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COVER NOTE

From: Secretary-General of the European Commission,
signed by Mr Jordi AYET PUIGARNAU, Director

date of receipt: 19 December 2018

To: Mr Jeppe TRANHOLM-MIKKELSEN, Secretary-General of the Council of
the European Union

No. Cion doc.: C(2018) 8468 final - ANNEXES 1 to 9

Subject: ANNEXES to the COMMISSION DELEGATED REGULATION (EU) .../...
amending Delegated Regulation (EU) 2015/2195 on supplementing
Regulation (EU) No 1304/2013 of the European Parliament and of the
Council on the European Social Fund, regarding the definition of standard
scales of unit costs and lump sums for reimbursement of expenditure by
the Commission to Member States.

Delegations will find attached document C(2018) 8468 final - ANNEXES 1 to 9.

Encl.: C(2018) 8468 final - ANNEXES 1 to 9



Brussels, 19.12.2018
C(2018) 8468 final

ANNEXES 1 to 9

ANNEXES

to the

COMMISSION DELEGATED REGULATION (EU) .../...

amending Delegated Regulation (EU) 2015/2195 on supplementing Regulation (EU) No 1304/2013 of the European Parliament and of the Council on the European Social Fund, regarding the definition of standard scales of unit costs and lump sums for reimbursement of expenditure by the Commission to Member States.

ANNEX I

to

COMMISSION DELEGATED REGULATION (EU) .../...

‘ANNEX II

Conditions for reimbursement of expenditure on the basis of standard scales of unit costs to France

1. Definition of standard scales of unit costs

Type of operations	Indicator name	Category of costs	Measurement unit for the indicator	Amounts (in EUR)
1. “Garantie Jeunes” supported under priority	Young NEET ¹ with a positive result under “Garantie Jeunes” at the latest	-allowances paid to the participant;	Number of young NEETs who have one of the following results at the latest 12 months following the start of the coaching:	6 400

¹ Young person not in employment, education or training that participates in an operation supported by the “PROGRAMME OPÉRATIONNEL NATIONAL POUR LA MISE EN ŒUVRE DE L’INITIATIVE POUR L’EMPLOI DES JEUNES EN METROPOLE ET OUTRE-MER”

<p>axis 1 “Accompagner les jeunes NEET vers et dans l’emploi” of the operational programme “PROGRAMME OPÉRATIONNEL NATIONAL POUR LA MISE EN ŒUVRE DE L’INITIATIVE POUR L’EMPLOI DES JEUNES EN METROPOLE ET OUTRE-MER” (CCI-2014FR05M9 OP001)</p>	<p>12 months following the start of coaching</p>	<p>-activation costs incurred by the "missions locales"</p>	<ul style="list-style-type: none"> • entered vocational skills training leading to a certification, whether by: <ul style="list-style-type: none"> - entering training in lifelong learning; or - entering basic training; or • started a company; or • found a job; or • has spent at least 80 working days in a (paid or not) professional environment 									
<p>2. Training for the unemployed provided by accredited training organisations and</p>	<p>Participants with a successful outcome following a training course.</p>	<p>All eligible costs of the operation.</p>	<p>Number of participants with one of the following outcomes following a training course:</p> <ul style="list-style-type: none"> - received a diploma or a confirmation 	<table border="1"> <thead> <tr> <th data-bbox="1422 1093 1507 1193">Category</th> <th data-bbox="1507 1093 1778 1193">Sector</th> <th data-bbox="1778 1093 1964 1193">Amount</th> </tr> </thead> <tbody> <tr> <td data-bbox="1422 1193 1507 1268">1</td> <td data-bbox="1507 1193 1778 1268">Healthcare</td> <td data-bbox="1778 1193 1964 1268">3 931</td> </tr> </tbody> </table>	Category	Sector	Amount	1	Healthcare	3 931		
Category	Sector	Amount										
1	Healthcare	3 931										

supported by the Operational Programme Ile-de-France (CCI 2014FR05M0OP0 01)			<p>of acquired competencies at the end of their training course;</p> <ul style="list-style-type: none"> - found a job of at least one month duration; - inscribed in a further professional training course; - re-inscribed in their previous school curriculum after an interruption; or - gained access to a formal validation process of their aquired competencies. <p>If a participant achieves more than one succesful outcome following the training course, this shall only give rise to the reimbursement of one amount for that training.</p>		Safety of goods and people	4 556	
				2	Cultural, sports and leisure activities		
					Services to people		
					Handling of soft materials		
					Agri-food, cooking		
					Trade and sales		
					Hosting, hotel industry, catering		
					Health and safety at work		
				3	Secretarial and office automation training		5 695
					Social work		
					Electronics		
					Hairdressing, beauty and wellness		

					Vehicle and equipment maintenance		
					Transport, handling, storing		
					4	Agriculture	7 054
					Environment		
					Building and public works		
					Printing and publishing techniques		
3. Training for the unemployed provided by accredited training organisations and supported by the following Operational Programmes: Rhône-Alpes (CCI 2014FR16M2OP0	Participants with a successful outcome following a training course.	All eligible costs of the operation.	Number of participants with one of the following outcomes following a training course: - received a diploma which is officially endorsed by a professional representation organisation or government office.; - received a confirmation of acquired competencies at the end of their training course;	Category	Sector	Amount	
				1	Transport, logistics, and tourism	4 403	
					Banking, insurance		
					Management, business administration, creation of enterprises		
					Services for individuals		

10) and Auvergne (CCI 2014FR16M0OP0 02)		<ul style="list-style-type: none"> - found a job; - inscribed in a further professional training course; - re-inscribed in their previous school curriculum after an interruption; or - gained access to a formal validation process of their aquired competencies. <p>For category 5, additionally, number of participants with a successful outcome as described above who are entitled to receive an allowance from the Region Auvergne-Rhône-Alpes.²</p> <p>If a participant achieves more than one succesful outcome following the training course, this shall only give rise to the reimbursement of one amount for that training.</p>		and communities	
			2	Health and social work, recreational, cultural and sporting activities	5 214
				Restaurant, hotel and food industries	
				Trade	
				Handling of soft materials and wood; graphic industries	
			3	Building and public works	7 853
				Process industries	
				Mechanics, metal working	
Agriculture, marine, fisheries					
			Communication,		

² The entitlement to receive an allowance is regulated in decree n°88-368 of 15 April 1988 modified by decree n°2002-1551 of 23 December 2002

					information, art and entertainment	
				4	Maintenance	9 605
			Electricity, electronics			
			IT and telecommunication			
			5	Allowances		1 901

2. Adjustment of amounts

The amount of unit cost 1. is based partly on a standard scale of unit cost funded entirely by France. Out of the 6 400 EUR, 1 600 EUR correspond to the standard scale of unit cost set out by the “instruction ministérielle du 11 octobre 2013 relative à l’expérimentation Garantie Jeunes prise pour l’application du décret 2013-80 du 1er octobre 2013 ainsi que par l’instruction ministérielle du 20 mars 2014” to cover the costs borne by the Youth Public Employment Services « Missions Locales » to coach each NEET entering the “Garantie Jeunes”.

Unit cost 1. shall be updated by the Member State in line with adjustments under national rules to the standard scale of unit cost of 1 600 EUR mentioned in paragraph 1 above that covers the costs borne by the Youth Public Employment Services.

The amount of unit costs 2. and 3. are based on publicly procured prices for training hours in the respective fields and geographical areas. These amounts will be adjusted when the procurement process for the underlying training courses is repeated according to the following formula:

New price (excl. VAT) = Old price (excl. VAT) x (0,5 + 0,5 x Sr/So)

Sr is the index of employed persons INSEE (identifier 1567446) of the last monthly publication at the date of the ajustement

So is the index of employed persons INSEE (identifier 1567446) of the monthly publication at the date of submission of the tender for the first ajustment; then, for the following ajustements, it refers to the monthly publication of the anniversary date of the submission of the tender'.

ANNEX II

to

COMMISSION DELEGATED REGULATION (EU) .../...

‘ANNEX III

Conditions for reimbursement of expenditure on the basis of standard scales of unit costs to the Czech Republic

1. Definition of standard scales of unit costs

Type of operations	Indicator name	Category of costs ³	Measurement unit for the indicator	Amounts (in national currency CZK unless otherwise mentioned)
1. Establishment of a new childcare facility under Priority Axis 1 of	Newly created place in a new childcare facility	- purchase of equipment for a childcare facility;	Number of newly created places in a new childcare facility ⁴	20 053 incl. VAT, or 16 992 excl. VAT

³ For unit costs 1 – 5, the categories of costs mentioned cover all costs associated with that operation, except for types of operations 1 and 2, which may also include other categories of costs.

Type of operations	Indicator name	Category of costs ³	Measurement unit for the indicator	Amounts (in national currency CZK unless otherwise mentioned)
Operational Programme Employment (2014CZ05M9OP001) and Priority Axis 4 of Operational Programme Prague Growth Pole (2014CZ16M2OP001)		- management of project phase focused on creating the facility.		
2. Transformation of an existing facility to a children's group under Priority Axis 1 of Operational Programme Employment (2014CZ05M9OP001) and Priority Axis 4 of Operational Programme Prague Growth Pole (2014CZ16M2OP001)	Transformed place in a children's group ⁵	- purchase of equipment for a transformed facility; - purchase of teaching aids; - management of project phase focused on transforming the facility	Number of transformed places in a children's group ⁶	9 518 incl. VAT, or 8 279 excl. VAT
3. Operating a childcare	Occupancy per place	- salaries of teaching and	Occupancy rate ⁷	628 ⁸

⁴ Meaning a new place which is included in the capacity of the new childcare facility as recorded by national regulations, and which has proof of equipment for each new place provided.

