

Interim Evaluation Nr. R/SK/TF/ESC/07.003

This Project
is co-funded by the EUROPEAN
UNION



2004/016-764.04.02 Development of Improved Regional Structures for the Implementation of the Anti-discrimination *acquis*

2004/016-764.04.01 Strengthening of Administrative Capacities in the Field of Gender Mainstreaming

2005/017-464.05.01 Creation of National Indicators in the Field of Poverty and Social Exclusion (the Tertiary Indicators)

2005/017-464.05.02 Improvement of Working Time in the Health Sector

2005/017-464.04.01 Strengthening of the Administrative Capacity of the State Institute for Drug Control as regards Medicinal Products for Human Use

2005/017-464.04.03 Strengthening of National Monitoring of Drugs and Drug Abuse

2005/017-464.04.02 Improvement of the Safety, Quality, Availability of Organs, Tissues and Cells for Transplantation in the Slovak Republic

2006/018-175.02.02 Reinforcement of Administrative Structures for the Coordination of Social Security Schemes in Light of Rulings of EJC

2006/018-175.05.01 Strengthening of Occupational Health and Safety Structure

2006/018-175.05.03 Improving Analyses and Risk Assessment Regarding Residue Pesticides

2006/018-175.05.02 Improving and Broadening the Care for the Re-socialisation and Rehabilitation of Persons Addicted to Psychoactive Substances

Transition Facility

Interim Evaluation of the European Union Transition Facility

The Slovak Republic

Sector: Economic and Social
Cohesion

Author:



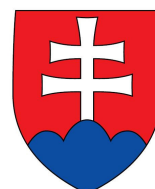
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Government Office of the Slovak Republic
Aid Co-ordination Unit



EXECUTIVE SUMMARY

The Slovak Republic – Economic and Social Cohesion

Monitoring Report: M/SR/ESC/07014 issued on 27 April 2007

Interim Evaluation Report: R/SK/TF/ESC/07.003

This Executive Summary covers the Transition Facility assistance under the following programmes/components:

- Human Resource Development
- Health Care.

A) Objectives and Scope

The goal of this Interim Evaluation is to review the Transition Facility assistance to Slovakia under the Economic and Social Cohesion Monitoring Sector. The EU support to Slovakia represents the total allocation of almost 5 M€ for years 2004- 2006, including co-financing. For evaluation purposes the standard five criteria have been used, namely relevance, efficiency, effectiveness, sustainability and impact¹.

B) Evaluation Results

The Human Resource Development projects are relevant, including the completed ones. The relevance of the 2004 Gender Mainstreaming intervention has now even increased, since the key recipient of the assistance, namely the Department of Gender Equality and Equal Opportunities, is now reporting directly to the Minister, showing the increased importance of the gender agenda under the ruling Government and concrete implementation of the Policy Manifesto at the same time. The interventions have in general a logical set-up.

The **Health Care** projects show good results with regard to their relevance, with clear linkages to the respective EU documents (such as the EU Fight against Drugs Strategy) and membership obligations, such as reporting to the European Monitoring Centre for Drugs and Drug Addiction or the preparation of the Assessment Reports of Registration documents of human drugs as a duty of a Reference Member State. The demanding sequencing of most of the projects has not represented a major problem so far, which is illustrated for instance by the 2005 Transplantation Twinning, with inputs into the Technical Assistance prepared in a timely manner. On the other hand, the ambitious set-up of the 2005 Working Time might have contributed to its unsuccessful circulation.

Assessment of the efficiency of the evaluated **Human Resource Development** projects has suffered from delays in the start of the activities when compared to the original Project Fiches.

¹ *Relevance* relates to the project's design and concerns to the extent to which its objectives address real needs. *Efficiency* concerns how well activities have transformed inputs into outputs. *Effectiveness* assesses whether the project's purposes have been achieved. *Sustainability* evaluates whether project outcomes are likely to continue after external funding ends. *Impact* denotes the relationship between the project's purpose and overall objectives.

For the 2005 National Indicators intervention the delay represents almost 1.5 years. The tardiness has been caused mostly by an insufficiency of staff on the final Beneficiary side, plus further delays have been added by the lack of co-operation between Ministry of Labour, Social Affairs and Family and the Statistical Office of the SR. On the other hand, the twinning team under the 2004 Gender Mainstreaming project has even managed to outperform in several outputs, such as the number of the trained people, or the number of training sessions with no substantial delays thanks to good project management by all the stakeholders. Or sometimes speeding-up of crucial activities took place, such as for the 2004 Anti-discrimination Acquis project, where the second round of training was carried out already in May instead of originally planned October 2007. As the European Court of Justice Rulings intervention deals with the coordination of the actual, continuously developing EU social security legislation, it might be a challenge to find a partner for this TWL support.

Efficiency of **Health Care** projects has suffered mostly from the collapse of the Transition Facility implementing structures at the Ministry of Health and worrying lack of staff at the working level. Some unforeseen problems have slowed down or complicated the smooth start of activities, such as low awareness about the 2005 Transplantation project among the transplantation community or a rather ambitious set-up of the 2005 Working Time project. On the other hand, most of the projects are well-designed to transform inputs into outputs, with the 2005 Administrative Capacity project presently being implemented and the 2006 Rehabilitation TW which is one of the first 2006 interventions scheduled to begin soon.

The effectiveness of the **Human Resource Development** projects is vastly satisfactory. The 2004 Anti-discrimination Acquis project has resulted in a network of 7 administratively functional regional centers. That the centers, which have only been in existence for a short time, have started to fulfil their monitoring function is illustrated by approximately 60 announcements of potential discrimination received thus far. The 2004 Gender Mainstreaming assistance has achieved all the planned objectives. The Working Group, consisting of the ministerial Focal Points has been created, the Ministry of Labour, Social Affairs and Family increased the importance of the Department of Gender Equality and Gender Opportunities, the core group of trainers has started to disseminate the gained knowledge and skills on gender inequalities within the public administration. Also the first Focal Point at the Higher Territorial Unit in Banska Bystrica has been established.

Some early effects and good designs of the projects allow us to predict positive results in the effectiveness of most of the **Health Care** projects, such as the preparation of good quality Assessment Reports of Registration documents of human drugs in line with the legislation of the European Union, improvement of health protection in the field of transplantations, enhancement of re-socialisation services and the Public Health Authority capacities in protection of human health from pesticides. However, missing accreditation and the National Reference Laboratory status of the Bratislava forensic laboratory made the evaluation based on the respective Immediate Objective rather difficult.

Assessment of the sustainability of effects of the **Human Resource Development** projects shows mostly promising results. However, the sustainability of the 2004 Anti-discrimination Acquis project remains a challenge despite all the relevant project activities. The Slovak National Center for Human Rights was still in a process of negotiating the request for financing of the 7 newly established regional centers with the Ministry of Finance during this evaluation. As a follow-up of the 2004 Gender Mainstreaming assistance the Ministry of Labour, Social

Affairs and Family has prepared a proposal for the creation of the Governmental Council for Gender Equality, including the executive and consulting committees. The Gender Website is to be used in future as an information vehicle also for other relevant projects, such as in the field of violence against women. For the 2005 National Indicators intervention a solid ownership of the project now exists, especially on the part of the Ministry of Labour, Social Affairs and Family and its Department dealing with social inclusion. Also the Ministry of Labour, Social Affairs and Family should ideally use the Common Laeken for the 2006-2008 National Action Plan for Social Inclusion, as required by the EC. However, future financing of the regular monitoring was rather unclear at the time of this Report. Both a solid ownership and a strong intention to use outputs and results of the 2006 interventions by the beneficiary institutions allow a positive evaluation of their sustainability.

The evaluation of sustainability of some of the **Health Care** projects has improved compared to the previous Report, notably for the 2005 Transplantations one, due to allocation of additional resources for the technical support of the Software. Also results of the Transition Facility activities will materialise in the university curricula, amendments of the national legislation and several sectoral documents. On the other hand sustainability of some of the Health Care assistance was rather unclear due to uncertain impact of the health care reform and missing accreditation of the network of forensic laboratories and transplantation centres.

In general, the interventions implemented under the **Human Resource Development** projects should have some positive impact. The 2004 Anti-discrimination Acquis project has the potential to generate a wider impact in society by contributing to a gradual change of mentality of people and the culture generally. The number of approximately 60 announcements of potential discrimination reported to the regional centers during their relatively short existence supports this. For the 2004 Gender Mainstreaming project we can report on achieving some impact, as the new political agenda in the field of gender equality has some concrete outcomes, for instance, the introduction of the organisational changes at the Ministry of Labour, Social Affairs and Family and creation of the bodies responsible for the horizontal gender agenda. Moreover, an informal gender network has been established as an initiative resulting from the 2004 intervention. The 2005 National Indicators project should perform well in contributing to its impact, if Slovakia is able to monitor more effectively the impact of political measures aimed at the reduction of poverty and at the same time use it to inform budgeting decisions. The 2006 European Court of Justice Rulings project may contribute to generating a broader impact in the form of free movement of workers across the EU facilitated by effective and comprehensive implementation of the Community Law in the field of coordination of social security schemes. The 2006 Occupational Health and Safety project should positively influence development of this area in the whole country. At the same time, a better registration and reporting on ill-health by progressive instruments and methods and an improved prevention may contribute to a decrease in the occurrence of major industrial accidents in the long-term.

No major concerns exist for the impact of the **Health Care** projects and their contribution to the corresponding Wider Objectives, also due to early tangible impacts, such as an increased free movement (trade) of pharmaceuticals after acceptance of the Slovak Republic as a Reference Member State influenced by the 2005 Administrative Capacity project and the increased rate of donations by 2005 Transplantation assistance. The 2006 interventions, based on their designs, should bring some positive impacts, especially in the fields of safety of baby food and the re-socialisation and rehabilitation of former drug-addicts. However, as mentioned

before, often substantial financial investments into the systems are necessary in order to attain a broader impact (especially in the area of transplantations).

C) Recommendations and Rating

Slovak National Center for Human Rights/Office of Government

The request for financing of the newly established regional centers from the state budget, submitted by the Slovak National Center for Human Rights, should be supported, in addition to a letter from the Office of Government, by an active participation of the Office of Government representatives in the budget negotiation between the National Center and the Ministry of Finance. Moreover, the long-term sustainability strategy, to be elaborated under the project, should propose solutions on how to overcome limitations caused by staffing of regional centers by one person.

Ministry of Labour, Social Affairs and Family SR

Ministry of Labour, Social Affairs and Family SR in co-operation with the Statistical Office of the SR should submit a document to the Aid Co-ordination Unit, showing the realistic scenarios for future financing of the regular monitoring of the 3rd level poverty indicators, thus assuring the sustainability of all outcomes of the 2005 Poverty Indicators assistance.

Ministry of Health SR

Should nominate a Deputy Senior Programme Officer and employ experienced Programme Manager/s for the 2005 and 2006 projects immediately.

