



# PROGRESS ANNUAL PERFORMANCE MONITORING REPORT 2009



This publication is supported under the European Union programme for employment and social solidarity (2007–13) (Progress). This programme is managed by the Directorate-General for Employment, Social Affairs and Equal Opportunities of the European Commission. It was established to financially support the implementation of the objectives of the European Union in the employment and social affairs area, as set out in the social agenda, and thereby contribute to the achievement of the Lisbon strategy goals in these fields.

The seven-year programme targets all stakeholders who can help shape the development of appropriate and effective employment and social legislation and policies, across the EU-27, EFTA–EEA and EU candidate and pre-candidate countries.

The mission of Progress is to strengthen the EU contribution in support of Member States' commitments and efforts to create more and better jobs and to build a more cohesive society. To that effect, Progress is instrumental in:

- providing analysis and policy advice on Progress policy areas;
- monitoring and reporting on the implementation of EU legislation and policies in Progress policy areas;
- promoting policy transfer, learning and support among Member States on EU objectives and priorities; and
- relaying the views of the stakeholders and society at large.

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# ANNUAL PERFORMANCE MONITORING REPORT 2009

MONITORING OF THE PERFORMANCE OF THE EUROPEAN UNION PROGRAMME FOR EMPLOYMENT  
AND SOCIAL SOLIDARITY – PROGRESS (2007-2013)

**European Commission**

Directorate-General for Employment, Social Affairs and Equal Opportunities  
Unit 01

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# Foreword



The global economic and social situation has changed significantly since we published last year's PROGRESS Annual Performance Report. What began as a financial crisis has spiralled into an economic crisis and an unemployment crisis. Such a significant shift in the social and economic conditions has required quick policy responses, placing pressure on PROGRESS to adapt its activities to new conditions. In this fast-moving and uncertain environment, the 2009 PROGRESS Annual Performance Report demonstrates how the programme has helped the Commission to deal with the social impact of the economic downturn, while supporting the Member States in delivering their long-term goals in the field of employment, social solidarity and non-discrimination.

The report provides further evidence of PROGRESS' added value — a programme which has made an important contribution to improving EU legislation, policymaking and policy implementation. In contrast to previous editions, this report gives a more qualitative account of how PROGRESS-funded activities have actually contributed to the achievements of EU policy goals and illustrates their concrete benefits for Europeans. The report highlights some of the most successful actions that have led to significant and lasting effects for the Member States, for example, in terms of policy transfer and mutual learning. It also gives recommendations on actions to enhance the programme's efficiency and effectiveness.

This strong focus on outcomes rather than on processes is the right way to deliver the highest standards of governance and increase the impact of EU action. The performance monitoring system, where the progress achieved towards expected results is regularly measured and lessons learned are incorporated into future decision-making, helps the Commission proactively demonstrate accountability to its European and national stakeholders.

In the context of growing pressure on public finances, it is critical that we maximise the performance of our policies and financial instruments over the coming years. The PROGRESS programme will help us to build upon the successes depicted in this report and ensure that we are equipped for the significant challenges that lie ahead in social policy.

We are keen to improve our performance reporting and welcome your comments on how useful you find this report, as your views will assist us in this task. Suggestions or comments on this report can be sent to: [empl-progress@ec.europa.eu](mailto:empl-progress@ec.europa.eu)

**Robert Verrue**  
*Director-General,  
 Directorate-General for Employment,  
 Social Affairs and Equal Opportunities*





# How to read this report

This Annual Performance Report (APR) presents the results of the performance of the **European Union programme for employment and social solidarity — PROGRESS (2007–13)** against the commitments made in the PROGRESS strategic framework <sup>(1)</sup> and detailed in the annual work plan 2009.

**Section I** of the report is an overview designed to provide high-level information on the programme and its contribution to the EU goals. It includes a short introduction to the programme, its overall architecture (logic) of intervention, and an outline of the contribution to the intermediate outcomes. It focuses on two key issues:

- explaining how the programme remains *relevant* to the changing context; and
- outlining the results of the programme.

**Section II** includes more detailed performance results by the five immediate outcomes defined for PROGRESS, which are:

- effective information sharing and learning in the European Commission and across the Member States;
- evidence-based EU policies and legislation;
- high-quality and participatory policy debate;
- greater capacity of national and EU networks; and
- integration of cross-cutting issues and consistency.

This section focuses on two key issues:

- reporting on the quality of the outputs (products) delivered under the programme;
- making recommendations to improve the management of the programme.

**Section III** provides a financial performance overview. It contains financial tables and other information which applies to the performance of PROGRESS during the reporting period.

Additional information is provided in a number of technical annexes to the report. In our continuing effort to provide the wider public with online access to information and services, web links are provided to further sources of information which highlight the outputs produced using PROGRESS financing.

*We are committed to continuous improvement in our reporting. We therefore welcome receiving your comments on this report. Please send any comments to:*

E-mail: [empl-progress@ec.europa.eu](mailto:empl-progress@ec.europa.eu)

European Commission

Directorate-General for Employment, Social Affairs and Equal Opportunities

PROGRESS team/Unit 01

1049 Brussels

BELGIUM

<sup>(1)</sup> *Ensuring PROGRESS delivers results. Strategic framework for the implementation of PROGRESS, the EU programme for employment and social solidarity (2007–13)* (available at <http://bookshop.europa.eu/eubookshop/publicationDetails.action?pubuid=615921&offset=6>).



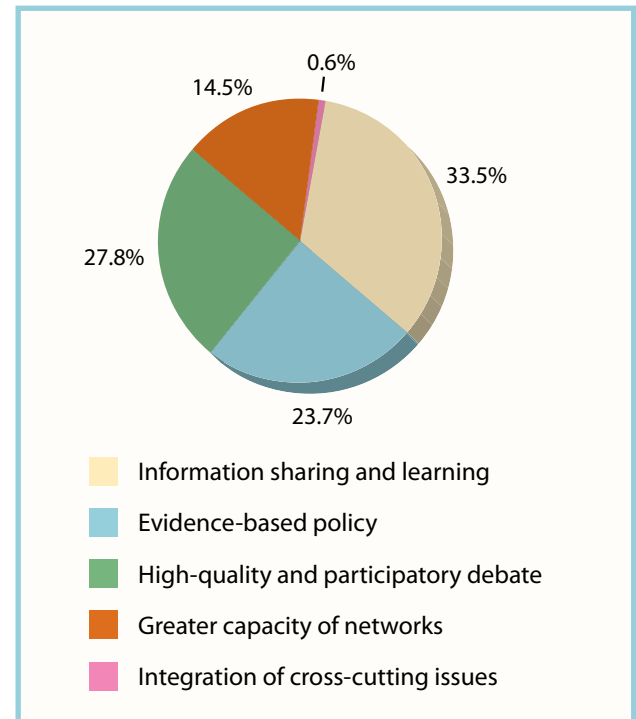
# Performance at a glance

## PROGRESS is...

... the EU employment and social solidarity programme (2007–13). It aims to strengthen the EU's support to the Member States to achieve the goals of the social agenda: more and better jobs and more cohesive societies that offer equal opportunities for all. PROGRESS supports policy development in five different, yet closely inter-related, policy areas: employment, social protection and social inclusion, working conditions, anti-discrimination and gender equality. In 2009, participating countries under the programme were: the EU-27 Member States, the EFTA/EEA countries, the candidate countries, as well as the potential candidate country (Serbia).

Building on objective and subjective performance information collected primarily through desk research and surveys, the PROGRESS Annual Performance Report 2009 gives a full account of how programme's appropriations have been used and how they have contributed to the achievement of its mission. The appropriations, which amounted to EUR 101.304 million in 2009, have been used in support of the objectives set out in the chart below.

## Operational expenditure — actual commitments in 2009, by contribution to PROGRESS immediate outcome



Source: European Commission, DG Employment's own figures.

In 2009, PROGRESS contributed to achieving the EU goals by:

### *Promoting better application of EU law*

In general, compliance in the Member States with EU law in PROGRESS policy areas in 2009 improved (compared with 2008). To assist this trend, first of all, PROGRESS contributed to **improving the quality of the Commission's policy initiatives** by ensuring that they are built on strong evidence as well as making its decision-making processes more accessible and involving a broad range of stakeholders in policy development. Second, it **helped to ensure correct and effective application of EU law in the Member States** by monitoring the implementation of EU law in the Member States, where applicable, and providing assistance to the Member States in transposing and applying EU law effectively through guidance and training.

In 2009, PROGRESS contributed to several policy initiatives, including the agreement in Council on the revision of Directive 86/613/EEC on equal treatment of self-employed and assisting spouses and the Council decision for the European Union to sign the UN Convention on the Rights of Persons with Disabilities.

### *Promoting shared understanding and ownership of EU objectives among national policy- and decision-makers and other stakeholders*

PROGRESS assisted **development of cooperation among national authorities through the exchange of good practices**, improving their knowledge on the most pressing issues through fact finding and evidence gathering as well as providing a common platform to debate the issues.

In 2009, PROGRESS contributed to reaching an agreement among the Member States on a number of issues, such as: Council conclusions on new skills for new jobs: anticipating and matching labour market and skills needs; Council conclusions on implementing flexicurity in a time of crisis; and Council conclusions on social services as a tool for active inclusion,

strengthening social cohesion and an area for job opportunities.

PROGRESS was the main financial instrument for organising presidency conferences and other high-level policy debates (such as the Equality Summit, the Annual European Round Table on Poverty and Social Exclusion, the 'Employment in Europe' conference and restructuring forums).

### *Strengthening partnerships with national and pan-European stakeholders*

PROGRESS provided an **enabling environment for the involvement of non-governmental actors and key stakeholders in the policymaking process**, so that they could relay their views to decision-makers through high-quality and participatory policy debate at EU and national levels. The programme also contributed to the **capacity building of key non-governmental actors** through support to EU-level networks and non-governmental organisations (NGOs), so they were in a position to exert influence or change at EU and national levels.

PROGRESS contributed to strengthening partnerships, which resulted in the successful adoption of such policy initiatives as the Council conclusions on the inclusion of the Roma and the Council conclusions on 'Gender equality: Strengthening growth and employment — input to the post-2010 Lisbon strategy' and the joint assessment of the social impact of the economic crisis and of policy responses.

## PROGRESS performance outline

First, Progress helped to improve the quality of EU policies and legislation and their application by maintaining and developing a thorough evidence base and by framing and putting on the EU agenda issues relevant to all Member States. EU policy and legislation in the field of employment, social solidarity and non-discrimination are positively recognised for their quality. Over half of the respondents to the Annual Survey 2009 stated that EU policy is grounded in thorough analysis of situation and is responsive to conditions, needs and expectations in the Member States.

Evidence produced under PROGRESS in 92 studies and reports commissioned by the European Commission has been recognised for its quality and used widely by policy- and decision-makers and other stakeholders at European and national levels for policymaking and advocacy purposes. As explained above, it fed directly into a number of policy initiatives put forward by the Commission in the fields of employment and social policy. It also contributed to triggering and strengthening national policy debate on the basis of policies, practices and achievements in the Member States.

#### **Areas for management adjustment and further improvement**

*Shortening of time span between moment when a study is planned and actually delivered.*

The policy areas which generate most of the studies (for example, employment) foresee more active use of so-called multiple framework contracts, which should allow for and lead to a very considerable shortening of the time span between the actual initiation of a study and its delivery. This will subsequently improve the potential of policy analyses and advice to feed into policymaking process.

*Disseminating the results of PROGRESS-funded policy research, analysis and advice more widely.*

A large share of policy research, analysis and advice outputs produced under PROGRESS are used for policymaking purposes primarily by the Commission itself; still many of them, as indicated by the survey results, are also useful to other stakeholders. Hence ensuring better communication and dissemination of policy research, analysis and advice outputs will be further promoted. This in particular concerns the outputs produced by grant beneficiaries.

Next, PROGRESS has contributed to the development of a shared vision of the challenges facing the EU in the social field and to fostering a shared understanding of the EU's objectives by promoting information sharing and mutual learning between the Member States. The Annual Survey indicates that the overall awareness of EU objectives and policies in PROGRESS policy areas among policy- and decision-makers, the social partners, NGOs and networks is high.

The relevance of information presented at around 600 information, communication and networking events

was rated highly across all policy areas. Policy- and decision-makers, the social partners and other stakeholders attending the events reported that they acquired relevant information which they used or intended to use for policymaking and/or advocacy purposes.

Among the most successful events were peer reviews and mutual-learning activities. All PROGRESS participating countries were rather equally engaged in the mutual-learning process (16 thematic and peer review meetings), which was designed to underpin national reforms in the social protection, social inclusion and employment areas.

#### **Areas for management adjustment and further improvement**

*Strengthening systematic measurement of satisfaction of participants.*

Monitoring data indicate that the information and learning events organised under action grants reach out to a wide audience. However, the data on the relevance of the information received during such events and its potential future use are not sufficient. Therefore the survey of satisfaction of participants in such events will be made obligatory from 2010, so more in-depth monitoring information shall be available next year.

Finally, PROGRESS has also contributed to fostering a productive policy debate at EU and national levels on EU law, policies and objectives and has helped to engage a wider circle of stakeholders. Through more than 140 events supported (attended by more than 12 500 stakeholders), PROGRESS significantly motivated involvement among non-governmental and subnational actors at EU and national levels and allowed other actors, such as ethnic minorities and people experiencing poverty, to voice their concerns and be heeded, a good example being the Roma inclusion debate. Such policy debate fed directly into various Commission policy initiatives on subjects relating to anti-discrimination and Roma inclusion, health and safety, social inclusion and social protection, and gender equality.

By supporting 24 key EU networks and NGOs active in promoting social inclusion, non-discrimination and gender equality, PROGRESS boosted the capacity of national and EU networks to take part in and influence decision-making and policy implementation at EU and national

**levels.** Key EU networks and NGOs are well known among the respondents to the Annual Survey 2009 and were considered to be useful sources of information and successful in increasing awareness and exerting pressure on policymakers in the relevant policy area.

The results of the Annual Survey 2009 further indicate that general principles of good governance were adhered to in all policy areas. The clarity of the policy issues discussed and involvement of all relevant stakeholders were perceived most positively. Despite significant policy achievements at EU level, which resulted from policy debate, especially in the fields of non-discrimination and equality, the attitude of respondents to the PROGRESS

Annual Survey towards the involvement of all relevant stakeholders in the policy debate was less positive.

#### **Areas for management adjustment and further improvement**

*Further strengthening of more accurate identification and more active engagement of national stakeholders in policy debate.*

The involvement of all relevant stakeholders is a key prerequisite for a high-quality and effective policy debate. Hence it is necessary to identify the most important national stakeholders more accurately and to subsequently encourage and enable them to engage in policy debate.

# Section I: Overview of PROGRESS and its contribution to EU goals

This section is an overview designed to provide high-level information on the programme and its contribution to EU goals. It includes:

- a short introduction to the programme;
- its overall architecture (logic) of intervention as well as the role of this report;
- an outline of the contribution to the intermediate outcomes.

## Introduction to PROGRESS

The EU employment and social solidarity programme for 2007–13, PROGRESS, aims to strengthen the EU's support to Member States to achieve the goals of the social agenda: more and better jobs and a more cohesive society. With a budget of EUR 743.25 million for seven years <sup>(2)</sup>, PROGRESS supports policy development in five different, yet closely interrelated, policy areas, namely:

1. **employment** (supports the implementation of the European employment strategy);
2. **social protection and social inclusion** (supports the implementation of the open method of coordination in the field of social protection and inclusion);
3. **working conditions**, including restructuring (supports the improvement of the working environment and working conditions, including health and safety at work and reconciling work and family life);
4. **anti-discrimination** and diversity (supports the effective implementation of the principle of non-discrimination and promotes its mainstreaming in all EU policies);
5. **gender equality** (supports the effective implementation of the principle of gender equality and promotes gender mainstreaming in all EU policies).

<sup>(2)</sup> Following the adoption of the Commission communication 'A shared commitment for employment' on 3 June 2009, the Commission has set up a new European microfinance facility for employment and social inclusion, with the aim of improving access to micro-credits by people suffering from the crisis. The proposal involves reallocating EUR 60 million to the facility from the PROGRESS programme (over the period 2011–13). The programme's new financial envelope is therefore set at EUR 683.25 million.

Employment and social policies are primarily within the responsibility of the Member States. However, the main challenges that need to be addressed are largely common to all the EU-27 and therefore need coordinated EU action. In this context PROGRESS acts as a catalyst and facilitator to trigger a process of reform and change at national level in support of EU objectives and priorities as laid down in the social agenda.

PROGRESS works alongside the European Social Fund (ESF), pursuing common goals, but with a different focus. Managed by the Member States themselves, the ESF invests in the implementation of employment and social inclusion policies in the Member States, with direct support to present and future workers, enterprises, education and training systems. PROGRESS targets the policy level, with activities designed to inform policy analysis, formulation and implementation, focusing on activities with a strong European dimension to ensure an EU added value. The programme is designed to achieve results across a broad range of policy outcomes, which will eventually lead to an improvement of the social and economic situation for Europeans. To this end PROGRESS funding is used to:

- provide analysis and policy advice on the programme's policy areas;
- monitor and report the implementation of EU legislation and policies at national level;
- promote policy transfer, learning and support among the Member States on EU objectives and priorities; and
- encourage and communicate the views of the stakeholders and society at large.

PROGRESS is directly managed by the European Commission, with the assistance of a committee of Member State representatives. It also relies on a network of partnerships involving national authorities, employers and workers organisations and NGOs.

In 2009, participating countries under the PROGRESS programme were: the EU-27 Member States; the EFTA/EEA countries (Iceland, Liechtenstein and Norway); the candidate countries (Croatia, the former Yugoslav Republic of Macedonia and Turkey); as well as the potential candidate country (Serbia).

Given its limited financial resources (compared with the size of the ESF or the amounts spent in these policy areas by the Member States themselves), to achieve results PROGRESS must follow a well-targeted intervention logic, which focuses on supporting the role of the EU as a catalyst of policy reform and improvement. The latter is briefly outlined below.

## Overall architecture of PROGRESS: Strategic framework

A commitment to results-based management is built into the legislative and institutional framework of PROGRESS <sup>(3)</sup>. There is a strong focus on assessing the programme's outcomes in order to demonstrate its achievements and effects. At the core of this approach is the strategic framework specifying the intervention logic of PROGRESS expenditure <sup>(4)</sup>. This framework defines PROGRESS' mandate, its long-term and specific desired outcomes, and is supplemented by the performance measures which serve to determine the extent to which PROGRESS has delivered the expected results. In this way performance monitoring of the programme helps to continually improve performance by assessing whether objectives are being achieved, and whether they remain relevant.

Performance monitoring of PROGRESS serves three purposes:

- **management:** reliable performance information assists managers to deliver against targeted results, to address problems promptly and to inform programme and budget decisions;

<sup>(3)</sup> Decision No 1672/2006/EC of the European Parliament and of the Council of 24 October 2006 establishing a Community programme for employment and social solidarity — PROGRESS. General guidelines for the implementation of the Community action programme for employment and social solidarity — PROGRESS (2007–13) (Progress/003/2006).

<sup>(4)</sup> Draft strategic framework for the implementation of the Community programme for employment and social solidarity — PROGRESS (Progress/009/2007 revised) (available at <http://ec.europa.eu/social/BlobServlet?docId=1590&langId=en>).

- **learning:** regular review of the programme provides staff and partners with opportunities to learn more about the effectiveness and performance of the programme;
- **accountability:** reporting on performance is aimed to provide reliable information on results to the European Parliament, European and national stakeholders and the public at large.

The implementation of the PROGRESS programme focuses on delivering results. This means using the programme in such a way that it will deliver outputs that allow the EU to develop and implement EU policies and legislation which have a positive impact on European citizens and provide support to the Member States in these areas. 'Outcomes' are the goals that PROGRESS must attain both in the near future and over the longer term. In the strategic framework for the implementation of PROGRESS, desired outcomes have been defined and logical links between the PROGRESS outputs and outcomes have been established (see Table 1).

Regular monitoring of PROGRESS implementation is carried out to assess headway towards the achievement of the aims and objectives of the strategic framework. Each of these outcomes have a set of performance measures against which the performance of PROGRESS is being monitored <sup>(5)</sup>.

With a view to contributing to its ultimate outcome, the programme focuses on the three intermediate outcomes:

- effective application of EU law (the need for improved implementation of EU law is a key priority of the better regulation agenda);
- shared understanding and ownership of EU objectives (encouraging key EU and national policy- and decision-makers and stakeholders to better understand and take ownership of EU objectives and priorities, which will enable national policies to converge further towards those of the EU); and
- effective partnerships (stronger partnerships among EU and national stakeholders will help build consensus and motivate change in support of EU objectives and priorities).

<sup>(5)</sup> For more detailed information on the performance measures and their monitoring, please refer to PROGRESS monitoring framework (available at <http://ec.europa.eu/social/BlobServlet?docId=1597&langId=en>).



**Table 1: Logic model of the PROGRESS outcomes**

Outcome levels	PROGRESS outcomes
Social Agenda	More and better jobs and more cohesive societies that offer equal opportunities for all in Member States
Ultimate outcome	Member States implement laws, policies and practices in a manner that contributes to the desired outcome of the Social Agenda
Intermediate outcomes	<ul style="list-style-type: none"> <li>• Effective application of EU law</li> <li>• Shared understanding and ownership of EU objectives</li> <li>• Effective partnerships</li> </ul>
Immediate outcomes	• Effective information sharing and learning
	• Evidence-based EU policies and legislation
	• Integration of cross-cutting issues and consistency
	• Greater capacity of national and EU networks
	• High-quality and participatory policy debate
Products (outputs)	<ul style="list-style-type: none"> <li>• Relevant training and learning of legal and policy practitioners</li> <li>• Accurate monitoring/assessment reports on implementation and impact of EU law and policy</li> <li>• Identification and dissemination of good practices</li> <li>• Information and communication activities, networking among stakeholders and events</li> <li>• Appropriate statistical tools, methods, indicators</li> <li>• Appropriate policy advice, research and analysis</li> <li>• Support to NGOs and networks</li> </ul>

Source: Strategic Framework for the implementation of PROGRESS, the EU programme for employment and social solidarity (2007-2013).

However, it takes time for the impact of PROGRESS at the level of intermediate outcomes to materialise; therefore, the annual measurement of PROGRESS' contribution to higher-level outcomes is complicated. While the second section of this Annual Performance Report (APR) focuses on the quality of *products (outputs)* and the benefits they bring, i.e. on the achievement of *immediate outcomes*, the first one describes how these are linked to the higher-level objectives (*intermediate outcomes*) described in Table 1. Moreover, where possible, this report uses an opportunity to monitor and report on trends and changes in the programme's performance compared with the previous years.

It is planned that the achievement of intermediate outcomes will be measured in greater detail and reported on every three years (next time in April 2010). Additionally, a mid-term evaluation of the programme was launched to assess the contribution of the programme to its higher level objectives in greater depth. Its final results are planned to be available by the end of 2011.