⁵ A children's group means it has been registered as a children's group pursuant to national legislation on the provision of childcare services in a children's group.

⁶ Meaning a place in an existing facility which is newly registered as a children's group in accordance with national legislation and included in the official capacity of that group, and which has proof of equipment for each place.

Type of operations	Indicator name	Category of costs ³	Measurement unit for the indicator	Amounts (in national currency CZK unless otherwise mentioned)
facility under Priority Axis 1 of Operational Programme Employment (2014CZ05M9OP001) and Priority Axis 4 of Operational Programme Prague Growth Pole (2014CZ16M2OP001)	in a childcare facility	non-teaching staff, - operation of the childcare facility, - management of the operation		
4. Upskilling of caregivers under Priority Axis 1 of Operational Programme Employment (2014CZ05M9OP001) and Priority Axis 4 of Operational Programme Prague Growth Pole (2014CZ16M2OP001)	Achievement of a qualification as caregiver in a childcare facility	- training and examination for professional qualification	Number of persons who obtain a certification of professional qualification as caregiver in a childcare facility	14 178
5. Lease of premises for childcare facilities under Priority Axis 1 of	Occupancy per place in a childcare facility	- Rent of the premises for a childcare facility	Occupancy rate ⁹ .	56 ¹⁰

⁷ The occupancy rate is defined as the number of children attending the childcare facility per half day during 6 months divided by the maximum capacity of the facility per half day during 6 months, multiplied by 100.

⁸ This amount will be paid for each 1% point of occupancy per place up to a maximum of 75 % points for a period of 6 months. If the occupancy rate is less than 20% there will be no reimbursement.

⁹ The occupancy rate is defined as the number of children attending the childcare facility per half day during 6 months divided by the maximum capacity of the facility per half day during 6 months, multiplied by 100.

¹⁰ This amount will be paid for each 1% point of occupancy per place up to a maximum of 75 % points for a period of 6 months. If the occupancy rate is less than 20% there will be no reimbursement.

Type of operations	Indicator name	Category of costs ³	Measurement unit for the indicator	Amounts (in national currency CZK unless otherwise mentioned)
Operational Programme Employment (2014CZ05M9OP001) and Priority Axis 4 of Operational Programme Prague Growth Pole (2014CZ16M2OP001)				
6. Further external professional training of employees under Priority Axis 1 of Operational Programme Employment, (2014CZ05M9OP001)	One hour (60 minutes) of participation of an employee in an external training course on general information technologies (IT)	All eligible costs, including: - Direct costs of providing training; - Indirect costs; - Wages for participants.	Number of completed hours per employee.	324
7. Further external professional training of employees under Priority Axis 1 of Operational Programme Employment (2014CZ05M9OP001)	One hour (60 minutes) of participation of an employee in an external training course on soft and managerial skills	All eligible costs, including: - Direct costs of providing training; - Indirect costs;	Number of completed hours per employee.	593

Type of operations	Indicator name	Category of costs ³	Measurement unit for the indicator	Amounts (in national currency CZK unless otherwise mentioned)
		- Wages for participants.		
8. Further external professional training of employees under Priority Axis 1 of Operational Programme Employment (2014CZ05M9OP001)	A period (45 minutes) of participation of an employee in external language training courses	All eligible costs, including: - Direct costs of providing training; - Indirect costs; - Wages for participants.	Number of completed periods per employee	173
9. Further external professional training of employees under Priority Axis 1 of Operational Programme Employment (2014CZ05M9OP001)	One hour (60 minutes) of participation of an employee in a training course in specialised IT	All eligible costs, including: - Direct costs of providing training; - Indirect costs; - Wages for participants.	Number of completed hours per employee	609
10. Further external professional training of employees under Priority Axis 1 of the Operational	One hour (60 minutes) of participation of an employee in an external training	All eligible costs, including: - Direct costs of	Number of completed hours per employee	436

Type of operations	Indicator name	Category of costs ³	Measurement unit for the indicator	Amounts (in national currency CZK unless otherwise mentioned)
Programme Employment (2014CZ05M9OP001)	course in accountancy, economy and law	providing training; - Indirect costs; - Wages for participants.		
11. Further external professional training of employees under Priority Axis 1 of Operational Programme Employment (2014CZ05M9OP001)	One hour (60 minutes) of participation of an employee in external technical and other professional training	All eligible costs, including: - Direct costs of providing training; - Indirect costs; - Wages for participants.	Number of completed hours per employee	252
12. Further internal ¹¹ professional training of employees under Priority Axis 1 of Operational Programme Employment	One hour (60 minutes) of participation of an employee in a training course provided by an internal trainer in any	All eligible costs, including: - Direct staff costs;	Number of completed hours per employee	144

¹¹ Internal training is training provided by an internal trainer.

Type of operations	Indicator name	Category of costs ³	Measurement unit for the indicator	Amounts (in national currency CZK unless otherwise mentioned)
(2014CZ05M9OP001)	of the following areas: <ul style="list-style-type: none"> • general information technologies (IT) • soft and managerial skills • languages • specialised IT • accountancy, economy and law • technical and other professional. 	<ul style="list-style-type: none"> - Indirect costs; - Wages for participants. 		
13. Support provided by non-permanent personnel to school/educational facility under Priority axis 3 of Operational Programme Research, Development and Education	0.1 full-time equivalent (FTE) worked as a school psychologist and/or a specialised school pedagogue per month	All eligible costs, including, direct staff costs	Number of 0.1 FTE worked per month	5 871

Type of operations	Indicator name	Category of costs ³	Measurement unit for the indicator	Amounts (in national currency CZK unless otherwise mentioned)
(2014CZ05M2OP001)				
14. Support provided by non-permanent personnel to school/educational facility under Priority axis 3 of Operational Programme Research, Development and Education (2014CZ05M2OP001)	0.1 FTE worked by a school assistant and/or social pedagogue per month.	All eligible costs, including direct staff costs	Number of 0.1 FTE worked per month	School assistant: 3 617 Social pedagogue: 4 849
15. Support provided by non-permanent personnel to school/educational facility under Priority axis 3 of Operational Programme Research, Development and Education (2014CZ05M2OP001)	0.1 FTE worked by a nanny per month	All eligible costs, including direct staff costs.	Number of 0.1 FTE worked per month	3 402
16. Provision of extracurricular activity for children/pupils at risk of school failure under Priority axis 3 of Operational Programme	Provision of a block of 16 lessons of extracurricular activities with a duration of 90 minutes per lesson provided to	All eligible costs, including direct staff costs.	Number of completed blocks of 16 lessons with a duration of 90 minutes per lesson provided to a group of at least 6 children/pupils of	17 833

Type of operations	Indicator name	Category of costs ³	Measurement unit for the indicator	Amounts (in national currency CZK unless otherwise mentioned)
Research, Development and Education (2014CZ05M2OP001) and Priority Axis 4 of Operational Programme Prague Growth Pole (2014CZ16M2OP001)	a group of at least 6 children/pupils of which 2 are at risk of school failure.		which 2 are at risk of school failure.	
17. Supporting pupils at the risk of school failure through tutoring under Priority axis 3 of Operational Programme Research, Development and Education (2014CZ05M2OP001) and Priority Axis 4 of Operational Programme Prague Growth Pole (2014CZ16M2OP001)	Provision of a block of 16 hours of tutoring to a group of at least 3 registered pupils at risk of school failure.	All eligible costs, including direct staff costs.	Number of completed blocks of 16 hours provided to a group of at least 3 registered pupils at risk of school failure.	8 917
18. Professional development of pedagogues through structured training courses under Priority axis 3 of Operational Programme Research,	Hours of professional training provided to pedagogues.	All eligible costs, including direct costs of providing training.	Number of completed hours of training per pedagogue	1) 435 for training inside regular class time 2) 170 for training outside regular class time

Type of operations	Indicator name	Category of costs ³	Measurement unit for the indicator	Amounts (in national currency CZK unless otherwise mentioned)
Development and Education (2014CZ05M2OP001) and Priority Axis 4 of Operational Programme Prague Growth Pole (2014CZ16M2OP001)				
19. Provision of information to parents through meetings under Priority axis 3 of Operational Programme Research, Development and Education (2014CZ05M2OP001) and Priority Axis 4 of Operational Programme Prague Growth Pole (2014CZ16M2OP001)	Thematic meeting with a minimum of eight parents for a minimum duration of two hours (120 minutes).	All eligible costs, including direct staff costs.	Number of thematic meetings with a minimum of eight parents for a minimum duration of two hours (120 minutes)	3 872
20. Professional development of pedagogues in schools and educational facilities under Priority axis 3 of Operational Programme Research, Development	Block of 30 hours of external mentoring/coaching to a group of between 3 and 8 pedagogues.	All eligible costs, including direct staff costs.	Number of completed blocks of 30 hours mentoring/coaching to a group of between 3 and 8 pedagogues.	31 191

Type of operations	Indicator name	Category of costs ³	Measurement unit for the indicator	Amounts (in national currency CZK unless otherwise mentioned)
and Education (2014CZ05M2OP001)				
21. Professional development of pedagogues in schools and educational facilities under Priority axis 3 of Operational Programme Research, Development and Education (2014CZ05M2OP001)	Training cycle of 15 hours of structured job-shadowing by a pedagogue	All eligible costs, including direct staff costs.	Number of completed training cycles of 15 hours per pedagogue undertaking a structured visit to another pedagogue in another school.	4 505
22. Professional development of pedagogues in schools and educational facilities under Priority axis 3 of Operational Programme Research, Development and Education (2014CZ05M2OP001)	Cycle of 10 hours of training through mutual cooperation involving a group of at least 3 pedagogues.	All eligible costs, including direct staff costs.	Number of completed training cycles of 10 hours involving a group of at least 3 pedagogues.	8 456
23. Professional development of teaching	Tandem lesson ¹² of 2.75 hours.	All eligible costs, including direct staff costs:	Number of completed tandem lessons	815

¹² Tandem lesson is to be understood as two pedagogues cooperating to mutually strengthen their professional development by jointly planning, implementing and reflecting on teaching methods in a class.