Rating

	Relevance	Efficiency	Effectiveness	Sustainability	Impact	Verbal Rating
Human Resources Development						
2004/016-764.04.02 Anti-discrimination	1	1	1	-1	1	S
2004/016-764.04.01 Gender Mainstreaming	1	1	1	1	1	S
2005/017-464.05.01 National Indicators	1	0	1	0	1	S
2006/018-175.05.01 ECJ rulings	1	1	0	0	0	S
2006/018-175.05.01 Occupational Health & Safety	2	1	0	0	0	S
Health Care						
2005/017-464.05.02 Working Time	2	-1	0	0	1	S
2005/017-464.04.01 Administrative Capacity	1	1	1	0	1	S
2005/017-464.04.03 Monitoring of Drugs	1	0	0	-1	1	S
2005/017-464.04.02 Transplantations	1	0	1	1	1	S
2006/018-175.05.03 Pesticides	1	1	1	1	1	S
2006/018-175.05.02 Rehabilitation	1	1	1	1	1	S
Total for the ESC Sector	1	0	1	0	1	S

Unacceptable	Poor	Sufficient/ adequate or no rating possible	Good	Excellent
-2	-1	0	+1	+2

Highly Unsatisfactory	Unsatisfactory	No rating possible	Satisfactory	Highly satisfactory
HU	U	N/A	S	HS

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PREFACE

This Interim Evaluation Report covers Transition Facility assistance to the Economic and Social Cohesion sector in Slovakia under the following programmes:

2004/016-764.04.02 Development of Improved Regional Structures for the Implementation of the Anti-discrimination *acquis*; 2004/016-764.04.01 Strengthening of Administrative Capacities in the Field of Gender Mainstreaming; 2005/017-464.05.01 Creation of National Indicators in the Field of Poverty and Social Exclusion (the Tertiary Indicators); 2005/017-464.05.02 Improvement of Working Time in the Health Sector; 2005/017-464.04.01 Strengthening of the Administrative Capacity of the State Institute for Drug Control as regards Medicinal Products for Human Use; 2005/017-464.04.03 Strengthening of National Monitoring of Drugs and Drug Abuse, 2005/017-464.04.02 Improvement of the Safety, Quality, Availability of Organs, Tissues and Cells for Transplantation in the Slovak Republic, 2006/018-175.02.01 Reinforcement of Administrative Structures for the coordination of Social Security Schemes in Light of Rulings of EJC, 2006/018-175.02.02 Strengthening of Occupational Health and Safety Structure, 2006/018-175.05.03 Improving Analyses and Risk Assessments Regarding Residue Pesticides and 2006/018-175.05.02 Improving and Broadening the Care for the Re-socialisation and Rehabilitation of Persons Addicted to Psychoactive Substances

This Interim Evaluation Report has been prepared by CEEN Economic Project and Policy Consulting GmbH and Euroformes s.r.o.² during the period from May to June 2007 and reflects the situation at 20 June 2007, the cut-off date for the Report. The factual basis is provided by the Monitoring Report M/SR/ESC/07014 prepared by the Aid Co-ordination unit of the Office of the Government, covering the period from 1 September 2006 to 28 February 2007 and issued on 27 April 2007. Other findings are based on analysis of formal Programme documentation, interviews with the main parties and published material.

The Interim Evaluation Report examines the progress of the programmes towards the objectives stated in the formal programming documents, i.e. Project Fiches. The report is intended to provide management information for the benefit of the Joint Monitoring Committee and other involved parties. It draws conclusions and puts forward Recommendations. It provides a general assessment of programmes or components under consideration and included in the corresponding Sectoral Monitoring Report.

Comments have been requested on the draft Report from the following parties:

Party invited	Comments received
Office of the Government/Aid Co-ordination Unit	yes
Ministry of Finance/Central Finance and Contracting Unit	yes
Ministry of Finance/National Fund	yes
Office of the Government/Section of Human Rights and Minorities	yes
Office of the Government/General Secretariat of Board	yes

² Authors: Viera Spanikova and Viera Gazikova, Interim Evaluation Cell CEEN/Euroformes. The Report was reviewed by the CEEN Headquarters in Vienna

of Ministers for Drug Dependencies and Drug Control	
Ministry of Health SR	yes
Ministry of Labour, Social Affairs and Family	yes

Where possible, the Evaluators have integrated the comments received into the Report. Dissenting views are included in the Annex 6.

GLOSSARY OF ACRONYMS

ACU	Aid Co-ordination Unit
CFCU	Central Finance and Contracting Unit
CMR	Comprehensive Monitoring Report
DFGP	Department of Family and Gender Policy
DGEE0	Department for Gender Equality and Equal Opportunities
DPF	Detailed Project Fiche
DRD	Drug Related Deaths
ESC	Economic and Social Cohesion
EMCDDA	European Monitoring Centre for Drugs and Drug Addiction
EU	European Union
FAD	Fight against Drugs
FM	Financing Memorandum
GS	Grant Scheme
GSBMDDDC	General Secretariat of the Board of Ministers for Drug Dependencies and Drug Control
GMC	Gender Mainstreaming Committee
HC	Health Care
HCSA	Health Care Surveillance Authority
HRD	Human Resource Development
HTU	Higher Territorial Units
HW	Hardware
IA	Indicator of Achievement
IB	Institutional Building
IE	Interim Evaluation
IO	Intermediate Objective
IR	Inception Report
IS	Information System
IT	Information Technology
JMC	Joint Monitoring Committee
M&E	Monitoring and Evaluation
MoF	Ministry of Finance
MoH	Ministry of Health
MoI	Ministry of Interior
MoJ	Ministry of Justice
MoLSAF	Ministry of Labour, Social Affairs and Family
MoU	Memorandum of Understanding
MS	Member State
NAP	National Action Plan
NGO	Non-governmental Organisation
NLI	National Labour Inspectorate
NPFAD	National Programme for Fight against Drugs
NRL	National Reference Laboratory
OHS	Occupational Health and Safety
OoG	Office of Government
PF	Project Fiche
PL	Project Leader
PHA	Public Health Authority
QMS	Quality Management System
RLI	Regional Labour Inspectorate
RTA	Resident Twinning Adviser
SHRM	Section of Human Rights and Minorities

SMU	Slovak Medical University
SNCHR	Slovak National Center for Human Rights
SC	Steering Committee
SIDC	State Institute for Drug Control
SILC	Statistics on Income and Living Conditions
SMSC	Sectoral Monitoring Sub-Committee
SOSR	Statistical Office of the SR
SPO	Senior Programme Officer
SR	Slovak Republic
SW	Software
TA	Technical Assistance
TF	Transition Facility
ToR	Terms of Reference
ToT	Training of Trainers
TW	Twinning
TWL	Twinning Light
UIBF	Unallocated Institution Building Facility
WG	Working Group
WO	Wider Objective

MAIN REPORT

FINANCIAL AND CONTRACTUAL DATA OF THE SECTOR ECONOMIC AND SOCIAL COHESION

Project Number	Title	Beneficiary	Contract			Transition Facility Support			Co-financing		
			Start of Contract	Finish of the Contract /Expiry of Contracting	Expiry of Disbursement	Allocated €	com %	dis %	Allocated €	com %	dis %
<i>COMPONENT 1 : HUMAN RESOURCE DEVELOPMENT</i>											
2004/016-764.04.02	Development of Improved Regional Structures for the Implementation of the Anti-discrimination acquis	OoG/SHRM	10/10/2006	15/12/2006	15/12/2007	690,000	99.28	44.13	100,000	100.0	100.0
	Technical Assistance		10/10/2006	15/12/2006	15/12/2007	690,000	99.28	44.13	100,000	100.0	100.0
2004/016-764.04.01	Strengthening Administrative Capacities in the Field of Gender Mainstreaming	MoLSAF	19/10/2005	30/11/2006	15/12/2007	500,000	100,00%	60,90%	-	-	-
	Twinning		19/10/2005	30/11/2006	15/12/2007	500,000	100,00%	60,90%	-	-	-
2005/017-464.05.01	Creation of National Indicators in the Field of Poverty and social Exclusion (the Tertiary Indicators)	MoLSAF	-	15/12/2007	15/12/2008	250,000	0,00%	0,00%	-	-	-
	Technical Assistance		-	15/12/2007	15/12/2008	250,000	0%	0%	-	-	-
2006/018-175.02.02	Reinforcement of Administrative Structures for the Coordination of Social Security Schemes in Light of Rulings of EJC	MoLSAF	-	15/12/2008	15/12/2009	200,000	0%	0%	-	-	-
	Twinning Light		-	15/12/2008	15/12/2009	200,000	0%	0%	-	-	-
2006/018-175.05.01	Strengthening of Occupational Health and Safety Structure	MoLSAF	-	15/12/2008	15/12/2009	300,000	0%	0%	10,000	-	-
	Twinning		-	15/12/2008	15/12/2009	300,000	0%	0%	-	-	-
	TA		-	15/12/2008	15/12/2009	-	-	-	10,000	-	-

COMPONENT 2 : HEALTH CARE											
2005/017-464.05.02	Improvement of Working Time in the Health Sector	MoH	-	15/12/2007	15/12/2008	200,000	0.00	0.00	-	-	-
	Twinning Light		-	15/12/2007	15/12/2008	200,000	0.00	0.00	-	-	-
2005/017-464.04.01	Strengthening of the Administrative Capacity of the State Institute for Drug Control as regards Medicinal Products for Human Use	MoH	-	15/12/2007	15/12/2008	150,000	86.14	0.00	-	-	-
	Twinning Light		06/06/2007	15/12/2007	15/12/2008	150,000	86.14	0.00	-	-	-
2005/017-464.04.02	Improvement of the Safety, Quality and Availability of Organs, Tissues and Cells for Transplantation	MoH	04/12/2006	15/12/2007	15/12/2008	850,000	58.82	20.47	-	-	-
	Twinning		04/12/2006	15/12/2007	15/12/2008	500,000	100.00	34.60	-	-	-
	Technical Assistance		-	15/12/2007	15/12/2008	350,000	0.00	0.00	-	-	-
2005/017-464.04.03	Strengthening of National Monitoring of Drugs and Drugs Abuse	MoH	-	15/12/2007	15/12/2008	400,000	49.00	0.00	100,000	70.00	0.00
	Twinning Light Project		-	15/12/2007	15/12/2008	120,000	0.00	0.00	-	-	-
	Supply		04/05/2007	15/12/2007	15/12/2008	280,000	70.00	0.00	100,000	70.00	0.00
2006/018-175.05.03	Improving Analyses and Risk Assessment Regarding Residue Pesticides	MoH	-	15/12/2008	15/12/2009	450,000	-	-	105,000	-	-
	TWL		-	15/12/2008	15/12/2009	150,000	-	-	-	-	-
	Supply		-	15/12/2008	15/12/2009	300,000	-	-	105,000	-	-
2006/018-175.05.02	Improving and Broadening the Care for the Re-socialisation and Rehabilitation of Persons Addicted to Psychoactive Substances	OoG	-	15/12/2008	15/12/2009	950,000	-	-	200,000	-	-
	TW		-	15/12/2008	15/12/2009	700,000	-	-	-	-	-
	TA		-	15/12/2008	15/12/2009	60,000	-	-	10,000	-	-
	GS		-	15/12/2008	15/12/2009	190,000	-	-	190,000	-	-
Total for the Sector						4,940,000	40.7	15.9	515,000	33,0	19.4

Source: Perseus by cut-off date 20 June 2007.

1. SECTORAL BACKGROUND AND SCOPE OF EVALUATION

1.1 Sectoral Background

1. This Interim Evaluation (IE) Report is the first of the series of reports to cover the Transition Facility (TF) assistance to Slovakia, namely the Economic and Social Cohesion (ESC) Sector, one of the three existing monitoring sectors for the TF and Phare support in the Slovak Republic (SR). The programmes under review are closely linked to the respective EU documents, such as the 2003 Country Monitoring Report (CMR), the Memorandum of Understanding (MoU) on the TF 2004 – 2006 Implementation and other sector-related documents, such as the National Programme for Fight against Drugs (NPFAD), Charter of Human Rights, the Joint Memorandum of Social Inclusion, National Action Plan for Social Inclusion, Gender Mainstreaming Strategy, and the Government Action Plan for the Prevention of All Forms of Discrimination.

1.2 Scope of Evaluation

2. The ESC monitoring sector for the TF part covers several 2004, 2005 and 2006 projects, which were split for evaluation purposes into the following two Components:

- Human Resource Development (HRD)
- Health Care (HC).

1.2.1 Performance of Activities³

Component 1 Human Resource Development

2004/016-764.04.02 Development of Improved Regional Structures for the Implementation of the Anti-discrimination acquis; 2004/016-764.04.01 Strengthening of Administrative Capacities in the Field of Gender Mainstreaming; 2005/017-464.05.01 Creation of National Indicators in the Field of Poverty and Social Exclusion (the Tertiary Indicators); 2006/018-175.02.02 Reinforcement of Administrative Structures for the coordination of Social Security Schemes in Light of Rulings of EJC and 2006/018-175.05.01; Strengthening of Occupational Health and Safety Structure

Activities and Outputs

3. The 2004 Anti-discrimination Acquis provides support to the Slovak National Center for Human Rights (SNCHR) in strengthening its institutional and administrative capacities through the establishment of a fully functional network of 7 regional offices. The 2004 Gender Mainstreaming assistance was aimed at strengthening of administrative capacities in the field of gender mainstreaming and development of the methodology for implementation of gender mainstreaming principles in practise. The 2005 National Indicators project is focused on improvement of monitoring framework for the assessment of the social inclusion process. The

³ For more detailed information on activities, outputs and effects, please see Annex 5.