For a more detailed description of the PROGRESS performance monitoring framework, including an overview of methods and sources used to collect and assess

the monitoring information, please refer to Annex 1 of this report.

## A year in review: Policy context in 2009

The year 2009 was marked by the global financial crisis and a severe economic recession, increasingly impacting on labour markets in the EU, hitting businesses, jobs and the everyday life of European citizens. Although the situation varies across Member States, the crisis had significant common consequences for all of their labour markets, especially a substantial increase in unemployment. Such a significant shift in the social and economic conditions required quick policy responses, hence the pressure for the programme to adjust its activities. As the EU took coordinated and effective action to counter the effects of the crisis, on employment in particular, the programme was adjusted to support the process, for example, by generating regular analyses of the EU employment and social situation, producing evidence for the new policy initiatives or contributing to an exchange of experiences among the Member States as they searched for measures to tackle arising economic and social challenges.

In addition, the start of the new Parliament cycle and the fact that 2009 was the last year of the mandate of the previous Commission meant that there were fewer new legislative initiatives adopted during the year in the policy areas covered by PROGRESS. However, the programme has actively supported the previously launched policy initiatives as well as formulation of policy programme for the future.

The next chapter provides a deeper insight into this process by outlining the contribution of the programme to the intermediate outcomes.

## PROGRESS' contribution to EU goals

This chapter reports on the contribution of PROGRESS to the formulation, development, adoption and subsequent implementation of some of the most important policy initiatives (both legislative and non-legislative ones) in the policy areas covered by the programme. Being aimed at supporting policy process, the programme and its funded activities/deliverables are effective only so much as they manage to feed into policy process.

Importantly, this chapter also outlines what benefits these inputs into policy process bring to Europeans. Article 3 of the Treaty on European Union (TEU) assigned the Union and its Member States the task of promoting a harmonious, balanced and sustainable development of economic activities, a high level of employment and of social protection, sustainable and non-inflationary growth, a high degree of competitiveness and convergence of economic performance, a high level of protection and improvement of the quality of the environment, the raising of the standard of living and quality of life, and economic and social cohesion and solidarity among the Member States. The Member States agreed to combat social exclusion and discrimination, and promote social justice and protection, equality between women and men, solidarity between generations and protection of the rights of the child. All these benefits can be achieved only subject to effective EU policies, which, among others, are actively supported by PROGRESS.

## 1. Effective application of EU law

### *What does PROGRESS aim for?*

Effective application of EU law will create a level playing-field and guarantee a common level of EU legal protection for all. PROGRESS is the main financial instrument which helps the Commission execute its role as guardian of the Treaties and initiator of EU action and strengthen EU support to the Member States' efforts to implement the objectives of the European Union in the fields of employment and social affairs. The programme's action contributes to the achievement of these goals by monitoring compliance in the Member States with EU law and promoting shared understanding and ownership of EU objectives in the employment and social fields as well as strong partnerships.

By joining the European Union, its Member States have agreed to work together towards common goals, some of the most important being the free movement of goods, services, persons and capital, gender equality and non-discrimination. This means that Member States have committed themselves to abide by a set of agreed rules that are applied consistently throughout the EU. Europe-wide standards (European legislation) have been agreed in areas with a cross-border dimension and in order to respond to transnational challenges which transcend national boundaries, thus bringing a European added value to all citizens of the EU.

Much of European law in the field of employment, social affairs and equal opportunities takes the form of directives setting out general rules and broad principles, leaving the Member States to work out detailed implementation measures, consistent with their own institutional and administrative cultures. Thus, primary responsibility for applying EU law lies with the national administrations in the Member States. The Commission, as guardian of the Treaties, monitors the transposition of individual directives into national law, as well as respect of EU law more generally. It examines complaints of breaches of EU law, initiates infringement procedures when necessary and regularly reports on these tasks. Through PROGRESS, the Commission seeks to bring about effective application of EU law on matters related to [health and safety at work, labour law, non-discrimination and gender equality](#) in all Member States.

The year 2009 was marked by improvement in Member State compliance with EU law in PROGRESS policy areas compared with 2008. While a percentage of the provisions in directives linked to national rules (transposition rate)

remained unchanged, a percentage of the outstanding directives that have not been transposed in at least one Member State (fragmentation factor) decreased. Table 2 presents the latest results on the compliance with EU law.

**Table 2: Compliance in the Member States with EU law in PROGRESS policy areas in 2009**

Policy area	Transposition rate (%)		Fragmentation factor (%)	
	2008	2009	2008	2009
Labour law	99.4	98.3	14.3 (3 directives)	5 (1 directive)
Health and safety	99	100	11.1 (3 directives)	0
Anti-discrimination	100	100	0	0
Gender equality	96	96	30.8 (4 directives)	30.8 (3 directives)
Overall rate	98.6	98.5	14 (10 directives)	9 (4 directives)

Source: European Commission, Employment, Social Affairs and Equal Opportunities DG.

### How does PROGRESS actually contribute?

The proper transposition and effective application of EU law is of utmost importance for the attainment of key EU policy objectives. The Commission is responsible for proposing the policies and laws to achieve the agreed goals and making sure that the law is properly and effectively applied. To achieve this, **Progress assisted the Commission in its commitment to:**

1. **improve the quality of its legal proposals** by ensuring that:
  - a. policy initiatives are built on strong evidence, as well as
  - b. making its decision-making processes more accessible and involving a broad range of stakeholders in policy development;
2. **ensure correct and effective application of EU law in the Member States** by:
  - a. monitoring the implementation of EU law in the Member States, where applicable, and
  - b. providing assistance to the Member States in transposing and applying EU law effectively through guidance and training.

In order to **improve the quality of its legal proposals**, the Commission relies on external expertise and information

gathering. In 2009, PROGRESS provided the **evidence base** for the Commission's legislative proposals and internal decision-making (impact assessment and ex-ante evaluation of legal proposals), particularly through research and analysis. The quality of legal proposals is also improved through **consultations with the stakeholders**. In 2009, PROGRESS assisted the Commission with this task by supporting EU-level networks and NGOs active in the fields of gender equality and discrimination. PROGRESS also provided a common EU-level platform for the stakeholders to be engaged in policy debate through consultations and conferences.

More specifically, PROGRESS contributed to a number of key policy initiatives adopted in 2009.

- In 2009, the Council reached political agreement on the **revision of Directive 86/613/EEC** on the equal treatment of self-employed and assisting spouses following the European Parliament's first reading report. The second reading is ongoing.

**Benefits for Europeans:** Revision of Directive 86/613/EEC gives self-employed women maternity leave of a long enough duration to ensure the proper course of a normal pregnancy and physical recovery of the mother after a normal childbirth and obliges Member States to recognise the contribution of assisting spouses in family businesses and ensure that they benefit from the same level of social protection as self-employed workers.

**PROGRESS' contribution**

Providing evidence base	A report by the PROGRESS-supported Network of Independent Legal Experts in the field of gender equality on the implementation of Directive 86/613/EEC and on loopholes, weaknesses and ways to improve it was used for the analysis of the need to review the directive.
Supporting EU-level networks and NGOs	The PROGRESS-supported European Women's Lobby and the Confederation of Family Organisations in the European Union (COFACE) were consulted in writing prior to the proposal for the revision of the directive. They supported the opinion of the Advisory Committee on Equal Opportunities and strongly advocated the revision of Directive 86/613/EEC. Finally, the employment ministers of the Member States reached political agreement on the revision of the directive on 30 November 2009.

- In 2009, the Council also reached political agreement on a [directive implementing the revised framework agreement on parental leave](#) concluded by the European social partners on 18 June 2009, based on the Commission proposal.

**Benefits for Europeans:** This directive increases the minimum duration of parental leave from three to four months per parent, makes part of it non-transferable to encourage fathers to take advantage of parental leave and offers a right to request flexible working arrangements for a set period of time when returning from parental leave. The agreement applies to all employees regardless of their type of contract.

**PROGRESS' contribution**

Providing evidence base	The thematic report by the Network of Experts on Employment and Gender Equality Issues (EGGE), 'The provision of childcare services — A comparative review of 30 European countries', provided an analysis of both the quantitative and qualitative provision of childcare services for 27 EU Member States and three European Economic Area (EEA) countries (Iceland, Liechtenstein and Norway). It discussed the extent to which the demand for childcare is covered, the importance attached to childcare services within the national context, and the policies developed at the national level to improve the provision of childcare facilities.
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The [correct implementation of European law](#) is the only way to ensure that policies are really working. Therefore, the Commission is committed to [regular monitoring](#) of the implementation of EU law in the Member States, where applicable. In implementing this task, the Commission is assisted by PROGRESS-supported networks of legal experts, which provide regular assessment reports and thematic reports where necessary. Finally, in order to comply with EU law, the Member States need [practical assistance](#) in transposing and applying EU law effectively. PROGRESS assists the Commission in providing guidance and training to the Member States for the transposition and implementation of EU law, by developing [non-binding good practice guides](#). PROGRESS also supports [information sharing and learning](#) among legal and policy practitioners in the Member States through legal seminars and the exchange of good practices. It also supports information and communication activities geared to improve knowledge and understanding of EU law, particularly in respect of new initiatives or recently adopted directives.

The key examples of PROGRESS' contribution to better implementation of EU law, their benefits for Europeans are listed below.

- In 2009, the Council adopted a decision on the conclusion by the European Union of the [United Nations' Convention on the Rights of Persons with Disabilities](#). This was an unprecedented step forward for the first human rights treaty to be concluded in the history of the European Union and a great signal sent to all EU Member States.

**Benefits for Europeans:** A life free from discrimination is one of the fundamental values of the EU. Article 10 of the Treaty on the Functioning of the European Union (TFEU) states that 'the Union shall aim to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation'. Article 19 of the TFEU further sets out that the Council (after obtaining the consent of the European Parliament) may take appropriate action in this regard. Fighting discrimination

means implementing laws and creating conditions in which everyone can enjoy equal treatment, irrespective of their gender, racial or ethnic origin, religion or belief,

disability, age or sexual orientation. Thus, if Member States abide by the common law, their citizens can enjoy equal opportunities throughout the EU.

**PROGRESS' contribution** (comprises its support both to the implementation of the disability action plan and to the 2006 UN Convention on the Rights of Persons with Disabilities in general, and the following actions in particular)

Facilitating information sharing and learning	During the EU–US seminar on the employment of persons with disabilities, on 5–6 November 2009 in Brussels, the participants discussed policy and legislation related to employment and disability, transition from education to employment, measuring employment of people with disabilities and other issues.
Providing evidence base	Studies commissioned through PROGRESS highlighted different aspects of the situation of people with disabilities in the Member States and highlighted the most pressing common issues and prospects for cooperation in the field. The studies included: 'Study on the situation of women with disabilities in Europe in the light of the UN Convention on the Rights of Persons with Disabilities' (2009) and 'Providing reasonable accommodation for persons with disabilities in the EU — Best practices and financing schemes' (2008). Two studies are under way on the implementation of the UN Convention and one on supported employment for persons with disabilities.  The Academic Network of European Disability Experts (ANED) provided regular monitoring of the situation of people with disabilities in the Member States and the mainstreaming of disability issues in national policies.
Supporting EU-level networks and NGOs	The European Disability Forum organised conferences and seminars, especially in collaboration with the European presidencies, to highlight disability issues among national and EU-level actors.
Supporting policy debate	The annual conference to mark the European Day of People with Disabilities was held in Brussels on 3–4 December 2009. It was devoted to the issues of independent living and contributed to a better understanding of issues related to economic autonomy, community services and assistive technologies.

- Implementation of the [European Union strategy on health and safety at work](#) for the period 2007–12. The strategy is focused on prevention and aims to achieve a continuous, sustainable and homogeneous reduction of occupational accidents and diseases in the EU, in particular by defining and implementing national strategies based on a detailed evaluation of the national situation, improving and simplifying existing legislation and enhancing its implementation

in practice through non-binding instruments such as the exchange of good practice, awareness-raising campaigns and better information and training.

**Benefits for Europeans:** Workers in the EU benefit ultimately, as the Member States meet common standards that have been set by the EU, in order to ensure worker safety and reduce the number of work-related accidents, illnesses and deaths.

**PROGRESS' contribution**

Facilitating information sharing and learning	The Senior Labour Inspectors Committee (SLIC) played a major role in the process of interface between the European and the national levels of governance, by ensuring the exchange of information between the Commission and the Member States and allowing the latter to conduct more coordinated and focused initiatives in the area of development, application and enforcement of the occupational safety and health (OSH) policies. PROGRESS funded the exchange of national labour inspectors and the 56th meeting of SLIC.
Providing evidence base	A non-binding guide to good practice with a view to the implementation of Directive 2006/25/EC and the development of data in collaboration with international organisations, as well as statistics (subdelegated to Eurostat) is a tool aimed at facilitating better implementation of EU legislation in the Member States.
Supporting policy debate	The Czech Presidency conference 'Safety and health at work in Europe in the 21st century' aimed to support and strengthen international cooperation in sharing information on concrete approaches of good practice for ensuring OSH at work in the EU Member States and candidate countries.

- The European Commission’s ‘[Report on equality between women and men 2010](#)’ and an update of the ‘[Handbook on the equal treatment of women and men and on non-discrimination in the European Union](#)’

**Benefits for Europeans:** Gender equality is a core EU value, the principles of equal treatment and gender equality being enshrined in Article 8 TFEU: ‘In all its ac-

tivities the Union shall aim to eliminate inequalities and to promote equality between men and women’. Equality bodies have been established in every EU Member State in order to provide information, responses and legal advice to citizens on their equality rights. At the request of the European Council, the European Commission reports each year on progress towards gender equality and presents challenges and priorities for the future.

**PROGRESS’ contribution**

Facilitating information sharing and learning	The updated Handbook on the equal treatment of women and men and on non-discrimination in the EU was disseminated during PROGRESS-supported EU events, such as meetings of equality bodies, legal seminars and the European Conference on Gender Equality in Brussels. For example, the Academy of European Law (ERA) held two series of six seminars aimed at legal staff from equality bodies and dealing with EU anti-discrimination law and EU law on equality between women and men. Each seminar was attended by 50 selected participants from across Europe. The seminars were instrumental in tackling direct and indirect discrimination and handling court cases dealing with potential discrimination.
Providing evidence base	The ‘Report on equality between women and men 2010’ relied on evidence provided by the Network of Experts on Employment and Gender Equality Issues (EGGE), notably: ‘Analysis note: Gender equality and recession’, and thematic reports on ‘Gender equality, employment policies and the crisis in EU Member States’ and ‘Gender segregation in the labour market — Root causes, implications and policy responses in the EU’. Outputs produced by EGGE in 2008 were also used in the report.  The report ‘Gender equality, economic growth and employment, 2009’ presented at the PROGRESS-supported conference held under the Swedish Presidency in Stockholm, 15–16 October 2009, was also used as the evidence base for the report. A database on women and men in decision-making provided statistical evidence on indicators which measure gender gaps.

## 2. Shared understanding and ownership of EU objectives

### What does PROGRESS aim for?

Achieving a positive change in the understanding of EU objectives and priorities among key EU and national policy-/decision-makers and other stakeholders will facilitate the convergence of national policies with EU objectives and priorities.

**Box 1: Common EU objectives in the areas of employment, social policy and equal opportunities**

Common EU objectives in employment policy are set out in Article 145 TFEU: ‘Member States and the Union shall [...] work towards developing a coordinated strategy for employment and particularly for promoting a skilled, trained and adaptable workforce and labour markets responsive to economic change [...]’.

Common EU objectives in employment and social policy are described in Article 151 TFEU: ‘The Union and the Member States [...] shall have as their objectives the promotion of employment, improved living and working conditions, so as to make possible their harmonisation while the improvement is being maintained, proper social protection, dialogue between management and labour, the development of human resources with a view to lasting high employment and the combating of exclusion’. This is further developed in common objectives for social protection and social inclusion and in employment guidelines.

Common EU objectives for gender equality are set out in the Treaty on European Union (TEU), which reaffirms that the Union is founded on the values of equality, common to the Member States, in a society in which equality between women and men prevails (Article 2 TEU). The Treaty on the Functioning of the European Union (TFEU) requires the Union to promote equality between women and men (Article 3 TFEU) and that 'in all its activities, the Union shall aim to eliminate inequalities and to promote equality, between men and women' (Article 8 TFEU).

In the field of non-discrimination and equal opportunities, the principles of EU action are set out in Articles 2 and 3 of the TEU. Their policy and legal consequences are drawn in Articles 19 (legal and policy action against discrimination), 10 (non-discrimination mainstreaming) and 157 (equal pay) of the TFEU.

Shared understanding and ownership of EU objectives is significant to the extent that it adds new initiatives to national actions to achieve EU objectives and generates novelty in agenda setting, innovation, learning and 'multiplier' effects, as well as in the policy debate in the Member States. Positive changes in this understanding and ownership are expected to strengthen national reforms and make them deliver better results regarding common EU goals.

#### *How does PROGRESS actually contribute?*

To assist the Member States in reaching shared understanding and ownership of EU objectives, the Commission is committed to:

1. helping the Member States **come to an agreement** on common objectives and policy priorities by:
  - a. **fact finding and evidence gathering** on the most pressing common issues, reporting on the progress of the Member States and facilitating better regulation and cooperation between them;
  - b. providing a common platform for the Member States to **debate** the issues and by **involving all relevant stakeholders**;
2. facilitating the transposition of agreed objectives and priorities into national policies and their implementation by:
  - a. providing guidance and recommendations to the Member States and
  - b. providing a platform for **mutual learning** and the exchange of good; practices.

In order to facilitate agreement among the Member States on EU objectives, the Commission relies on **expert**

**analysis** and **comparable EU-level databases**. In 2009, PROGRESS provided the Commission with detailed, comparable and regularly updated information about national labour market policies and social protection systems in the Member States, particularly through the European Employment Observatory (EEO), the mutual information system of employment policies (MISEP) and the mutual information system on social protection (MISSOC). PROGRESS also provided expert analysis, identification of data gaps, good practices and areas of difficulty through the networks of experts on social inclusion, disability, anti-discrimination, gender equality, health and long-term care. Finally, through PROGRESS, research and analysis was produced to inform the Commission's internal decision-making (impact assessment, *ex-ante* evaluation) and to inform and influence forthcoming policy debates.

In 2009, PROGRESS also facilitated a shared understanding and ownership of EU objectives by providing opportunities for debate among the Member States and different stakeholders, particularly in support to the EU presidencies. PROGRESS was the main financial instrument for organising presidency conferences and other high-level policy debate.

#### *Examples of agreements among the Member States on common goals and priorities achieved in 2009*

- The year 2009 was marked by the global financial crisis and a severe economic recession, increasingly impacting on labour markets in the EU, hitting businesses, jobs and the daily life of European citizens. Although the situation varies across Member States, the crisis had significant common consequences for all of their labour markets, especially a substantial increase in unemployment. In response to the

global financial crisis and economic downturn, the [European economic recovery plan](#) was adopted by the European Commission and endorsed by the European Council in December 2008. This plan is a common framework for coordinated action to achieve economic recovery from the crisis.

**Benefits for Europeans:** Coordinated action under the recovery plan aims to protect its citizens from unemployment now and in the long term. The plan is focused on the most vulnerable and low-skilled people who are at risk of being the most badly hit by the downturn and its effects may linger longest for them, unless effective help is provided. Therefore, the Member States agreed to implement labour market activation and social protection policies, such as flexicurity and anticipation.

**PROGRESS' contribution** to the European economic recovery plan, as illustrated by the examples below, was twofold. As explained in greater detail below, on the one hand, it promoted a number of initiatives which fed into the plan and funded a number of events which helped the Member States to come to an agreement on the recovery measures. On the other hand, it provided a framework for further cooperation and mutual learning among the Member States and at EU level, which are essential for the implementation of the plan. The recovery plan gives special attention to the continued need for [flexicurity](#) policies, [skills matching](#) and [anticipation](#). This indicates that the Commission

(Employment, Social Affairs and Equal Opportunities DG) was successful in passing the messages supported by PROGRESS.

- On 9 March 2009, the Council adopted [conclusions on the communication from the Commission: 'New skills for new jobs: Anticipating and matching labour market and skills needs'](#). The Member States also confirmed the relevance of the flexicurity approach by adopting [Council conclusions on 'Implementing flexicurity in a time of crisis'](#). They agreed that flexicurity policies in times of crisis not only remain relevant, but also constitute an important part of crisis solution and preparation of the labour market for the future.

**Benefits for Europeans:** Flexicurity is a policy that promotes a combination of flexible labour markets, work organisation and labour relations and a high level of employment and income security. Being an integral part of the European employment strategy, flexicurity strategies are especially necessary in a time of economic crisis — ensuring adequate social protection for those out of work — without removing incentives to work. Flexicurity involves moving from a 'job security' approach to an 'employment/employability security' approach, thus promoting conditions for EU citizens to be able to adapt to change, enter or stay in the job market more easily and make progress in their working life.

**PROGRESS' contribution**

Facilitating information sharing and learning	The 'Heads of public employment services' (PES) meeting was organised on 3–4 December 2009 in Stockholm. The draft opinion endorsed by the heads of PES at this occasion was a welcomed and timely development and one that showed the good quality work of the EU-level Expert Group on New Skills for New Jobs.
Providing evidence base	The study 'The role of the public employment services related to "flexicurity" in the European labour market' and the study 'Flexicurity: The need for indicators on coverage of unemployment benefits for people in flexible employment in the European Union' underpinned the communication from the Commission on new skills for new jobs ('NS4NJs').
Supporting policy debate	A conference hosted by the Czech Presidency on flexicurity, 'Flexicurity in times of economic crisis' in Prague on 25–26 March 2009, led to the adoption of conclusions by the Council. It confirmed the relevance of the flexicurity approach and resulted in a common agreement.  The Swedish Presidency conference 'New skills for new jobs' confirmed and reaffirmed the relevance of NS4NJ in relation with the European employment strategy (EES) and the functioning of labour markets. Over the two days, evidence from the presentations given at the conference confirmed that the 'New skills for new jobs' initiative had addressed the right questions ranging from long-term anticipation and forecast to short-term matching. Thus, the main difficulty to be faced by policymakers and implementers would be to design short-term solutions for the long-term needs of the market.



The main policy tools developed to facilitate the implementation of policies towards common goals in employment and social solidarity areas are the [European employment strategy \(EES\)](#) and the [open method of coordination on social inclusion and social protection \(social OMC\)](#). These tools have been developed in order to encourage an exchange of information and joint discussions by all Member States, thus trying to find solutions or best practices together which could help creating more and better jobs and a more cohesive society in every Member State. PROGRESS lends a major support to mutual learning under EES and social OMC through the mutual learning support services and peer reviews in social protection and social inclusion.