Type of operations	Indicator name	Category of costs ³	Measurement unit for the indicator	Amounts (in national currency CZK unless otherwise mentioned)
staff of school/educational facility under Priority axis 3 of Operational Programme Research, Development and Education (2014CZ05M2OP001)				
24. Professional development of pedagogues of school/educational facility under Priority axis 3 of Operational Programme Research, Development and Education (2014CZ05M2OP001)	Cycle of 19 hours of mutual cooperation and learning involving an expert and 2 pedagogues.	All eligible costs, including direct staff costs.	Number of completed cycles of 19 hours involving an expert and 2 other pedagogues.	5 637
25. Career advice services in schools and cooperation between schools and employers under Priority axis 3 of Operational Programme Research, Development and Education	0.1 FTE worked per month by a career advisor and/or a coordinator of cooperation between a school and employers.	All eligible costs, including direct staff costs	Number of 0.1 FTE worked per month	4 942

Type of operations	Indicator name	Category of costs ³	Measurement unit for the indicator	Amounts (in national currency CZK unless otherwise mentioned)
(2014CZ05M2OP001)				
26. Professional development of pedagogues of school/educational facility under Priority axis 3 of Operational Programme Research, Development and Education (2014CZ05M2OP001)	Training cycle of 8.5 hours involving structured job-shadowing by a pedagogue and a mentor.	All eligible costs, including direct staff costs	Number of completed training cycles of 8.5 hours per structured visit to an institution/company/facility.	2 395
27. Professional competence development of pedagogues under Priority axis 3 of Operational Programme Research, Development and Education (2014CZ05M2OP001) and Priority Axis 4 of Operational Programme Prague Growth Pole (2014CZ16M2OP001).	Cycle of 3.75 hours or 4 cycles of 3.75 hours of training involving a pedagogue and expert/ICT technician.	All eligible costs, including direct staff costs	Number of completed training cycles of 3.75 hours involving a pedagogue and expert/ICT technician.	One Cycle: 1 103 Four Cycles: 4 412

Type of operations	Indicator name	Category of costs ³	Measurement unit for the indicator	Amounts (in national currency CZK unless otherwise mentioned)		
				Components	Amount ¹³ (EUR)	
28. Mobility of researchers under priority axis 2 of Operational Programme Research, Development and Education (2014CZ05M2OP001).	Months in mobility per researcher.	All eligible costs of the operation.	Number of months in mobility per researcher.	Living Allowance (for incoming mobility to CZ)	Junior	2 674
					Senior	3 990
				The amounts of Living Allowance for outgoing mobility from CZ shall be calculated by multiplying the amounts for incoming mobility by the relevant correction co-efficient listed in point 3 below, depending on destination country.		
				Mobility allowance	600	
				Family allowance	500	
Research, training and networking costs	800					

¹³ The total amount per participant will depend on the characteristics of each incidence of mobility and the applicability of each of the components set out.

Type of operations	Indicator name	Category of costs ³	Measurement unit for the indicator	Amounts (in national currency CZK unless otherwise mentioned)	
				Management and Indirect Costs	650
29. Supporting pupils with different mother tongue, teachers or parents through the assistance of an Intercultural Worker or Bilingual Assistant under Priority Axis 4 of Operational Programme Prague Growth Pole (2014CZ16M2OP001).	1) 0.1 FTE worked per month by an Intercultural Worker ¹⁴ or Bilingual Assistant. 2) One hour (60 minutes) worked by an Intercultural Worker ¹⁵ .	All eligible costs of the operation.	1) Number of 0.1 FTE worked by an Intercultural Worker or Bilingual Assistant per month. 2) Number of hours worked by an Intercultural Worker.	1) Intercultural Worker: 5 373 Bilingual Assistant: 4 464 2) Intercultural Worker: 308	

¹⁴ This indicator will be used for Intercultural Workers or bilingual assistants employed directly on a full-time or a part-time basis by the school.

¹⁵ This indicator will be used for external Intercultural Workers engaged by the school to provide services on an hourly basis.

Type of operations	Indicator name	Category of costs ³	Measurement unit for the indicator	Amounts (in national currency CZK unless otherwise mentioned)												
30. Transnational mobility projects for the training of educational staff under Priority Axis 4 "Education and learning and support of Employment" of Operational Programme Prague Growth Pole (2014CZ16M2OP001).	A 4-day traineeship for educational staff in a school in another European State consisting of at least 24 hours of educational activities.	All eligible costs of the operation, which are: 1) Salaries for participants; 2) Costs associated with organising the traineeship in the host and sending school. 3) Travel and subsistence costs;	Number of 4-day traineeships participated in by educational staff in a school in another European State.	1) 5 087 2) EUR 350 3) To these amounts for each 4-day traineeship may be added an amount per participant to cover travel and subsistence costs as follows: Travel costs depending on distance as follows ¹⁶ : <table border="0"> <thead> <tr> <th></th> <th style="text-align: right;">Amount</th> </tr> </thead> <tbody> <tr> <td>10 - 99 km:</td> <td style="text-align: right;">EUR 20</td> </tr> <tr> <td>100 - 499 km:</td> <td style="text-align: right;">EUR 180</td> </tr> <tr> <td>500 - 1999 km:</td> <td style="text-align: right;">EUR 275</td> </tr> <tr> <td>2,000 - 2,999 km:</td> <td style="text-align: right;">EUR 360</td> </tr> <tr> <td>3,000 - 3,999 km:</td> <td style="text-align: right;">EUR 530</td> </tr> </tbody> </table>		Amount	10 - 99 km:	EUR 20	100 - 499 km:	EUR 180	500 - 1999 km:	EUR 275	2,000 - 2,999 km:	EUR 360	3,000 - 3,999 km:	EUR 530
	Amount															
10 - 99 km:	EUR 20															
100 - 499 km:	EUR 180															
500 - 1999 km:	EUR 275															
2,000 - 2,999 km:	EUR 360															
3,000 - 3,999 km:	EUR 530															

¹⁶ Based on travel distance per participant. Travel distances shall be calculated using the distance calculator supported by the European Commission - http://ec.europa.eu/programmes/erasmus-plus/tools/distance_en.htm

Type of operations	Indicator name	Category of costs ³	Measurement unit for the indicator	Amounts (in national currency CZK unless otherwise mentioned)
				<p>4,000 - 7,999 km: EUR 820</p> <p>8,000 km and above: EUR 1 300</p> <p>Subsistence costs, depending on country as follows: Amount</p> <p>Denmark, Ireland, Norway, Sweden, United Kingdom EUR 448</p> <p>Belgium, Bulgaria, Greece, France, Italy, Cyprus, Luxembourg, Hungary, Austria, Poland, Romania, Finland, EUR 392</p> <p>Germany, Spain, Latvia, Malta, Portugal, Slovakia, EUR 336</p> <p>Estonia, Croatia,</p>

Type of operations	Indicator name	Category of costs ³	Measurement unit for the indicator	Amounts (in national currency CZK unless otherwise mentioned)
				Lithuania, Slovenia. EUR 280
31. Developing information and communications	Lesson of 45 minutes using ICT tools, with a	All eligible costs of the operation, including direct	Number of lessons of 45 minutes with a	2 000

Type of operations	Indicator name	Category of costs ³	Measurement unit for the indicator	Amounts (in national currency CZK unless otherwise mentioned)
technology (ICT) skills of pupils and staff in school/educational facilities under Priority axis 3 of Operational Programme Research, Development and Education (2014CZ05M2OP001)	minimum of 10 pupils of which at least 3 are at risk of school failure.	ICT costs and direct staff costs	minimum of 10 pupils of which at least 3 are at risk of school failure.	
32. Professional development of teaching staff under Priority Axis 3 of Operational Programme Research, Development and Education (2014CZ05M2OP001)	Project day consisting of cooperative teaching by teaching staff	All eligible costs, including travel costs and direct staff costs	Number of project days of cooperative teaching, which meet the following requirements: - consisting of 4 lessons of 45 minutes each of teaching outside the normal school environment -to a group of at least 10 students, of which at least 3 are at risk of school-are complemented by at	6 477

Type of operations	Indicator name	Category of costs ³	Measurement unit for the indicator	Amounts (in national currency CZK unless otherwise mentioned)
			least 60 minutes of joint preparation and reflection	

2. Adjustments of amounts.

The rate for unit costs 6-11 may be adjusted by replacing the initial minimum wage rate in the calculation method that consists of the minimum wage, the cost for provision of training and indirect costs.

The rate for unit cost 12 may be adjusted by replacing the initial direct staff costs, including social security and health contributions, and/or the wages for participants, including social security and health contributions in the calculation method that consists of direct staff costs, including social security and health contributions and/or the wages for participants, including social security and health contributions.

The rate for unit costs 13-17, 19-27, and 29 may be adjusted by replacing the initial direct staff costs, including social security and health contributions, in the calculation method that consists of direct staff costs, including social security and health contributions, plus indirect costs.

The rate for unit cost 18 may be adjusted by replacing the salaries for participants, including social security and health contributions in the calculation method that consists of the cost for provision of training plus salaries for participants, including social security and health contributions, plus indirect costs.

The rates for unit cost 28 may be adjusted by replacing the amounts for Living Allowance, Mobility allowance, Family allowance, Research, training and networking costs Management and Indirect Costs.