2006 ECJ Rulings intervention should strengthen capacities of the Ministry of Labour, Social Affairs and Family (MoLSAF) and its relevant subordinated institutions in the area of coordination of social security in line with corresponding rulings of the ECJ. The 2006 Strengthening the Occupational Health and Safety Structure (OHS) project should strengthen performance of the labour inspection through an increased capacity of the inspection's subsystems in its two key areas, i.e. major industrial accidents prevention and occupational accidents data collection and processing.

Effects

4. The 2004 Anti-discrimination Acquis project has resulted in a network of 7 administratively functional regional centers, staffed by 1 representative each who were trained in 2 rounds. That the centers, after only a relatively short existence, have started to fulfil their monitoring function is illustrated by approximately 60 announcements of potential discrimination received. Furthermore, a short-term sustainability strategy has been elaborated and approved by the Steering Committee (SC); it will be implemented in the coming period. The 2004 Gender Mainstreaming project, which was completed at the end of 2006, has produced the global communication strategy, the Gender Website, as well as the good practice guide and training materials. Full effects from the 2004 gender intervention should materialise once the Governmental Council for Gender Equality is approved by the Government later this year. For the 2005 National Indicators project no effects can be observed yet, due to the early tendering phase (commenced end of May 2007). As the 2006 ECJ Rulings intervention is still in its pre-implementation phase, no effects can be reported yet. This holds true also for the 2006 OHS project.

Component 2 Health Care

2005/017-464.05.02 Improvement of Working Time in the Health Sector; 2005/017-464.04.01 Strengthening of the Administrative Capacity of the State Institute for Drug Control as regards Medicinal Products for Human Use; 2005/017-464.04.02 Improvement of the Safety, Quality, Availability of Organs, Tissues and Cells for Transplantation in the Slovak Republic; 2005/017-464.04.03 Strengthening of National Monitoring of Drugs and Drug Abuse; 2006/018-175.05.03 Improving Analyses and Risk Assessments Regarding Residue Pesticides; 2006/018-175.05.02 Improving and Broadening the Care for the Re-socialisation and Rehabilitation of Persons Addicted to Psychoactive Substances

Activities and Outputs

5. The 2005 Working Time project has the intention to reinforce the organisation and utilisation of health professional capacities throughout Slovakia via provision of a range of training and the preparation of a manual. The 2005 Administrative Capacity project supports the State Institute for Drug Control (SIDC) in the process of preparation of the Assessment Reports of Registration documents of human drugs that should be prepared independently, at a high quality level and in line with the EC legislation and requirements. The 2005 Transplantations assistance aims mostly at implementation of quality management in the field of organ transplantation. The 2005 Monitoring of Drugs project focuses on strengthening the monitoring and reporting capacities in the field of Drug Related Deaths (DRD). The 2006

Rehabilitation intervention focuses on the part of the FAD chain, notably the enhancement of the rehabilitation and re-socialisation care in Slovakia. The 2006 Pesticides project aims at strengthening of the Public Health Authority (PHA) via upgrading of the equipment and capacities in the field of health protection from pesticides in foodstuffs.

Effects

6. No concrete effects can be reported from a number of the 2005 and 2006 projects due to their pre-implementation phase. The 2005 Administrative Capacity project has just been implemented, i.e. the contract signed, kick-off meeting and the first round of training organised. Only the 2005 Transplantations project has managed to complete the audit stage under its TW sub-project. For the 2005 Monitoring of Drugs assistance the contract for the supply was signed only at the beginning of May 2007 with no concrete activities being performed so far. The 2006 Rehabilitation was about to start its first activities after the cut-off, so no concrete effects can be reported yet.

2. EVALUATION RESULTS

2.1. Relevance

Component 1 Human Resource Development

7. The 2004 Anti-discrimination Acquis project remains relevant in its effort to build up a functional network of the regional centers and consequently increase capacities of the SNCHR to monitor and enforce the principle of equal treatment at the regional level. The centers should provide specifics of discrimination in their region, which enables the SNCHR to compile a comprehensive overview for the whole country. The relevance continues to be supported by both the EU and the national documents. The former is reflected in the Council Directive 2000/43/EC and the CMR of November 2003. The latter is expressed in the Government Action Plan for the Prevention of All Forms of Discrimination for the period 2006-2008.

8. The 2004 Gender Mainstreaming assistance remained relevant even after its completion, as it is linked to the EC Treaty and the Charter of Fundamental Rights, as well as other EU gender equality documents. The project addressed rightly (at that time) the Department of Family and Gender Policy (DFGP) at the MoLSAF, as well as other relevant stakeholders, such as self-governments representatives, Non-governmental Organisations (NGO), etc. The DFGP has in the meantime been transformed into the Department for Gender Equality and Equal Opportunities (DGEEO), reporting directly to the Minister, showing the increased importance of the gender agenda under the ruling Government and concrete implementation of the Policy Manifesto at the same time.

9. The TF support under the 2005 National Indicators project is relevant, as it is aligned with the EU Regulation concerning the Community Statistics on Income and Living Conditions (EU-SILC), already transposed into Slovak legislation before 1 May 2004. Slovakia still misses its own national indicators, therefore, the national indicators, which would monitor more effectively the impact of political measures for the reduction of poverty is needed. In addition the MoLSAF and its Department for Social Inclusion and Assistance in Material Need lacks the capacities and the EU expertise in construction of the tertiary indicators.

10. Relevance of the 2006 ECJ Rulings project is given by the actual need of MoLSAF and its relevant subordinated institutions to provide coordinated social security to migrating workers abroad and to become acquainted with the underlying, complex and still developing EU legislation. The Slovak institutions and their experts do not have relevant know-how and experience in this area yet. The need has already been mentioned in the 2003 CMR on Slovakia's preparation for EU membership, which stated the need to further develop corresponding administrative structures in the area of free movement of workers and coordination of social security.

11. The 2006 OHS project reflects a need for the introduction of measures that should encourage improvements in health and safety of workers at work, such as protective and

preventive services, providing information, consultation and training. The National Labour Inspectorate (NLI) and its 8 Regional Labour Inspectorates (RLI) need further strengthening in terms of both human resources and technical facilities in order to reinforce their administrative capacities in these areas. There is also a growing need for close cooperation and coordination among different authorities in the area of health and safety at work to ensure integrated labour inspection, which has been emphasised by the European Union for a long time. Moreover, the project builds on the recommendations of the previous interventions in this area, such as the Phare funded Twinning Project SR99/IB/SO/01 to continue training activities.

Component 2 Health Care

12. Relevance of the 2005 Working Time project remains high as the transformation of the old health system into a modern personnel policy continues to be an important topic on the political agenda. Moreover, the 1st September 2007 amendment of the Labour Code comes into force and assistance in this area is highly needed. However, the ambitious set-up of the project might have contributed to its unsuccessful circulation. Consequently, actions to deal with it have been taken, such as providing more flexibility to a potential contractor in organisation of project activities, which has been reflected in the project documentation, while the relatively high numbers of participants per seminar/workshop remained unchanged⁴. The project with all its activities (i.e. training, assistance in upgrading of internal documents, preparation of a guide book) continues to be demand-driven as the need for the management of the implementation of new legislation and a lack of training have been identified as issues in the transformation process.

13. The relevance of the 2005 Administrative Capacity project can continue to be evaluated positively. Slovakia is obliged to prepare the Assessment Reports of Registration documents of human drugs, which is a duty of a Reference Member State (MS). Although the transposition of the *acquis* on the registration of medicines has been completed, its practical implementation still needs strengthening. The SIDC, which is a key institution in this area granting market authorisations for medicinal products based on the experts' assessments of the application, continues to lack personnel and administrative capacities in order to perform its tasks in this area. The need has been confirmed also by conclusions from the previous project of the SIDC that targeted a similar area. The bilateral Dutch project indicated that improvement of skills of both internal and external experts cooperating with the SIDC is imperative.

14. The 2005 Transplantations intervention still shows positive results in its relevance. Besides being linked to the relevant EU and national documents, it follows the previous EU assistance in the field of transplantations, especially in the form of horizontal programmes. The demanding sequencing of the project activities, notably between its Twinning (TW) and Technical Assistance (TA) parts (as mentioned in the 1st round of the evaluation) seems to have been resolved without major difficulties, leaving also enough time for the Central Finance and Contracting Unit (CFCU) to tender the TA intervention. Both Working Groups (WG)s and also the SC seem to work well for the project with active involvement of the medical experts as well. The TW reacted flexibly also to a discovered need to provide special assistance for liver transplantations in Slovakia via inclusion of an extra-twinning activity (training in Italy).

⁴ Target group 1 will consist of 340 participants and target group 2 of 320 participants.

15. The 2005 Monitoring of Drugs. Though Slovakia as a member of the European Monitoring Centre for Drugs and Drug Addiction (EMCDDA) has already started to comply with its reporting obligations – in 2007 for the first time, the 2005 assistance is still relevant, as Slovak medical toxicology is lagging behind in monitoring of the DRD compared to the rest of the EU. In contrast to the 1st round of evaluation, the project now enjoys better support from the senior management of its supervising body, notably the Health Care Surveillance Authority (HCSA), including its Director as the Project Leader (PL). The sequencing of activities between the Supply and the Twinning Light (TWL) has not represented a major problem, with the Supply having already been contracted at the time of this IE (see also Annex 5).

16. The 2006 Rehabilitation project is fully in line with the NPFAD and also the EU FAD Strategy and the respective Action Plans, the National Drug Demand and Supply Reduction Strategies. At the same time it follows the previous Phare and TF assistance, including the 2004 FAD project, and thus is relevant. The project's architecture is logical, though it is rather complex, consisting of a TW, TA and a Grant Scheme (GS) with several inter-linkages, including the need for sequencing of activities. The success of the project depends heavily on the co-operation of the Office of the Government (OoG), particularly the General Secretariat of Board of Ministers for Drug Dependencies and Drug Control (GSDDDC) and the MoLSAF, especially in the field of legislation. Though the SC is to be officially established only with the kick-off of the TW activities, the key stakeholders have already proven their ability to co-operate, for instance when preparing the TW contract. Though the regional state administration is to undergo a change as of 1 October 2007 (including regional drug coordinators) – and in respect of the current project the role of the Higher Territorial Units (HTU) is crucial, the impact of the state administration reform should nevertheless be neutral.

17. The 2006 Pesticides project covers a relevant area of control of pesticides in food of plant origin, where Slovakia is lagging behind, having been criticised, in addition to others, in the 2005 DG SANCO Report. Out of 300 residue pesticides, presently the PHA laboratory is able to control only 14, so the TF intervention aimed at strengthening the PHA, its Department of Nutrition and Food Safety is indeed necessary. The project is also a follow-up of the 2004 TF TW for the Ministry of Agriculture SR, where the relevant PHA staff was involved as well. However, the low specialist capacity of the PHA to deal with residue pesticides has been criticised and remains limited (up to 3 people). The project again requires attention to the sequencing of its activities, notably the supply of the laboratory equipment for diagnosis of pesticides and the training of the staff. The sequencing is, however, not that crucial for the part of the training which is aimed at the regional PHA offices and which focuses on food control.

2.2. Efficiency

Component 1 Human Resource Development

18. The efficiency of the 2004 Anti-discrimination Acquis has improved during the reporting period. The project passed the beginning phase during which the internal start-up issues were solved. It is being smoothly implemented. Cooperation and communication among the SNCHR, the Office of Government/Section of Human Rights and Minorities (SHRM) and the contractor is adequate. The contractor has shown an active and flexible approach when rescheduling the second round of training from originally planned October 2007 to May 2007,

which suits the needs of the regional centers and the SNCHR better. The SC meets regularly to discuss the progress and the direction of the intervention and make important decisions.

19. The 2004 Gender Mainstreaming support has managed to implement all the planned activities on time (in November last year), despite some earlier delays. The TW suffered at the beginning from the pre-election timing, when the public administration, especially the senior one was rather reluctant to make any key political decisions (including the gender equality ones). The project has therefore re-oriented the focus on the regional level, which has resulted in implementation of additional activities at the local level. The evaluation of the efficiency is rather positive, caused mainly by the right selection of the TW partners, both the senior and junior (France and Germany), with the extensive experience in the gender mainstreaming field. The TW team has even managed to outperform in several outputs, such as the number of the trained people (50 more), or the number of training sessions (2 additional trainings). Also co-operation of all project partners worked well, including the Resident Twinning Adviser (RTA) and the Beneficiary.