- In March 2009 the Council adopted the [2008/09 joint reports on employment, as well as on social protection and social inclusion](#); moreover, in June

the Council adopted a recommendation on the 2009 update of the broad guidelines for the economic policies of the Member States and on the implementation of the Member States' employment policies, which set out the updated country-specific recommendations.

**Benefits for Europeans:** European citizens, enterprises and society in general will benefit ultimately, as national authorities improve their competences to implement national employment and social policies, following common guidelines and country-specific recommendations, deliver structural reforms, especially in the aftermath of the crisis, strengthen the single market and ensure financial and macroeconomic stability in line with greater social cohesion. The social and economic welfare of all Europeans is the target of EU policy, and it can be achieved through coordination and collaboration.

**PROGRESS' contribution** (to the implementation of EES and the preparation for the Employment Summit on 7 May 2009, Prague)

Facilitating information sharing and learning	<p>Seven thematic review seminars and peer reviews were organised in the Member States under the 'Mutual learning' programme to encourage stakeholders to promote the wider and more effective dissemination of information about the EES and its implementation.</p> <p>An 'Employment in Europe 2009' dissemination conference was organised on 26 November 2009 in Brussels, in order to present and discuss the key findings of the 'Employment in Europe' 2009 report.</p> <p>An occasional employment seminar on 'Italian workers' transitions among different contractual arrangements: An analysis from INPS micro-data' was organised in Brussels with the aim of disseminating ongoing research and discussing its policy implications with Commission staff.</p> <p>Meeting workshops of EEO and Sysdem and MISEP meetings ('Mitigating the effects of the economic crisis on the labour market' and 'Migration of workers within the EU and from third countries — Trends and successful policy approaches') were organised to exchange information on national policies.</p>
Providing evidence base	<p>PROGRESS funded thematic studies for the 'Employment in Europe' 2009 report by the MISEP network, Sysdem (on green jobs, NS4NJ) and the European Employment Observatory (EEO) (the development of employment policy in the EU, formulation of the European employment strategy for the post-Lisbon period in the context of economic crisis). It also funded the EEO, the job vacancy survey, the labour market policy statistical database and a special Eurobarometer report on 'European employment and social policy'.</p>
Supporting policy debate	<p>PROGRESS funded three preparatory workshops in the presidency countries on the crisis:</p> <ol style="list-style-type: none"> <li>1. 'Maintaining employment, creating jobs and promoting mobility' (Prague, 27 April) focused on measures needed to retain people in employment, ease transitions between jobs, create jobs and redress labour market imbalances.</li> <li>2. 'Upgrading of skills, matching labour market needs' (Madrid, 15 April), with a particular emphasis on the integration of younger workers into the labour market; investing in re-training and skills; fighting youth unemployment and early school leaving;.</li> <li>3. 'Increasing access to employment' (Stockholm, 20 April) focused on newly unemployed and redundant workers, and support to help those furthest away from the labour market (re)enter the labour market in order to avoid long-term employment and social exclusion.</li> </ol> <p>Each workshop was well attended with participation by ministers and other representatives of Member States, the social partners, the social platform, the European Parliament, the European Economic and Social Committee, and chairs of the Employment Committee and Social Protection Committee.</p>

- The 'Joint report on social protection and social inclusion 2009' examined the Member States' integrated national strategies on social inclusion, pensions, healthcare and long-term care. It reviewed the main trends across the EU and at national level and was the outcome of a process involving the European Commission and the Council. The 2009 report gave a clear signal on the need to implement comprehensive active inclusion strategies, to ensure long-term adequacy and sustainability of pensions, to reduce health inequalities and to improve cost-efficiency in the healthcare sector. Moreover, the challenges that each EU country faced in promoting social inclusion and social protection were presented in the country assessments that accompanied the report. The 'Joint report on social protection and social inclusion 2010' puts a special emphasis on the impacts of the economic crisis and the Member States' responses to it. It draws largely on the material and analysis produced for the social OMC and aims to improve understand-

ing of the context and nature of the policies and reforms that will be needed for successful recovery leading to a sustainable and inclusive social market economy.

**Benefits for Europeans:** In 2009, activities under the EU social OMC inclusion strand focused on homelessness and housing exclusion. Homelessness is perhaps the most acute expression of poverty. However, there is a lack of knowledge about the causes of homelessness and the actual numbers of people sleeping rough, and this prevents policymakers from developing efficient strategies to overcome the problem. Evidence from transnational studies and exchanges has contributed to enhancing mutual learning and has been helpful in encouraging increased efforts in a number of countries. People experiencing poverty will benefit ultimately, as national authorities and service providers will reach out to them and provide them with services such as employment, health and care, social assistance and social services on the same basis as other vulnerable groups.

**PROGRESS' contribution** (to the implementation of social OMC)

Facilitating information sharing and learning	<p>A number of common issues, such as active inclusion, homelessness, child poverty, healthcare, etc. were covered in eight peer reviews in 2009; for example: 'Counting the homeless — Improving the basis for planning assistance', 'Measuring the impact of active inclusion and other policies to combat poverty and social exclusion', etc. By participating in the peer reviews, the Member States contributed to the analysis of national policies and their possible transfer.</p> <p>Moreover, a Network of Independent Experts on Social Inclusion assisted the Commission in monitoring and evaluating the situation with regard to poverty and social exclusion and the policies that were relevant in this respect in the Member States and accession countries.</p> <p>A number of mutual learning projects on social inclusion were implemented, e.g. 'Connections — Social inclusion at city level', MPHASIS: mutual progress on homelessness through advancing and strengthening information systems, 'European cities against child poverty', 'Building inclusion — Access to housing and inclusion of immigrant people in Europe'.</p>
Providing evidence base	<p>The EU Network of National Independent Experts on Social Inclusion assists the European Commission in monitoring and evaluating the situation with regard to poverty and social exclusion and the policies that are relevant in this respect in the Member States and accession countries. Twice a year, the experts produce a report on their respective countries concerning a specific subject that is being examined in the context of the EU social inclusion process. Once a year, the experts produce an independent (non-governmental) assessment of an official policy document (social inclusion strand of the national strategy report on social protection and social Inclusion or an official reply to an SPC questionnaire on a specific topic). The network core team produces synthesis reports, bringing together the main results of the analysis across countries.</p> <p>The analysis presented in the 'Joint report on social protection and social inclusion 2010' relied heavily on the work conducted by the EU Network of National Independent Experts on Social Inclusion, and particularly on the synthesis report drawn from their work (Frazer H. and E. Marlier (2009), 'Minimum income schemes across EU Member States — Synthesis report').</p>

<p>Supporting EU-level networks and NGOs</p>	<p>Several PROGRESS-funded European-level civil society organisations active in the social field provided and made public their assessments of the renewed strategic reports, in general drawing on contributions from network members at national level. Some of them examined the national strategic reports (NSRs) as a whole, in most cases focusing in particular on the national action plans for social inclusion (NAPs). A comprehensive assessment carried out by the European Anti-Poverty Network stressed as the overwhelming concern ‘the lack of progress on the eradication of poverty in the EU’ and assessed the NSRs/NAPs overall as well as the policy responses to address specific inclusion concerns. The report presented by Caritas Europe examined in particular the ‘process and quality of policy design’ of Member States’ preparations of the NSRs, and Eurodiaconia’s report assessed the degree of participation in this process. Depending on their specific mission, others concentrated on more limited, well-defined aspects of the NSRs/NAPs within their area of concern and interest. The European Social Network in its contribution to the assessment of the NSRs and preparation of the 2009 joint report stressed the need to fully recognise the role of local public social services. The European Network on Homelessness and Housing Exclusion (FEANTSA) contributed to the measurement of homelessness at EU level by developing the ‘European typology on homelessness and housing exclusion’ (ETHOS), while the Network of Local Authority Observatories on active inclusion (Eurocities) produced a study on social and supported housing-related services.</p>
<p>Supporting policy debate</p>	<p>The Eighth Meeting of People Experiencing Poverty was held in Brussels in May 2009. Participants addressed the issues of access to housing, basic services and financial exclusion. Since 2001, annual ‘European meetings of people experiencing poverty’ are supported by EU presidencies and organised by the European Anti-Poverty Network (EAPN). These meetings are aimed at giving the floor to people concerned by poverty, and at facilitating their dialogue with policy decision-makers at EU and national levels.</p> <p>The Eighth European Round Table on Poverty and Social Exclusion was held by the Swedish Presidency in Stockholm on 15–16 October. Its theme was ‘Social inclusion in times of recession — New challenges for the active inclusion strategy’. The presidency initiated a discussion on the EU active inclusion strategy, which aims at including those who are the most detached from the labour market and are socially excluded. The conference focused on how the strategy can be implemented in times of economic downturn. The aim was to inspire and show good, specific examples of how to continue work to include people in society.</p> <p>The ‘Joint report on social protection and social inclusion 2009’ stated that social monitoring would be more effective if there were high-quality involvement of non-governmental experts and people experiencing poverty and social exclusion. Although there are some good practice examples, in many countries there is room for increasing involvement of people experiencing poverty and social exclusion.</p>

- The year 2009 was particularly productive in the **anticipation and restructuring** area. In June 2009, the Commission issued a **communication** calling on national governments, the social partners and the EU institutions to make a **‘shared commitment for employment’**. The key priorities of this commitment include maintaining employment, creating jobs and promoting mobility. One of the key actions identified to achieve these goals is a better anticipation and management of restructuring. To facilitate

better anticipation and management of restructuring, the Commission issued a practical ‘Toolkit for restructuring’<sup>(6)</sup>.

**Benefits for Europeans:** European citizens will benefit ultimately, as social partners and national institutions will implement the agreed measures aimed at preserving jobs and helping people who face difficulties during the economic crisis, paving the way for future economic recovery.

<sup>(6)</sup> Please see <http://ec.europa.eu/social/main.jsp?catId=103&langId=en>

**PROGRESS' contribution**

Facilitating information sharing and learning	<p>During the three editions of the Restructuring Forum in 2009 new work perspectives were opened up, in particular with regard to new tools for the exchange of good practice when dealing with restructuring and the promotion of sectoral skill councils at EU level.</p> <p><b>1.</b> Restructuring Forum: Impact of climate change on employment (22–23 June 2009, Brussels) was organised and a background study on climate change was presented.</p> <p><b>2.</b> Restructuring Forum: Restructuring and the crisis — Building partnerships for anticipating and managing restructuring in a socially responsible way (12–13 November, Brussels) aimed to: promote mutual learning on the basis of the experiences developed so far and summarised in the toolkit; debate about what the EU can further do in order to help the actors cope with the effects of restructuring in a socially responsible way.</p> <p><b>3.</b> Restructuring Forum: Sectors' new skills for new jobs (7–8 December 2009, Brussels) aimed to present, promote and discuss the recently published 18 sector-based studies that look at emerging and future skill needs up to 2020.</p>
Providing evidence base	<p>Eighteen sector-based analyses on skills provided a strong evidence basis for future work on the anticipation of skills for new jobs, while background studies for restructuring forums underpinned information sharing and the learning process among the Member States.</p>

- On 9 March 2009, the Council adopted [conclusions on the professional and geographical mobility of the workforce and the free movement of workers within the European Union](#). The conclusions stress the importance of mobility and the free movement of workers for meeting the needs of labour markets, increasing employment and strengthening the EU's competitiveness. Labour mobility and the free movement of workers are essential elements of the European employment strategy. The Czech Presidency rounded off several months of complicated negotiations concerning [the agreement on simplified rules to safeguard the social security rights of migrants within the EU](#) (coordination of social security systems package).

establishment of the European Community in 1957. The Treaty states that anyone moving within the EU for work-related reasons may not be placed at a disadvantage, thus requiring the EU to concern itself with social legislation to protect migrant workers and frontier workers. 'Freedom of movement shall entail the abolition of any discrimination based on nationality between workers of the Member States as regards employment, remuneration and other conditions of work and employment' (Article 42 TFEU). The new documents adopted by the Council significantly modernise and simplify the existing rules on safeguarding social rights of EU citizens living and working in another Member State, taking into account relevant decisions of the Court of Justice of the European Union. The new rules will speed up the handling of applications of persons living abroad, remove certain barriers and modernise the exchange of information between authorities in the EU-27.

**Benefits for Europeans:** Freedom of movement for workers has been a fundamental right since the es-

**PROGRESS' contribution**

Providing evidence base	<p>The study 'Labour mobility within the EU in the context of enlargement and the functioning of transitional arrangements' provided an overview on the main patterns of labour migration in the context of the EU eastern enlargement and on the fundamental economic forces which caused these patterns.</p> <p>The 'Scientific report on the mobility of cross-border workers within the EU-27 and EEA/EFTA countries' analysed new trends and orientations in this area, both on a quantitative and qualitative basis. The report also dealt with foreseeable future trends and challenges in commuting.</p> <p>The study on 'Workers' mobility: Short-term international assignments' provided enhanced insights into one aspect of temporary mobility, improved the knowledge base on existing practices and trends in short-term international assignments and defined common methodologies for data collection on short-term contracts.</p>
Supporting policy debate	<p>The Czech Presidency conference 'Maintaining employment, creating jobs and promoting mobility' focused on measures needed to retain people in employment, ease transitions between jobs, create jobs and redress labour market imbalances (Prague, 27 April).</p>

- On 8–9 June 2009, the Council adopted **conclusions on social services as a tool for active inclusion, strengthening social cohesion and an area for job opportunities**. The conclusions stress the importance of investments into social services in times of economic crisis and invite the Member States to recognise the role of social services in their national recovery plans, where appropriate, so as to reinforce the recovery of European economies and strengthen their potential in terms of growth and job opportunities as well as economic and social cohesion.

**Benefits for Europeans:** European citizens will benefit ultimately, as their national authorities will finance social services and ensure their quality by training the providers of formal and informal social services. Equal access to services will be improved, as national governments and other stakeholders work towards reducing variations between regions, municipalities, rural and urban areas in the levels and availability of services. Once these variations are reduced, older and disabled people are able to access appropriate services regardless of where they live.

**PROGRESS’ contribution**

Facilitating information sharing and learning	<p>The 17th annual European Conference on Social Services was held on 22–24 June 2009 in Prague. Its theme was ‘Quality and performance in social services in Europe — Better outcomes for people’. With over 30 multilingual plenary and workshop presentations, the conference provided a unique opportunity to understand the changes taking place and for an exchange of ideas, experiences and best practice. It offered strategic and practical learning and networking opportunities to all those responsible for planning and implementing services in different European regions: planners, politicians, managers and professionals.</p> <p>A peer review in Denmark was held, on 1 April 2009, on ‘Combining choice, quality and equity in social services’, with the participation of Estonia, Hungary, Italy, Lithuania, Portugal, Romania, Spain, the Netherlands and the United Kingdom. During the peer review the host country presented details of the scheme which it had implemented and its effects, with a particular focus on choice, quality and equity issues.</p>
Supporting EU-level networks and NGOs	<p>The European Social Network (ESN) brings together directors of social work and social care services working at the local level. It promotes mutual learning and contributes to the capacity building of its members through working groups, seminars and the European Social Services Conference, which is annually organised by the ESN in the country holding the European presidency. ESN has participatory status with the Council of Europe and regularly responds to European Commission consultations, contributes to policy debate on the EU’s social protection and inclusion, and reports on social policy and practice in the Member States.</p>
Supporting policy debate	<p>The Czech Presidency conference ‘Social services — A tool for mobilising the workforce and strengthening social cohesion’ on 22–24 April 2009 in Prague focused on social services as a tool for prevention of social exclusion and for active inclusion of the most vulnerable persons. The conference also discussed social services as an area of growing opportunities for jobs in view of demographic development in the EU, and the process of strengthening the network of social services delivered in people’s homes and communities.</p>

- Following a public policy debate based on the question ‘What actions are required to strengthen gender equality in the post-2010 Lisbon strategy and to ensure that policy responses to the recession promote gender equality?’, the Council adopted **conclusions on ‘Gender equality: Strengthening growth and employment — input to the post-2010 Lisbon strategy’** on 10 November 2009. The draft Council conclusions were prepared by the Swedish Presidency, based on the outcomes of PROGRESS-funded conferences on the issue. During the debate, ministers agreed that gender mainstreaming

and gender-specific issues should be prominently reflected in the Europe 2020 strategy and in future employment and social policies, as they considered gender equality to be in line with the objectives of growth and jobs (?).

**Benefits for Europeans:** The commitment of the Member States to gender mainstreaming benefits European citizens ultimately, as the national authorities implement policies to eliminate inequalities in labour market and

(?) Draft Council conclusions: ‘Gender equality: Strengthening growth and employment — input to the post-2010 Lisbon strategy’, Brussels, 10 November 2009.

social life. The closing of a gender pay gap has benefits for employers and workers, since it creates quality jobs, attracts the best and most talented workers, creates a positive work environment and increases productivity

and competitiveness. Finally, it can help create a more equal society by improving the economic independence of women and reducing a number of women in poverty, particularly upon retirement.

**PROGRESS' contribution**

Facilitating information sharing and learning	<p>The European Commission launched an information campaign in all EU countries about the gender pay gap in order to raise awareness of the gender pay gap and how it can be tackled. The main issues of the campaign are gender stereotypes, discrimination, segregation of the labour market and reconciliation of work and family life. The outputs of the campaign include leaflets, posters, PowerPoint presentations and a video clip.</p> <p>Training workshops ('Break gender stereotypes, give talent a chance') were held in 15 EU countries in 2009 with the aim of assisting SMEs in Europe to increase their productivity and boost their competitiveness by breaking down the invisible barriers created by gender stereotypes, thereby maximising the potential of their employees.</p> <p>The Network of Women in Decision-Making aims to provide a platform at EU level for successful strategies to improve gender balance in decision-making positions. Concretely, it allows for an exchange of ideas, information and experiences, mutual learning and sharing of good practice.</p>
Providing evidence base	<p>The Network of Experts on Employment and Gender Equality Issues (EGGE) produced an analysis note on 'Gender equality and recession', which documented the initial impact of the economic crisis on women and men, located the trends in the wider context of previous downturns and identified the risks and opportunities in policy responses.</p> <p>Two thematic reports produced by the Group of Experts in Gender Equality, Social Inclusion, Healthcare and Long-Term Care (EGGS) ('Access to healthcare and long-term care: Equal for women and men?' and 'Gender mainstreaming. Active inclusion policies') assessed how social protection systems can promote gender equality and provided evidence on the links between income support and the labour market in the 27 Member States plus Iceland, Liechtenstein, Norway, Croatia, the former Yugoslav Republic of Macedonia and Turkey.</p>
Supporting EU-level networks and NGOs	<p>The European Women's Lobby (EWL) sent an open letter to Heads of State or Government (before the spring Council 2009) calling for measures to meet women's needs in time of crisis and providing recommendations relating to the European economic recovery plan and post-Lisbon. The EWL urged the EU to pay special attention to women who in many ways will be the first targeted by the current financial and economic crisis and also called on the Member States to adopt a gender perspective in designing recovery packages. Moreover, the EWL stressed the importance of taking effective measures to reconcile private and professional lives.</p>
Supporting policy debate	<p>A conference on 'What does gender equality mean for economic growth and employment?' was held in Stockholm on 15–16 October 2009, where the need to visibly integrate gender equality across all relevant policy areas in the post-2010 Lisbon strategy was emphasised and women's participation on the labour market was recognised as an important factor for economic growth.</p>

### 3. Strong partnerships with national and pan-European stakeholders

*What does PROGRESS aim for?*

Strengthening partnerships with key EU and national policy-/decision-makers and stakeholders will contribute to building consensus and creating momentum for change in support of EU objectives and priorities. Stronger partnerships are expected to exert influence

and motivate change in support of EU law and policy objectives by increasing their visibility and prominence on the political agenda. The EU also seeks to increase public engagement in governance by involving those who are usually excluded from policy debate, for example ethnic minority groups or people experiencing poverty. The involvement of all relevant players is expected to raise pressing issues, promote public dialogue and motivate policy change by building common ground/consensus among stakeholders on EU objectives and policies, by managing differences and creating new partnerships.

*How does PROGRESS actually contribute?*

Strong partnerships are a precondition and a facilitating factor for the achievement of both the compliance in the Member States with EU law and a shared understanding and ownership of EU policy objectives. In order to assist national and pan-European stakeholders in strengthening their partnerships, the Commission is committed to:

1. providing a clear evidence base to shape the issues and put them on the political agenda;
2. creating an environment for information sharing, learning and debate;
3. promoting capacity building and involvement of all relevant stakeholders.

In 2009, PROGRESS assisted the Commission in providing a clear **evidence base** on the issues, by supporting comparable statistical databases, networks of experts and other sources of evidence, as a common ground for discussions among the responsible national authorities and other stakeholders. PROGRESS also provided a framework for the responsible national authorities (such as public employment services (PES) and the Senior Labour Inspectors Committee (SLIC)) to meet at EU level and discuss priority issues through annual meetings and other communication and **information-sharing** events. It supported the exchange of experience and best practice among the Member States through the 'Mutual learning' programme of the EES and peer reviews within the social inclusion process. PROGRESS provided an enabling environment for the involvement of non-governmental actors and key stakeholders in the policymaking process, so they could relay their views to decision-makers, through high-quality and participatory **policy debate** at EU level. Finally, PROGRESS contributed to the capacity building of key non-governmental actors through its support to **EU-level networks and NGOs**, so they were in a position to exert influence or change at EU and national levels.

*Examples of PROGRESS' contribution to strengthening successful partnerships in 2009*

- The Commission extensively uses partnerships with national and pan-European stakeholders in the non-discrimination field both in its legislative role and in developing policy beyond legislation.
- On the legislative side, in 2009, national representatives in the Council advanced discussion further on the **draft directive on equal treatment** between persons irrespective of their religion or belief, disability, age and sexual orientation. EU-level NGO networks, supported by PROGRESS, were also very active in bringing their expertise into the public debate. The Commission also relied on specific studies to inform the discussions.
- On the policy side, PROGRESS was used to develop **cooperation between national authorities** (exchange of good practices), to increase knowledge on the discrimination phenomena. NGO actors and academic work contributed to raising the awareness of people living in the EU on their right not to be discriminated against and on the benefits of diversity (mainly via the 'For diversity. Against discrimination' information campaign). The Swedish Presidency stressed the importance of cooperation, which was the main theme of the Equality Summit organised in November 2009 in Stockholm.

**Benefits for Europeans:** The Commission's proposal for the draft directive seeks to extend the protection against discrimination on the grounds of religion or belief, disability, age or sexual orientation to areas outside the labour market, including social protection, social advantages, education and access to goods and services. The Commission also aims at supporting national authorities in developing their non-discrimination and equality policy for the benefit of increasingly diverse European societies.