The rate for unit cost 30 may be adjusted by replacing the initial direct staff costs, including social security and health contributions, the costs associated with organising the traineeship in the host and sending school, and the travel and subsistence costs in the calculation method that

consists of direct staff costs, including social security and health contributions, the costs associated with organising the traineeship in the host and sending school, and the travel and subsistence costs.

The rate for unit cost 32 may be adjusted by replacing the amount for travel in the calculation method that consists of direct costs for travel, plus direct staff costs, plus indirect costs.

Adjustments will be based on the updated data as follows:

- for the minimum wage, amendments to the minimum wage as set by government decree no. 567/2006 Coll;
- for social security contributions, amendments to employers' contributions to social security, defined in Act no. 589/1992 Coll. on social security; and
- for health contributions, amendments to employers' contributions to health insurance, defined in Act no. 592/1992 Coll. on premiums for health insurance.
- For average salaries to determine wages/staff costs, changes to the latest annual published data for relevant categories from the average earnings informational system (www.ISPV.cz).
- For Living Allowance, Mobility allowance, Family allowance, Research, training and networking costs Management and Indirect Costs, amendment to rates for the HORIZON 2020 – Marie Skłodowska-Curie Actions as published at <https://ec.europa.eu/research/mariecurieactions/>
- For travel, subsistence and organisational costs under unit cost 30, amendments to the amounts for travel and organisational costs as well as individual support set by the European Commission for Key Action 1 (mobility projects) under the Erasmus+ programme (<http://ec.europa.eu/programmes/erasmus-plus/>).
- For travel under unit cost 32, amendments to the amounts for travel between 10 and 99 kilometres as set out in the 'distance calculator' of the Erasmus+ programme (http://ec.europa.eu/programmes/erasmus-plus/resources/distance-calculator_en).

3. Table of Coefficients related to outgoing mobility of researchers

Country	Correction coefficient
Albania	0.908
Argentina	0.698
Australia	1.253
Belgium	1.193
Bosnia and Herzegovina	0.878
Brazil	1.098
Bulgaria	0.853
Montenegro	0.798
Czech Republic	1.000
China	1.014

Country	Correction coefficient
Latvia	0.906
Luxembourg	1.193
Hungary	0.909
The former Yugoslav Republic of Macedonia	0.816
Malta	1.069
Mexico	0.840
Republic of Moldova	0.729
Germany	1.179
Netherlands	1.245
Norway	1.574

Denmark	1.615
Estonia	0.934
Faroe Islands	1.600
Finland	1.391
France	1.325
Croatia	1.163
India	0.630
Indonesia	0.899
Ireland	1.354
Italy	1.273
Israel	1.297
Japan	1.383
Republic of South Africa	0.666
South Korea	1.255

Poland	0.912
Portugal	1.063
Austria	1.251
Serbia	0.801
Romania	0.815
Russia	1.378
Greece	1.106
Slovakia	0.986
Slovenia	1.027
Spain	1.165
Sweden	1.333
Switzerland	1.350
Turkey	1.033
Ukraine	1.101

Canada	1.031
Cyprus	1.095
Lithuania	0.872

United States of America	1.186
United Kingdom	1.436
Vietnam	0.610

ANNEX III

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COMMISSION DELEGATED REGULATION (EU) .../...

‘ANNEX VII

Conditions for reimbursement of expenditure on the basis of standard scales of unit costs to Slovakia

1. Definition of standard scales of unit costs

Type of operations	Indicator name	Category of costs	Measurement unit for the indicators	Amounts (in EUR)	
1. Professional development of employees in foreign language skills under Priority Axes 2, 3 and 4 of the Operational Programme Human Resources (2014SK05M0OP001)	45-minute period of foreign language training per employee	All eligible costs of the operation, including direct costs of providing training.	Number of completed 45-minute periods of foreign language training per employee.	8,53	
2. European Computer Driving Licence (ECDL certification under Priority Axes 1, 2 and 3 of Operational Programme Human Resources (2014SK05M0OP001))	ECDL certification	All eligible costs of the operation, including direct cost of sitting examination and issuing certificate	Number of ECDL certificates awarded, differentiated by profile and module ¹⁷	Certificate Name	Price
				ECDL Profile - 1 Base/Standard exam	31,50
				ECDL Profile - 2 Base/Standard exams	59,00
				ECDL Profile - 3 Base/Standard exams	76,50
				ECDL Profile - 4 Base/Standard exams	92,00
				ECDL Profile - 5 Base/Standard exams	111,50
				ECDL Profile - 6 Base/Standard exams	127,00
				ECDL Profile - 7 Base/Standard exams	142,50

¹⁷ There are two possible modules – 1) Base/Standard and 2) Advanced.

Type of operations	Indicator name	Category of costs	Measurement unit for the indicators	Amounts (in EUR)	
				ECDL Profile - 8 Base/Standard exams	163,00
				ECDL Profile - 1 Advanced exam	39,10
				ECDL Profile - 2 Advanced exams	74,30
				ECDL Profile - 3 Advanced exams	99,40
				ECDL Profile - 4 Advanced exams	122,50
3. Inclusion in elementary schools under Priority Axis Education of Operational Programme Human Resources (2014SK05M0OP001)	Occupation of newly created posts in inclusive teams	Direct wage costs Indirect costs	Number of months during which a newly created post in an inclusive team is occupied.	School psychologist – 1 235 per month Special pedagogue / social pedagogue – 1 440 per month	
4. Inclusion in kindergartens and elementary schools under Priority Axis Education of Operational Programme Human Resources (2014SK05M0OP001)	Occupation of newly created posts for pedagogical assistants	Direct wage costs Indirect costs	Number of months during which a newly created post for a pedagogical assistant is occupied	1 005 per month	

Type of operations	Indicator name	Category of costs	Measurement unit for the indicators	Amounts (in EUR)
5. Integration of pupils in kindergartens and schools under Priority Axis Education of Operational Programme Human Resources (2014SK05M0OP001)	Occupation of a newly created teacher's assistant post	Direct wage costs Indirect costs	Number of months during which a newly created post of teachers assistant is occupied	966 per month
6. Training of teaching and specialised staff under Priority Axis Education of Operational Programme Human Resources (2014SK05M0OP001)	One hour of participation in training for teaching and specialised staff	Direct wage costs of the trainer and wages of the participant. Indirect Costs	Number of completed hours per participant in training for teaching and specialised staff	Group of 20 participants: 10,10 per completed hour per participant Group of 12 participants: 10,65 per completed hour per participant.
7. Training of prospective teachers of higher education facilities under Priority Axis Education of Operational	One hour of analysis by a training teacher of a student's direct teaching activity unit	Direct wage costs. Indirect costs.	Number of hours of direct analysis by a training teacher of students' direct teaching activity unit (school class) or direct education activity (school	9,66 per hour

Type of operations	Indicator name	Category of costs	Measurement unit for the indicators	Amounts (in EUR)
Programme Human Resources (2014SK05M0OP001)	(school class) or direct education activity (school facility).		facility).	
8. Teaching clubs ¹⁸ under Priority Education Operational Programme Human Resources (2014SK05M0OP001)	One hour of participation by teaching staff ¹⁹ in a teaching club	Direct wage costs. Indirect costs.	Number of hours of participation by teaching staff in a teaching club	10,60
9. Teaching of additional school classes ²⁰ under	1. One hour of teaching of an additional	Direct costs wage and	1. Number of hours of teaching of additional school classes by a	1. Teaching by a primary school teacher: 11,70

¹⁸ A teaching club shall consist of minimum 3 and maximum 10 members and each club meeting shall last a maximum of 3 hours. Teaching clubs both with and without a written output can declare a maximum of 30 hours per semester for participation of each member at the club. Teaching clubs with a written output can each declare a maximum of 50 hours for production of their written output.

¹⁹ The participation at the teaching clubs is strictly limited to the following categories of teaching staff, as defined in §3 and §12 of Act No. 317/2009: teachers, teaching assistants, educators and teachers/trainers of practical education.

²⁰ Additional school classes are classes run by the school in addition to the classes normally financed by the state budget. An additional class lasts 60 minutes and consists of 45 minutes teaching plus 15 minutes of preparatory or follow-up activities. Additional classes can be provided up to a maximum, per school year and per school, of:

Type of operations	Indicator name	Category of costs	Measurement unit for the indicators	Amounts (in EUR)
Priority Education Operational Programme Resources (2014SK05M0OP00 1)	Axis of Human 2. One hour of teaching of an additional school class by a secondary school teacher	indirect costs.	primary school teacher 2. Number of hours of teaching of additional school classes by a secondary school teacher	2. Teaching by a secondary school teacher: 12,30

2. Adjustment of amounts

The amount for unit cost 5 may be adjusted in line with changes to the normative allowance for teacher's assistants established in accordance with §9a section 3 of Governmental Regulation No. 630/2008 of the Slovak Republic, laying down the details of the breakdown of funds from the state budget for schools and school facilities.

-
- 12 classes weekly for primary schools – level I;
 - 15 classes weekly for primary schools – level II;
 - 33 classes weekly for secondary schools.

The amount for unit cost 7 may be adjusted in line with changes to the guidelines for allocation of subsidies from the state budget to public higher education institutions, in accordance with Act No. 131/2002 on higher education institutions.

The amount for unit costs 8 and 9 may be adjusted by replacing the initial direct wage costs in the calculation method that consists of direct wage costs and a flat rate for indirect costs.

Adjustments will be based on change of salaries for primary and secondary school teachers established at national level in accordance with §28 section 1 of Act No. 553/2003 on remuneration of some employees working in public interest.’