20. For the 2005 National Indicators intervention the tendering has started only a month ago, thus being delayed (compared to the original Project Fiche (PF)) for almost 1.5 year. The delay has been caused by a vacuum of staff (in summer 2006) on the final Beneficiary side, notably at that time the Social Inclusion Department. Further delays have been added up by the lack of co-operation between MoLSAF and the Statistical Office of the SR (SOSR), with the latter being responsible for the technical inputs into the tendering documentation. The idea to modify the PF – adding the SOSR as the 2nd Beneficiary was finally not materialised due to lack of time. However, after stabilisation of the staff at the MoLSAF and also improvement of the co-operation with the SOSR, the project seems to be on the right track to commence the activities (hopefully in fall 2007).

21. Once implemented, we expect an efficient execution of the 2006 ECJ Rulings intervention. This is supported by a relatively straightforward and logical set-up of the project. As the intervention deals with the coordination of the actual, continuously developing EU social security legislation, it might be a challenge to find a TWL partner. Nevertheless, former EU MSs had set-up the coordination administrative structures to deal with the social security ECJ rulings already in the past and Slovakia could benefit from their process-oriented know-how and experience in this area, focusing on concrete examples and cases.

22. The 2006 OHS project is well designed for the planned activities and their sequencing, i.e. the analysis followed by the assistance and training, once the successful bidder is chosen in due time. The TW partner should ideally possess enough experience in the major industrial accidents prevention, focused on chemical substances, and the occupational accidents data collection and processing. This in combination with the experienced team of the NLI and the MoLSAF in management of EU projects gives a reason for optimism that satisfactory results will be reached in the efficiency rating.

Component 2 Health Care

After the collapse of the implementing structures at the Ministry of Health (MoH), with only the Senior Programme Officer (SPO) being nominated at the time of this IE, the lack of the respective staff jeopardised the successful implementation of 2005 and 2006 interventions for the MoH.

23. The 2005 Working Time has been further delayed, which is caused by its unsuccessful circulation. In order to deal with this situation, adjustments have been made in the relatively ambitious set-up of the project so that its execution offers more organisational flexibility to the contractor. Moreover, the former SPO contacted a range of EU MoHs in order to increase the project awareness. As a result, Italy and Great Britain have indicated a potential interest in its execution. During this evaluation the re-circulation has been taking place. The absence of experienced staff dealing with management of EU funds, faced by the MoH during this reporting period, may influence this project negatively.

24. Tendering of the 2005 Administrative Capacity was successful. From two candidates, German and Dutch, the latter was selected to carry out the project. The intervention can be characterised by a dynamic and efficient start. Within a short period the contract was signed, the kick-off meeting took place and the first activity, i.e. training, was carried out.

25. The 2005 Transplantations: After the departure of the respective SPO, the new one has been nominated relatively quickly, however the situation with the staff at the MoH dealing with pre-accession funds is rather worrying with negative implications on all parts of the project cycle, including the tendering of the 2005 projects. The previously criticised office equipment of the RTA and his assistant seems to be solved, also part of the problems with covering travel and accommodation costs of training activities (see also Annex 4). However, at the time of this Report some finances were still missing for on of the training to be organised in Bratislava (as oppose to the rest being located outside the Capital). The low awareness about the project among the transplant community represented a problem during the inception phase but also the audit, when for instance the key liver transplantation centre was not included due to reluctance to participate at its audit. The performance of the RTA and his team, including the short-term MS experts is evaluated very highly by the Beneficiary, besides the quality of the provided outputs (such as the audit report), also due to his willingness to provide ad-hoc assistance and timely management.

26. 2005 Monitoring of Drugs: The start of the project activities has been delayed, as with the rest of the 2005 projects, however could not be evaluated as detrimental. The final Beneficiary has been heavily involved when defining the Technical Specification (TS) for the laboratory equipment, which has helped to acquire the specific equipment according to real needs. Some problems have occurred, however when construction works needed for the installation of the equipment were not originally foreseen. As the role of the HCSA is only in the provision of the relevant permit and the execution of works themselves will be made by the supplier of the equipment, overcoming this administrative problem should not hamper the successful installation of the equipment. The timing of the TWL training activities, as preliminary scheduled for summer 2007 is however questionable due to the availability of trainees during the holiday season.

27. The 2006 Rehabilitation project, notably its TW part was one of the few 2006 activities closely to the implementation stage at the time of this IE. The selection of the TW partners took into account the similarity of the rehabilitation and resocialisation systems in France and Slovakia, as well as deep analytical skills of the Finish junior partner. Timing of the project seems to be optimal, bearing in mind also the legislation plan and the preparation of the amendment of the relevant act scheduled for spring 2008. The TA and the GS were at the pre-implementation phase at the time of this Report, the successful realisation of the former will depend also on the timely delivery of the tendering documents resulting from TW activities. The GS should commence only after the completion of the analytical part of the TW. As explicitly mentioned in the PF, the eligible institution consists only from the group of currently about 20 accredited resocialisation centres, mostly NGOs, thus heavily limiting the pool of potential applicants and the pipeline of good quality grant proposals at the same time. However, by the time of implementation of the GS, the pool of eligible subjects should increase.

28. The project activities of the 2006 Pesticides assistance haven't started yet. The key Beneficiary - the PHO co-operates closely with the MoH on the preparation of the tendering documents, such as the TS for the state-of-the art laboratory equipment or the selection of the TWL partner using the existing good contacts, for instance with Germany. The TL for the project seems however, to possess limited capacities to manage the project due to her pre-occupation with other managerial tasks within the PHA. The activities are well-designed to transform inputs into outputs, including the use of materials and publications due to the existing English knowledge of the relevant staff.

2.3. Effectiveness

Component 1 Human Resource Development

29. The 2004 Anti-discrimination Acquis has continued in the delivery of tangible results. The newly established regional centers are functional, i.e. equipped, staffed, their staff trained and activities in the establishment of the network of partners at the regional level have taken place. Potential regional partners took part in workshops organised by the project and resulted, in several cases, in follow-up appointments between a partner and a regional center representative to discuss cooperation possibilities more in detail. Training activities are being finalised by the elaboration of participants' feedback received from completed evaluation forms at the end of each training round. The feedback serves as an input for identification of training needs and the elaboration of the educational proposal for the future. The short-term sustainability strategy of the centers was elaborated and approved by the SC. In the area of publicity an article in the daily newspaper Pravda, a leaflet and a TV-shot were prepared and realised. That the centers, which have only been in existence for a short time, have started to fulfil their monitoring function is illustrated by approximately 60 announcements of potential discrimination received thus far.. All this confirms that the respective IO aimed at *strengthening the institutional and administrative capacities of the SNCHR* is being achieved.

30. The 2004 Gender Mainstreaming project is considered as highly beneficial for the involved stakeholders, both on the national and regional levels. The WG, consisting of the ministerial Focal Points, was created in April this year, among others to discuss the relevant policy documents. As mentioned before, the organisational change at the MoLSAF increased the

importance of the DGEEO, though we can not expect an increase in its staff due to the overall rightsizing in the Slovak public administration (as foreseen in the 1st round of the evaluation). The core group of trainers has started to disseminate the gained knowledge and skills on gender inequalities within the public administration. Also the first Focal Point at the Banska Bystrica HTU responsible for the new gender agenda has been established. The effectiveness of the communication component is clearly visible on the Website, providing complex information on the gender agenda, including the 2004 TF outcomes, together with the widely distributed gender publications prepared under the TF intervention. From the above mentioned we can conclude that the defined Immediate Objective (IO) was achieved, notably *setting up a gender mainstreaming co-ordination body and enhancing implementing capacities*.

31. Once finally implemented sometime next year, we can assume that the 2005 National Indicators project should fulfil the respective IO, which is defined as *creation of third level indicators of poverty and social exclusion regarding the national particularities to complement the Common Laeken Indicators*. The project, especially via the provision of the relevant methodology in the form of a reference manual or a methodological study, should enable the SR, among others to adopt more effective state subsidies or benefits for the lowest income groups.

32. So far no tangible results can be reported for the 2006 ECJ Rulings intervention. We can only make projections of the fulfilment of the corresponding IOs. If successfully tendered and delivered, the recommendation report, training and the study tour should contribute to *developing a functioning system for the application of ECJ case-law in the field of social security schemes coordination and deepening & disseminating knowledge related to coordination in terms of ECJ case law, particularly as regards the competent institutions*.

33. The 2006 OHS assistance should first be successfully launched in order to bring any effects. Its architecture focusing on the major industrial accidents prevention and occupational accidents data collection and processing should result in concrete contributions to fulfilment of the respective IO. Once successfully implemented, the TW via its analysis, assistance, training and the MS experience should bring effects in *reinforcement of the labour inspection administrative capacity structures in implementation of the EU legislation in the field of major industrial accidents and in the field of occupational accidents data collection and processing*.

Component 2 Health Care

34. The 2005 Working Time project has not been implemented yet. Therefore, no concrete effects can be reported. However, due to its relevance and importance for the MoH we can predict a positive contribution of this TF assistance to *strengthening human capacities responsible for Human Resources within the health sector to implement the relevant EU Directives* once it is implemented. As a result, more than 600 participants from the whole country and different, national and regional health care bodies should be trained, as well as internal documents and organisational structures of health care providers should be updated according to the gained know-how.

35. A dynamic start of the implementation of the 2005 Administrative Capacity project, its realistic planning and an active approach of its final recipient, SIDC, represents a solid basis for making a projection of the achievement of the respective IO. We can expect that the trained SIDC coordinators, external clinical/non-clinical assessors and pharmaceutical assessors should be able to prepare good quality *Assessment Reports of Registration documents of human drugs in line with the Directive 2001/83/EC Art.18*.

36. 2005 Transplantation: Due to the progress of the project activities, especially its TW part, such as the audit report, the preparation of the quality management guide and the first signs of the increased public awareness on donations, a positive prediction can be made regarding the fulfilment of the respective IO aimed at *introducing quality management for organ transplantation, tissue and cell banking, to assure the highest possible level of public health protection*. However, the relevant training, together with the development of the unified Information System (IS) of tissue establishments and organ transplants centres need to be successfully implemented after the cut-off for the IO to be met.

37. 2005 Monitoring of Drugs Though there are no major concerns with regard to the successful delivery of the equipment or the relevant training, similarly to the 1st round of evaluation, no concrete steps have been made to obtain the accreditation and the subsequent status of the National Reference Laboratory (NRL) for the Bratislava laboratory, as foreseen in the respective IO *to strengthen the Laboratory of the Forensic-Medical Toxicology to be established and accredited as the NRL*, thus making the forecasts of effectiveness rather questionable.

38. Though the 2006 Rehabilitation hasn't brought about any real effects yet, due to its design and the planned key outputs, such as a thorough analysis of the Slovak re-socialisation centres, setting the quality standards and their inclusion in the amendment of the respective legislation, together with the possible introduction of relevant training into the university curricula we can predict its contribution to the set IO, notably *to raise the standard of all activities performed by re-socialisation facilities for the provision of care for persons addicted to psychoactive substances*.

39. As with other 2006 projects, no tangible effects to be reported at the time of this IE. Once successfully implemented, the planned TF activities via the transfer of know-how to the PHA staff including its regional offices, should at the same time fulfil the relevant IOs of the 2006 Pesticides intervention, aiming at *improvement and upgrading of PHA capacities in the area of human health protection related to foodstuffs containing residue pesticides and improvement and upgrading of present knowledge on risk assessment and analyzing in the field of residue*

pesticides issue especially in infant and baby food (as reflected in the selected topics for training at the same time). The delivery of the modern laboratory equipment, together with the tailor-made training for the laboratory staff indicate good chances to contribute to the 3rd IO, defined as *strengthening the laboratory capacities of PHA in the field of analysing of residue pesticides in foodstuffs* (see also Annex 1).