**PROGRESS' contribution**

<p>Facilitating information sharing and learning</p>	<p>An international comparative study on positive action measures was carried out in order to better understand the role that positive action measures can play in the workplace in order to prevent or remedy discrimination. It showed how policies, practices and mechanisms for evaluating the impact of the measures differ between the Member States, and in comparison with Canada, the United States and South Africa. The findings of the study were presented during a conference on 19 February 2009 in Brussels.</p> <p>The EU media campaign 'For diversity. Against discrimination' was run with the aim of raising awareness of discrimination and increasing understanding of EU laws. It also strived to generate debate on the themes of diversity and discrimination and in particular on the benefits for Europeans of greater equality. Activities within the campaign comprised a dedicated website, an EU journalists' award, four Equality Days in Cyprus, Luxembourg, Portugal and Sweden, national events, a newsletter, leaflets, a brochure and video news clips.</p> <p>Representatives from 15 EU Member States, as well as members of the Network of Socioeconomic Experts in the Non-discrimination Field, took part in a 'Good practice exchange seminar on non-discrimination mainstreaming', in Helsinki, on 7–8 September 2009. The purpose of the seminar was to enable participants to learn from the experiences of public bodies in equality mainstreaming in the Member States and enable a common and shared understanding of equality/non-discrimination mainstreaming to emerge. The outcomes of this seminar were considered at the Swedish Presidency Equality Summit in November 2009.</p> <p>National activities combating discrimination and promoting equality were supported (about 35 projects each year).</p>
<p>Providing evidence base</p>	<p>The third Eurobarometer survey on discrimination was conducted in 2009 to find out the perceptions and opinions of European citizens regarding discrimination, to measure the extent to which the economic crisis may hamper the implementation of anti-discrimination policies and efforts. The survey covered the Member States and three accession countries: Croatia, the former Yugoslav Republic of Macedonia and Turkey. The survey fed directly into the Equality Summit.</p> <p>The Network of Socioeconomic Experts in the Non-Discrimination Field delivered two national reports for 27 Member States and one synthesis report to provide the European Commission with informed analysis of national situations and policy developments with regard to discrimination on the grounds of age, disability, ethnic or racial origin, sexual orientation, religion or belief, and on multiple grounds.</p> <p>The European Network of Legal Experts in the Non-Discrimination Field provided the Commission with independent advice on all the grounds of discrimination through two thematic reports, the <b>European Anti-discrimination Law Review</b> and flash reports on legal developments in the Member States.</p> <p>A study on the use of age, disability, sex, religion or belief, race or ethnic origin and sexual orientation in financial services, in particular in the insurance and banking sectors, provided an objective basis for a dialogue with the financial services industry and other stakeholders on the use of age and disability as factors in risk assessment and provided additional information for the review of the current practices of Member States in relation to Article 5 of Directive 2004/113/EC.</p>
<p>Supporting EU-level networks and NGOs</p>	<p>EU-level networks and NGOs active in combating discrimination on the grounds of age, ethnic origin, disability and sexual orientation responded to a written consultation and participated in meetings with the European Commission to discuss the proposal for the draft directive. The result of the consultation with the NGOs was a call for legislation at EU level to increase the level of protection against discrimination, although some argued for ground-specific directives in the areas of disability and sex.</p> <p>In addition, the European Network of Equality Bodies, EQUINET, in its opinion on the European Commission proposals for this directive considered that the definition of discrimination in the new directive should include an explicit prohibition of multiple discrimination defined as discrimination based on more than one of the grounds covered.</p>
<p>Supporting policy debate</p>	<p>The third Equality Summit took place on 16–17 November 2009 in Stockholm with the aim of promoting equal rights and equal opportunities for all in the EU, and to share knowledge and experiences in order to develop more effective ways of counteracting all forms of discrimination.</p> <p>The sixth Annual Thematic Conference on Non-Discrimination Issues in the EU took place on 25–26 June 2009 in Budapest. It brought together about 200 participants representing NGOs, trade unions, governments, equality bodies and academic experts from across Europe, as well as representatives of the European Commission and the European Parliament, and focused on the role of NGOs and trade unions in combating discrimination.</p>



- In response to the deepening Roma exclusion, caused by the impacts of the economic crisis, increasing extremism and signs of racism, fostering the inclusion of the Roma has been a priority on the EU agenda. Following the first European Roma Summit (September 2008) and the General Affairs Council conclusions of 12 December 2008, the Czech Presidency organised the first meeting of the European Platform for Roma Inclusion in April 2009, in the framework of which **10 common basic principles for Roma inclusion** were presented. As a next step, in its **conclusions on the inclusion of the Roma** (of June 2009), the Council invited the Member States and the EU institutions to take these principles into account when designing, implementing and evaluating policies and the Council annexed the principles to its conclusions. In Sep-

tember 2009, the second meeting of the European Platform for Roma Inclusion took place, under the Swedish Presidency. This meeting focused on the theme of education.

**Benefits for Europeans:** The Roma, who represent the biggest ethnic minority in Europe, are particularly vulnerable to discrimination and social exclusion. Along with its financial and legislative instruments supporting Roma inclusion, the Commission endorses a political leadership aiming at encouraging the Member States to design and implement policies for the inclusion of the Roma in mainstream society. These policies are not only designed to raise the socioeconomic conditions of the Roma, but also to raise the awareness of any European on their rights and the benefit of their integration into society.

**PROGRESS' contribution**

Facilitating information sharing and learning	A peer review session 'Integrated programme for the social inclusion of Roma' was held in Greece on 27–28 May 2009 to discuss the Greek programme for Roma inclusion, which was unsuccessful, and to draw on the experiences of other Member States in order to improve the chances of future efforts in this regard and to define a common model for an integrated approach to the social inclusion of the Roma in all EU Member States.
Supporting EU-level networks and NGOs	The European Roma Information Office promoted political and public discussion on Roma issues by providing factual and in-depth information on a range of policy issues to the European Union institutions, Roma civil organisations, governmental authorities and intergovernmental bodies.
Supporting policy debate	<p>The first meeting of the European Platform for Roma Inclusion took place in Prague on 24 April 2009, and was co-organised by the Commission and the Czech Presidency of the EU. The participants included representatives from Roma civil society, governmental officials from EU Member States, EU civil servants, representatives from the main international organisations and NGOs as well as academics and experts. In the framework of this meeting, a set of 10 common basic principles to effectively address the inclusion of the Roma was identified. These principles were annexed to the Employment, Social Policy, Health and Consumer Affairs Council (EPSCO) conclusions on the inclusion of the Roma on 8 June 2009.</p> <p>The second meeting of the European Platform for Roma Inclusion took place in Brussels on 28 September 2009, in the framework of the Swedish Presidency of the EU. The meeting focused on 'improving the quality of education for Roma'. In particular, the root causes of Roma exclusion from quality, mainstream education, as well as possible ways forward, were exchanged and debated.</p>

- In March 2009, the European Commission issued a communication to the spring European Council, in which it proposed measures at EU level on **responsible lending and borrowing**, including a reliable framework on credit intermediation. In November 2009, the Commission and the Member States made a **joint assessment of the social impact of the economic crisis and of policy responses**, which also contained information on the impact of the crisis on over-indebtedness and households' insolvencies.
- Since the beginning of the 'Access to a bank account' initiative in 2007, the concept of financial inclusion has become more visible, and almost consensual. Considerable efforts have been made to enlarge the knowledge base, and in particular to improve the capacity to measure financial exclusion. Partnerships between actors — public authorities in the social and retail finance areas, social and consumer organisations, financial service providers, academics — have also become stronger.

**Benefits for Europeans:** The EU works to ensure that all of its citizens, including those in poverty or social diffi-

culty, have access to a bank account, as one of the means to ensure their financial inclusion.

**PROGRESS’ contribution**

Facilitating information sharing and learning	The ‘Mutual learning on financial inclusion’ (2007–10) project responded to the need to gather together all the stakeholders involved in the financial inclusion process in order to develop coherent financial policy measures at both local and European levels and to increase mutual learning about it. The project aimed to create a network of wider scope both in terms of membership (including financial institutions and associations, public institutions, government representatives, NGOs, trade unions, consumer organisations) and in terms of objectives (promoting all measures and actions favouring financial inclusion in general). Its outputs in 2009 comprised eight mutual learning workshops, a dedicated website, a database on policies and good practices, a database on indicators, a ‘Who’s who’ database, a bibliography database and a conference.
Supporting policy debate	The PROGRESS-funded European Microfinance Network contributed to public consultation on responsible lending and borrowing in the EU, launched by the European Commission on 15 June 2009. The responses were summarised in a document which will help the European Commission to assess the need for and scope of any policy action to ensure responsible lending and borrowing, as was mentioned in the Commission communication ‘Driving European recovery’ of 4 March 2009.

- In April 2009, the annual ‘Report on equality between women and men’ was presented to the European Council. The European Commission reports each year on progress towards gender equality and presents challenges and priorities for the future. This publication gives an overview of recent developments as regards the situation of women and men in the EU with relevant data and policy presentations. It is targeted at a wide range of stakeholders, including Member States, NGOs and social partners.
- In June 2009, an EU conference took stock of the achievements of the Commission’s current [roadmap for equality between women and men](#), adopted in 2006 and coming to an end in 2010. Its objective was to identify future priorities in the field of gender equality to prepare the Commission’s future strategy

on equality between women and men. The conference provided the opportunity to verify with all stakeholders if the objectives in the current roadmap are still valid and to what extent they will have to be complemented by new objectives and priorities.

**Benefits for Europeans:** The European Commission annually reports on progress in gender equality in the Member States and identifies inequality gaps. Europeans will benefit ultimately, as the Member States will make efforts to reduce gender gaps, as regards employment rates, pay, working hours, responsibility roles, share of care and household duties, and risk of poverty. However, combating persisting gender inequalities in all spheres of society is a longer-term challenge, since it entails structural and behavioural changes and a redefinition of the roles of women and men.

**PROGRESS’ contribution**

Facilitating information sharing and learning	<p>Two themes of the roadmap for equality between women and men were discussed in 2009 during bi-annual exchanges of good practices in gender equality. On 13–14 May 2009, 34 delegates from 13 countries attended the ‘Programme of exchange of good practices in gender equality’ held in Koln, Germany. The participants focused on the German initiatives which aimed to change career and educational gender stereotypes by encouraging both boys and girls to enter non-traditional career and educational paths. The seminar on gender-based violence held in Madrid on 24–25 September 2009 brought together key representatives of EU governments, gender equality experts and other relevant stakeholders from 15 countries to discuss different aspects of gender-based violence and its impact on gender equality.</p> <p>Training workshops (‘Break gender stereotypes, give talent a chance’) were organised in 15 EU countries to assist SMEs in Europe to maximise employees’ potential, and boost both productivity and competitiveness, by going beyond gender stereotypes.</p> <p>National activities to promote gender mainstreaming in national policies were supported and the projects delivered their outputs in 2009.</p>
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<p>Providing evidence base</p>	<p>Equal participation of women and men in decision-making is one of the priorities in the Commission's roadmap for equality between women and men (2006–10). In 2009, a report based on quantitative analysis of the situation, 'Women in European politics — Time for action', was published. The majority of data was drawn from the Commission database on women and men in decision-making, which represents part of the commitment of the Commission towards collecting and maintaining reliable and comparable data on gender issues.</p> <p>Two analysis notes by the Network of Experts on Employment and Gender Equality Issues (EGGE) — 'Gender equality and recession' and 'Gender equality, employment policies and the crisis in EU Member States' — directly fed into the annual 'Report on equality between women and men'.</p>
<p>Supporting EU-level networks and NGOs</p>	<p>Through analysis, evaluation and monitoring, the European Women's Lobby provides regular input on all areas of EU policy development and implementation that have an impact on women's lives and on the promotion of equality between women and men with specific reference to the roadmap for equality between women and men and to the United Nations' Beijing Platform for Action on the Convention on the Elimination of All Forms of Discrimination against Women.</p>
<p>Supporting policy debate</p>	<p>The European conference on gender equality, 'Equality between women and men in a time of change', held in Brussels on 15–16 June 2009, assessed the achievements of the roadmap for equality between women and men and set the future priorities in the gender equality agenda. Representatives from the European institutions, Member States, national equality bodies, social partners, international organisations, NGOs, candidate countries and EEA/EFTA countries participated in the event. The participants discussed a wide range of subjects including persistent gaps and barriers for women's employment, the consequences of the current economic crisis on the labour market and on the European social model and strategies to improve the gender balance in economic and political decision-making processes. The conference also focused on how to challenge gender violence and share experiences in the field of gender equality mainstreaming.</p>

The Member States and organisations involved in EU action benefit from partnerships indirectly, by taking part in the policy process and adopting new ways of acting. Participating in EU action makes things work better, especially with regard to governance issues: policy evaluation, partnership, long-term planning, etc. The involvement of people affected by particular issues in EU action fosters the accountability of policy- and decision-makers and the transparency of the decision-making process, and increases the relevance of policy responses

at both EU and national levels. Activities of key EU networks and NGOs increase visibility and positive publicity of PROGRESS policy issues, especially anti-discrimination and combating poverty. This promotes increased knowledge and awareness about the issues, and, consequently, strengthens consensus and support from the grass-roots level upwards for action to be taken in particular areas of social and employment policy. For more detailed information on the contribution of the key EU networks, please refer to Chapter 4 of Section II.



# Section II: Review of performance (by immediate outcome)

Section I of this report explained how the programme's efforts to promote:

effective information sharing and learning in the European Commission and across the Member States;
evidence-based EU policies and legislation;
high-quality and participatory policy debate;
greater capacity of national and EU networks; and
integration of cross-cutting issues and consistency

contributed to improved understanding and ownership of EU objectives, which enabled national policies or legislation to converge more towards EU goals as well as more effective application of EU law in Member States. This section provides a more detailed review of the programme's performance in delivery of the abovementioned five immediate outcomes.

It must be noted that, although analysed separately, the abovementioned outcomes are closely interrelated. **Effective information sharing and learning** comprises both the effective dissemination of information (one-way communication) and mutual learning (two-way communication), which contribute to shared understanding and ownership of EU employment and social policies, but also serve as one of the sources for the evidence base. This links to support for **evidence-based EU policies and legislation**, where PROGRESS aims to ensure that EU employment and social policies are based on a sound and comprehensive understanding of the evidence available at the time by maintaining, and updating as necessary, the evidence base for them. The evidence, however, is not only *hard data* (e.g. facts, trends, survey information), but also the *analytical reasoning* that sets the hard data in context and importantly also *stakeholder opinion/agreement* on an issue or set of issues. **High-quality and participatory policy debate** is therefore instrumental for developing a robust evidence for policies, but also benefits from databases, studies, analyses and other sources of evidence feeding into policy debate as a source of ensuring the clarity of issues discussed, which is a prerequisite for the high-quality debate.

The last two immediate outcomes are horizontal in nature. **Greater capacity of national and EU networks** marks not only their increased ability to contribute to high-quality and participatory policy debate, but also to provide information and analysis on the situation and needs of various target groups as well as serve as a channel for the dissemination of information. The **integration of cross-cutting issues and consistency** is important in ensuring that issues such as gender equality, non-discrimination and combating poverty are better integrated and treated more consistently in EU policies. Finally, consistent and collaborative work among the five policy areas covered by PROGRESS is fundamental for the effective functioning of the programme.

## 1. Effective information sharing and learning

### 1.1. Performance analysis

The availability of reliable information and quality analysis is central to strengthening EU policy development capacity. PROGRESS therefore supports the exchange of good practices and promotes mutual learning activities and the transfer of knowledge at both national and European levels. To be effective, the sharing of information and learning funded by PROGRESS has to:

- be relevant to the needs, concerns and expectations in the Member States;
- reach its target groups; and
- be actually used for policymaking or policy advocacy.

In 2009, PROGRESS supported **four types of information sharing and learning outputs**:

- **information, communication and networking events;**
- **training sessions;**

- mutual learning/exchange of good practices/innovative approaches; and
- thematic assessment and monitoring reports on the implementation of EU law and policies.

All these information sharing and learning activities were targeted towards specific groups at EU and Member State levels:

1. policy- and decision-makers (national stakeholders and the Commission itself) — through peer reviews, assessment and monitoring/assessment reports by expert networks;
2. experts and practitioners — through training and mutual learning activities;
3. social partners, civil society — through workshops and seminars;
4. general public — mainly through websites, promotional/informational publications.

The European Commission itself is a key user of the information and knowledge generated using PROGRESS funding, especially with regard to the situation, needs and expectations in various Member States. In monitoring and developing legislative instruments of the EU, the Commission relies on the external expertise of the PROGRESS-supported three networks of legal experts, which provide the Commission with independent information on the transposition of EU directives into national law and their implementation, as well as advice on relevant developments in Member States. The networks also serve as official advisory boards of the Commission in the development of new EU legislative instruments and assist the Commission in organising training seminars for practitioners.

**Table 3: PROGRESS-supported networks of legal experts**

Tasks of the Commission	Aims of the networks	PROGRESS-supported networks of legal experts
Safeguarding the Treaties	Regular monitoring and developing EU legislative instruments	European Network of Legal Experts in the Non-discrimination Field
Reporting on the transposition of directives		European Network of Legal Experts in the Field of Gender Equality
Initiating legislative proposals		European Network of Legal Experts in the Field of Labour Law

Furthermore, in implementing the tasks of evidence gathering and information sharing and learning, the Commission is assisted by PROGRESS-supported 10 networks of experts. The networks of academic experts provide the Commission with the independent assessment of specific thematic issues in the implementation of national employment and social protection and inclusion policies,

including as part of the analysis of the national reform programmes and national strategy reports on social protection and social inclusion but also in support of other priority work. Another task of these networks is to provide policy-oriented research and thematic reports to the Commission in order to identify new policy developments and key trends at national level.

**Table 4: PROGRESS-supported networks of experts**

Tasks of the Commission	Role of the networks of experts	PROGRESS-supported networks of experts
Fact finding and evidence gathering	Regular collection of quantitative and qualitative information	European Employment Observatory (EEO)
		Mutual information system on social protection (MISSOC)
Reporting on the progress of Member States and specific policy aspects	Expert (academic) analysis, identification of data gaps, good practices and areas of difficulty	Network of Local Authority Observatories on Active Inclusion (NLAO)
		Analytical Support on the Socio-Economic Impact of Social Protection Reforms (ASISP)
		Network of Independent Experts on Social Inclusion
		Academic Network of European Disability Experts (ANED)
		Network of Socioeconomic Experts in the Non-discrimination Field
Monitoring and strengthening gender mainstreaming		Network of Experts on Employment and Gender Equality Issues (EGGE)
		Group of Experts in Gender Equality, Social Inclusion, Healthcare and Long-Term Care (EGGSI)
Better regulation and cooperation between Member States	Developing a cooperative and cross-cutting work environment, exchange of information	Mutual learning support services

Also, the Commission actively uses the information provided by networks of experts to perform its functions as a facilitator and broker of the open method of coordination (OMC) processes in the policy areas of employment and ‘social protection and social inclusion’ (SPSI). In this way, information sharing and learning activities play a vital role not only in promoting awareness raising among relevant **stakeholders**, but also in developing a strengthened evidence base for EU policymaking. Finally, networks supporting mutual learning among Member States assist the Commission in the implementation of the ‘Mutual learning’ programme and the organisation of peer reviews at European, transnational and national levels.

PROGRESS also reached out to **national stakeholders by providing support for mutual learning activities in the Member States**. This was particularly important in the policy areas of employment and social protection and inclusion, where PROGRESS played the role of a catalyst by providing financial support to policy exchanges and the mutual learning process between Member States as a contribution to the OMC process. Importantly, it did so

not only through various events taken at the initiative of the Commission (see examples below), but also through events organised by beneficiaries of action grants (especially in the policy fields of employment through ‘follow-up and dissemination activities to the “Mutual learning” programme of the European employment strategy’ and social protection and social inclusion through the ‘promotion of debates on social inclusion, in support of the reinforcement of the open method of coordination on social protection and social inclusion’).

In the framework of the ‘Mutual learning’ programme, within a six-month cycle, the **peer reviews** cover single initiatives relating to selected employment policy practices in line with the priority themes of the **European employment strategy**. The peer reviews helped to identify, evaluate and disseminate good practice, to assess whether and how such good practice can be effectively transferred to other Member States, as well as to provide a learning opportunity throughout Europe about the implementation process or policy approaches and programmes in the field of a particular thematic priority.

**Table 5: Participation of countries in the peer reviews under the ‘Mutual learning’ programme in 2009**

Number of participations in peer reviews					Host countries
1	2	3	4	5	Once
Romania Denmark Austria Spain	Netherlands Poland United Kingdom Belgium Bulgaria	Finland Estonia France	Germany Malta Serbia Cyprus Greece Norway	Czech Republic	Portugal Slovenia Estonia Spain Luxembourg

Source: <http://www.mutual-learning-employment.net/>

Similarly, PROGRESS-supported peer reviews are also a key instrument of the social OMC. They enable an open discussion on social protection and social inclusion policies in the different EU Member States and facilitate the mutual learning process among them. Peer reviews

are a useful tool for policy transfer between Member States, and as such they actively contribute to a shared understanding and ownership of EU policy objectives in PROGRESS areas. The quality of mutual learning is ensured by the active involvement of all Member States.

**Table 6: Participation of countries in the social protection and social inclusion peer reviews in 2009**

Number of participations in peer reviews					Host countries	
1	2	3	4	5	Once	Twice
Cyprus Estonia Belgium	Czech Republic Norway Serbia Denmark Sweden Malta Latvia Austria	Italy Spain Germany Poland Slovenia Greece Ireland Bulgaria Finland	Hungary Lithuania Portugal The Netherlands France Luxembourg	Romania United Kingdom	Austria Denmark Greece Norway Spain United Kingdom	France Germany

Source: <http://www.peer-review-social-inclusion.eu/peer-reviews/2009>

In 2009, all of the EU-27 (except one Member State) as well as Norway and Serbia participated in the peer reviews in the fields of employment and social protection and social inclusion. It must be noted that peer review is a voluntary mutual learning process; it has to be borne in mind that Member States’ participation is normally limited to three to four reviews so as to safeguard that each can have a smaller format conducive to mutual learning. Moreover, host countries and their good practices are selected by mutual agreement of all countries. Compared with 2007–08, there is a more active participation of the EU-12, although on average they participate still less than the EU-15.

Besides targeting policy- and decision-makers directly, some of PROGRESS information sharing and learning activities were aimed at supporting the EU law and policy

implementation process effectively. In 2009, PROGRESS supported information sharing and learning activities targeted at experts and practitioners, such as judges and legal practitioners, public employment services (PES), the Senior Labour Inspectors Committee (SLIC) and similar. Participants in such events were selected on the basis of the relevance of the seminars to their professional lives, and their ability to disseminate what they had learnt when they returned to their professional lives (the ‘multiplier effect’). In addition, special efforts were made to achieve a geographical and linguistic balance among the participants. This type of activity aimed to raise awareness among the participants about key issues relating to EU legislation and policies, specifically to enable them to better understand the concepts of anti-discrimination and equal treatment, as well as to assist in the further dissemination of information.