ANNEX IV

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‘ANNEX X

Conditions for reimbursement of expenditure on the basis of standard scales of unit costs to Austria

1. Definition of standard scales of unit costs

Type of operations	Indicator name	Category of costs	Measurement unit for the indicators	Amounts (in EUR)
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Type of operations	Indicator name	Category of costs	Measurement unit for the indicators	Amounts (in EUR)	
1. Measures to reduce the number of early school leavers. Priority axis 3 of OP 2014AT05SFOP001	Provision of teaching hours. ²¹	Staff costs for teachers. ²²	Number of teaching hours per type of school.	Type of school ²³	Amount
				3070	95,91
				3080	89,98
				3081	96,28
				3082	107,09
				3091	78,87
2. Basic education courses under priority axis 1.1, 3.2. and 4 of OP 2014AT05SFOP001	Hours of provision of basic education in five competency areas by one or two coaches and of provision of accompanying childcare services.	All costs of the operation.	Number of teaching hours ²⁴ provided by: - one or two coaches ²⁵ ; - within or outside the main residency community of the beneficiary;	Criteria	Amount per teaching hour
				Courses with 1 coach	110
				Courses with 2 coaches	150
				Courses with 1 coach and provision of childcare	150

²¹ One teaching hour equals 50 minutes.

²² These are the only costs to be claimed for ESF reimbursement for the specified operations.

²³ Type of school:

3070 Secondary Academic Schools (AHS)

3080 Technical/industrial schools (TMHS)

3081 Secondary schools and colleges for tourism and for social and services-related occupations (HUM)

3082 Commercial academies and commercial schools (HAK/HAS)

3091 Secondary college for early childhood pedagogy / Secondary college for social pedagogy (BAfEP/BASOP)

²⁴ One teaching hour equals 50 minutes.

²⁵ Two coaches are allowed for groups with a minimum of seven participants.

Type of operations	Indicator name	Category of costs	Measurement unit for the indicators	Amounts (in EUR)	
			- with or without childcare services.	facilities	
				Courses with 2 coaches and provision of childcare facilities	190
				Courses with 1 coach outside the main residency community of the beneficiary	140
				Courses with 2 coaches outside the main residency community of the beneficiary	180
				Courses with 1 coach and provision of childcare facilities outside the main residency community of the beneficiary	180
3. Educational counselling under priority axis 3.2. and 4 of OP 2014AT05SFOP001	Provision of face-to-face counselling services to individuals.	All costs of the operation.	Number of face-to-face counselling sessions provided.	338,43	
4. Management verifications of OP	Hours of provision of management	All costs of the operation.	Number of hours performing management verification tasks.	62,96	

Type of operations	Indicator name	Category of costs	Measurement unit for the indicators	Amounts (in EUR)		
2014AT05SFOP001 under priority axis 5 (technical assistance)	verification services to the Managing Authority – support with the tasks of the first level control.					
5. All operations of OP 2014AT05SFOP001 with the exception of operations covered by unit costs 1-4 of this annex.	Working hours of staff working directly on the operation.	Direct staff costs of the operation (column A). All costs of the operation with the exception of salaries and allowances paid to participants (column B).	Number of actual working hours per category of staff. ²⁶		Amount per hour (A)	Amount per hour (b) ²⁷
				Administrative staff	24,90	34,86
				Key staff	30,09	42,13
				Project leader	40,06	56,09

2. Adjustment of amounts

The rates for unit cost 1 are adjusted annually in line with the *WFA Financial Effects Regulation*²⁸. This regulation is published annually and contains specifications regarding the valorisation of personnel costs for the purpose of budget planning for the coming years. The rates will be adjusted for the first time on 1 September 2017 on the basis of the valorisation for 2017 laid down in that regulation.

²⁶ There is no obligation to establish a separate working time registration system for staff with a fixed percentage of time worked on the operation per month. The employer shall issue a document for each employee setting out the fixed percentage of time for working on the operation.

²⁷ The total amount in this column is used to cover all costs of the operation with the exception of salaries and allowances paid to participants. This amount is based on the following method: amount per hour plus an amount resulting from the application of a 40% flat rate over the amount per hour.

²⁸ WFA Finanzielle-Auswirkungen-Verordnung, www.ris.bka.gv.at

The rate for unit cost 3 will be adjusted annually reflecting changes in the Consumer Price Index as published by Statistik Austria.

The rate for unit cost 4 will be adjusted annually in line with the legal basis for prices of these services as stipulated by the Ministry of Finance.

The rates for unit cost 5 will be adjusted annually reflecting changes in the collective agreements BABE and SWÖ.

ANNEX V

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‘ANNEX XIII

Conditions for reimbursement of expenditure on the basis of standard scales of unit costs to Romania

1. Definition of standard scales of unit costs

Type of operations	Indicator name	Category of costs	Measurement unit for the indicators	Amounts (in LEI)
1. Subsidies paid to employers for hiring specified categories of workers under	Monthly subsidy paid to an employer for each person employed on an	All costs related to the employment subsidy	Number of months in employment	900 per month for up to 12 months for every employer who hires on an open ended contract for a minimum

Type of operations	Indicator name	Category of costs	Measurement unit for the indicators	Amounts (in LEI)
Priority Axes 1. 2. 3 . 4 and 5 of the Human Capital Operational Programme (2014RO05M9OP001)	open-ended contract.			<p>period of 18 months</p> <ul style="list-style-type: none"> • a graduate of an education institution. • an unemployed over 45 years old. • a long term unemployed. • a young NEET. • unemployed who are single parents of mono-parental families <p>900 lei/month for up to 18 months paid for every employer who hires a person with disabilities (except those hired under legal obligation) on an open ended contract for a minimum period of 18 months.</p>

Type of operations	Indicator name	Category of costs	Measurement unit for the indicators	Amounts (in LEI)
				900 lei/month for up to 5 years for employers who hire with full-time contracts unemployed persons who within 5 years from the date of employment fulfil the conditions for requiring partial early retirement pension or old age pension
2. Vocational training under priority axes 1, 2, 3, 4, 5 and 6 of the Human Capital Operational Programme (2014RO05M9OP001).	A participant obtaining a professional qualification (level 2,3 or 4).	All costs related to the training - including indirect costs - excluding participant related costs, such as transportation, accommodation, meals, subsidies, as well as the project management costs.	Number of persons obtaining a professional qualification certificate (level 2, 3 or 4)	a) 1324 per participant for level 2 qualification b) 2224 per participant for level 3 qualification c) 4101 per participant for level 4 qualification
3. Financial support for employers that employ persons in an	Monthly financial support paid to an employer for each person enrolled in a	All costs related to the apprenticeship subsidy	Number of months in paid apprenticeship	1 125 per month per apprentice for a maximum period of:

Type of operations	Indicator name	Category of costs	Measurement unit for the indicators	Amounts (in LEI)
apprenticeship program under priority axes 1, 2 and 3 of the Human Capital Operational Programme (2014RO05M9OP001).	paid apprenticeship.			<ul style="list-style-type: none"> o 12 months – for qualification level 2 o 24 months – for qualification level 3 o 36 months – for qualification level 4
4. Financial support for employers that employ persons in an internship program under priority axes 1, 2 and 3 of the Human Capital Operational Programme (2014RO05M9OP001).	Monthly financial support paid to an employer for each person with tertiary education enrolled in a paid internship programme	All costs related to the internship subsidy	Number of months of a person with tertiary education in a paid internship	1 350 per month per tertiary education intern for a maximum period of 6 months.

2. Adjustment of amounts

The rates for unit cost 1 may be adjusted by any amendment of the rates set out by law no. 76/2002 on the unemployment insurance system and employment stimulation. Such changes will take effect on the same date as the revisions to the above-mentioned law come into force.

The amounts for unit cost 2 may be changed adjusted in line with the yearly inflation rate (RO National Statistical Institute inflation index).

The rates for unit costs 3 and 4 may be adjusted by any amendment of the rates set out by law no. 76/2002 on the unemployment insurance system and employment stimulation, including its subsequent amendments and law no. 279/2005 regarding apprenticeship programmes at the work place, including its subsequent amendments, and law no. 335/2013 regarding internships programme for higher education graduates, including its subsequent amendments. Such changes will take effect on the same date as the revisions to the above-mentioned law come into force.

Adjustment of the amounts pursuant to the paragraphs above shall apply to calls launched after entry into force of the amending legislative acts.

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‘ANNEX XIV

Conditions for reimbursement of expenditure on the basis of standard scales of unit costs to all Member States specified.

1. Definition of standard scales of unit costs

Type of operations ²⁹	Indicator name	Category of costs	Measurement unit for the indicators	Amounts (in EUR)
1. Formal education operations (from early childhood	Participants in an academic year of formal education.	All eligible costs directly related to providing core goods	Number of participants with verified attendance ³¹ in an	See point 3.1 ³³ The amounts are for full-time participation in an

²⁹ These unit costs cannot be used for types of operations for which other simplified cost options are established in another annex to this Delegated Regulation

Type of operations ²⁹	Indicator name	Category of costs	Measurement unit for the indicators	Amounts (in EUR)
education to tertiary level including formal vocational education) in all ESF operational programmes.		and services of education ³⁰ .	academic year of formal education, differentiated by ISCED ³² classification.	academic year. In case of part-time participation the amount shall be established on the basis of a pro rata reflecting the participation of the student. In case the course lasts less than one academic year, the amount shall be established on the basis of a pro rata reflecting the duration of

³¹ Verified attendance means that proof of the attendance of the student in the formal education or training course is to be verified by national authorities on two or three occasions during the per academic year, in accordance with each Member State's normal practices and procedures for verifying attendance in formal education or training.

³³ The table in point 3.1 sets out rates for all Member States with the exception of Denmark for which data is not currently available. For courses lasting at least one full academic year, these amounts can be reimbursed to the Member State on the following basis: 50% for the first proof of attendance during the academic year (normally at the beginning of the academic year, in accordance with national rules and practices), 30% for the second proof of attendance and 20% for the third and final proof of attendance. For those Member States whose national systems provide for this information to be collected only twice per year, or for courses lasting less than one full academic year, it will be 50% for the first proof of attendance and 50% for the second and final proof of attendance.

