



Equal Malta Ongoing Evaluation

Final Evaluation Report

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EQUAL Community Initiative Programme for Malta - 2004-2006
Evaluation co-financed by the European Union
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EVALUATION OBJECTIVES



- To evaluate the contribution of EQUAL to policy development and improvement of policy delivery.
- To identify the lessons learnt in relation to capacity building, networking, gender mainstreaming, inclusion of minorities, and transnational cooperation.
- To identify factors contributing to the success/failure of innovation, the mainstreaming of results, and sustainability and make recommendations.



FINAL EVALUATION REPORT

- The final report derives the main lessons of the implementation and results of EQUAL.
- An evaluation of the mainstreaming activity (the remaining activity).
- Analytical conclusions and recommendations related to programme policies.



METHODOLOGY

The report is based on:

- Desk research
- Personal interviews with key actors
- E-mailed questionnaires and personal interviews with EQUAL lead DPs.





ASSESSMENT OF THE KEY PRINCIPLES ACROSS ALL THEMATIC FIELDS



GENDER MAINSTREAMING

- Equal opportunities between men and women through the reinforcement of the horizontal approach have been emphasized and adopted.
- EQUAL projects and their activities have been equality-neutral and positive.
- The different behaviour, aspirations and needs of women and men were equally met, valued and favoured.



PARTNERSHIP



- Overall, the implementation of the partnership principle has made a significant contribution to the added value of the Initiative.
- The intensity of the DPs' involvement was mixed.
- Some partners have contributed to the mainstreaming process.

EMPOWERMENT



- Empowerment of project participants took place at the psychological level.
- EQUAL supported 'practical and hands on' approaches.
- DPs obtained a better understanding of current labour issues.

TRANSNATIONAL COOPERATION



- Maltese DPs have taken up several opportunities to capitalise on the transnational learning.
- Despite the limited resources for transnational activities, the Maltese partners were very effective in 'importing' and 'exporting' practices to the EQUAL projects.
- By sharing good practices, transnational co-operation will provide real value-added for policy development.



INNOVATION



- Experimentation occurred along the way.
- Innovation has occurred through new approaches and the transfer of elements elsewhere.
- EQUAL introduced and enhanced new, atypical institutional relations.





PROGRESS OF EQUAL IN MALTA 2008

- Commencement of Action 3 (Mainstreaming) at Programme level.
- The National Thematic Network was set up.
- The National Policy Mainstreaming Strategy document was published.
- A tracer study was commissioned.
- A Policy Mainstreaming Brief has been assigned.



RESULTS AND OUTPUTS



	Totals	Planned PC Indicators
Output Indicators		
No. of Persons Trained	150 Males 254 Females	45 Males 55 Females
Volume of Training Provided	95,408 participant hours	63,000 participant hours
Result Indicators		
No. Of Certified Beneficiaries	119 Males 150 Females	30 Males 35 Females
Success/ Satisfied Rate	84%	68%
Impact Indicators		
No. Of Jobs Created/ Retained	66 Males 62 Females	17 Males 28 Females
Business set up by participants	12 businesses 4 Males 8 Females	5 Businesses

Source: NSS



RECOMMENDATIONS

- It is of prime importance to focus on an increased commitment to mainstreaming through close collaboration between stakeholders.
- Need for dissemination of policy brief recommendations and commitment to ensuring that successful tasks will be implemented in the future.

RECOMMENDATIONS



- Imposing requirements concerning starting Action 3 (mainstreaming) at the beginning of the implementation phase.
- For future projects, importance is given to the optimal size of the DP. Smaller DPs needed additional support.

CONCLUSIONS



- Impact on policies is still limited.
- The involvement of a variety of different organisations in EQUAL has increased EQUAL programme impact in terms of capacity building and empowerment.
- Around 3 out of 5 DPs have firm plans to continue some activities of their EQUAL projects beyond the life of the project.

CONCLUSIONS



- Organisations participating in EQUAL have gained greatly from their participation.
- The transnational networking mechanism has made a significant difference to the work of organisations.
- EQUAL achievements cannot remain within the EQUAL Community, hence it is vital that EQUAL value added and lessons learnt are kept alive.



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