Enhancing the Commission's communication with relevant stakeholders as well as with the **wider public**, and helping stakeholders to work as multipliers of information, is a core challenge for PROGRESS in achieving effective information sharing and learning. Efforts to bridge the 'communication gap' between the European Union and its citizens and to increase awareness

of the wider public and stakeholders about EU policies and legislation have been made through PROGRESS-supported conferences, working papers and electronic publications (annual reports, practical guides, policy assessments, dissemination of good practices, etc.), media campaigns, audiovisual material, websites and other mechanisms.

### **Box 2: An example of the information campaign 'For diversity. Against discrimination'**

The EU media campaign 'For diversity. Against discrimination' was run with the aim of raising awareness of discrimination, increasing understanding of EU laws and generating debate on the themes of diversity and discrimination. Activities within the campaign comprised the following initiatives.

**Journalist Award 2009:** This established competition honours journalists who, through their work, contribute to a better public understanding of the benefits of diversity and the fight against discrimination. Over 500 articles were received in 2009 from online and print journalists throughout the EU. Two prizes were awarded in 27 Member States and four prizes were awarded at EU level.

**Diversity Days 2009:** Pilot awareness-raising events targeting the general public and media took place in four Member States (Cyprus, Luxembourg, Portugal and Sweden) in autumn 2009 with around 1 500–2 000 people reached directly through the events.

**Partnership with national events:** 54 partnerships in 27 Member States were established.

**Website:** Relunched in autumn 2009 and available in 23 languages, the campaign website has a modern look and user-friendly structure. As well as providing information on the latest news and events, key information, such as on the EU anti-discrimination directives, has been updated and reorganised and campaign tools are available to download or view online. During 2009, over 200 000 visits were made to the site.

**Audiovisual:** Films made include a video news release (VNR) on intergenerational solidarity, highlighting some examples of innovative projects in Spain and France, produced for the first European Day on Solidarity between Generations (29 April 2009). This VNR was seen by over five million people in the EU and beyond.

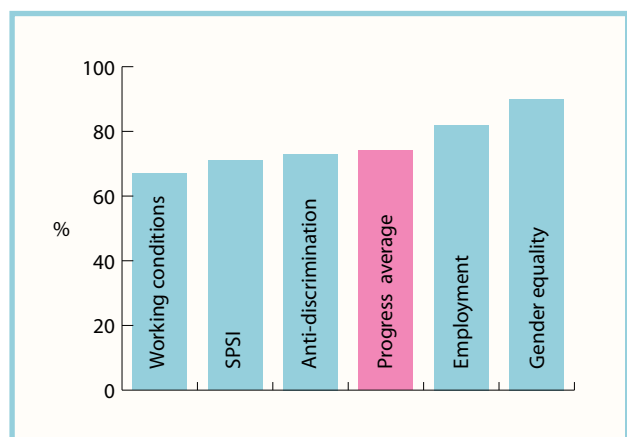
**Publications:** A new publication, *Diversity at work: A guide for SMEs*, which offers practical advice for SME employers on how diversity could benefit their business, was produced and a leaflet on the EU's work to promote Roma inclusion was also developed.

**Media relations:** The campaign reached almost 50 million citizens during 2009 through regular dissemination of media materials, media events and a proactive media relations strategy at national level to build good working relationships with journalists.

The PROGRESS Annual Survey 2009, which targeted policy- and decision-makers, social partners, NGOs and networks at both EU and Member State levels, included several questions aimed at assessing their **awareness regarding EU ob-**

**jectives and policies in respective PROGRESS policy areas.** The results are largely similar to the results of the Annual Survey 2008 and indicate that the level of familiarity with key EU objectives and policies is high.

**Chart 1: Share of respondents stating they are familiar with EU objectives and policies, by policy area**

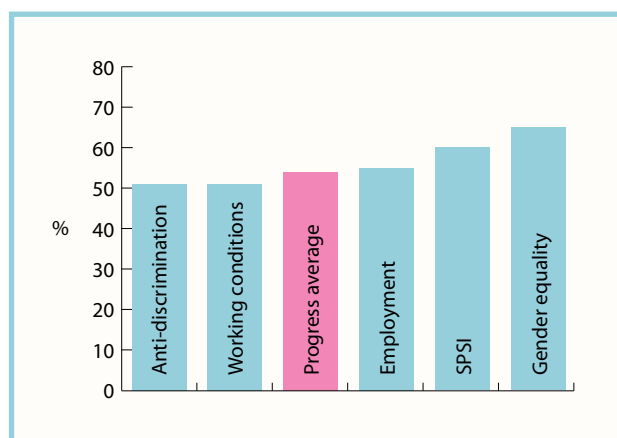


Source: Progress Annual Survey 2009.

The PROGRESS Annual Survey 2009 was specifically targeted at surveying policy-/decision-makers and stakeholders at a Member State level, among other things asking for their assessment of the key outputs produced under PROGRESS in 2009. The relatively low response rate does not allow for a more detailed output-by-output analysis, yet survey results allow for several important insights. On the operational side, it was observed that only one in four respondents who actually visited the survey fully answered. This indicates that there is potential for a survey as an *ex-post* assessment tool, but it has to have a narrower focus, i.e. it has to follow up/target a particular event or groups of events. As a result, more active use of *ex-post* surveys taking place six to nine months after particular (groups of) events will be promoted. Similarly, subsequent to adoption of the revised reporting template, action grants will start reporting relevant data next year.

Turning back to the results of the PROGRESS Annual Survey 2009, first of all, they indicate that the key information-sharing, communication and networking events funded by PROGRESS are rather well known among the national policy-/decision-makers and stakeholders.

**Chart 2: Share of respondents stating that they participated in or were aware of the key information, communication and networking events funded under PROGRESS**



Source: Progress Annual Survey 2009.

Second, while the results from systematic measurement of the **satisfaction of participants with the information** provided during PROGRESS-funded events are still rather limited, the PROGRESS Annual Survey 2009 indicates that relevance of the information acquired during training/mutual learning events (such as peer reviews and thematic seminars), as well as the likelihood of its use for policymaking or advocacy purposes, is higher than for other information events (such as larger conferences, seminars and similar). This similar tendency was established by the Annual Survey 2008, which suggests that events which more actively involve target groups and are aimed at including feedback and learning, and not only at providing information, tend to produce better results in terms of relevance and (potential) usage of information acquired during them.

Also, peer reviews in social protection and social evaluation are subject to both immediate (feedback questionnaires completed by participants at the end of each peer review meeting) and impact (survey of participants after a period of 6 to 12 months has elapsed since the peer review in question) evaluations, in order to identify any broader impacts of the peer review, or subsequent activities within Member States as a result of participation in the peer review. These evaluations signal a high level of usefulness to participants, in terms of their learning value and the possibility of transferring the policy approach between countries: all peer reviews (apart from one) recorded scores of 75 or higher (out of 100) on this criterion. Also, four out of five respondents were of the opinion that the information gained during the peer reviews could be useful in policy development.

**Management adjustment**

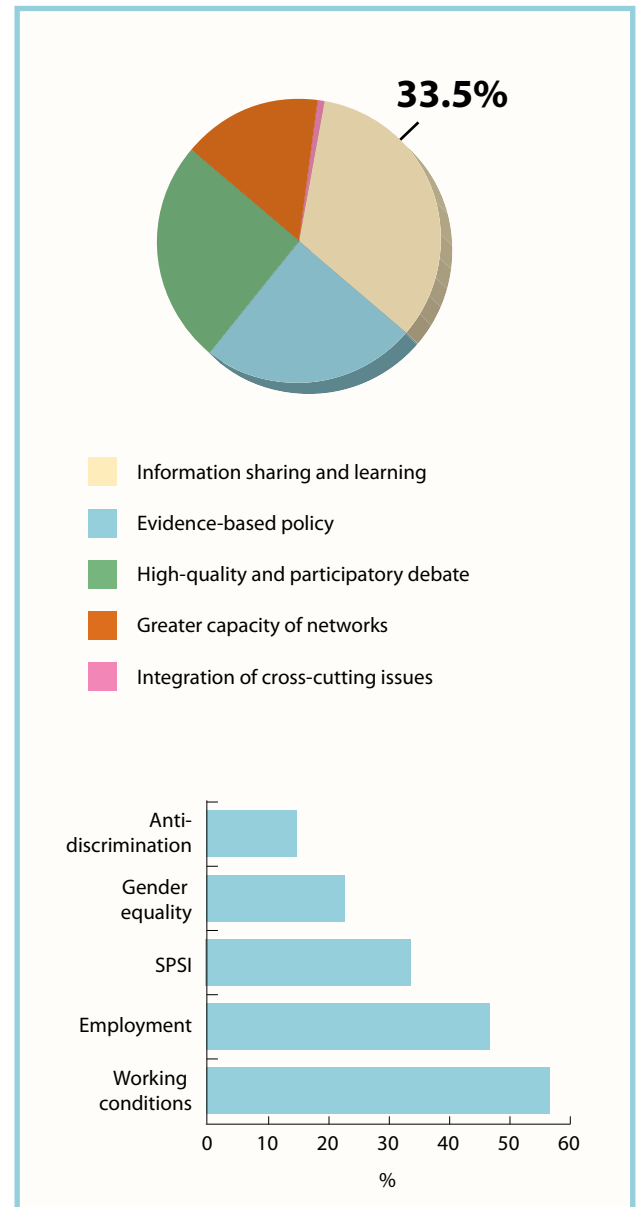
*Strengthen systematic measurement of satisfaction of participants*

Monitoring data (see Table 7) indicate that the information and learning events organised under action grants reach out to a wide audience. However, the data on the relevance of the information received during such events and its potential future use are not sufficient. Therefore the survey of satisfaction of participants in such events will be made obligatory from 2010, so more in-depth monitoring information shall be available next year.

**1.2. Summary tables**

Chart 3 illustrates the share of actual operational expenditure (commitments) in 2009 dedicated to this immediate outcome. As a number of PROGRESS-funded activities contributed to several PROGRESS immediate outcomes, the information provided below is the best estimate available. More detailed financial information is available in Section III of this report.

**Chart 3: Share of actual commitments in 2009 dedicated to information sharing and learning, total and per policy section**



Source: European Commission, DG Employment's own figures.

Table 7 presents the amount of the previously mentioned four types of outputs produced in 2009 by PROGRESS policy areas.

**Table 7: Number of outputs produced during 2009**

Policy areas	Total	Employment	Social protection and inclusion	Working conditions	Anti-discrimination	Gender equality
Performance indicators						
<b>Information, communication and networking</b>						
Number of information and communication events, of which:	250	144	74	13	13	6
– commissioned by the Commission	12	4	0	5	3	0
– produced under grant agreements (**)	238	140	74	8	10	6
Number of individuals (*) who participated in these events, of which (in the case of events):	13 673	6 238	3 983	2 464	506	482
– commissioned by the Commission	2 772	293	0	2 303	176	0
– produced under grant agreements (**)	10 901	5 945	3 983	161	330	482
<b>Training/mutual learning/peer reviews</b>						
Number of training sessions, peer reviews and other mutual learning events, of which:	354	122	97	0	90	45
– commissioned by the Commission	41	9	18	0	7	7
– produced under grant agreements (**)	313	113	79	0	83	38
Number of individuals (*) who participated in these events, of which (in the case of events):	18 166	5 534	1 562	0	9 996	1 074
– commissioned by the Commission	1 585	629	427	0	242	287
– produced under grant agreements (**)	16 581	4 905	1 135	0	9 754	787
<b>Exchange of good practices</b>						
Number of reports aimed at identifying good practices, of which:	156	118	6	6	13	13
– commissioned by the Commission	18	6	1	0	3	8
– produced under grant agreements (**)	138	112	5	6	10	5
<b>Monitoring/assessment reports</b>						
Number of monitoring and assessment reports on the implementation of EU laws or policies, of which:	51	21	8	4	9	9
– commissioned by the Commission	30	6	8	0	8	8
– produced under grant agreements (**)	21	15	0	4	1	1

(\*) Changes have already been introduced to programme monitoring requirements which will allow in future for the disaggregation of the number of participants by gender. For the time being only estimated numbers are available, which are not reported here as they are not sufficiently reliable.

(\*\*) Please note that the number of outputs produced under grant agreements is the best estimate available, but should be treated with care as they are based on the survey of grant beneficiaries.

For a more extensive catalogue of the key outputs produced, please refer to Annex 1 of this report.

## 2. Evidence-based EU policies and legislation

### 2.1. Performance analysis

There are several ways to define 'evidence-based policy'. Here it is understood as an *approach* to policy development and implementation which uses rigorous techniques to develop and maintain a robust evidence base from which policy options are developed. The role of PROGRESS (as a financing instrument) is to develop and maintain a robust evidence base for EU policymaking across the five policy areas covered by the programme.

The key expected benefit of evidence-based policymaking is better quality of policymaking. There are of course complexities in the policymaking process, and evidence is clearly not the only factor influencing policy. Interests, ideologies (i.e. principles, values, political orientation) and the institutional environment as well as organisational arrangements are equally important. In principle, all policies are based on evidence: the question is more whether the evidence itself, and the processes through which this evidence is in turn translated into policy options, are of sufficiently high quality. The aim in the case of policy areas covered by PROGRESS is to produce policies that really deal with problems that are forward-looking and shaped by evidence rather than assumptions or in response to short-term pressures.

There are different types of evidence produced using PROGRESS financing; they are aimed at satisfying the different needs of their intended users and feeding into the various stages of the policy cycle. PROGRESS maintains and develops an evidence base necessary to EU employment and social policy by financing **two types of outputs**:

- **policy advice, research and analysis, and**
- **statistical tools, methods and common indicators.**

The two types of outputs are closely interrelated. Policy research and analysis is informed by the collection and analysis of quantitative data, while the development of new statistical tools incorporates a substantial amount of research and analysis. In 2009, there were 44 various reports aimed at providing policy advice, research and analysis produced as commissioned by the Commission

itself. Also, there were more than 120 similar outputs produced by grant beneficiaries under PROGRESS-funded grant agreements.

The key user of PROGRESS-financed evidence is the **European Commission**, and specifically officials within the Employment, Social Affairs and Equal Opportunities DG itself. Nevertheless, an integral part of the EU better regulation strategy involves working more closely with the Member States in order to ensure that better regulation principles are applied consistently throughout the EU as well as reinforcing constructive dialogue between stakeholders and decision-makers at the EU and national levels. Therefore, policy- and decision-makers as well as stakeholders in the Member States also represent important target audiences.

As shown in Section I of this report, **evidence produced by PROGRESS feeds into all stages of the EU employment and social policy cycle**, namely:

- **agenda setting**, where its role is to identify new challenges, estimate their magnitude, so that relevant decision-makers are aware of their existence; in these cases the studies address specific gaps in policy and do not generally provide 'new' evidence but rather build on current practices and perspectives to draw conclusions for future action. PROGRESS has also put much effort into the development and promotion of concepts, which are important for the success of the Lisbon strategy, such as flexicurity, anticipation and the better matching of skills and labour market needs, and the active inclusion strategy;
- **policy formulation**, where evidence contributes to a detailed and comprehensive understanding of the specific situation and available options, as this is a key prerequisite for informed decision-making; hence a number of studies and other outputs were commissioned for the policy formulation needs, where they contributed to development of various proposals for legal acts (directives) or other policy documents issued by the DG in 2009;
- **policy implementation**, where it provides operational evidence to improve the effectiveness of policy initiatives and existing legislation (example: good practice guides in the field of health and safety at work); similarly, in the policy areas of employment and social protection and social inclusion, PROGRESS supports the open method of coordination (OMC),

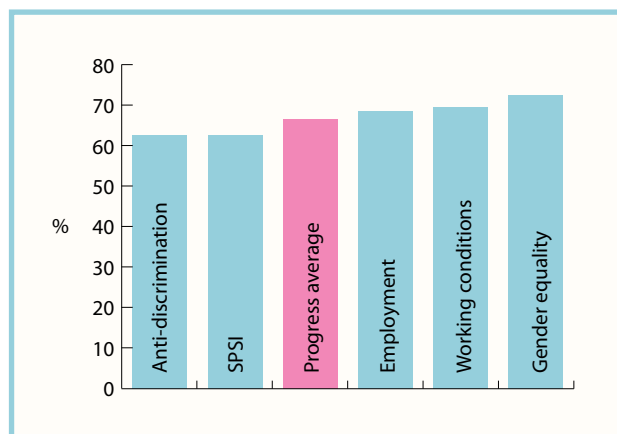
a framework for policy coordination between the Member States. Through the OMC process, Member States have agreed to identify and promote their most effective policies with the aim of learning from each others' experiences;

- **monitoring and policy evaluation**, which includes not only the legal and technical aspects of application of EU directives, but also (and especially) their social and economic impact; the results of studies in this area have served as a basis for further discussion among stakeholders and have fed back into both policy formulation and to improving the quality of new legislation.

The results of the Annual Survey 2009, which targeted policy-/decision-makers and stakeholders mainly at Member State level, indicate that EU policy and legislation in the fields of employment, social solidarity and non-discrimination are positively recognised for their quality. Over two thirds of respondents (67 %) were of the opinion that 'the EU policy is grounded in thorough analysis' (with rather limited variance among the policy sections). The perception of 'EU policies being responsive to conditions, needs and expectations in the Member States' is slightly less positive (58 % of respondents), especially in the fields of social protection and social inclusion (53 %), which identifies challenges ahead in finding common solutions to social challenges faced in various Member States.

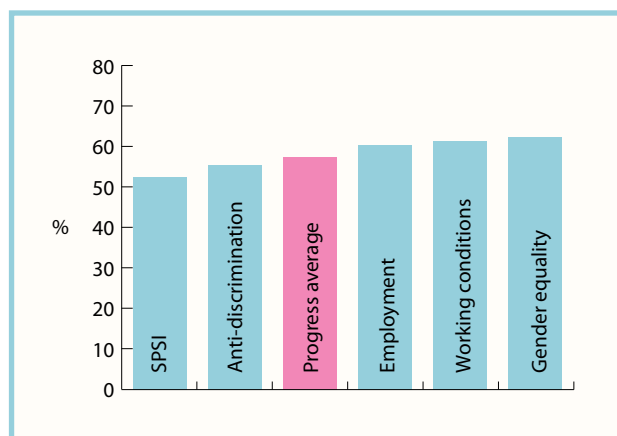
Importantly, despite a much broader scope of respondents in the PROGRESS Annual Survey 2009 (690 respondents compared with 474 the previous year), the results are very similar to the ones from the previous year, which lends to their reliability.

**Chart 4: Share of respondents stating that the EU policy is grounded in thorough analysis of situation**



Source: Progress Annual Survey 2009.

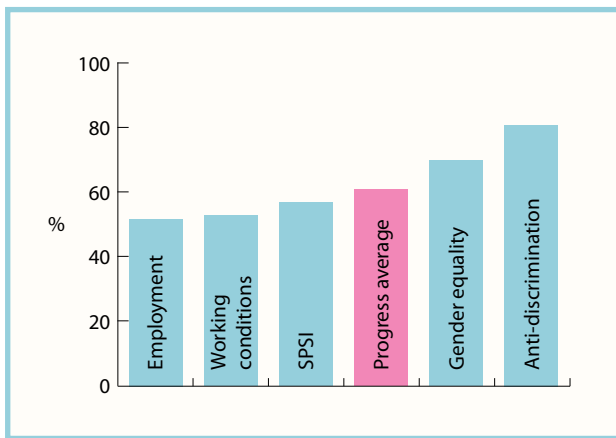
**Chart 5: Share of respondents stating that the EU policy is responsive to conditions, needs and expectations in Member States**



Source: Progress Annual Survey 2009.

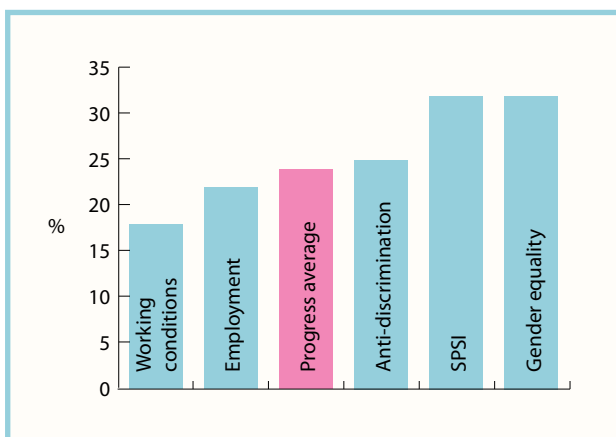
As already indicated in Section I of this report, in 2009, PROGRESS produced a variety of outputs related to policy advice, research and analysis, and statistical tools, methods and common indicators. Although many of them are primarily aimed at satisfying the internal decision-making needs of the European Commission, they are still well known among and used by other policy-/decision-makers and stakeholders both at the EU and Member State level: around one quarter of respondents indicated they were familiar with specific examples of studies, policy advice and analyses presented to them in the survey, of which almost two thirds indicated that they (intend to) use it for policymaking/advocacy.

**Chart 6: Ratio of respondents stating that they (intend to) use the policy advice, research and analysis for policy making or policy advocacy**



Source: Progress Annual Survey 2009.

**Chart 7: Share of respondents stating that they are familiar with the policy advice, research and analysis examples**



Source: Progress Annual Survey 2009.

Those respondents who were familiar with the examples of key studies, reports and analyses provided in the Annual Survey, also rated the extent to which a particular example:

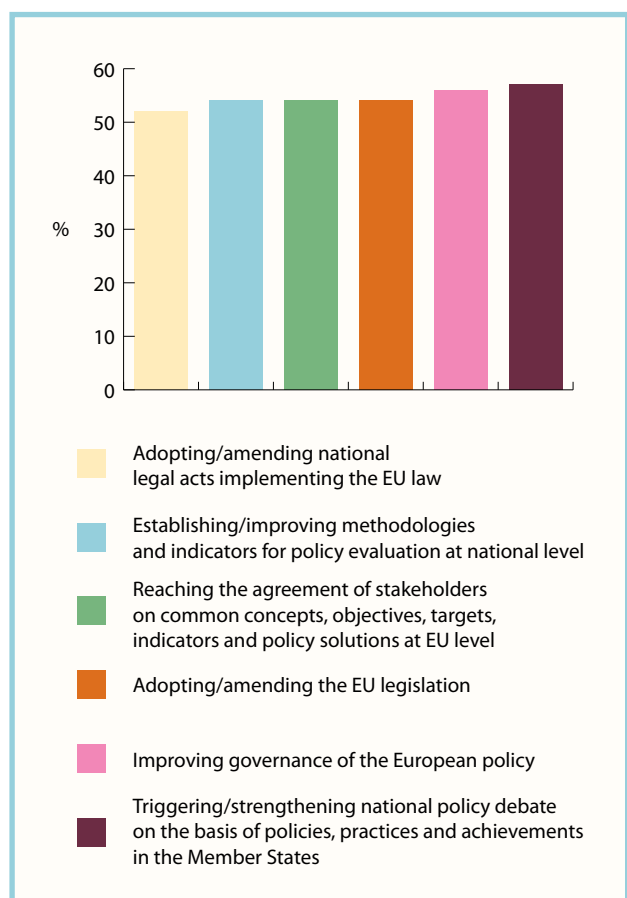
- addressed issues which are highly relevant;
- accurately identified the conditions, needs, concerns and expectations in the Member States; and
- proposed the best solutions and policy options, and identified policy practices, which are innovative, transferable and/or demonstrating results.