³⁰ Other potential eligible costs of this type of operation, such as allowances, transport, accommodation or other type of support provided to students participating in these types of operations, are not covered by the unit cost.

³² International Standard Classification of Education: [http://ec.europa.eu/eurostat/statistics-explained/index.php/International_Standard_Classification_of_Education_\(ISCED\)](http://ec.europa.eu/eurostat/statistics-explained/index.php/International_Standard_Classification_of_Education_(ISCED))

Type of operations ²⁹	Indicator name	Category of costs	Measurement unit for the indicators	Amounts (in EUR)
				the course. For vocational education and training (upper secondary level and non-tertiary post-secondary level), in case of courses with a reduced share of time spent in a formal education institute as compared to the courses reported for data collection during the reference year, the amount shall be proportionally reduced reflecting the time spent in the education institute.
2. Any operations concerning training ³⁴ of	Participants who have successfully completed a training course ³⁵ .	All eligible costs of the operation.	Number of participants who have successfully completed a training	See point 3.2.1 For those Member

³⁴ The training courses can be primarily either institutional or workplace-based, but must be delivered at least partly in an institutional setting.

³⁵ A training course will be considered as ‘successfully completed’ when there is a document demonstrating completion in accordance with national rules or practices. For example, this could be a certificate issued by the training provider or an equivalent document which is acceptable under national rules or practices.

Type of operations ²⁹	Indicator name	Category of costs	Measurement unit for the indicators	Amounts (in EUR)
<p>registered unemployed, job-seekers or inactive people, except types of operations for which other simplified cost options have been established in another annex to this Delegated Regulation.</p>			course.	<p>States listed in point 3.3:</p> <ul style="list-style-type: none"> • the amounts mentioned in point 3.2 shall be multiplied by the index for the relevant regional Operational Programme mentioned in point 3.3; • where operational programmes cover more than one region, the amount to be reimbursed shall be in accordance with the region in which the operation or project is implemented. <p>The method used to calculate these amounts requires that where</p>

The condition of successfully completing a training course shall not be regarded as being met where a participant successfully only completes some of the modules within a training course.

Type of operations ²⁹	Indicator name	Category of costs	Measurement unit for the indicators	Amounts (in EUR)
				these amounts are claimed for a type of operation under an Operational Programme, the same amount is claimed for all similar types of operations under the same Operational Programme.
3. Any operations concerning the provision of employment-related counselling services ³⁶ to registered unemployed, job-seekers or inactive	<ol style="list-style-type: none"> 1. Hourly rate for provision of counselling services 2. Monthly rate for provision of counselling services 3. Annual rate for provision of counselling 	All eligible costs of the operation, except allowances paid to participants	<ol style="list-style-type: none"> 1. Number of hours of counselling services provided³⁷ 2. Number of months of counselling services provided 3. Number of years of counselling services 	<p>See points 3.2.2, 3.2.3 and 3.2.4 below</p> <p>For those Member States listed in point 3.3:</p> <ul style="list-style-type: none"> • the amounts mentioned in points 3.2 shall be multiplied by the index for the relevant regional

³⁶ Employment-related counselling services can be provided in a one-on-one situation or as part of a group. They include all services and activities undertaken by the PES, together with services provided by other public agencies or any other bodies contracted under public finance, which facilitate the integration of unemployed and other jobseekers in the labour market or which assist employers in recruiting and selecting staff.

³⁷ As demonstrated by a verifiable time management system.

Type of operations ²⁹	Indicator name	Category of costs	Measurement unit for the indicators	Amounts (in EUR)
people, except types of operations for which other simplified cost options have been established in another annex to this Delegated Regulation.	services		provided	<p>Operational Programme mentioned in point 3.3;</p> <ul style="list-style-type: none"> • where operational programmes cover more than one region, the amount to be reimbursed shall be in accordance with the region in which the operation or project is implemented. <p>The method used to calculate these amounts requires that where these amounts are claimed for a type of operation under an Operational Programme, the same amount is claimed for all similar types of operations under the same Operational Programme.</p>

Type of operations ²⁹	Indicator name	Category of costs	Measurement unit for the indicators	Amounts (in EUR)
4. Any operations concerning the provision of training to employed persons, except types of operations for which other simplified cost options have been established in another annex to this Delegated Regulation.	<ol style="list-style-type: none"> 1. Hourly rate of training provided to employed persons 2. Hourly rate of salary paid to an employee while on a training course. 	<p>All eligible costs of the operation.</p> <p>Where the salary of the employee while on a training course is not an eligible cost, only unit cost 1 shall be reimbursed.</p> <p>Where the salary of the employee while on training is considered as an eligible cost, the combined amount from unit costs 1 and 2 may be reimbursed.</p>	<ol style="list-style-type: none"> 1. Number of completed hours³⁸ of training to employed persons per participant. 2. Number of hours of salary paid to employees while on a training course³⁹. 	<p>See points 3.2.5 and 3.2.6 below</p> <p>For those Member States listed in point 3.3:</p> <ul style="list-style-type: none"> • the amounts mentioned in point 3.2 shall be multiplied by the index for the relevant regional Operational Programme mentioned in point 3.3; • where operational programmes cover more than one region, the amount to be reimbursed shall be in accordance with the region in which the operation or project is implemented.

³⁸ As demonstrated by a verifiable time management system.

³⁹ As demonstrated by a verifiable time management system.

Type of operations ²⁹	Indicator name	Category of costs	Measurement unit for the indicators	Amounts (in EUR)
				The method used to calculate these amounts requires that where these amounts are claimed for a type of operation under an Operational Programme, the same amount is claimed for all similar types of operations under the same Operational Programme.

2. Adjustment of Amounts.

N/A

3.1 Amounts per participation in formal education (in EUR)⁴⁰

		AT	BE	BG	CY	CZ	DE	EE	EL	ES	FI*	FR	HU	HR*
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⁴⁰ N/A indicates that no data is available for that particular Member State and the indicated education level.
Reference year of data collection is 2015 apart from fields marked with a * (including all fields for FI, HR, IE, NL and UK) – reference year is 2014 for these fields.

Early childhood education	ED0	6 453	n/a	1 388	2 183	2 059	6 965	3 023	n/a	3 393	10 026	5 364	2 439*	2 198
Early childhood educational development	ED01	6 804	n/a	n/a	469	n/a	9 131	n/a	n/a	3 140	16 075	n/a	n/a	n/a
Pre-primary education	ED02	6 385	6 000	1 388	2 626	2 059	6 197	n/a	2 825	3 474	8 595	5 364	n/a	2 716
Primary education	ED1	8 488	7 763	904	6 717	2 205	6 322	3 118	3 211	3 947	8 428	5 007	1 772	4 592
Primary and lower secondary education (levels 1 and 2)	ED1_2	10 003	8 321	1 007	7 097	2 804	7 207	3 200	3 461	4 329	10 047	5 876	1 708	2 181
Lower secondary education	ED2	11 527	9 510	1 131	7 860	3 680	7 781	3 376	3 972	5 066	13 297	6 977	1 643	n/a
Lower secondary education - general	ED24	11 527	n/a	1 162	7 860	3 687	7 781	3 358	3 972	5 066	13 297	6 977	1 612	n/a
Lower secondary education - vocational	ED25	n/a	n/a	n/a	n/a	2 215	n/a	4 553	n/a	n/a	n/a	n/a	5 070	n/a
Upper secondary education	ED3	11 045	n/a	1 034	8 113	3 414	7 877	3 493	3 578	5 071*	7 644	9 267	2 708	1 995
Upper secondary and post-secondary non-tertiary education (levels 3 and 4)	ED3_4	10 390	10 219	1 038	8 023	3 331	7 001	3 540	n/a	5 339	7 644	9 180	3 024	1 995
Upper secondary education - general	ED34	9 629	n/a	947	7 371	3 066	8 151	3 304	3 024	4 742	7 625	9 047	2 314	n/a
Upper secondary and post-secondary non-tertiary education – general (levels 34 and 44)	ED34_44	9 629	10 022	947	7 371	2 844	8 081	3 304	3 024	4 742	7 625	9 029	2 314	n/a
Upper secondary education - vocational	ED35	11 978	n/a	1 119	11 881*	3 538	7 596	3 812	4 957	6 188	7 651	9 651	4 010	2 826
Upper secondary and post-secondary non-tertiary education – vocational (levels 35 and 45)	ED35_45	10 836	10 353	1 127	11 244	3 521	6 236	3 782	n/a	6 569	7 651	9 429	3 922	2 826
Post-secondary non-tertiary education	ED4	1 661	n/a	2 459	n/a	730	3 895	3 756	n/a	n/a	n/a	5 917	5 058	n/a
Post-secondary non-tertiary education	ED44	n/a	n/a	n/a	n/a	712	6 652	n/a	n/a	n/a	n/a	6 744	n/a	n/a
Post-secondary non-tertiary education - vocational	ED45	1 661	n/a	2 459	n/a	783	3 630	3 756	n/a	n/a	n/a	5 733	5 058	n/a
Short cycle tertiary education	ED5	12 416	8 864	n/a	1 054	8 138	6 109	n/a	n/a	5 040	n/a	8 883	824	n/a
Tertiary education (levels 5-8)	ED5-8	9 493	7 934	913	3 625	1 986	6 267	2 979	1 294	3 678	9 414	6 297	1 645	3 258
Tertiary education excluding short-cycle tertiary education	ED6-8	8 938	7 899	913	3 894	1 970	6 267	2 979	1 294	3 337	9 414	5 464	1 829*	n/a