2.4. Sustainability

Component 1 Human Resource Development

40. Sustainability of the 2004 Anti-discrimination Acquis remains a challenge. This despite of activities carried out under the project in a form of training on identification and acquiring of EU funds and the elaboration of the sustainability strategy⁵; as well as a request of the SNCHR for financing of the regional centers submitted to the MoF and supported, through a letter, by the OoG. The SNCHR was still in a process of negotiation the financial request with the MoF during this evaluation. Moreover, the issue of staffing the centers just with one person, which leaves no scope for a substitution in case of need (i.e. sickness) and may represent a threat to continuation of a center's activities, remains. Apart from the long-term sustainability, the project faces difficulties with medium-term sustainability as well. The SNCHR has no financial means to cover the running of the regional centres during the period between the end of the project (9 November 2007) and the end of the year. Therefore, the final beneficiary together with the OoG/SHRM has prepared the request for extension of disbursement deadline of financial resources from parallel co-financing making use of the parallel co-financing savings that will be submitted to the EC in the coming days.

41. First signs of sustainability of the 2004 Gender Mainstreaming are very positive, such as the created WG of Focal Points or the informal gender network (formed originally by former participants of a study trip to France). Moreover, the MoLSAF has prepared a proposal for the creation of the Governmental Council for Gender Equality, including the executive and consulting committees, to be discussed in the Government in summer this year. The previously criticised sustainability of the Gender Website, including its maintenance is now secured by the DGEEO (see also Annex 4). Moreover, the Website to be in future used as an information vehicle also for other relevant projects, such a sin the field of violence against women. The MoLSAF is preparing complementary projects, to be funded from the Structural Funds but also the Word Bank.

42. With regard to the 2005 National Indicators project we can forecast mixed perspectives for maintaining the sustainability of its future outcomes. For instance, now a solid ownership of the project exists, especially from the side of the MoLSAF, and its Department dealing with social inclusion. Also the MoLSAF should use the Common Laeken (national 3rd indicators,) – once developed under the 2005 TF assistance – for the 2006-2008 National Action Plan (NAP) for Social Inclusion, as required by the EC. Once the relevant permanent monitoring starts after the TA completion, it should also contribute to the sustainability of the project's outputs.

⁵ The short-term sustainability strategy has already been finalised and approved. During the evaluation work on the mid-term sustainability strategy has been taking place.

However, financing of the monitoring activities was not fully clear at the time of this IE, though some ideas existed for the SOSR to request for sources from the European Social Fund.

43. Forecasts of sustainability of the 2006 ECJ Rulings intervention are positive. The key output from the TF intervention will be the recommendation report (identifying and defining administrative structures, procedures and operational functions of MoLSAF and its relations with competent institutions needed for effective application of ECJ decisions and their alternative projections into work organisation chart), which will be used as a basis for reinforcement of the corresponding administrative structures. Moreover, MoLSAF staff will be trained, through Training of Trainers (ToT), and will gain relevant skills and competencies to deal with rulings of ECJ. These will be used, among others, by MoLSAF representatives taking part in regular meetings of the Committee of Social Security for Migrating Workers that take place in Brussels.

44. The assistance under the 2006 OHS project should bring sustainable results in the form of methodological guidelines & manuals, functional software and know-how and skills obtained from training. All these are needed and will, therefore, be used extensively. For illustration, the new skills and software will be used in the everyday work of labour inspectors and the NLI staff.

Component 2 Health Care

45. Once implemented, the assistance under the 2005 Working Time project should bring sustainable results, which are related to the implementation of the Quality Management System (QMS) in the health sector. According to Slovak Law, each service provider is obliged to implement the QMS as of 1 January 2007. Human Resources have a crucial place in this system. The system covers, among others, also information on the organisational structure of the institution, its rules, responsibilities, competencies, duties, etc., which should be developed under supervision of this project.

46. Sustainability of the results of the 2005 Administrative Capacity project remains to be determined by the EU legislation, according to which the Slovak Republic should become a Reference MS. This duty, including the process of the preparation of the Assessment Reports of Registration documents of human drugs, is reflected in the QMS of the SIDC.

47. 2005 Transplantations: The sustainability of the project now shows better results compared to the first round of evaluation, though the timing of the accreditation of the relevant tissue and organs facilities was still unclear at the time of this IE. Moreover, the accreditation process should be performed by the relevant Slovak government authorities, following the national legislation, which is different from the audit performed by the Italian experts under the 2005 project. However, the TF intervention could represent the first step in achieving the future accreditation. The previously criticised sustainability of the IS seems to be now solved via the parallel co-financing from the state budget (see also Annex 4). In addition to the inclusion of some parts of the content of the training into the Slovak Medical University curricula, the project's outputs to materialise also in the prepared National Transplantation Programme, being at the commenting stage at the MoH and later to be approved by the Government.

48. 2005 Monitoring of Drugs: forecasts of sustainability of the 2005 assistance show pretty negative results. The Laboratory of the Forensic-Medical Toxicology in Bratislava was still not accredited, nor plans existed for its NRL status at the time of this Report. Also the present network of 11 forensic-medical laboratories should change as a result of a health care reform, though the most relevant 5 laboratories performing also toxicology analysis should remain. For the project not to represent a one-off intervention, more attention from the HCSA would be needed and the health sector as a such (for instance in the follow-up projects).

49. The 2006 Rehabilitation shows good prospects of its sustainability, as the key project's results to materialise in the amendment of the respective legislation, also participation of academicians at the WG should help to include the relevant training into the university curricula. Moreover, the project's outcomes to be reflected in the prepared update of the NPFAD for the years 2009-2012 and its Action Plans. In addition, the TF assistance has a potential to contribute to the successful re-accreditation of the centres in the mid-term period.

50. First forecasts of the sustainability of the 2006 Pesticides for the PHA are pretty positive. The PHA after severe organisation re-shuffles prior to the 2006 elections; including the senior management is now a stable institution, though suffering from some fluctuation. The TF training activities are supported also by the provision of the relevant methodological documents and the complementary literature. Moreover, some project's outputs to materialise in the Multi-annual National Plan for Control of Foodstuffs for the years 2007-11 to be submitted to the EC by the Ministry of Agriculture SR with the PHA's contribution.

2.5. Impact

Component 1 Human Resource Development

51. We are convinced that the 2004 Anti-discrimination Acquis has the potential to generate a wider impact in society by contributing to a gradual change of mentality of people and the culture generally. The number of about 60 announcements of a potential discrimination, reported during a relatively short existence of the regional centers to them by individuals, supports this. Therefore, we expect that the project should '*increase the capability of the SR to monitor and enforce the principle of equal treatment*', as defined in its WO.

52. The 2004 Gender Mainstreaming had a rather broad reach of more than 350 trainees, plus 20 trainers under the ToT element. Also the development and practical use of the Gender Website has contributed to wide transfer of the relevant know-how, together with the tangible methodological base (manuals of good practise - 850 copies, a doctrine document, publication materials), thus clearly contributed to the fulfilment of the corresponding Wider Objective (WO) *...developing the methodology to implement gender mainstreaming principles in practise*. Setting up the WG of Focal Points and fulfilling the relevant gender posts at the HTU, new position of the DGEEO within the MoLSAF organigram, proposal for the creation of the Governmental Council for Gender Equality, should also positively contribute to the fulfilment of the respective WO aimed at *strengthening administrative structures in the field of gender mainstreaming*.

53. The 2005 National Indicators project, once successfully implemented, will definitely have a positive impact measured via its contribution to the respective WO *improvement of monitoring framework of the social inclusion process*. The TF assistance via providing the methodology for setting, calculation and interpretation of national indicators on poverty and social exclusion, together with the monitoring tools will be used for setting up the framework of regular monitoring of the socially excluded groups. Also results from the relevant monitoring to be used for programme budgeting purposes, thus forming a base for Monitoring & Evaluation of the state budget at the same time.

54. The expectation of an impact of the 2006 ECJ Rulings intervention is positive. One can expect that the project will generate a broader impact in form of *free movement of workers across the EU facilitated by effective and comprehensive implementation of the Community Law in the field of coordination of social security schemes*. The prediction is based on the design of this project and an active approach of the beneficiary, MoLSAF, to this area.

55. The 2006 OHS project via the planned activities, including among others training and purchase & installation of software, should have a positive impact on the *correct transposition of acquis communautaire in the area of occupational safety and health in order to strengthen labour inspection performance*. The project should have a broader impact on occupational safety and health in Slovakia in positively influencing development of this area in the whole country. At the same time, a better registration and reporting on ill-health by progressive

instruments and methods and an improved prevention may contribute to a decrease in major industrial accidents occurrence in the long-term.

Component 2 Health Care

56. The 2005 Working Time TWL via its training activities and application of obtained know-how in updating of internal documents and organisational structures of health care providers, as well as the elaboration of guidebook expected to be broadly used, should contribute to *the improvement of the structure and the increase of the effectiveness of the utilisation of health professional capacities within the health sector in the Slovak Republic*. An illustration of a potential impact could be the elimination of shortages of physicians/specialists by adjusting their working time so that not all of them will be working in just one shift but will be spread over all shifts. Such an adjustment should result in a better service to and a higher satisfaction of patients.

57. The 2005 Administrative Capacity has a potential to bring a broader impact in the form of an increased free movement (trade) of pharmaceuticals after acceptance of the Slovak Republic as a Reference MS. Overall, the 2005 assistance should contribute to its WO focused on *strengthening of the administrative capacity of the SIDC to implement the Directives and Regulations⁶ related to free movement of goods, including the renewal of all marketing authorisations for pharmaceuticals on the Slovak market*.

58. The 2005 Transplantations assistance has shown some early tangible impact, when the number of donations in Slovakia in 2007 has increased substantially compared to the 2006, especially via the awareness raising activities and also the extra-twinning liver transplantation activity. Especially after the implementation of the Quality Management System and the functioning IS, the project should have positive impact on the *enhanced quality and safety of donations*. As being proven by success stories from other MSs (including the TW partner Italy), the transplantation programme requires heavy financial inputs, which does not seem to happen in Slovakia at the moment. For the broader impact also better functioning of the transplantation network would be beneficial, together with its improved communication with the MoH.

59. We can only make some early predictions of the fulfilment of the 2005 Monitoring of Drugs WO requesting *high quality of monitoring and reporting on DRD to comply with the EMCDDA key indicators*. The 2005 project should have a positive impact on the improved performance of the analytical work of the forensic labs and the quality of the input data provided to the National Monitoring Centre for Drugs at the OoG, performing the function of the National Focal Point and further monitoring on DRD to EMCDDA, thus performing also the full membership obligations. Also the project should bring international contacts with foreign peer institutions to the network of forensic laboratories, especially the future NRL in Bratislava, thus helping them to reach the EU level.

⁶ Directives 2001/83/EC, 2004/27/EC, 2004/24/EC and 2003/63/EC and the Regulations EC No. 1084/2003, 2309/93, 726/2004.

60. The WO for the 2006 Rehabilitation assistance is rather ambitious, aiming at *achieving the level of re-socialisation and rehabilitation of persons addicted to psychoactive substances comparable with other EU MSs*. At this stage we can only speculate that the project will contribute to some extent to the improved relevant service via the HRD of the staff (including the ToT element), introduction of quality standards and the transfer of the Best Available Technique. In the longer-term the project has a potential to contribute to the higher employment of the former addicts, as finding a new job should be one of the roles of the resocialisation centres as well. The needed investments to be financed from the GS and also additional sources, such as the Anti-drug Fund.

61. The TF intervention under the 2006 Pesticides project should have some positive impact on *protection of consumers from food products with residue pesticide content* (its WO), as the PHA after strengthening its capacities, both human resources and technical equipment should be more capable to provide official controls (including the field ones via regional offices) of residual pesticides, especially in the baby food. Moreover, the relevant reporting towards the EU should improve, together with the most important impact on the quality of the public health.

2.6 Specific Issues

62. There were no specific issues during this IE.

3. CONCLUSIONS AND RECOMMENDATIONS

3.1 Relevance

63. The **HRD** projects are relevant, including the completed ones. The relevance of the 2004 Gender Mainstreaming intervention has now even increased, since the key recipient of the assistance, notably the DGEEO, is now reporting directly to the Minister, showing the increased importance of the gender agenda under the ruling Government and concrete implementation of the Policy Manifesto at the same time. The interventions have in general a logical set-up.