Although there was some variance among individual assessments of separate studies, most of them were rated in the region of 50–60 % (out of 100).

Bearing in mind that the examples provided were primarily aimed at satisfying the internal decision-making needs of the European Commission, the attitude of stakeholders towards the quality of PROGRESS-funded policy advice, research and analysis was positive and reflected the important role played by the European Union in the field of employment and social solidarity.

Highlighting policy issues that are relevant to all Member States and developing concepts which accurately defined and reflected the nature of the problems and challenges identified are essential requirements for PROGRESS-funded policy advice, research and analysis. This corresponds to the role of the EU as a catalyst for reform by providing a common ‘language’ of shared values, rules and solidarity mechanisms for Member States. PROGRESS-funded policy advice, research and analysis was seen by respondents to the PROGRESS Annual Survey as mostly contributing to triggering/strengthening national policy debate on the basis of policies, practices and achievements in the Member States.

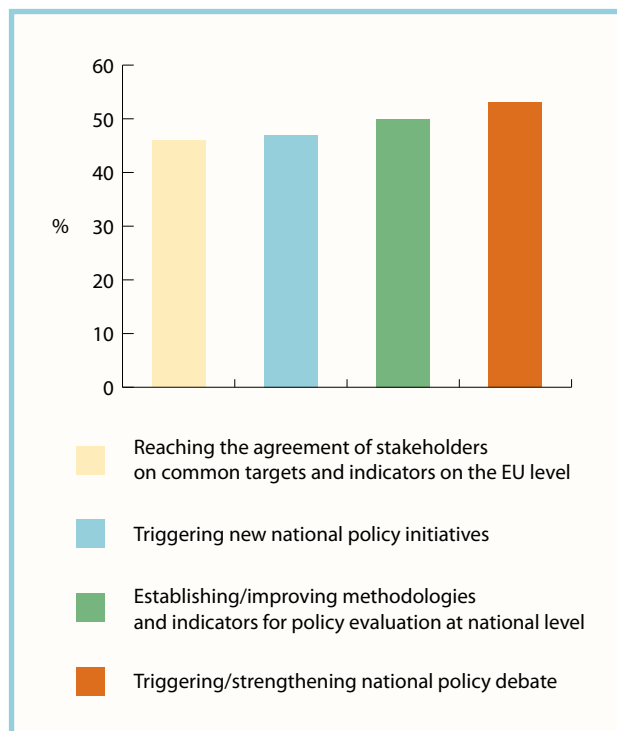
**Chart 8: Share of respondents stating that PROGRESS-funded policy advice, research and analysis, which they were aware of, had contributed (in their respective PROGRESS policy area) to:**



Source: Progress Annual Survey 2009.

The results of the PROGRESS Annual Survey indicate that PROGRESS-funded statistical indicators, tools and methods contribute most to the monitoring and policy evaluation stage of the national and EU employment and social policy cycle. Evidence acquired through databases, statistics, annual reports and surveys provides a basis for the comparison of national policies and serves as a basis for a national policy debate. It leads towards policy harmonisation through the agreement of stakeholders on common targets and indicators at EU level.

**Chart 9: Share of respondents stating that PROGRESS-funded statistical indicators, tools and methods had contributed to:**



Source: Progress Annual Survey 2009.

Finally, to effectively feed into the policy process, should be made available on time. The internal data indicate that the average time span between the actual initiation of a study (when the development of technical specifications starts) and its delivery (when the final report is accepted) equals 18 months; additionally, the planning of a study commences up to a year before its initiation. As a result, quite frequently it takes around two and a half years between the moment when a study is planned and actually delivered. Bearing in mind that the policy agenda and priorities tend to change/adjust over time, this creates a considerable challenge to ensure that the generated policy advice, research and analysis actually meets the needs of the policy process once it is delivered.



### Management adjustments

#### **Shortening of time span between moment when a study is planned and actually delivered**

The policy areas which generate most of the studies (e.g. employment) foresee a more active use of so-called multiple framework contracts, which should allow for and lead to a very considerable shortening of the time span between the actual initiation of a study and its delivery. This will subsequently improve the potential of policy analyses and advice to feed into the policymaking process.

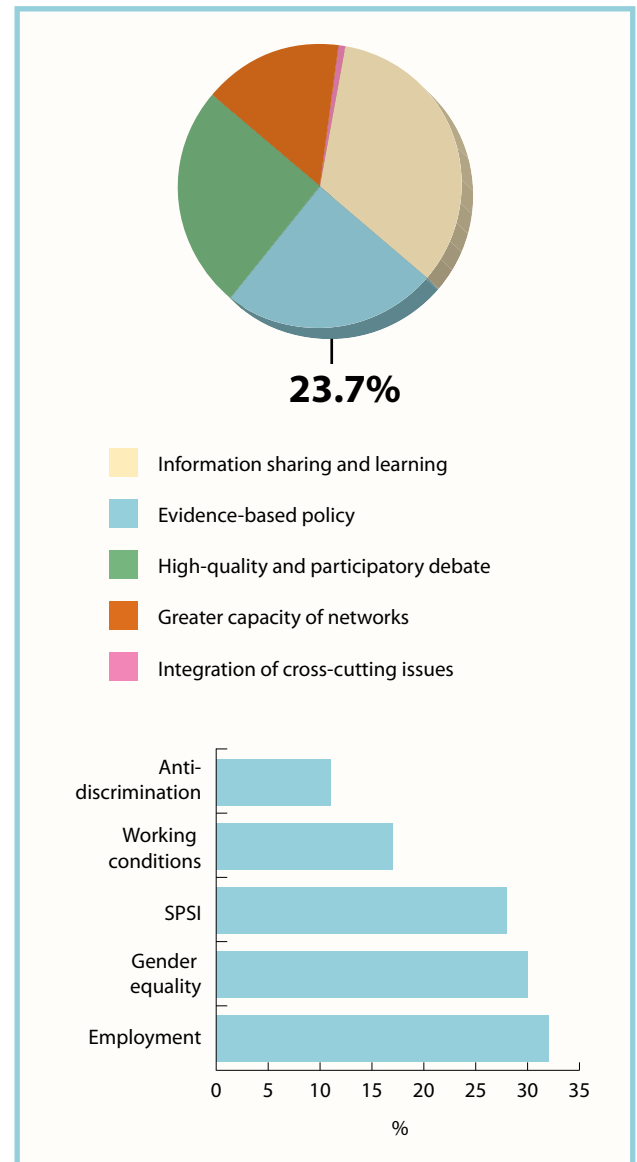
#### **Disseminating the results of PROGRESS-funded policy research, analysis and advice more widely**

As shown in Section I, a large share of policy research, analysis and advice outputs produced under PROGRESS are used for policymaking purposes primarily by the Commission itself. Still many of them, as indicated by the survey results, are also useful to other stakeholders. Hence ensuring better communication and dissemination of policy research, analysis and advice outputs will be further promoted. This concerns in particular the outputs produced by grant beneficiaries.

## 2.2. Summary tables

Chart 10 illustrates the share of actual operational expenditure (commitments) in 2009 dedicated to this PROGRESS immediate outcome. As a number of PROGRESS-funded activities contributed to several PROGRESS immediate outcomes, the information provided below is the best estimate available. More detailed financial information is available in Section III of this report.

**Chart 10: Share of actual commitments in 2009 dedicated to evidence-based EU policies and legislation, total and per policy section**



Source: European Commission, DG Employment's own figures.

Table 8 presents the amount of the two types of output produced in 2009 by PROGRESS policy area. It is important to note that, in comparison with other types of outputs produced under PROGRESS, **there is a substantial time period between the commissioning of policy advice, research and analysis, and statistical tools, methods and common indicators and their actual production.** Therefore most of the outputs in Table 8 were planned and initiated under the PROGRESS 2008 work plan. Most of the outputs planned in the 2009 work plan have not yet been produced as at 31 December 2009. Hence they will be reported on in the subsequent PROGRESS annual performance reports.

**Table 8: Number of outputs produced during 2009**

Performance indicators	Policy areas					
	Total	Employment	Social protection and inclusion	Working conditions	Anti-discrimination	Gender equality
<b>Development of statistical tools, methods and common indicators</b>						
Number of reports or other products aimed at the development of appropriate statistical tools, methods and indicators, of which:	52	17	15	1	16	3
– commissioned by the Commission	14	5	5	0	2	2
– produced under grant agreements (*)	38	12	10	1	14	1
<b>Policy advice, research and analysis</b>						
Number of reports aimed at providing policy advice, research and analysis, of which:	171	69	32	31	28	11
– commissioned by the Commission	44	17	5	17	3	2
– produced under grant agreements (*)	127	52	27	14	25	9

(\*) Please note that the provided number of outputs produced under grant agreements is the best estimate available, but should be treated with care as they are based on the survey of grant beneficiaries.

For a more extensive breakdown of the key outputs produced, please refer to Annex 1.

### 3. High-quality and participatory policy debate

#### 3.1. Performance analysis

PROGRESS aims to promote shared understanding and consensus among all the relevant stakeholders with regard to problem identification and policy options or solutions that respond to real needs. EU policy initiatives need to benefit from broad-based support at both EU and national levels. PROGRESS contributes to creating such an enabling environment by facilitating high-quality, inclusive and participatory policy debate <sup>(8)</sup>.

Policy debate contributes to the development of EU legislation and policies, when it is focused on issues not limited to a particular country or region, but common to all Member States, for example poverty, discrimination or social exclusion. Moreover, issues, such as poverty and discrimination, cross the boundaries of different policy areas, and, therefore, need a broader debate to clarify the challenges of specific policy areas and to define com-

mon objectives. Finally, much effort during the policy debate goes into developing and promoting concepts, which are important for the success of the Lisbon strategy, such as flexicurity, anticipation and the matching of skills and labour market needs, which contribute to the development of EU legislation and policies and which tend to have an impact only over the longer term.

In 2009, PROGRESS supported a number of key events and other information, communication and networking initiatives, which aimed to contribute to high-quality and participatory policy debate. These included **presidency conferences, round tables, forums and other workshops and conferences**. Importantly, these also included events organised by beneficiaries of action grants, most notable of which was the initiative 'National awareness-raising activities in the field of anti-discrimination', which supported national activities combating discrimination and promoting equality. In 2009, there were more than 130 high-quality and participatory debate events organised across the Member States, reaching a total estimated audience of more than 12 000 politicians, public officials, lawyers, educational institutions and NGOs, and similar target groups.

<sup>(8)</sup> 2008 annual work plan, p. 7.

The policy debate is high quality and participatory when it is based on the principles of good governance and contributes to the development of high-quality EU legislation and policies, that respond to the real needs of stakeholders and generate shared understanding and ownership between the European Commission and the Member States among relevant policy-/decision-makers and stakeholders with regard to the achievement of the objectives related to PROGRESS policy areas. The principles of good governance <sup>(9)</sup> and minimum standards on consultation can be summarised as follows:

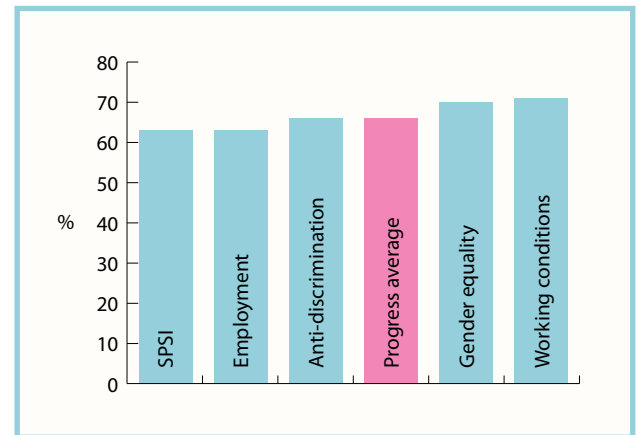
1. clarity of the issues presented for discussion;
2. involvement of all relevant policy actors;
3. dissemination of the results of the policy debate.

Through PROGRESS, the European Commission creates an enabling environment in which the voices of different stakeholder groups can be heard and arguments for and against specific policy changes can be advocated. To achieve this, PROGRESS supports activities that generate evidence for policy debate to underpin the arguments and activities that enable different stakeholder groups to express their position with regard to EU policies and legislation.

The results of the PROGRESS Annual Survey 2009 provide a useful proxy indicating that, during PROGRESS-supported events, general principles of good governance are being adhered to. The illustration below reveals the opinion of those respondents who participated in some of the key policy debate events funded by PROGRESS in 2009. The response is positive and reveals limited variation between policy areas.

<sup>(9)</sup> The European Commission established its own concept of governance in the [White Paper on European governance](#), in which the term 'European governance' refers to the rules, processes and behaviour that affect the way in which powers are exercised at European level. It is underpinned by five principles: openness, participation, accountability, effectiveness and coherence. These five 'principles of good governance' reinforce those of subsidiarity and proportionality.

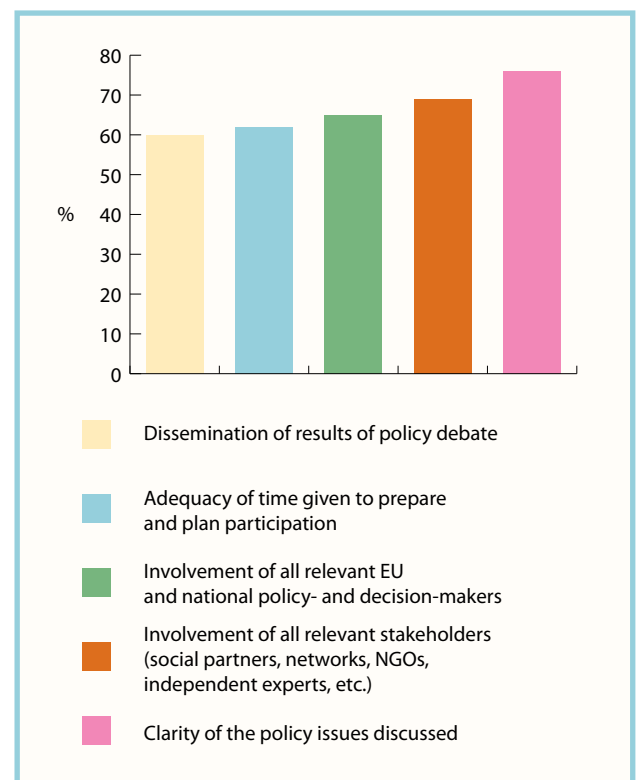
**Chart 11: Share of respondents stating that the principles of good governance had been followed in the policy debate at the European level, by policy area**



Source: Progress Annual Survey 2009.

As to the principles themselves, the results indicate that the clarity of the policy issues discussed and involvement of all relevant stakeholders were perceived most positively, yet less so regarding the adequacy of time given to prepare and plan participation as well as subsequent dissemination of the results of policy debate.

**Chart 12: Share of respondents stating that these principles of good governance have been adequately adhered to in the policy debate at the EU level**



Source: Progress Annual Survey 2009.

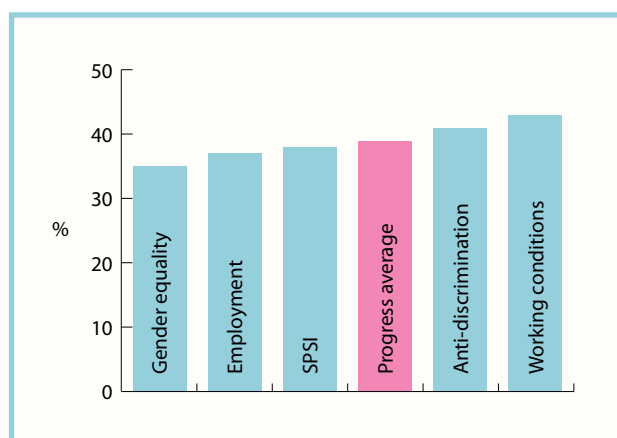
Clear evidence for policy debates is generated through databases, studies and analysis, monitoring reports, recommendations from EU expert networks, consultations with stakeholders, etc. As indicated in Section I of this report, in 2009, PROGRESS-supported external studies have provided the bases for further discussions and underpinned EU law and policy.

According to the minimum standards for consultations, the Commission should ensure that all relevant target groups are involved in a consultation process: those affected by the policy, those who will be involved in implementation of the policy or bodies that have stated objectives giving them a direct interest in the policy <sup>(10)</sup>. The interests, needs, concerns and aspirations of those affected by employment and social policy at the European debate are represented by the national and EU-level networks/NGOs. PROGRESS has provided a major stimulus to the involvement of non-governmental and subnational actors in the employment and social OMC processes at both national and European level and in the empowerment of weaker actors, such as ethnic minority groups or people experiencing poverty.

The greater involvement of stakeholders helps foster a sense of shared ownership and joint responsibility for the implementation of legislation and policies developed in common. Among the major achievements of high-quality and participatory policy debates are the strengthened political commitment of Member States in PROGRESS policy areas, the establishment of common ground/consensus between and among policy- and decision-makers and stakeholders on EU objectives, and the identification of more effective policy measures. The debate on cross-cutting issues (e.g. fight against poverty, non-discrimination) creates links between different policy areas and promotes a better understanding of key issues.

Despite significant policy achievements at EU level, which resulted from policy debate, especially in the fields of non-discrimination and equality, the attitude of respondents to the PROGRESS Annual Survey towards the involvement of all relevant stakeholders in the policy debate was not very positive. An exception in this regard was in the working conditions policy area, where the involvement of all relevant stakeholders was perceived to be well above the PROGRESS average. This apparent deviation can be explained by the higher level of institutionalisation of stakeholder involvement in the policymaking process, for example through the Advisory Committee on Health and Safety at Work which comprises workers, employers and governmental groups.

**Chart 13: Share of respondents stating that involvement of all relevant stakeholders in the policy debate at European level was satisfactory and very satisfactory, by policy area**

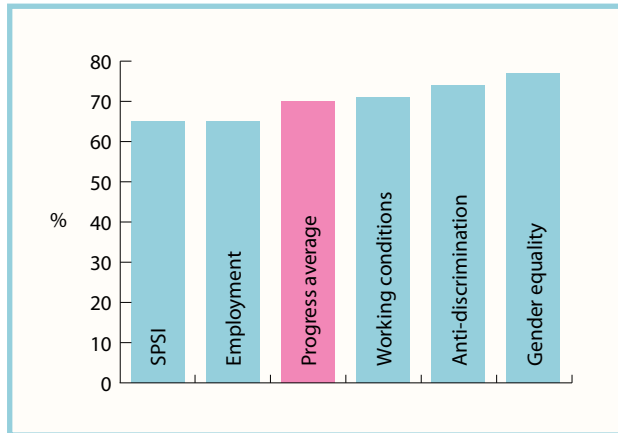


Source: Progress Annual Survey 2009.

Importantly, as attested by the results of the Annual Survey 2009, such initiatives coming from the European level also have a positive influence on the quality of debate on relevant policy issues at national, regional and/or local levels.

<sup>(10)</sup> 'General principles and minimum standards for consultation of interested parties by the Commission' (COM(2002) 704) ([http://ec.europa.eu/civil\\_society/consultation\\_standards/index\\_en.htm#\\_Toc46744762](http://ec.europa.eu/civil_society/consultation_standards/index_en.htm#_Toc46744762)).

**Chart 14: Share of respondents stating that the quality of national/regional/local policy debate was influenced by initiatives coming from the European level**



Source: Progress Annual Survey 2009.

The contribution of policy debates (evidence from studies and analyses, recommendations of EU networks of experts, the results of public consultations, the opinions of stakeholders) to the development of EU legislation and policies has taken a number of forms. As outlined in Section I of this report, the outcomes of policy debate fed into presidency conclusions of the European Council, resolutions of the European Parliament and communications from the Commission.

**Management adjustment**

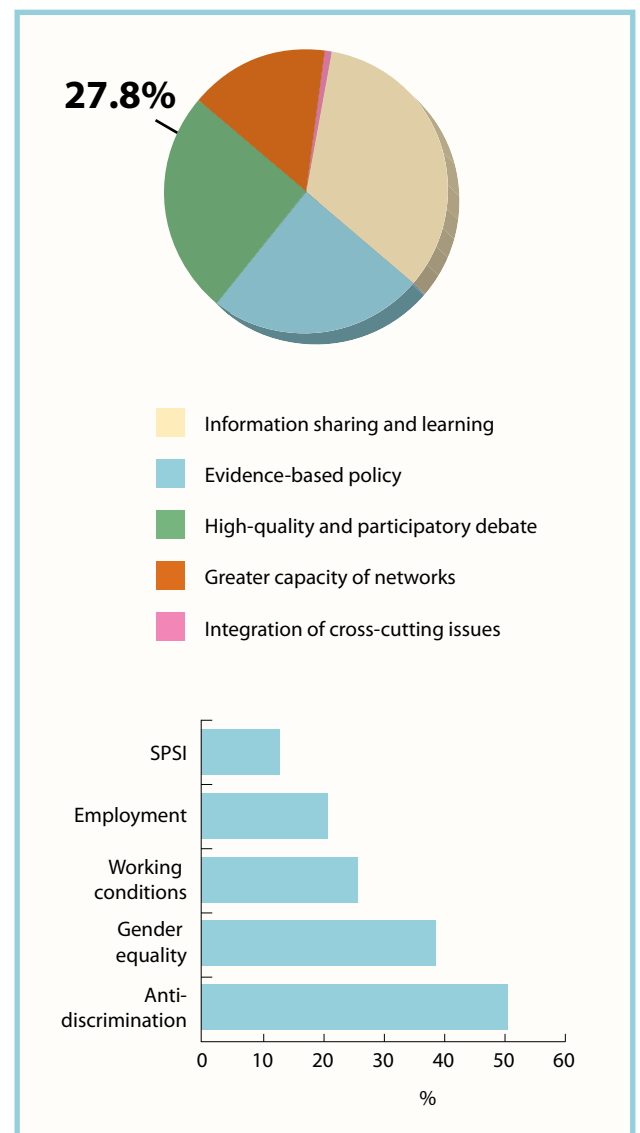
*Further strengthening of more accurate identification and more active engagement of national stakeholders in policy debate*

The involvement of all relevant stakeholders is a key prerequisite for a high-quality and effective policy debate. Hence it is necessary to identify the most important national stakeholders more accurately and to subsequently encourage and enable them to engage in policy debate.

**3.2. Summary tables**

Chart 15 illustrates the share of actual operational expenditure (commitments) in 2009 dedicated to this PROGRESS immediate outcome. As a number of PROGRESS-funded activities contributed to several PROGRESS immediate outcomes, the information provided below is the best estimate available. More detailed financial information is available in Section III of this report.