		IE*	IT	LV	LT	LU	MT	NL*	PL	PT	RO	SI	SK	SE	UK*
Early childhood education	ED0	n/a	3 709	2 548	1 971	17 395	4 138	6 065	1 810	2 689	1 009	4 433*	2 084	13 267*	3 978
Early childhood educational development	ED01	n/a	n/a	n/a	1 937	n/a	n/a	n/a	n/a	n/a	1 930	5 344*	n/a	14 879*	4 008
Pre-primary education	ED02	4 986	3 709	2 548	1 978	17 395	4 138	6 065	1 810	2 689	977	4 067*	2 084	12 692*	3 973
Primary education	ED1	6 471	5 428	3 225	2 292	17 433	4 080	6 681	2 703	3 828	701	4 985*	2 766	9 217	8 777
Primary and lower secondary education (levels 1 and 2)	ED1_2	6 925	5 669	3 233	2 196	17 120	5 168	7 757	2 682	4 262	983	4 467	2 604	9 379	8 898
Lower secondary education	ED2	8 200	6 056	3 250	2 139	16 594	7 325	9 352	2 640	5 001	1 326	4 393*	2 454	9 750	9 142
Lower secondary education - general	ED24	8 200	6 057	3 249	2 140	16 594	7 341	8 228	2 640	n/a	1 326	4 393*	2 387	n/a	9 464
Lower secondary education - vocational	ED25	n/a	5 762	3 488	2 044	n/a	4 946	12 367	n/a	n/a	n/a	n/a	4 951	n/a	6 370
Upper secondary education	ED3	8 496	5 950	3 370	2 190	15 619	4 954	6 995	2 336*	4 411*	1 367	3 407	2 811	9 871	8 701
Upper secondary and post-secondary non-tertiary education (levels 3 and 4)	ED3_4	9 252	5 995*	3 392	2 185	15 211	5 001	6 995	2 229	4 475	1 260	3 407	2 828	9 657	8 701
Upper secondary education - general	ED34	n/a	n/a	3 409	2 197	13 391	4 751	7 589	2 025	n/a	3 084	4 241*	2 316	6 749	8 895
Upper secondary and post-secondary non-tertiary education - general (levels 34 and 44)	ED34_44	n/a	n/a	3 409	2 197	13 391	4 761	7 589	2 025	n/a	3 084	4 241*	2 316	6 758	8 895
Upper secondary education - vocational	ED35	n/a	n/a	3 312	2 169	17 032	6 190	6 710	2 520*	n/a	75	3 717*	3 085	14 773*	8 295
Upper secondary and post-secondary non-tertiary education - vocational (levels 35 and 45)	ED35_45	n/a	n/a	3 372	2 171	16 319	5 653	6 709	2 317*	n/a	152	3 717*	3 091	13 841	8 295
Post-secondary non-tertiary education	ED4	10 628	n/a	3 693	2 173	1 467	5 263	5 056	634	n/a	475	n/a	3 168	4 146*	n/a
Post-secondary non-tertiary education	ED44	n/a	n/a	n/a	n/a	n/a	6 178	n/a	n/a	n/a	n/a	n/a	n/a	7 285	n/a

Post-secondary non-tertiary education - vocational	ED45	10 628	n/a	3 693	2 173	1 467	5 232	5 056	634	n/a	475	n/a	3 168	4 203	n/a
Short cycle tertiary education	ED5	n/a	2 718	3 570	n/a	20 587	6 463	6 205	3 575	n/a	n/a	1 725*	3 417	6 483	1 731
Tertiary education (levels 5-8)	ED5-8	6 562	2 334	2 709	2 349	26 940	8 994	6 081	2 591	1 293*	1 894	4 027	2 890	10 360	2 257
Tertiary education excluding short-cycle tertiary education (levels 6-8)	ED6-8	6 562	2 332	2 567	2 349	27 673	9 450	6 081	2 588	1 293*	1 894	4 200*	2 881	10 683	2 304

3.2 Amounts for training for the employed and unemployed, and employment services (in EUR)

	3.2.1 Amount per participant demonstrating successful completion of a training course	3.2.2 Hourly rate for provision of employment services	3.2.3 Monthly rate for provision of employment services	3.2.4 Annual amount for provision of employment services	3.2.5 Hourly rate for training of employed persons	3.2.6 Hourly rate for salary of employed person
Austria	2 277	39	6 723	80 672	33,98	26,03
Belgium	3 351	42	7 010	84 112	22,97	31,08
Bulgaria	596	3	543	6 511	5,14	1,76
Cyprus	2 696	29	5 467	65 604	18,85	10,94
Czech Republic	521	11	1988	23 864	9,29	7,39
Germany	6 959	42	7 582	90 992	36,03	23,11
Denmark	5 803	55	9 496	113 956	39,67	32,02
Estonia	711	14	2 498	29 968	14,03	8,22

Greece	2 064	21	3 685	44 222	17,72	11,56
Spain	2 772	20	3 508	42 095	17,58	18,30
Finland	5 885	45	7 683	92 204	38,39	27,69
France	6 274	48	7 297	87 556	35,99	25,26
Croatia	689	10	1 620	1 9440	10,52	5,90
Hungary	1818	10	1 816	21 790	15,67	5,02
Ireland	11 119	36	6 411	76 920	31,79	27,20
Italy	3 676	31	5 438	65 247	27,42	22,20
Lithuania	1 359	8	1 574	18 878	7,43	3,71
Luxembourg	19 302	34	5 908	70 890	29,87	23,30
Latvia	756	8	1 385	16 607	7,94	7,21
Malta	2 256	13	2 184	26 212	16,49	8,41
Netherlands	5 018	36	6 474	77 680	32,01	23,33
Poland	594	6	1 051	12 611	11,21	4,47
Portugal	994	21	3 648	43 784	8,33	10,63
Romania	583	8	1 555	18 656	0,27	2,56
Sweden	7 303	48	8 369	100 430	58,02	32,67
Slovenia	854	22	4 015	48 185	18,90	7,61
Slovakia	424	7	1 117	13 411	11,13	12,52
United Kingdom	5 863	25	4 690	56 286	36,07	15,16

3.3 Index to be applied for the amounts for stated regional operations programmes.

Belgium	1.00		France	1.00
Brussels Capital	1.26		Île de France	1.32

Flanders	0.97		Champagne-Ardenne	0.88
Wallonia	0.91		Picardie	0.91
			Haute-Normandie	0.96
Germany	1.00		Centre	0.89
Baden-Württemberg	1.08		Basse-Normandie	0.86
Bayern	1.05		Bourgogne	0.87
Berlin	0.98		Nord - Pas-de-Calais	0.95
Brandenburg	0.82		Lorraine	0.90
Bremen	1.06		Alsace	0.97
Hamburg	1.21		Franche-Comté	0.89
Hessen	1.12		Pays de la Loire	0.90
Mecklenburg-Vorpommern	0.79		Bretagne	0.86
Niedersachsen	0.93		Poitou-Charentes	0.83
Nordrhein-Westfalen	1.02		Aquitaine	0.87
Rheinland-Pfalz	0.96		Midi-Pyrénées	0.91
Saarland	0.98		Limousin	0.84
Sachsen	0.81		Rhône-Alpes	0.97
Sachsen-Anhalt	0.82		Auvergne	0.86
Schleswig-Holstein	0.87		Languedoc-Roussillon	0.84
Thüringen	0.82		Provence-Alpes-Côte d'Azur	0.93
			Corse	0.93
Greece	1.00		Guadeloupe	1.01
Anatoliki Makedonia, Thraki	0.81		Martinique	0.90
Kentriki Makedonia	0.88		Guyane	0.99
Dytiki Makedonia	1.12		La Réunion	0.83
Ipeiros	0.79		Mayotte	0.64

Thessalia	0.83			
Ionia Nisia	0.82		Italy	1.00
Dytiki Ellada	0.81		Piemonte	1.04
Stereia Ellada	0.90		Valle d'Aosta	1.00
Peloponnisos	0.79		Liguria	1.01
Attiki	1.23		Lombardia	1.16
Voreio Aigaio	0.90		Provincia Autonoma di Bolzano/Bozen	1.15
Notio Aigaio	0.97		Provincia Autonoma di Trento	1.04
Kriti	0.83		Veneto	1.03
			Friuli-Venezia Giulia	1.08
Spain	1.00		Emilia-Romagna	1.06
Galicia	0.88		Toscana	0.95
Principado de Asturias	0.98		Umbria	0.87
Cantabria	0.96		Marche	0.90
País Vasco	1.17		Lazio	1.07
Comunidad Foral de Navarra	1.07		Abruzzo	0.89
La Rioja	0.92		Molise	0.82
Aragón	0.98		Campania	0.84
Comunidad de Madrid	1.18		Puglia	0.82
Castilla y León	0.91		Basilicata	0.86
Castilla-la Mancha	0.88		Calabria	0.75
Extremadura	0.84		Sicilia	0.86
Cataluña	1.09		Sardegna	0.84
Comunidad Valenciana	0.91			
Illes Balears	0.96		Portugal	1.00

Andalucía	0.87		Norte	0.86
Región de Murcia	0.84		Algarve	0.87
Ciudad Autónoma de Ceuta	1.07		Centro	0.84
Ciudad Autónoma de Melilla	1.04		Área Metropolitana de Lisboa	1.33
Canarias	0.91		Alentejo	0.91
			Região Autónoma dos Açores	0.91
Poland	1.00		Região Autónoma da Madeira	0.95
Lódzkie	0.75			
Mazowieckie	1.26		United Kingdom	1.00
Malopolskie	1.05		England	1.01
Slaskie	1.19		Wales	0.83
Lubelskie	0.60		Scotland	0.99
Podkarpackie	0.81		Northern Ireland	0.83
Swietokrzyskie	0.63			
Podlaskie	0.73			
Wielkopolskie	1.16			
Zachodniopomorskie	1.06			
Lubuskie	0.88			
Dolnoslaskie	1.22			
Kujawsko-Pomorskie	0.91			
Warminsko-Mazurskie	0.83			
Pomorskie	0.78			