64. The **HC** projects show good results with regard to their relevance, with clear linkages to the respective EU documents (such as the EU FAD Strategy) and membership obligations, such as EMCDDA or the preparation of the Assessment Reports of Registration documents of human drugs, which is a duty of a Reference MS, and is being supported by the 2005 Administrative Capacity project. The demanding sequencing of most of the projects has not represented a major problem so far, which can be illustrated by for instance the 2005 Transplantation TW, with inputs into the TA prepared on time. On the other hand, the ambitious set-up of the 2005 Working Time project might have contributed to its unsuccessful circulation.

3.2 Efficiency

65. Assessment of the efficiency of the evaluated **HRD** projects has suffered from delays in the start of the activities when compared to the original PFs. For the 2005 National Indicators intervention the delay represents almost 1.5 years when compared to the PF. The delay has been caused by insufficiency of staff on the final Beneficiary side, plus further delays have resulted from the lack of co-operation between MoLSAF and the SOSR. On the other hand, the TW team under the 2004 Gender Mainstreaming project has managed to outperform in several outputs, such as the number of the trained people (50 more), or the number of training sessions (2 additional trainings) with no substantial delays thanks to good project management of all the stakeholders. Or sometimes the speeding-up of crucial activities took place, such as for the 2004 Anti-discrimination Acquis project, where the second round of training was carried out already in May instead of originally planned October 2007. As the ECJ Rulings intervention deals with the coordination of the actual, continuously developing EU social security legislation, it might be a challenge to find a partner for this TWL support.

66. Efficiency of **HC** projects has suffered mostly from the collapse of the TF implementing structures at the MoH and worrying lack of staff at the working level. Some unforeseen problems have slowed down or complicated the smooth start of activities, such as low awareness about the 2005 Transplantation project among the transplantation community or a rather ambitious set-up of the 2005 Working Time project. On the other hand, most of the projects are well-designed to transform inputs into outputs, with both the 2005 Administrative Capacity project (which just started) and the 2006 Rehabilitation TW (scheduled to begin shortly) among the first 2006 interventions to be launched.

The commitment and disbursement rates for the ESC Sector are rather poor; in particular, the 15.9 percent disbursement is rather worrying.

3.3 Effectiveness

67. The effectiveness of the **HRD** projects is largely satisfactory. The 2004 Anti-discrimination Acquis has resulted in a network of 7 administratively functional regional centers. That the centers, which have only been in existence for a short time, have started to fulfil their monitoring function is illustrated by approximately 60 announcements of potential discrimination received thus far. The 2004 Gender Mainstreaming assistance has achieved the planned objectives. The WG, consisting of the ministerial Focal Points has been created; the MoLSAF increased the importance of the DGEEO, though we can not expect an increase in its staff due to the overall rightsizing in the Slovak public administration, the core group of trainers has started to disseminate the gained knowledge and skills on gender inequalities within the public administration. Also the first Focal Point at the HTU in Banska Bystrica has been established.

68. Some early effects and good design of the projects allow us to predict positive results in the effectiveness of most of the **HC** projects, such as the preparation of good quality Assessment Reports of Registration documents of human drugs in line with the EU legislation, improvement of health protection in the field of transplantations, enhancement of re-socialisation services and the PHA capacities in protection of human health from pesticides. However, missing accreditation and the NRL status of the Bratislava forensic laboratory made the evaluation based on the respective IO rather difficult.

3.4 Sustainability

69. Assessment of the sustainability of effects of the **HRD** projects shows mostly promising results. However, the sustainability of the 2004 Anti-discrimination Acquis project remains a challenge. This despite activities carried out under the project in the form of training on identification and acquiring of EU funds and the elaboration of the sustainability strategy; as well as a request of the SNCHR for financing of the regional centers submitted to the MoF and supported, through a letter, by the OoG. The SNCHR was still in the process of negotiating the request for financial support with the MoF during this evaluation. Moreover, the issue of staffing the centers with just one person leaves no scope for a substitution in case of need (i.e. sickness) and may represent a threat to continuation of a center's activities. Apart from the long-term sustainability, the project faces difficulties with medium-term sustainability as well. As the SNCHR has no financial means to cover the running of the regional centres during the period between the end of the project (9 November 2007) and the end of the year, the final beneficiary together with the OoG/SHRM has prepared the request for extension of disbursement deadline of financial resources from parallel co-financing making use of the parallel co-financing savings, which will be submitted to the EC in the coming days. As a follow-up of the 2004 Gender Mainstreaming project (besides the WG of ministerial Focal Points), the MoLSAF has prepared a proposal for the creation of the Governmental Council for Gender Equality, including the executive and consulting committees. The previously criticised sustainability of the Gender Website, including its maintenance, is now secured by the DGEEO. Moreover, the Website will also be used in future as an information vehicle for other prepared projects, such as in the field of violence against women. For the 2005 National Indicators intervention now a solid ownership of the project exists, especially on the part of the MoLSAF, and its Department dealing with social inclusion. Also the MoLSAF should

possibly use the Common Laeken for the 2006-2008 NAP for Social Inclusion, as required by the EC. However, future financing of the regular monitoring of the national poverty indicators was rather unclear at the time of this Report. Both a solid ownership and a strong intention to use outputs and results of the 2006 intervention by the beneficiary institutions determine positive evaluation of their sustainability.

70. The evaluation of sustainability of some of the **HC** projects has improved compared to the previous Report, notably for the 2005 Transplantations project. Additional resources from the state budget have been secured for the technical support of the Software. Also results of the TF activities will materialise in the university curricula, amendments of the national legislation, and the sector documents, such as the National Transplantation Programme, the update of the NPFAD or the National Plan for control of Foodstuffs. On the other hand sustainability of some of the HC assistance, such as the 2005 Monitoring of Drugs due to the missing accreditation and the unclear future of the network of forensic laboratories (to result from the health reform) was rather unclear at the time of this IE.

3.5 Impact

71. In general, the interventions implemented under the **HRD** projects should have some positive impact. The 2004 Anti-discrimination Acquis has the potential to generate a wider impact in society by contributing to a gradual change of mentality of people and the culture generally. The approximately 60 announcements of potential discrimination received thus far supports this. For the 2004 Gender Mainstreaming project we can report a positive impact, as the new political agenda in the field of gender equality has some concrete outcomes, for instance the introduction of the organisational changes at the MoLSAF and creation of the bodies responsible for the horizontal gender agenda or the informal gender network. Also the project had a rather broad reach (of more than 350 trainees, plus 20 trainers under the ToT element). Moreover, the development and practical use of the Gender Website has contributed to the wide transfer of the relevant know-how, together with the tangible methodological base. The 2005 National Indicators project should perform well in contributing to its impact, if Slovakia is able to monitor more effectively the impact of political measures aimed at the reduction of poverty and to use it to inform budgeting decisions. The 2006 European Court of Justice Rulings project may contribute to generating a broader impact in the form of free movement of workers across the EU facilitated by effective and comprehensive implementation of the Community Law in the field of coordination of social security schemes. The 2006 Occupational Health and Safety project should positively influence development of this area in the whole country. At the same time, a better registration and reporting on ill-health by progressive instruments and methods and an improved prevention may contribute to a decrease in the occurrence of major industrial accidents in the long-term.

72. No major concerns exist for the impact of the **HC** projects and their contribution to the corresponding WOs, also due to early tangible impacts, such as the increased free movement (trade) of pharmaceuticals after acceptance of the Slovak Republic as a Reference MS (2005 Administrative Capacity), the increased effectiveness of the utilisation of health professional capacities within the Slovak health sector (2005 Working Time), the increased rate of donations (2005 Transplantation assistance). Also the progress of the 2005 Monitoring of Drugs project gives hopes, that Slovakia might improve its monitoring and reporting on the DRD to the EMCDDA. The 2006 interventions, based on their WOs and designs should bring

some positive impacts, especially in the fields of safety of baby food and the last part of the FAD chain, notably the re-socialisation and rehabilitation of former drug-addicts. However, as mentioned before, often substantial financial resources need to be invested into the systems in order to attain a broader impact (especially in the area of transplantations).

Conclusion	Recommendation	Output	Reference/ Paragraph	Responsibility	Deadline
<p>2004 Anti-discrimination Acquis Sustainability of this project remains a challenge despite the relevant project activities, effort of the SNCHR and the support letter from the OoG.</p>	<p>The request for financing of the newly established regional centers from the state budget submitted by the SNCHR should be supported, in addition to a letter from the OoG, by active participation of an OoG representative in the budget negotiations between the SNCHR and the MoF. Moreover, the long-term sustainability strategy, to be elaborated under the project, should propose solutions on how to overcome limitations caused by staffing of regional centers by one person.</p>	Improved sustainability	40, 69	SNCHR/ OoG	asap
<p>2005 National Indicators Future financing of the regular monitoring of the national poverty indicators was unclear at the time of this Report.</p>	<p>Ministry of Labour, Social Affairs and Family SR in co-operation with the Statistical Office of the SR should submit a document to the Aid Co-ordination Unit, showing the realistic scenarios for future financing of the regular monitoring of the 3rd level poverty indicators (including the Structural Funds), thus assuring the sustainability of all outcomes of the 2005 National Indicators assistance.</p>	Improved sustainability	42, 69	MoLSAF/SOSR	30 September 2007
<p>All HC projects Implementation of Health Care projects has suffered from the collapse of the TF implementing structures at the MoH SR.</p>	<p>The Ministry of Health SR to nominate immediately a Deputy SPO and employ additional staff to deal with the TF projects with experience in co-ordination and implementation of EU projects.</p>	Improved efficiency and effectiveness	25, 66	MoH/Beneficiaries	asap

Performance rating

	Relevance	Efficiency	Effectiveness	Sustainability	Impact	Verbal Rating
Human Resources Development						
2004/016-764.04.02 Anti-discrimination	1	1	1	-1	1	S
2004/016-764.04.01 Gender Mainstreaming	1	1	1	1	1	S
2005/017-464.05.01 National Indicators	1	0	1	0	1	S
2006/018-175.05.01 ECJ rulings	1	1	0	0	0	S
2006/018-175.05.01 Occupational Health & Safety	2	1	0	0	0	S
Health Care						
2005/017-464.05.02 Working Time	2	-1	0	0	1	S
2005/017-464.04.01 Administrative Capacity	1	1	1	0	1	S
2005/017-464.04.03 Monitoring of Drugs	1	0	0	-1	1	S
2005/017-464.04.02 Transplantations	1	0	1	1	1	S
2006/018-175.05.03 Pesticides	1	1	1	1	1	S
2006/018-175.05.02 Rehabilitation	1	1	1	1	1	S
Total for the ESC Sector	1	0	1	0	1	S

Rating guide:

Unacceptable	Poor	Sufficient/ Adequate or no rating possible	Good	Excellent
-2	-1	0	+1	+2

Highly Unsatisfactory	Unsatisfactory	No rating possible	Satisfactory	Highly satisfactory
HU	U	N/A	S	HS

ANNEXES

ANNEX 1 INDICATORS OF ACHIEVEMENT

INDICATOR LEVEL	OBJECTIVES	INDICATORS OF ACHIEVEMENT (OBJECTIVELY VERIFIABLE INDICATORS)	REMARKS
COMPONENT 1 : HUMAN RESOURCE DEVELOPMENT			
Project Purpose	2004/016-764.04.02 Development of regional structures for the implementation of the anti-discrimination acquis Strengthening the institutional and administrative capacities of the Slovak National Center for Human Rights	7 offices fully integrated into the system of monitoring and enforcing the principle of equal treatment by January 2006	Not specific enough, needs to be further elaborated as an indicator
Project Purpose	2004/016-764.04.01 Gender Mainstreaming Setting up a gender mainstreaming co-ordination body and enhancing implementing capacities	Implementation structures are in place	Non-measurable, not specific enough, non-quantifiable, not applicable as indicator
Project Purpose	2005/017-464.05.01 National Indicators Create third level indicators of poverty and social exclusion regarding the national particularities to complement the Common Laeken Indicators	<input type="checkbox"/> Required national poverty and exclusion indicators and methodology of their calculation available till 03/2006 <input type="checkbox"/> Proposals for establishment of permanent monitoring available till 12/2006	<input type="checkbox"/> Valid, applicable as indicator <input type="checkbox"/> Measurable, however not specific enough, not applicable as indicator
Project Purpose	2006/018-175.02.02 ECJ rulings <input type="checkbox"/> Develop a functioning system for the application of ECJ case-law in the field of social security schemes coordination <input type="checkbox"/> Deepen and to disseminate knowledge related to co-ordination in terms of ECJ case law, particularly as regards the	MOLSAF and selected competent institutions in full compliance with the ECJ judgements having also the system how to deal with these judgements till 08/2007	Non-measurable, not specific enough, non-quantifiable, needs to be further elaborated