**Chart 15: Share of actual commitments in 2009 dedicated to high-quality and participatory policy debate, total and per policy section**



Source: European Commission, DG Employment's own figures.

Table 9 presents the amount of outputs produced in the field of promoting high-quality policy debate in 2009 by PROGRESS policy area.

**Table 9: Number of outputs produced during 2009**

Performance indicators	Policy areas					
	Total	Employment	Social protection and inclusion	Working conditions	Anti-discrimination	Gender equality
Number of policy debate events, of which:	144	9	12	3	115	5
– commissioned by the Commission	34	9	12	3	5	5
– produced under grant agreements (**)	110	0	0	0	110	0
Number of participants (*) in the events, of which:	12 516	1 674	2 430	476	7 091	845
– commissioned by the Commission	6 379	1 674	2 430	476	954	845
– produced under grant agreements (**)	6 137	0	0	0	6 137	0

(\*) Changes have already been introduced to the programme monitoring requirements which will allow in the future disaggregation of the number of participants by gender. For the time being only estimated numbers are available, which are not reported here as they are not sufficiently reliable.

(\*\*) Please note that the provided number of outputs produced under grant agreements is the best estimate available, but should be treated with care as they are based on the survey of grant beneficiaries.

For a more extensive breakdown of the key outputs produced, please refer to Annex 1.

## 4. Greater capacity of networks

### 4.1. Performance analysis

The meaningful involvement of key EU and national stakeholders and ensuring their capacity to influence policymaking and policy implementation is a precondition for the achievement of the goals of the social agenda. PROGRESS has a key role to play in promoting the involvement of civil society, in particular through financial support to key EU-level networks active in the fields of social inclusion, non-discrimination, disability and gender equality. The involvement of networks fosters accountability and transparency, and increases the relevance of policy responses. Therefore, PROGRESS supports the following key EU networks:

- key EU-level NGO networks active in the fight against discrimination and smaller networks working on the integration of disabled people and the defence of the Roma people rights;
- key EU-level NGO networks active in the fight against social exclusion;
- key EU-level NGO networks active in the promotion of gender equality.

The support provided under PROGRESS towards the operational costs of key EU networks is aimed

at **strengthening their capacity**. Achieving desired outcomes in this area requires that both funding organisations and supported networks share a common understanding of the purpose of EU financial support in this area. However, funding is not used to build capacity simply for capacity's sake, but rather to help key EU networks to **better contribute to shaping and achieving EU policy goals**. The outputs of key EU networks cut across PROGRESS immediate outcomes and contribute to information sharing and learning, evidence-based EU policies and legislation, and high-quality and participatory policy debate at EU and national levels.

The performance measurement framework set out in the PROGRESS strategic framework was adjusted to take into account the specific nature of support to key EU networks. As a result, a more detailed performance measurement framework to measure performance of the key EU networks and their contribution to the PROGRESS outcomes has been defined. Also, standard monitoring templates have been prepared to collect quantitative information on the performance of key EU networks.

This report focuses mainly on the contribution of key EU networks to the development of EU policy towards the goals of the social agenda. There are three ways by

which the key EU networks influence policymaking and implementation in PROGRESS areas:

1. provision of evidence base for policy (and legislation);
2. participation in policy debate;
3. information sharing and learning.

Key EU networks and NGOs contribute to **the evidence base for EU policies and legislation** by presenting their position papers, replies to public consultations, official papers to the legislative bodies of the EU, case studies, etc. In 2009, PROGRESS-supported key EU networks and NGOs produced 263 reports aimed at providing policy advice, research and analysis and 161 reports aimed at identifying good practices in the policy areas of anti-discrimination, social protection and social inclusion, and gender equality. The networks/NGOs also convey their views on possible legislation

or events happening in these areas to policymakers through meetings, official questions and more informal discussions at conferences.

As described in detail earlier, the evidence base for EU policies and legislation consists not only of hard facts and their analytical interpretation, but also comprises the opinion of the stakeholders, their needs and expectations. Therefore, the Commission launches **consultations** on key EU employment and social policies and on proposed legislative initiatives. PROGRESS-supported key EU networks and NGOs respond to the consultations by submitting official written opinions, but they also provide numerous informal consultations, written and oral, at both EU and national levels, which are impossible to quantify. In the period of 2009, key EU networks and NGOs responded to the Commission consultations on a number of policy initiatives.

### **Box 3: Example of consultation** (contribution)

In February 2009 Commissioner Vladimír Špidla convened a group of independent experts to address the issues of institutional care reform in their complexity. Representatives of PROGRESS-supported EU-level networks and NGOs comprised six out of eight members of the Ad Hoc Expert Group on the Transition from Institutional to Community-based Care, namely: the European Older People's Platform, Confederation of Family Organisations in the EU, European Association of Service Providers, European Disability Forum, Inclusion Europe and Mental Health Europe.

The report of the Ad Hoc Expert Group offered not merely well-argued rationale for change but also realistic advice on how to achieve it, based on the experience acquired in those Member States where such reforms had already been carried out. The analysis of key challenges was followed by a set of common basic principles and concrete recommendations to Member States and the European Commission.

Learning activities reinforce the skills of the networks and its members' organisations to advance, support and further develop EU objectives and priorities at national level. In 2009, PROGRESS-supported key EU networks and NGOs organised 302 training sessions, peer reviews and other mutual learning events, which involved 5 380 participants. Broadly speaking, the outputs of key EU networks were aimed at increasing visibility about particular policy issues, which helps to ensure that positive publicity is achieved on these issues. This promotes increased knowledge and awareness about particular issues which in turn helps to develop and strengthen consensus and support from the grass-roots level upwards for action to be taken in particular areas of social and employment policy.

**Information-sharing and learning activities** implemented by key EU networks and NGOs promote shared

understanding of both the EU policy objectives and stakeholder needs. The results of information-sharing and learning activities feed in as evidence into the policy debate. The results of the policy debate also feed back into information sharing and learning through dissemination activities at national and European levels.

**High-quality and participatory policy debate**, which is one of the outcomes supported by PROGRESS, can be achieved only when there is a clear evidence base for discussion (described above) and when all relevant target groups, including weaker, non-governmental and subnational actors, are involved. The active participation of non-governmental actors in the policy debate is the result of capacity building of organisations.

**Box 4: Example of active participation in policy debate**

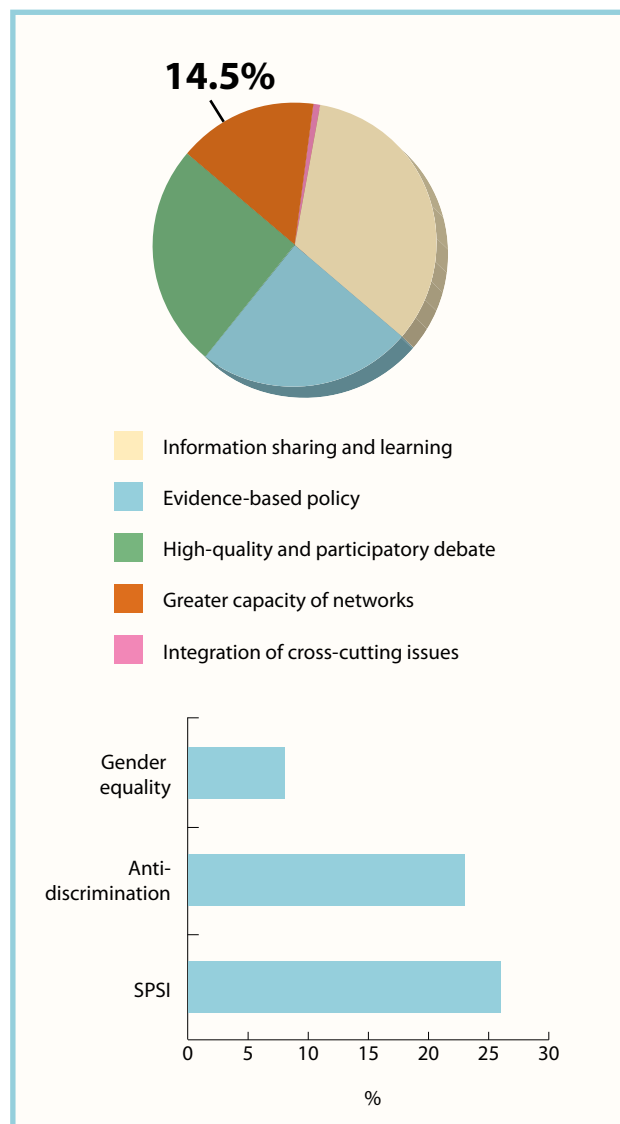
PROGRESS-supported EU-level networks and NGOs representing and working for people exposed to social exclusion played an essential role in making the EU active inclusion strategy more effective — through advocacy and awareness-raising activities. The Swedish Presidency initiated a discussion on the EU active inclusion strategy during the Eighth Annual European Round Table on Poverty and Social Exclusion in Stockholm, which focused on the implementation of the strategy in times of economic downturn. A number of EU-level networks and NGOs participated in the conference and presented their position papers, for example the European Social Network, European Disability Forum, Mental Health Europe and Eurochild. This was an important opportunity for European social service providers and senior care professionals to share their experience and expertise of working at local level with a wide range of European stakeholders. This included regional ministries, NGOs, European organisations and to some extent regional and local public services.

An important way of measuring the consulting capacity of key EU networks and NGOs is to look at their **participatory status** at the Council of Europe. When NGOs are granted this status, the steering committees, committees of governmental experts and other bodies of the Committee of Ministers of the Council of Europe may involve the international NGOs having participatory status in the definition of Council of Europe policies, programmes and actions, in particular by granting observer status to the Liaison Committee and to the INGO thematic groupings. More than half of the PROGRESS-supported key EU networks and NGOs (16 out of 25) are currently included in the NGO database of the Council of Europe <sup>(1)</sup>. Compared with the numbers given in April 2008 (13 out of 25 networks), a slight increase is observed. This positive development indicates the strengthening of the consulting capacity of key EU networks.

**4.2. Summary tables**

Chart 16 illustrates the share of actual operational expenditure (commitments) in 2009 dedicated to this PROGRESS immediate outcome. As a number of PROGRESS-funded activities contributed to several PROGRESS immediate outcomes, the information provided below is the best estimate available. More detailed financial information is available in Section III of this report.

**Chart 16: Share of actual commitments in 2009 dedicated to greater capacity of networks, total and per policy section**



Source: European Commission, DG Employment's own figures.

<sup>(1)</sup> NB: A list of NGOs with participatory status is not available at the moment; therefore it has been assumed that NGOs that are included in the NGO database of the Council of Europe correspond to those with participatory status (please see <http://ngo-coe.org/WebForms/NgoList.aspx>).



In 2009, PROGRESS provided financial support towards the operational costs of the key EU networks and NGOs listed in Table 10.

**Table 10: Key EU networks and NGOs receiving PROGRESS financial support to operational costs in 2009, by policy area**

Policy area	Key EU networks and NGOs receiving PROGRESS financial support	Websites
Social protection and social inclusion	Caritas Europa	<a href="http://www.caritas-europa.org/code/en/default.asp">http://www.caritas-europa.org/code/en/default.asp</a>
	European Confederation of Worker Cooperatives and Social and Participative Enterprises (CECOP)	<a href="http://www.cecop.coop/">http://www.cecop.coop/</a>
	Confederation of Family Organisations in the European Union (COFACE-EU)	<a href="http://www.coface-eu.org/">http://www.coface-eu.org/</a>
	European Anti-Poverty Network	<a href="http://www.eapn.org/">http://www.eapn.org/</a>
	Eurochild	<a href="http://www.eurochild.org/">http://www.eurochild.org/</a>
	Eurocities	<a href="http://www.eurocities.eu/main.php">http://www.eurocities.eu/main.php</a>
	European Federation for Diaconia (Eurodiaconia)	<a href="http://www.eurodiaconia.org/">http://www.eurodiaconia.org/</a>
	European Federation for Street Children	<a href="http://www.efsc-eu.org/index.php">http://www.efsc-eu.org/index.php</a>
	European Microfinance Network (EMN)	<a href="http://www.european-microfinance.org/index2_en.php">http://www.european-microfinance.org/index2_en.php</a>
	European Social Network	<a href="http://www.esn-eu.org/">http://www.esn-eu.org/</a>
	The European Federation of National Organisations Working with the Homeless (FEANTSA)	<a href="http://www.feantsa.org/code/en/hp.asp">http://www.feantsa.org/code/en/hp.asp</a>
	Mental Health Europe	<a href="http://www.mhe-sme.org/en.html">http://www.mhe-sme.org/en.html</a>
Gender equality	European Women's Lobby	<a href="http://www.womenlobby.org/site/hp.asp?langue=EN">http://www.womenlobby.org/site/hp.asp?langue=EN</a>
Anti-discrimination	European Disability Forum	<a href="http://www.edf-feph.org/">http://www.edf-feph.org/</a>
	Autism Europe	<a href="http://www.autismeurope.org/">http://www.autismeurope.org/</a>
	European Blind Union	<a href="http://www.euroblind.org/">http://www.euroblind.org/</a>
	European Network on Independent Living	<a href="http://www.enil.eu/enil/">http://www.enil.eu/enil/</a>
	International Federation for Spina Bifida and Hydrocephalus (IF)	<a href="http://www.ifglobal.org/home.asp?lang=1&amp;main=1">http://www.ifglobal.org/home.asp?lang=1&amp;main=1</a>
	Inclusion Europe	<a href="http://www.inclusion-europe.org/">http://www.inclusion-europe.org/</a>
	EASPD (European Association of Service Providers for Persons with Disabilities)	<a href="http://www.easpd.eu/">http://www.easpd.eu/</a>
	International Lesbian and Gay Association Europe	<a href="http://www.ilga-europe.org/">http://www.ilga-europe.org/</a>
	European Network Against Racism	<a href="http://www.enar-eu.org/">http://www.enar-eu.org/</a>
	European Older People's Platform	<a href="http://www.age-platform.org/">http://www.age-platform.org/</a>
	Equinet Europe (European Network of Equality Bodies)	<a href="http://www.equineteurope.org/">http://www.equineteurope.org/</a>

Table 11 presents the main outputs produced by the key EU networks and NGOs in 2009.

**Table 11: Outputs produced by the PROGRESS-supported key EU networks and NGOs in 2009**

	Anti-discrimination	Social protection and social inclusion	Gender equality
Number of networks/NGOs	11	12 (*)	1
Number of reports aimed at providing policy advice, research and analysis	137	96	30
Number of reports aimed at identifying good practices	91	56	14
Number of reports aimed at monitoring/assessment	63	59	25
Number of training sessions, peer reviews and other mutual learning events	107	172	23
Number of individuals (*) who participated in these events	3 428	1 802	150
of which, number of women	2 041	1 042	150
Number of information and communication events	68	91	219
Number of individuals (*) who participated in these events	3 386	1 628	11 507
of which, number of women	1 215	838	10 000

(\*) FEANTSA and CECOP have not delivered the report. The numbers below are for 10 networks.

## 5. Integration of cross-cutting issues and greater consistency

This immediate outcome is cross-cutting and relevant to all PROGRESS activities: all activities supported under the programme should contribute not only to the achievement of specific outcomes, but also to the integration of cross-cutting issues into EU policies and legislation. The PROGRESS programme replaces the four separate programmes which operated in the previous financial perspective. The objective was to rationalise and streamline EU funding and to concentrate activities so as to maximise their impact. Achieving greater consistency among the five policy areas through effective programme management is therefore an overarching goal.

The policy issues relating to employment and social affairs covered by PROGRESS are not independent from one another, but are closely interrelated given their multidimensional nature. Therefore, the programme aims to ensure that cross-cutting issues, such as gender equality, non-discrimination and combating poverty, are better integrated and treated more consistently in EU policies <sup>(12)</sup>.

<sup>(12)</sup> Strategic framework, p. 17.

This means, for example, that gender equality should be incorporated into all policy areas and activities and that disaggregated data on participation in PROGRESS by gender should be collected whenever relevant.

Other horizontal equality considerations include the need to ensure that disability accessibility requirements are taken into account in all PROGRESS activities and that equal opportunities as a cross-cutting issue should be promoted in all communication activities. Likewise, gender mainstreaming shall be promoted in all sections of and activities under the programme <sup>(13)</sup>. PROGRESS also promotes equal access and the participation of people with disabilities, which includes making information and communication tools available in easy-to-read formats and covering the costs associated with the participation of people with disabilities, such as the use of personal assistants or sign language interpreters <sup>(14)</sup>. Thus, to increase the consistency and relevance of EU policies and legislation in PROGRESS

<sup>(13)</sup> Decision No 1672/2006/EC of the European Parliament and of the Council of 24 October 2006 establishing a Community programme for employment and social solidarity — PROGRESS, Article 2.2.

<sup>(14)</sup> General guidelines for the implementation of the Community action programme for employment and social solidarity — PROGRESS (2007–13), p. 7.

areas, the programme encourages **cross-cutting and collaborative work** among policy sections.

The strategic framework for the implementation of PROGRESS established the following performance measures for the better integration of cross-cutting issues and greater consistency in EU policies and legislation.

- EU policies and legislation in relation to PROGRESS issues display a common underlying logic of intervention.
- Cross-cutting issues are addressed in PROGRESS policy sections.
- Gender mainstreaming is systematically promoted in PROGRESS.
- A proportion of funding is devoted to support or undertake cross-cutting issues.

First, the Commission has put considerable effort into promoting the integration of cross-cutting issues into PROGRESS policy areas. A separate share of funding (2 %) in the PROGRESS programme is devoted to support cross-cutting issues. Gender mainstreaming is included in the programme monitoring system through the requirement to disaggregate data by gender. Activities included in the annual work plans of separate PROGRESS policy areas are interconnected and sometimes transferred from one policy area to another.

Second, the outputs from the PROGRESS activities supported to date appear to demonstrate synergies in

terms of the promotion of cross-cutting issues, particularly within the policy areas of employment and social protection and social inclusion. For example, the concept of flexicurity, which has been developed through the employment strand within PROGRESS, lends support to gender equality issues due to the strong emphasis on flexible working practices and on new forms of work organisation. It is one of the common principles proposed by the EU Member States in order to face common challenges.

This report has revealed that all PROGRESS policy areas in relation to EU policies and legislation have a common underlying intervention logic. Achieving consistency among the policy areas is illustrated, for example, through common activities (for example, meetings of networks of experts active in the areas of anti-discrimination and gender equality) as well as through a number of studies and other initiatives, which have been initiated under one of the PROGRESS policy areas, and then subsequently been used by other PROGRESS policy areas. Activities supported through PROGRESS have provided information, analysis, research and statistical information necessary for policy coordination efforts, notably for a solid analysis and integration of gender equality issues into policy documents in other policy areas (such as employment and social inclusion and social protection), such as the joint reports on social protection and social inclusion and Commission communications.

#### **Box 5: Example of consistency and synergy among PROGRESS policy areas**

In 2007 the Commission proposed a holistic strategy termed 'active inclusion' to support the integration of people at the margins of the labour market. The results of a vast public consultation have made it possible to define a set of common principles intended to improve the skills of the marginalised and allow them to integrate into job markets and increase their income. This approach requires the full participation of the public authorities, the social partners, service providers and NGOs.

In order to raise the profile of best practices, the Commission established a Network of Local Observatories on Active Inclusion implemented by a PROGRESS-supported EU-level network of local authorities (Eurocities), which investigates the role of quality social services within the active inclusion strategy. A mid-term workshop of the network, 'Social services as a tool for active inclusion — Informing EU policy development from a local perspective', was organised on 14 October 2009 in Stockholm. It was followed by the Eighth European Round Table on Poverty and Social Exclusion on 15–16 October 2009, which focused on the implementation of the active inclusion strategy in times of recession. EU-level networks and NGOs (European Social Network (ESN), European Disability Forum (EDF), Mental Health Europe (MHE), European Older People's Platform (AGE), Eurochild, etc.) participated in this conference and presented their position papers.

The round table conference is one link in a chain of events at European level to fight poverty and social exclusion. It is organised every autumn, in connection with the International Day for the Eradication of Poverty,

and follows on from another conference that is held annually in the spring, the European Meeting of People Experiencing Poverty, which aims to give people who live in poverty and social exclusion an opportunity to put forward their needs and proposals.

Active inclusion was the focus of the peer review 'Measuring the impact of active inclusion and other policies to combat poverty and social exclusion' on 3–4 December 2009 in France. The European Anti-Poverty Network and Eurochild presented their comment papers on the French good practice.

Another good example of consistency and synergy among PROGRESS policy areas would be coordinated programme activities focused on advancing child poverty issues in 2009.

### **Box 6: Child poverty issues under PROGRESS in 2009**

Child poverty issues were addressed under different PROGRESS strands. For example, under the employment strand a joint technical seminar of the European Commission and the OECD Secretariat, 'The labour market integration of the children of migrants', was organised in Brussels on 1–2 October 2009.

Under the SPSI strand, a peer review 'The city strategy for tackling unemployment and child poverty' took place in the United Kingdom on 6–7 July 2009. The study on indicators to monitor child poverty and child well-being and the issues were addressed during two presidency conferences: the Eighth European Meeting of People Experiencing Poverty and the 17th European Conference of Social Services. Outputs produced by the mutual learning project under the SPSI strand included a project 'European cities against child poverty', which produced case studies under five key themes: employment, education, health, housing and integrated policies, and a conference on integrated policies against child poverty on 15–16 June in Amsterdam.

Under the gender equality strand, a thematic report by the Network of Experts on Employment and Gender Equality Issues (EGGE), 'The provision of childcare services — A comparative review of 30 European countries', provided an analysis of both the quantitative and qualitative provision of childcare services.

Two PROGRESS-supported EU-level NGOs were active in raising awareness on child poverty issues: Eurochild organised the sixth annual conference on 'Monitoring child well-being: better policy and practice', a members' exchange seminar on 'Poverty, social exclusion and children without parental care' and a seminar on 'Eradicating child poverty — The role of the European Union'. The European Federation for Street Children (EFSC) has implemented a project 'European networking for the social inclusion of street children' and elaborated a fact sheet on the situation of street children in each of the countries where EFSC has member organisations, containing data and figures about street children and information on NGOs and authorities supporting them as well as legal and political framework conditions at the national levels.

This report has also provided a number of examples with regard to ways in which gender mainstreaming has been promoted through PROGRESS in 2007 and 2008.

### **Box 7: Examples of gender mainstreaming in PROGRESS**

A thematic report by the PROGRESS-supported Group of Experts in Gender Equality, Social Inclusion, Healthcare and Long-Term Care (EGGSI), 'Access to healthcare and long-term care: Equal for women and men?', fed into the communication from the Commission 'Solidarity in health: Reducing health inequalities in the EU' (2009).

A study on the situation of women with disabilities in Europe in the light of the UN Convention on the Rights of Persons with Disabilities was implemented under the anti-discrimination and diversity strand of PROGRESS.