ANNEX VII

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‘ANNEX XV

Conditions for reimbursement of expenditure on the basis of standard scales of unit costs to Cyprus

1. Definition of standard scales of unit costs

Type of operations	Indicator name	Category of costs	Measurement unit for the indicators	Amounts (in EUR)
1. “School and Social Inclusion Actions” under Priority Axis 3 of Operational Programme	1) Rate for one period of 45 minutes for teachers hired on	All eligible costs including direct staff costs.	1) Number of hours worked. 2) Number of days	1) 21 per 45-minute period 2) 300 per day

Type of operations	Indicator name	Category of costs	Measurement unit for the indicators	Amounts (in EUR)	
Employment, Human Resources and Social Cohesion (CCI 2014CY05M9OP001).	contract. 2) Daily rate for permanent and temporary teachers.		worked.		
2. "Establishment and Functioning of a Central ADMINISTRATION of Welfare Benefits Service" under Priority Axis 3 of Operational Programme Employment, Human Resources and Social Cohesion (CCI 2014CY05M9OP001).	Monthly rate for permanent and temporary government employees.	All eligible costs including direct staff costs.	Number of months worked differentiated by salary scale.	Salary Scales	amounts
				A1	1 794
				A2	1 857
				A3	2 007
				A4	2 154
				A5	2 606
				A6	3 037
				A7	3 404
				A8	3 733

Type of operations	Indicator name	Category of costs	Measurement unit for the indicators	Amounts (in EUR)	
				A9	4 365
				A10	4 912
				A11	5 823
				A12	6 475
				A13	7 120
3. Disability and functionality assessments under Priority Axis 3 of Operational Programme Employment, Human Resources and Social Cohesion (CCI 2014CY05M9OP001).	1) Provision of a disability assessment. 2) Provision of a disability and functionality assessment.	All categories of eligible costs.	Number of assessments carried out.	1) Disability assessment: 190 2) Disability and functionality assessment: 303	
4. Reform of the vocational education and training system under under Priority Axis 3 of Operational Programme Employment, Human Resources and	1) One day of work by a teacher 2) One month of work by a teacher	All categories of eligible costs	1) Number of days of work by a teacher, differentiated by salary scale	1)	
				Salary scale	amounts
				A8	277

Type of operations	Indicator name	Category of costs	Measurement unit for the indicators	Amounts (in EUR)	
Social Cohesion (CCI 2014CY05M9OP001).	3) One hour of work by a teacher hired on contract 4) One hour of work by a laboratory assistant hired on contract 5) One minute of work by a psychologist hired on contract		2) Number of months of work by a teacher, differentiated by salary scale	A9	330
				A10	371
				A11	440
				A12	488
			2)	A8	4 554
				A9	5 404
				A10	6 082
				A11	7 210
				A12	8 005
				A13	8 791
			3) 34		
				4) 21	

Type of operations	Indicator name	Category of costs	Measurement unit for the indicators	Amounts (in EUR)
				5) 0,63

2. Adjustment of amounts

Not applicable.

ANNEX VIII

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‘ANNEX XVI

Conditions for reimbursement of expenditure on the basis of standard scales of unit costs to Croatia

1. Definition of standard scales of unit costs

Type of operations	Indicator name	Category of costs	Measurement unit for the indicators	Amounts (in HRK)
1. Improving access to education for disadvantaged students at pre-tertiary level by providing targeted professional support to students through teaching assistants under Priority Axis 3 “Education and Lifelong learning” of the Operational Programme	Months worked by a teaching assistant	All eligible costs of the operation	Number of months worked	4 530,18

Type of operations	Indicator name	Category of costs	Measurement unit for the indicators	Amounts (in HRK)
“Efficient Human Resources” (2014HR05M9OP001)				
2. Occupational training under priority axis 1 “High employment and labour mobility” of the Operational Programme “Efficient Human Resources” (2014HR05M9OP001)	Months of participation in occupational training	All eligible costs of the operation except travel costs for the participant, costs of participant’s education and professional exam (if applicable)	Number of months of participation in occupational training	For participants without prior work experience: 3 318,81 For participants with prior work experience: a) for first 12 months of participation in occupational training 3 791,19 b) for last 12 months of participation in occupational training 3 318,81
3. Public works programmes supported under	Months during	All eligible costs of	Number of months'	a) 3 943,24

Type of operations	Indicator name	Category of costs	Measurement unit for the indicators	Amounts (in HRK)
priority axis 1 “High employment and labour mobility” and priority axis 2 “Social inclusion” of the Operational Programme “Efficient Human Resources” (2014HR05M9OP001)	which an employment aid is paid for an employee in a public works programme	the operation except travel costs for the participant, costs of participant’s education and professional exam (if applicable)	employment aid per employee	for full- time employment, 100% employment aid intensity b) 1 971,62 for full- time employment, 50% employment aid intensity and half-time employment, 100% aid intensity
4. Active labour market measures supported under priority axis 1 “High employment and labour mobility” and priority axis 2 “Social inclusion” of the Operational Programme “Efficient Human Resources” (2014HR05M9OP001)	Months during which the participant takes part in an active employment policy measure.	Travel costs	Number of months participated in an active employment measure.	452,16

2. Adjustment of amounts

Unit costs 2 shall be adjusted each calendar year by replacing the amount for financial aid and the contribution for compulsory insurance in the calculation method.

Adjustments will be based on :

- for financial aid, changes to the Statutory minimum wage according to the Minimum Wage Decree issued by Government, published on Official Gazette of Republic of Croatia (<https://www.nn.hr>)
- for contributions for compulsory insurance, changes to the minimum monthly bases according to the Order on the bases for calculation of contributions for compulsory insurance issued by Minister of Finance, published on Official Gazette of Republic of Croatia (<https://www.nn.hr>).

In addition any changes of the Employment Promotion Act provisions regulating mechanisms for determining financial aid and compulsory insurance payments for Occupational training and/or any changes of the Act on Contributions (NN 84/08, 152/08, 94/09, 18/11, 22/12, 144/12, 148/13, 41/14, 143/14, 115/16) provisions regulating calculations for compulsory contributions may entail changes to the proposed calculation method.

The amount for unit costs 3 shall be adjusted each calendar year by replacing the amount for Statutory minimum wage and the annual sickleave rate in the calculation method.

Adjustments will be based on :

- changes to the Statutory minimum wage according to the Minimum Wage Decree issued by Government for a calendar year, published on Official Gazette of Republic of Croatia (<https://www.nn.hr>) according to the Article 7 of the Law on Minimum Wage (NN 39/13)

- changes to the official annual sick leave rate in Croatia, published on the website of Croatian Health Insurance Fund (<http://www.hzzo.hr/o-zavodu/izvjesca/>). In addition any changes of the Act on Contributions (NN 84/08, 152/08, 94/09, 18/11, 22/12, 144/12, 148/13, 41/14, 143/14, 115/16) provisions regulating calculations for compulsory contributions may entail changes to the proposed calculation method.



ANNEX IX

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ANNEX XX

Conditions for reimbursement of expenditure on the basis of standard scales of unit costs to Bulgaria.

1. Definition of standard scales of unit costs

Type of operations	Indicator name	Category of costs	Measurement unit for the indicators	Amounts
Vocational training under priority Axis 1 and 2 of OP 2014BG05M9OP001	Participants gaining qualification upon leaving vocational training.	All eligible costs of the operation.	Number of participants who have attended at least 80% of the classes and have successfully completed vocational training courses and have received a corresponding certificate.	See table under point 3

2. Adjustment of amounts

Unit costs adjustment shall be linked to amendments in the national regulations - Council of Ministers Decree (CMD) No. 280/2015 and the National Action Plan for Employment for implementation of the labour market's active policy for the respective year.

3. Amounts (in BGN)⁴¹

Training courses for acquisition of professional qualifications	Minimum duration in training hours	Amounts	Amounts including indirect costs for beneficiaries selected via a competitive grant awarding procedure	Amounts including indirect costs for beneficiaries selected via a direct grant awarding procedure
First degree courses	300	600	660	624
Second degree courses	660	1 200	1 320	1 248
Third degree courses	960	1 800	1 980	1 872
Part of a profession on first degree qualification ⁴²	200	400	440	416
Part of a profession on second degree qualification	300	600	660	624

⁴¹ If participants are required to pay fees for the participation in the training, the amounts due need to be deducted from the unit cost.

⁴² Part of a profession is to be understood as training courses partly completed with the minimum hours as specified in above table (point 3).

Part of a profession on third degree qualification	600	1 125	1 237,50	1 170
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Training courses for acquisition of key competences	Minimum duration in training hours	Amounts		Amounts including indirect costs for beneficiaries selected via a competitive grant awarding procedure		Amounts including indirect costs for beneficiaries selected via a direct grant awarding procedure	
		for unemployed	for employed and self-employed	for unemployed	for employed and self-employed	for unemployed	for employed and self-employed
Key competence 2 – communication in foreign language	300	700		770		728	
Key competence 3 – mathematics and basic knowledge of natural sciences and	30	140	70	154	77	145,60	72,80

technologies							
Key competence 4 – digital competence	45	250		275		260	
Key competence 5 – skill for learning	30	140	70	154	77	145,60	72,80
Key competence 6 – social and civil competences	30	140	70	154	77	145,60	72,80
Key competence 7 – enterprise and entrepreneurship	30	140	70	154	77	145,60	72,80