoro/>

APPLICATION FORM -



Ireland

Department of Enterprise, Trade and Employment

23 Kildare Street

Dublin 2 Ireland

Tel. (353-1) 631 21 21

Website: <http://www.esf.ie>

APPLICATION FORM -



Latvia

Ministry of Economy – European Union Funds Department

Finansu Ministrija – Eiropas Savienības Fondu Departaments

Smilšu iela 1,

LV-1919 Rīga

Tel. (371-7) 09 54 05

Website: <http://www.esflatvija.lv>

APPLICATION FORM -



Lithuania

Ministry of Finance

Finansų ministerija






J. Tumo-Vaižganto g. 8a/2

LT-01512 Vilnius

Tel. (370-5) 219 44 37

Website: <http://www.esparama.lt/en/> & http://ec.europa.eu/employment_social/esf/news/news14_en.htm

APPLICATION FORM -

-  **Luxembourg**
Ministry of Labour and Employment
Ministère du travail et de l'emploi
Rue Zithe 26
L-2939 Luxembourg
Tel. (352) 478 61 19
Website: <http://www.fse.lu>
APPLICATION FORM -
-  **Malta**
Planning and Priorities Coordination Division – Office of the Prime Minister
12 St Paul's Street
Valletta
Malta
Tel. (356) 22 00 11 42
Website: <http://www.esf.gov.mt>
APPLICATION FORM -
-  **Netherlands**
Ministry of Social Affairs and Employment
Ministerie van Sociale Zaken en Werkgelegenheid
Agentschap SZW
Wilhelmina van Pruisenweg 104
NL-2595 AN Den Haag
Tel. (31-70) 333 60 00
Website: <http://www.agentschapszw.nl> & http://ec.europa.eu/employment_social/esf/news/news11_en.htm
APPLICATION FORM -
-  **Poland**
Ministry of Regional Development
Ministerstwo Rozwoju Regionalnego
Ul. Wspólna 2/4,
PL-00-926 Warszawa
Tel. (48-22) 461 30 00
Website: <http://www.efs.gov.pl> & http://ec.europa.eu/employment_social/esf/news/news12_en.htm
APPLICATION FORM -
-  **Portugal**
European Social Fund Management Institute
Instituto de Gestao do Fundo Social Europeu
Rua Castilho, 5, 7o-8o
P-1250-066 Lisboa
Tel. (351-21) 359 16 00
Website: <http://www.igfse.pt>
APPLICATION FORM - <https://siifse.igfse.pt/>
-  **Romania**
Ministry of Public Finances
Ministerul Finantelor Publice
44, Mircea Voda Blvd.
Sector 3
RO-Bucharest
Tel. (40-1) 410 3400
APPLICATION FORM -
-  **Slovakia**
Ministry of Education
Ministerstvo školstva SR
Address: Stromová 1
SK-813 30 Bratislava
Tel. (421-2) 5937 4111
Website: <http://www.esf.gov.sk>
APPLICATION FORM -

Ministry of Labour, Social Affairs and Family of the Slovak Republic

Address: Spitalska 4-6
SK-816 43 Bratislava
Slovakia
Tel.: +421-2-5975 2912 (2942)
Website: <http://www.esf.gov.sk>

APPLICATION FORM –

 **Slovenia**

Governmental Office for Autonomous Local Government and Regional Policy

Služba Vlade za lokalno samoupravo in regionalno politiko
Kotnikova 28
SI-1000 Ljubljana
Tel. (386-1) 30 83 178
Website: <http://www.ess.gov.si/slo/ESS/ess.htm>

APPLICATION FORM –

 **Spain**

Ministry of Labour and Social Affairs – European Social Fund Unit

Ministerio de Trabajo y Asuntos Sociales – Unidad Fondo Social Europeo
Pio Baroja 6
E-28009 Madrid
Tel. (34-91) 363 18 00
Website: www.mtas.es/uafse

APPLICATION FORM –

 **Sweden**

Swedish ESF Council

Radet for Europeiska socialfonden i Sverige
Box 471 41
SE- 100 74 Stockholm
Sweden
Tel. (46-8) 579 171 00 or (46-8) 203 333 90
Website: <http://www.esf.se/>

APPLICATION FORM –

 **United Kingdom**

European Social Fund Division

Department for Work and Pensions
Moorfoot
Sheffield S1 4PQ United Kingdom
Tel. (44-114) 267 72 90

APPLICATION FORM –