2006/018-175.05.1

	competent institutions		
2006/018-175.05.01	Strengthening the Occupation Health and Safety Structure		
Project Purpose	<p>Labour inspection administrative capacity structures reinforcement</p> <ul style="list-style-type: none"> <input type="checkbox"/> in implementation of EU legislation in the field of major industrial accidents prevention <input type="checkbox"/> in the field of occupational accidents data collection and processing 	<ul style="list-style-type: none"> <input type="checkbox"/> Increase of LI system performance as a result of the improvement of its subsystems. Capacity of inspection's subsystems will rise by 10% (the higher number of inspections done) 	Missing baseline and timing, the indicator needs further elaboration.
COMPONENT 2 : HEALTH CARE			
2005/017-464.05.02	Improvement of working time organisation in the health sector		
Project Purpose	Strengthening of human capacities responsible for Human Resources within the health sector to implement the Directives No. 93/104/EC, 2000/34/EC and 2003/88/EC	The principles of the Directive introduced in the health care facilities tackled by this project by the end of the 2006	Non-measurable, not specific enough, non-quantifiable, not applicable as indicator
2005/017-464.04.01	Strengthening the administrative capacity of the State Institute for Drug Control as regards medicinal products for human use		
Project Purpose	Strengthening of the administrative capacity of the State Institute for Drug Control (SIDC) to be able to prepare Assessment Reports of Registration documents of human drugs	100% of all Final Assessment Reports and Public Assessment Reports accepted by the SIDC	The time dimension is missing, otherwise usable as an indicator
2005/017-464.04.02	Improvement of the Safety, Quality, Availability of Organs, Tissues and Cells for Transplantation in the SR		
Project Purpose	Introducing quality management for organ transplantation, tissue and cell banking, to assure the highest possible level of public health protection	<ul style="list-style-type: none"> <input type="checkbox"/> Increasing of the number of real donors from indicated donors by 10% <input type="checkbox"/> Decreasing the number of insufficient organs by 5% 	<p>The time horizon is missing, otherwise usable as an indicator</p> <p>Baseline missing, otherwise usable as an indicator</p>
2005/017-464.04.03	Strengthening of National Monitoring of Drugs and Drug Abuse		
Project Purpose	To adjust and strengthen the Laboratory of the Forensic-Medical Toxicology (within the Institute of Forensic Medicine in Bratislava – Petržalka) to be established and accredited as the National Reference Laboratory - the main institution responsible for the necrotic toxicology within the established nationally coordinated	<ul style="list-style-type: none"> <input type="checkbox"/> Fully functional NRL, providing on routine basis information on direct drug death according to NFP <input type="checkbox"/> Continuous participation at international testing of laboratory practice quality 	Non-measurable, not valid as indicators

<p>2006/018-175.05.03</p> <p>Project Purpose</p>	<p>system of the forensic medicine</p> <p>Improvement and upgrading of PHA SR capacities in the area of human health protection related to foodstuffs containing residue pesticides</p> <p>Improvement and upgrading of present knowledge on Risk assessment and analyzing in the field of residue pesticides issue especially in infant and baby food</p> <p>Strengthening the laboratory capacities of PHA SR (the main institution responsible for analysis of residue pesticides in foodstuffs) in the field of analysing of residue pesticides in foodstuffs (especially in infant and baby food) due to official control and monitoring purposes</p>	<p>Regarding Residue Pesticides</p> <ul style="list-style-type: none"> ☐ Fully strengthening of administrative capacities PHA SR in the field of human health protection related to the foods containing residue pesticides since 2nd 2008 ☐ Fully functional (Equipment, Staff,) Laboratory at PHA SR responsible for analysis of residue pesticides in foodstuffs (especially in infant and baby food) due to official control and monitoring at the end of 2007 	<p>Non-measurable indicators</p>
<p>2006/018-175.05.02</p> <p>Project Purpose</p>	<p>Improving and Broadening the Care for the</p> <p>To raise the standard of all activities performed by re-socialisation facilities for the provision of care for persons addicted to psychoactive substances</p>	<p>Re-socialisation and Rehabilitation of Persons Addicted to Psychoactive Substances</p> <ul style="list-style-type: none"> ☐ 20 employees of the services performing work with addicts to psychoactive substances will be trained, educated and professionally qualified for the work with addicted persons ☐ Draft of the quality standards for the provision of care to addicted persons will be elaborated ☐ The personal and professional standards will be adopted by the responsible institutions 	<p>Re-socialisation and Rehabilitation of Persons Addicted to Psychoactive Substances</p> <p>First 2 are output indicators, the last one is not measurable</p>

ANNEX 2 LIST OF INTERVIEWS

INSTITUTION	INTERVIEWEE	DATE
Office of the Government SR General Secretariat of the Board of Ministers for Drug Dependencies and Drug Control Cukrova 14 SK-811 08 Bratislava	Ms. Zuzana Jelenkova Project Manager	17 May 2007
The Ministry of Health SR Project Unit for Foreign Aid Limbova 2 SK-837 52 Bratislava	Ms. Iveta Krbatova Project Manager	21 May 2007
University Hospital Bratislava Ruzinovska 6 SK-821 02 Bratislava	Mr. Augusto Lauro RTA	21 May 2007
University Hospital Bratislava Ruzinovska 6 SK-821 02 Bratislava	Mr. Jan Koller Project Manager	21 May 2007
Office of the Government of the SR Aid Co-ordination Unit Stefanikova 2 SK-813 70 Bratislava	Ms. Sona Gabcova Programme Manager	21 May 2007
Health Care Surveillance Authority Antolska 11 SK-851 07 Bratislava	Mr. Juraj Mlynar*	28 May 2007
Public Health Authority Dept. of Nutrition and Food Safety Trnavska 52 SK-826 45 Bratislava	Ms Iveta Truskova* Director of the Dept., PL	28 May 2007
The Slovak Medicine University Slovak Centre of Organs Transplants Limbova 12 SK-833 03 Bratislava	Mr. Daniel Kuba* Director	6 June 2007
Ministry of Finance SR Central Finance and Contracting Unit Stefanovicova 5 SK-813 08 Bratislava	Ms. Zora Paulikova* Project Manager	7 June 2007
The Ministry of Health SR Human Resources Department Limbova 2 SK-837 52 Bratislava	Mrs. Miloslava Kovacova* Director of the Human Resources Department	12 June 2007
State Institute for Drug Control Kvetna 11 SK-825 08 Bratislava 26	Ms. Dagmar Stara* Head of the EU Registration Department	12 June 2007
Euroformes Vysokoskolakov 4 SK-010 08 Zilina	Mr. Rastislav Horvat* Statutory Representative	12 June 2007
Slovak National Center for Human Rights Kycerskeho 5 SK-811 05 Bratislava	Mrs. Daniela Gemerska* Deputy Director	15 June 2007
National Labour Inspectorate Masarykova 10, P.O. Box C3 041 33 Kosice	Ms. Jana Gibodova* Assistant Project Leader	15 June 2007
Office of the Government of the SR Section of Human Rights and Minorities Department of Project Coordination Stefanikova 2 SK-813 70 Bratislava	Mrs. Jana Trojanova** Project manager	18 June 2007
The Ministry of Labour, Social Affairs and Family of the SR Spitalska 4-6 SK-812 47 Bratislava	Ms. Veronika Lopuova* Project Manager	18 June 2007

The Ministry of Labour, Social Affairs and Family of the SR Spitalska 4-6 SK-812 47 Bratislava	Ms. Silvia Gregorcova*	18 June 2008
The Ministry of Labour, Social Affairs and Family of the SR Spitalska 4-6 SK-812 47 Bratislava	Ms. Zuzana Vranova*	18 June 2007
The Ministry of Labour, Social Affairs and Family of the SR Spitalska 4-6 SK-812 47 Bratislava	Ms. Katarina Alexyova* Project Manager	18 June 2007
The Ministry of Labour, Social Affairs and Family of the SR Spitalska 4-6 SK-812 47 Bratislava	Ms. Maria Nadazdyova* SPO	19 June 2007

* Telephone interview
** E-mail interview

ANNEX 3 LIST OF DOCUMENTS REFERRED TO IN THE INTERIM EVALUATION

Name of Originator	Date	Title of Document
Euroformes, Dominus, Dafne	11 January 2007	Inception Report Development of Regional Structures for the Implementation of the Anti-discrimination Acquis
Euroformes, Dominus, Dafne	11 January 2007	Monthly Report: 1-30 November 2006 Development of Regional Structures for the Implementation of the Anti-discrimination Acquis
European Commission	2003	Comprehensive Monitoring Report on Slovakia's Preparedness for the EU Membership
European Commission	2004	Commission Decision of Financial Contribution of Transition Facility for Strengthening Institutional Capacity to the Slovak Republic
European Commission/Office of the Government SR	August 2004	Memorandum of Understanding on the Implementation of the TF 2004 – 2006 (in Slovak only)
European Commission	2004	Planning Document Transition Facility 2004-2006, Slovak Republic
European Commission	December 2003	Programming and Implementation Guide – Transition Facility
European commission/Office of the Government SR	2004-2005	Project Fiches for TF Programmes 2004 and 2005
European Commission/Office of the Government	July 2006	Financial Proposal on the Implementation of the TF 2006
Office of the Government SR	December 2006	Implementation Status Report
MWH Consortium	June 2006	Phare and CBC ex-post evaluation 1999-2001
Ministry of Finance SR	September 2006	Financial Tables for TF 2004 and 2005 Programmes
Office of the Government SR	August 2006	Government's Manifesto
Office of the Government/Aid Co-ordination Unit	May 2007	Minutes from the SMSC – ESC
CFCU	June 2007	Financial and Contractual data for the Sector
CFCU/Consortium of Member State Partner	October 2006	Twinning contract Nr. SK 2004/IB/SO/01 including addenda and monitoring reports
CEEN/Euroformes	June 2007	Country Interim Evaluation Summary
Ministry of Health Italy/CFCU	November 2006	Twinning Contract Nr. SK05/IB/SO/02
Ministry of Health Italy	4 April 2007	1 st Interim Report (including the Inception Report) SK05/IB/SO/02
Office of the Government/CFCU	March 2006	Memorandum of Understanding for the Grant Scheme 2004/16-764-03-02 Support to the Implementation of the National Programme for the Fight against Drugs 2004-2008
CFCU/GSBMDDDC/ The Inter-Departmental Mission for FAD and Drug Addiction France	May 2007	Twinning Contract SK/2006/IB/SO/02 (draft)
MoLSAF/ Ministry of Labour of France	22 February 2007	Final Report SK 20004/IB/SO/01

Documents requested but not made available (with reasons): none

ANNEX 4 RECOMMENDATIONS FROM PREVIOUS INTERIM EVALUATION

Report number and title:

Programmes included in the report:

Interim Evaluation Report No. R/SK/TF/ESC/06.003

Transition Facility 2004 – 2005 projects

- Human Resource Development
- Health Care

Recommendation	Accepted	Responsibility for Follow-up	Deadline	Details of action/ Remarks
The SNCHR and the OoG/Section of Human Rights and Minorities should, together with the contractor, explore possibilities for future financing of the 7 regional offices, including a partial financing from the state budget in the initial years of the existence of the regional offices, where the OoG should provide policy assistance and support. The SNCHR should consequently take corresponding actions in this area, i.e. approach the Ministry of Finance. Moreover, training on acquisition of funds and preparation of proposals for projects financed from Structural Funds should be developed and given to the representatives of the regional offices as a part of the training activity of the project.*	Yes	SNCHR/OoG	March 2007 and continuously	The Section of Human Rights and Minorities/OoG has prepared a letter addressed to the MoF with a request to take into account financial needs of the 7 newly established regional centers when preparing the budget 2008-2010. Furthermore, 1-day training on acquisition of Structural Funds and preparation of project proposals took place as a part of the Activity 6 of the project.
The MoLSAF should secure the maintenance of the Gender Website in order to disseminate updated information on the implementation of the gender mainstreaming policy.	Yes	MoLSAF/ Beneficiaries	March 2007	The whole Dept. for Gender Equality and Gender Opportunities at the Ministry of Labour, Social Affairs and Family has been trained in order to maintain and assure the update of the Gender Website.
The MoLSAF should introduce a systematic training on gender mainstreaming into the general training system of the civil servants, as well as the public administration staff using also the strategic and methodological documents created by the Focal Points under the TF assistance.	Yes	MoLSAF/ Beneficiaries	As soon as possible	Responsibilities following from the cancellation of the Civil Service Office at the Government Office of the SR are further delegated to the MoLSAF. Relevant MoLSAF Department plans to start-up trainings of representatives of national authorities. Though it is not under the powers of MoLSAF to build-up an educational system at all bodies or to provide the gender mainstreaming training for the national institutions, the MoLSAF took the lead in the co-ordination action and elaborated the respective curricula in May 2007.
The MoH together with beneficiaries of the 2005 Transplantations project should secure financial resources to cover costs of the	Partially	MoH/ Beneficiaries	March 2007	MoH has already written letters of commitment to all final beneficiaries confirming their involvement in ensuring all

complementary equipment (such as the server) and also maintenance costs of the SW created under the TF to secure sustainability of the project's outputs.				<p>resources essential for the project sustainability. Coverage of the costs therefore falls within the competency of the FBs.</p> <p>To avoid the potential risk of not delivering SW costs from the FBs' side, the CEEN/Euroformes and the MoH will provide the ACU with their standpoints on the issue. Afterwards the NAC will approach the Ministry of Finance with the request for financial assistance in this matter.</p> <p>A modification of the PF, including additional activities-technical support to the SW was sent to the CFCU end May 2007. The relevant parallel co-financing in the amount of €15,000 to be procured by the SMU.</p>
The MoH together with beneficiaries of the 2005 Transplantation project should allocate adequate financial resources to secure participation at training activities for trainees from all of Slovakia.	Partially	MoH/ Beneficiaries	March 2007	<p>To avoid the low attendance at the trainings, the MoH will discuss this issue with the RTA, and they will look for alternative solutions together, e.g to exchange the training place for the places closer to attendees' places of residence.</p> <p>Most of the training activities to be organised now outside Bratislava. The only outstanding issue was financing a training session for about 100 people in Bratislava to be held in fall 2007.</p>

* The previous recommendation of the Final Draft Interim Evaluation Report No. R/SK/TF/ESC/06.003: „*The SNCHR, the MoF and the OoG/Section of Human Rights and Minorities should, together with the contractor, explore possibilities for future financing of the 7 regional offices, including a partial financing from the state budget in the initial years of the existence of the regional offices. The SNCHR should consequently take corresponding actions in this area. Moreover, training on acquisition of funds should be prepared and given to the representatives of the regional offices as a part of the training activity of the project.*” was adjusted to the comments of Section of Human Rights and Minorities right after the discussion at ESC de-briefing meeting by the CEEN/Euroformes. Therefore the follow-up table content is not identical with the recommendation table presented in the Final Draft of the IE Report, but exceptionally it corresponds with the table of the Final Version of the IE Report.

ANNEX 5 SECTORAL BACKGROUND AND SCOPE OF EVALUATION

Component 1 Human Resource Development

2004/016-764.04.02 Development of Improved Regional Structures for the Implementation of the Anti-discrimination acquis

The project consists of the TA part focused on the institutional building and two supply contract for the delivery of IT and office equipment (Euro 30,000) and regional offices' running costs and salaries (Euro 70,000). The supply contracts are financed by the national co-financing. The institution building TA focuses on the establishment of 7 functional regional offices of the Slovak National Center for Human Rights. The kick-off meeting took place on 31 October 2006. During the reporting period the regional offices were established and made functional, i.e. equipped, staffed, their staff trained and activities in the establishment of the network of regional partners have taken place. Training activities are being finalised by the elaboration of participants' feedback received from completed evaluation forms at the end of each training round. The feedback serves as an input for identification of training needs and the elaboration of the educational proposal for the future. Furthermore, the short-term sustainability strategy of the centers was elaborated and approved by the Steering Committee; it should be implemented in the coming period. In the area of publicity an article in the daily newspaper Pravda, a leaflet and a TV-shot were prepared and realised.

2004/016-764.04.01 Strengthening of Administrative Capacities in the Field of Gender Mainstreaming

The project was designed as a TW. The main line of the TW was taking the advantage from the experience of two old MSs (French and Germany) in order to promote the gender quality in Slovakia, where administration and civil society are less familiarised with such an approach. The French TW in consortium with the German MS partner started the performance of the designed activities in October, 2005. The introductory kick off meeting was held on December 13, 2005 supported by the attendance from high-level public officials including the MoLSAF Minister. The performance of activities through 3 individual components was prolonged by an amendment till November 2006. The activities were successfully carried out. The TW team has developed the required gender mainstreaming methodology, including recommendations how to improve its implementation, provided numerous training sessions for more than 300 participants, including additional trainings (2 individual trainings, training of trainers and 3 training modules delivered on the national and regional levels), organised 2 study visits for 20 participants and enabled the Slovak representatives to study, compare and introduce into practise the implementation of the Gender Mainstreaming Strategy. The global communication strategy was designed, published and implemented via the activities of the third component, resulted into creation and setting up the Website comprised of structured information dealing with the gender mainstreaming issue. The Website www.gender.gov.sk was fully operational at the time of the IE. The training guide and

materials were designed, printed and disseminated to all participants involved, responsible for the implementation and co-ordination of the gender mainstreaming policy in Slovakia. Conference events were organised. The participation of both MoLSAF Ministers (the previous and the current) during the 2 conference events has confirmed that the gender mainstreaming issue is to be seen as the highest priority of this sector. Members of the Focal Points comprised of state civil servants and public administration responsible for co-ordination of gender policy in Slovakia have been appointed and started to implement the GMS (as visible at the Website). The TW intervention was completed on 30th November 2006 and the Final Report approved in February 2007.

2005/017-464.05.01 Creation of National Indicators in the Field of Poverty and Social Exclusion (the Tertiary Indicators)

The project aims at improvement of monitoring framework for assessment of the social inclusion process. The TF assistance will be delivered as a local TA. The TA should provide the following activities: (i) studying legislative and policy documents on measures in the social inclusion area and possibilities of statistical surveys executed in Slovakia (ii) working out an analytical study focused on analysis of national indicators measuring poverty in Slovakia and the EU member states (iii) selecting and proposing the most suitable indicators (iv) preparation and performance of the survey resulted in reports on the results (v) working out the reference manual, training on the utilisation of the new national indicators officials and organising of final conference.

Tendering has started end of May 2007 and to be completed in summer this year. The activities to begin then accordingly in fall 2007.

2006/018-175.02.02 Reinforcement of administrative structures for the coordination of social security schemes in light of rulings of the European Court of Justice (ECJ)

The project will be implemented in framework of TWL. Its activities are divided into two areas: (i) preparation of the recommendation report on the reinforcement of the coordination administration capacities to implement ECJ rulings in the area of social security, and (ii) training, consisting of ToT and a study tour. The duration of the intervention is 6 months. It is still in its pre-implementation phase. The DPF was submitted to the CFCU in January and the budget in March 2007 for an approval. The project is expected to be tendered in September 2007.

2006/018-175.05.01 Strengthening Occupational Health and Safety Structure

The TF support consists of TW and supply of software. Its main beneficiary is the NLI. The TW focuses on two main areas: (i) major industrial accidents prevention and (ii) occupational accidents data collection and processing. Supply of software covers delivery and installation of software essential for inspections carried out throughout the whole country. The intervention aims at reinforcement of labour inspection administrative capacity structures. It is still in its pre-implementation phase.

Component 2 Health Care

2005/017-464.05.02 Improvement of Working Time in the Health Sector

Circulation of this TWL project was unsuccessful. Therefore, adjustments in the project documentation were made and it has been re-circulated during this evaluation. The TWL partner is the MoH, responsible for the overall supervision of the project. The MoH is one of the recipients together with various health care facilities, including 8 local self-governments and municipalities. The monitoring and supervision of the project will be carried out by a SC. The project should provide training to the personnel of the MoH, regional self-governments and health care facilities, dealing with the human resource development in the health sector. On the basis of training internal documents of the participating institutions should be up-graded and at the end a guidebook of recommendations for management of human resources within the health sector prepared.

2005/017-464.04.01 Strengthening of the Administrative Capacity of the State Institute for Drug Control as regards Medicinal Products for Human Use

The TWL was successfully tendered, the contract signed with a Dutch partner, the kick-off meeting took place and the first activity (training of the three target groups) initiated during this evaluation. The TWL partner is the MoH. The MoH is also the beneficiary institution; the final recipient is the SIDC. The project aims at strengthening of the administrative capacity of the SIDC that should be able to prepare Assessment Reports of Registration documents of human drugs in accordance with the EU legislation and requirements. The core project activities relate to training of SIDC's coordinators, assessors, top management and lawyers and should result in the preparation of high quality Final Assessment Report and the Public Assessment Report.

2005/017-464.04.02 Improvement of the Safety, Quality, Availability of Organs, Tissues and Cells for Transplantation in the Slovak Republic

Via a combination of a TW and a TA auditing of the implementation of the quality systems in the health sector will be carried out, the QMS for transplantation centres introduced together with the relevant guide, the relevant staff trained, an IS for transplantation centres implemented and tested and a brochure and an information leaflet on tissue, cells and organs donation produced. The TW part has started with the inception phase early December 2006. The introductory kick-off meeting was held mid January 2007. The audit report conference was held in March 2007, together with the first SC. The audit report on personal and technical status of the transplantation centres and tissue banks was included into the IR. First series of training sessions has commenced in May 2007. The TW team has also prepared the ToRs for the TA part (SW development) and its tendering to commence in summer 2007.

2005/017-464.04.03 Strengthening of National Monitoring of Drugs and Drug Abuse

The project consists of a TWL and a Supply. Under the TWL a series of seminars and workshops for employees of forensic toxicological laboratories in provision of analytical results for the EMCDDA indicator in the area of drug-related death. MS experts to provide at the same time methodological manuals for about 20 participants of the workshops. Under the TWL also the 3-month pilot tested of the data collection system on DRD indicator to be provided by the NRL and forensic medical toxicological laboratories. The supply sub-project the NRL should be equipped with special equipment

for analysis of the autopsy biological samples, together with the related information materials in the form of books and publications.

The tendering of the Supply part has started end December 2006 and the contract was signed early May 2007 and the TWL has been circulated around the same date. The small supply of books to be tendered by the CFCU later this year.

2006/018-175.05.03 Improving Analyses and Risk Assessment Regarding Residue Pesticides

The TF intervention for the PHO has architecture of a TWL and Supply. A special equipment and material be delivered for the PHA laboratory for analysis of residue pesticides in foodstuffs, together with the information material for the experts of the PHA. Laboratory staff and professionals, together with regional authorities will be trained in several topics, such as analysis of residue pesticides in baby food or risk analysis in foodstuffs and equipped with training materials.

Tendering documents were at the CFCU, the DPF circulation to be launched pending on the timing of the delivery of the supply.

2006/018-175.05.02 Improving and Broadening the Care for the Re-socialisation and Rehabilitation of Persons Addicted to Psychoactive Substances

Via a complete menu of a TW, TA and a GS assistance to the re-socialisation and rehabilitation parts of the FAD to be provided among others through drafting personal and professional standards for re-socialisation centres and their adoption, training of the relevant staff and grant making for municipalities and NGOs active in re-socialisation and rehabilitation.

The TW with the French/Finnish partner to commence shortly after the cut-off, pending on the Brussels' binding opinion. The TA and the GS to start accordingly following the TW time schedule.

ANNEX 6 Dissenting Views

There were no dissenting views.