The European Commission addressed the issue of gender equality in a time of economic crisis during a conference in Brussels on 15–16 June 2009. The conference brought together representatives from the European institutions, national governments and equality bodies, European social partners and civil society to identify future priorities in the field of gender equality.

The first exchange of good practice seminar in the field of discrimination was hosted by the Finnish authorities in Helsinki in September 2009 and focused on equality mainstreaming. In the future, two seminars per year will be organised.

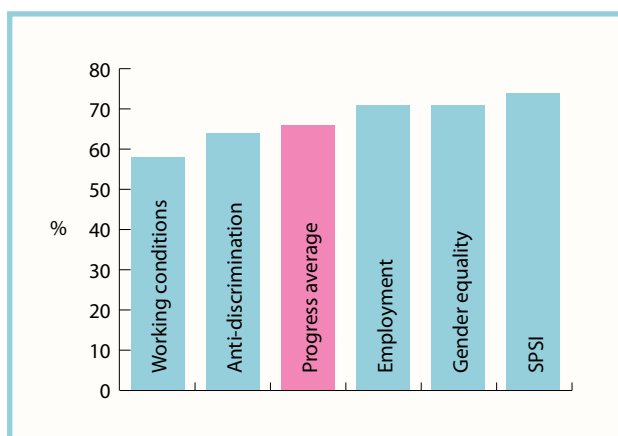
A specific reference to Roma women was made in the 10 common basic principles on Roma inclusion (principle 5), which were presented during the first meeting of the European Platform for Roma Inclusion in April 2009 and later included in the Council conclusions on inclusion of the Roma.

Respondents to the PROGRESS Annual Survey were asked to assess the extent to which the EU has contributed to the integration of cross-cutting issues (gender equality, non-discrimination, combating poverty and disability/accessibility matters) into the five PROGRESS policy areas. The largest share of respondents were of the opinion that the EU has made a moderate or high contribution to the integration of the following cross-cutting issues:

- non-discrimination (share of respondents ranged from 69 % to 81 %, depending on the policy area), followed by
- gender equality (from 66 % to 79 %),
- disability and accessibility matters (71 %, asked only in the anti-discrimination policy area) and, finally,
- combating poverty (from 39 % to 62 %).

Overall, more than half of the respondents to the PROGRESS Annual Survey believe that the EU contribution to the integration of cross-cutting issues in their respective policy area(s) is high, especially in the policy areas of employment, gender equality, and social protection and social inclusion. The perception of lesser integration among stakeholders in the area of anti-discrimination may be explained by the cross-cutting nature of these policy areas themselves, which means that they are more likely to feed into other policy areas than vice versa. In the case of working conditions, although there is some evidence of the integration of cross-cutting issues, this may be less evident due to the more technical nature of policy issues in this area.

**Chart 17: Share of respondents stating that the EU contribution to the integration of cross-cutting issues into their respective policy area is satisfactory or high, by policy area**



Source: Progress Annual Survey 2009.



# Section III: Supplementary information

The following tables present financial information in respect of the performance of PROGRESS. The financial envelope for the PROGRESS annual work plan comprises operational and administrative expenditure.

## Operational expenditure

The planned operational expenditure (appropriations for commitments; EU-27 and the contribution of EFTA/EEA countries) amounted to **EUR 101.304 million in 2009**. The percentages of the various policy areas in the annual financial envelope were as follows.

**Table 12: Share of operational expenditure — planned commitments, by policy area**

PROGRESS policy area	% in 2009	% in 2008	% in 2007	Average	PROGRESS decision, %
Employment	22.36	21.82	21.92	21.87	23.00
Social protection and inclusion	30.73	29.40	30.70	30.05	30.00
Working conditions	10.31	12.96	11.18	12.07	10.00
Anti-discrimination and diversity	22.71	25.09	22.49	23.79	23.00
Gender equality	12.12	9.24	11.75	10.50	12.00
Support to the implementation of the programme	1.77	1.47	1.91	1.69	2.00

Source: European Commission.

Table 13 illustrates both planned and actual operational expenditure (appropriations for commitments) by PROGRESS policy area in 2009 and 2008.

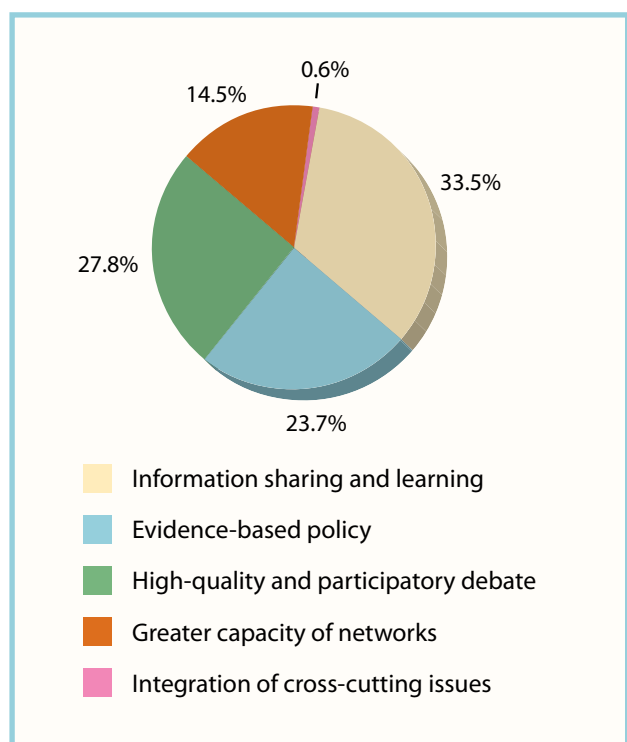
**Table 13: Operational expenditure — planned and actual commitments (million EUR)**

PROGRESS policy area	2009			2008		
	Planned	Actual	%	Planned	Actual	%
Employment	22.650	22.527	99.46	20.478	16.517	80.66
Social protection and inclusion	31.130	30.538	98.10	28.700	27.989	97.52
Working conditions	10.445	10.383	99.40	10.444	6.980	66.83
Anti-discrimination and diversity	23.009	22.454	97.59	21.010	20.661	98.34
Gender equality	12.278	11.542	94.01	10.976	10.655	97.07
Support for implementation of the programme	1.792	0.5409	30.18	1.792	1.3465	74.15
Total	101.304	97.988	96.73	93.400	84.14	90.08

Source: European Commission.

Chart 18 illustrates the distribution of previously indicated actual operational expenditure (appropriations for commitments) by PROGRESS immediate outcomes in 2009. As a number of PROGRESS-funded activities contributed to several PROGRESS immediate outcomes, the information provided below is the best estimate available.

**Chart 18: Operational expenditure — actual commitments in 2009, by contribution to PROGRESS immediate outcome**



Source: European Commission, DG Employment's own figures.

## Administrative expenditure

Planned administrative expenditure (appropriations for commitments) amounted to **EUR 3.738 million in 2009**. Table 14 illustrates planned and actual administrative expenditure by PROGRESS policy area in 2009 and compares it with 2007 and 2008.

**Table 14: Administrative expenditure — planned and actual commitments (million EUR)**

	Planned	Actual	%
2007	4.091	3.57	87.25
2008	4.608	3.878	84.17
2009	3.738	3.706	99.15

Source: European Commission.

Administrative expenditure covers programme management costs as well as ensures the functioning of certain external bodies. A good example here is ensuring the functioning of the Advisory Committee for Safety and Health (EUR 600 000), which included financing of expenses related to the plenary meetings (twice a year) and the meetings of the dedicated working parties (65 meetings in 2009).



# Annex 1 — Catalogue of key outputs produced under PROGRESS in 2009

## Employment

Type of output	Key output	More information
	Information sharing and learning	
Activities of the 'Mutual learning' programme: peer reviews and thematic reviews	'Renewed procedures for employing migrant workers with the emphasis on favouring highly-qualified labour', Tallinn, 11–12.6.2009	<a href="http://www.mutual-learning-employment.net/">http://www.mutual-learning-employment.net/</a>
	'Towards a new vocational training system more adjusted to the new competencies and skills requirements of the labour market', Barcelona, 25–26.5.2009	
	'Tailor-made training programmes', Ettelbrück, 23–24.4.2009	
	'Labour market responses to the global financial crisis', Brussels, 19.5.2009	
	'Project learning for young adults: A social integration programme helping young people back into work and education', Radovljica, 2–3.11.2009	
	'Professional traineeships for young adults', Lisbon, 19–20.11.2009	
	'The European employment strategy after 2010: The challenges and lessons from best practices in the Member States', Brussels, 23.11.2009	
European presidency events	MISEP meeting, Prague, 5–6.3.2009	<a href="http://www.eu2009.cz/scripts/modules/diary/action.php?id=314">http://www.eu2009.cz/scripts/modules/diary/action.php?id=314</a>
	MISEP meeting, Stockholm, 7–8.10.2009	<a href="http://www.se2009.eu/en/meetings_news/2009/10/7/meeting_of_the_mutual_information_system_employment_policy_network_-_misep">http://www.se2009.eu/en/meetings_news/2009/10/7/meeting_of_the_mutual_information_system_employment_policy_network_-_misep</a>
	25th Heads of PES meeting, Stockholm, 3–4.12.2009	<a href="http://www.se2009.eu/en/meetings_news/2009/12/3/meeting_of_heads_of_public_employment_services_and_eures_high_level_strategy_group">http://www.se2009.eu/en/meetings_news/2009/12/3/meeting_of_heads_of_public_employment_services_and_eures_high_level_strategy_group</a>
	24th Heads of PES meeting, Prague, 25–26.6.2009	<a href="http://www.eu2009.cz/scripts/modules/diary/action.php?id=890">http://www.eu2009.cz/scripts/modules/diary/action.php?id=890</a>
Employment seminars	Occasional seminar on 'Italian workers' transitions among different contractual arrangements: An analysis from INPS micro-data', Brussels, 15.5.2009	<a href="http://ec.europa.eu/social/main.jsp?catId=88&amp;angId=lt&amp;eventsId=183">http://ec.europa.eu/social/main.jsp?catId=88&amp;angId=lt&amp;eventsId=183</a>
	Joint technical seminar of the European Commission and the OECD Secretariat on 'The labour market integration of the children of migrants', Brussels, 1–2.10.2009	<a href="http://ec.europa.eu/social/main.jsp?catId=88&amp;angId=en&amp;eventsId=207&amp;furtherEvents=yes">http://ec.europa.eu/social/main.jsp?catId=88&amp;angId=en&amp;eventsId=207&amp;furtherEvents=yes</a>

Type of output	Key output	More information
Conferences to raise awareness, disseminate information and exchange practice under the bilateral and regional policy dialogue of the social agenda's external dimension	Union for the Mediterranean— Euromed High-Level Working Group on Employment and Labour, Brussels, 26–27.11.2009	<a href="http://ec.europa.eu/social/main.jsp?catId=88&amp;angId=en&amp;eventsId=226&amp;furtherEvents=yes">http://ec.europa.eu/social/main.jsp?catId=88&amp;angId=en&amp;eventsId=226&amp;furtherEvents=yes</a>
	International conference on 'Social protection: Its contribution to recovery — An exchange between emerging economies and the EU', Brussels, 9.12.2009	<a href="http://ec.europa.eu/social/main.jsp?catId=88&amp;angId=en&amp;eventsId=228&amp;furtherEvents=yes">http://ec.europa.eu/social/main.jsp?catId=88&amp;angId=en&amp;eventsId=228&amp;furtherEvents=yes</a>
Evidence-based EU policies and legislation		
Maintenance, implementation and development of statistical tools (subdelegated to Eurostat)	Job vacancy survey	<a href="http://epp.eurostat.ec.europa.eu">http://epp.eurostat.ec.europa.eu</a>
	Labour market policy statistical database	
	Labour Force Survey 2009 — Ad hoc module on 'Entry of young persons into the labour market'	
Surveys on employment	Preparation of a new international survey of adult skills — Programme for the international assessment of adult competencies (PIAAC)	<a href="http://www.oecd.org/els/employment/piaac">http://www.oecd.org/els/employment/piaac</a>
	Special Eurobarometer report on 'European employment and social policy'	<a href="http://ec.europa.eu/public_opinion/archives/ebs/ebs_316_en.pdf">http://ec.europa.eu/public_opinion/archives/ebs/ebs_316_en.pdf</a>

Type of output	Key output	More information
Studies, analysis	Study on 'Employment and decent work in EU external assistance'	<a href="http://ec.europa.eu/social/keyDocuments.jsp?langId=en">http://ec.europa.eu/social/keyDocuments.jsp?langId=en</a>
	Study on 'Bilateral relations and cooperation activities in the area of employment and decent work between EU Member States or relevant international organisations, on the one hand, and selected emerging economies, neighbourhood countries and strategic partners of the EU, on the other'	
	Study on 'Modelling of labour markets in the European Union'	
	Study on 'Monitoring the duration of active working life in the European Union'	
	Study on 'Indirect measurement methods for undeclared work in the EU'	
	Small-scale study on 'Labour market in the former Yugoslav Republic of Macedonia'	
	Study on 'Labour mobility within the EU in the context of enlargement and the functioning of the transitional arrangements'	
	Study on 'The role of the public employment services related to "flexicurity" in the European labour market'	
	Study on 'Assessing employment and social impacts of selected strategic European Commission policies'	
	Study to consider the interaction between local employment development and corporate social responsibility	
	Study on 'Flexicurity: The need for indicators on coverage of certain social benefits for people in flexible employment in the European Union'	
	Study on workers' mobility, Lot 1: Cross-border commuting	
	Study on workers' mobility, Lot 2: Short-term international assignments	
	Study on 'Innovative approaches towards successful integration of migrants in the labour market'	
	Study to develop a methodology for monitoring and analysis of the flexicurity policies in the Member States in the context of the Lisbon strategy	
	Study on 'Medium-term employment challenges of the Lisbon strategy'	
Report on indirect measurement methods for undeclared work in the EU and Croatia and Turkey		

Type of output	Key output	More information
Outputs produced by the European Employment Observatory (EEO)	Quarterly reports (to feed into 'Employment in Europe' report): January, April, July, October 2008	<a href="http://www.eu-employment-observatory.net/">http://www.eu-employment-observatory.net/</a>
	Quarterly reports (to feed into 'Employment in Europe' report): June 2009, February 2009	
	EEO review on 'Improving the capacity to anticipate EU-wide labour market and skills requirements', autumn 2008	
	EEO review on 'Innovative labour market policies and practices', spring 2008	
	Background paper for meeting: EEO 2008–09 — 'Background paper on measures to deal with the economic crisis', April 2009	
	Background paper for meeting: 'Migration of workers within the EU and from third countries — Trends and successful policy approaches', March 2009	
	Background paper for meeting: 'Achieving activation of job seekers: Successful strategies for case management', November 2008	
	Ad hoc advice by national System correspondents	
High-quality and participatory policy debate		
Presidency conferences	'Flexicurity in times of economic crisis', Prague, 25–26.3.2009	<a href="http://www.eu2009.cz/event/1/374/">http://www.eu2009.cz/event/1/374/</a>
	'New skills for new jobs', Gothenburg, 22–23.10.2009	<a href="http://www.se2009.eu/en/meetings_news/2009/10/22/conference_on_new_skills_for_new_jobs">http://www.se2009.eu/en/meetings_news/2009/10/22/conference_on_new_skills_for_new_jobs</a>
	High-Level Conference on Labour Market Inclusion, Stockholm, 26–27.10.2009	<a href="http://www.se2009.eu/en/meetings_news/2009/10/26/high_level_conference_on_labour_market_inclusion">http://www.se2009.eu/en/meetings_news/2009/10/26/high_level_conference_on_labour_market_inclusion</a>
	'Growing together for a sustainable Europe', Gothenburg, 10–11.11.2009	<a href="http://www.se2009.eu/en/meetings_news/2009/11/10/growing_together_for_a_sustainable_europe">http://www.se2009.eu/en/meetings_news/2009/11/10/growing_together_for_a_sustainable_europe</a>
	'Tourism industry: Employment and labour market challenges', Prague, 10–11.6.2009	<a href="http://www.eu2009.cz/event/1/827/">http://www.eu2009.cz/event/1/827/</a>
	Conference on Corporate Social Responsibility — 'Protect, respect, remedy', Stockholm, 10–11.11.2009	<a href="http://www.se2009.eu/en/meetings_news/2009/11/10/protect_respect_remedy_-_a_conference_on_corporate_social_responsibility_csr">http://www.se2009.eu/en/meetings_news/2009/11/10/protect_respect_remedy_-_a_conference_on_corporate_social_responsibility_csr</a>
Annual meeting	Fifth Annual Meeting of the OECD LEED Forum on Partnerships and Local Governance 'Building strong partnerships with the private sector for better jobs and inclusion', Vienna, 9–10.2.2009	<a href="http://www.oecd.org/document/54/0,3343,en_2649_34455_41681398_1_1_1_1,00.html">http://www.oecd.org/document/54/0,3343,en_2649_34455_41681398_1_1_1_1,00.html</a>
	Conference on 'Employment in Europe', Brussels, 26.11.2009	<a href="http://ec.europa.eu/social/main.jsp?catId=88&amp;angId=nl&amp;eventsId=225&amp;furtherEvents=yes">http://ec.europa.eu/social/main.jsp?catId=88&amp;angId=nl&amp;eventsId=225&amp;furtherEvents=yes</a>
Thematic stakeholder conferences	Conference on 'Labour market institutions in times of crisis: Challenges and experiences', 14–15.5.2009, Brussels	<a href="http://ec.europa.eu/social/main.jsp?catId=88&amp;angId=lt&amp;eventsId=198&amp;furtherEvents=yes">http://ec.europa.eu/social/main.jsp?catId=88&amp;angId=lt&amp;eventsId=198&amp;furtherEvents=yes</a>

## Social protection and social inclusion

Type of output	Key output	More information
	Information sharing and learning	
Peer review on social protection and social inclusion and assessment in social inclusion	'Combining choice, quality and equity in social services', Denmark, 1.4.2009	<a href="http://www.peer-review-social-inclusion.eu/peer-reviews">http://www.peer-review-social-inclusion.eu/peer-reviews</a>
	'Alzheimer's and other related diseases: Coping with behavioural disorders in the patient's home', France, 5–6.5.2009	
	'Integrated programme for the social inclusion of Roma', Greece, 27–28.5.2009	
	'Ensuring a functioning healthcare system in regions with declining and ageing populations', Germany, 15–16.6.2009	
	'The city strategy for tackling unemployment and child poverty', United Kingdom, 6–7.7.2009	
	'Developing well-targeted tools for the active inclusion of vulnerable people', Norway, 29–30.10.2009	
	'Counting the homeless — Improving the basis for planning assistance', Austria, 12–13.11.2009	
	'Measuring the impact of active inclusion and other policies to combat poverty and social exclusion', France, 3–4.12.2009	
'Mutual learning on financial inclusion' (MULFI) project, 2007–09	Conference on Mutual Learning on Financial Inclusion, Brussels, 5–6.11.2009 (concludes the mutual learning project on financial inclusion)	<a href="http://www.fininc.eu/index,en.html">http://www.fininc.eu/index,en.html</a>
	Workshop on 'Overindebtedness treatment. Debt settlement: Financial inclusion or exclusion?', Norway, 28.9.2009	
	Workshop on 'Migrants and financial inclusion', Germany, 18.9.2009	
	Workshop on 'Corporate social responsibility', France, 19.6.2009	
	Workshop on 'Financial education (general)', Poland, 28.5.2009	
	Workshop on 'Financial education and cooperatives', Ireland, 24.4.2009	
	Workshop on 'Credit unions and microfinance', Bulgaria, 20.3.2009	
	Workshop on 'Overindebtedness prevention', Italy, 13.2.2009	
	Workshop on 'Regulation', Belgium, 27.1.2009	
	Workshop on 'Financial inclusion indicators', Belgium, 11.12.2008	
Workshop on 'Basic banking account', Slovakia, 17.11.2008		

Type of output	Key output	More information
Outputs produced by the mutual learning project 'Building inclusion: Access to housing and inclusion in Europe'	Final project conference on 'Access to housing and inclusion in Europe: Diagnosis and proposals', Madrid, 18.5.2009	<a href="http://buildinginclusion.oberaxe.es">http://buildinginclusion.oberaxe.es</a>
	Two study visits, two electronic bulletins, two newsletters, a comparative study (in the participant countries, on the mechanisms for accessing to housing addressed to immigrant population and ethnics minorities)	
Outputs produced by the mutual learning project 'Standard budgets (an instrument to fight and prevent overindebtedness and to promote financial inclusion and well-being)'	Third standard budgets seminar on 'An instrument to increase social cohesion in the EU', Varna, 17–19.5.2009	<a href="http://themdi.net/">http://themdi.net/</a>
Outputs produced by the mutual learning project 'Bridges on inclusion'	Six national overviews on employment and inclusion (from Belgium, Bulgaria, France, Portugal, Romania and Spain)	<a href="http://www.bridgesforinclusion.reapn.org/">http://www.bridgesforinclusion.reapn.org/</a>
	European overview on employment and inclusion	
	Fourth European transnational meeting of the project 'Bridges for inclusion', Porto, 23–24.1.2009	
	Fifth European transnational meeting of the project 'Bridges for inclusion', Porto, May 2009	
	Sixth European transnational meeting of the project 'Bridges for inclusion', Porto, November	
	Final seminar of the 'Bridges for inclusion' project, Porto, 6 November	
	Three peer review reports	
Outputs produced by the mutual learning project 'Mutual progress on homelessness through advancing and strengthening information systems (MPHASIS)'	Synthesis report on 'How to improve the information base on homelessness on a regional, national and European level'	<a href="http://www.trp.dundee.ac.uk/research/mphasis/index.html">http://www.trp.dundee.ac.uk/research/mphasis/index.html</a>
	20 national meetings	
Outputs produced by the mutual learning project 'European cities against child poverty'	Newsletters and policy bulletins; case studies under five key themes: <b>employment, education, health, housing</b> and <b>integrated policies</b>	<a href="http://www.againstchildpoverty.com">http://www.againstchildpoverty.com</a>
	'Integrated policies against child poverty', Amsterdam, 15–16.6.2009	
	Seminar on 'Tackling child poverty — What works best?', Brussels, 9.12.2008	
	'The impact of homelessness and poor housing conditions on children', Budapest, 26–27.2.2009	
	'Life chances and health and social care', Helsinki, 23–24.4.2009	

Type of output	Key output	More information
Outputs produced by the mutual learning project 'Connections' — Organisational approaches to the complexities of multiple deprivation at the city level'	Review workshop, Brussels, 17–18.11.2008	<a href="http://www.connectionsprogress.eu">http://www.connectionsprogress.eu</a>
	Peer review, Rotterdam, 15–16.12.2008	
	Peer review, Newcastle, 19–20.1.2009	
	Peer review, Oslo, 12–13.2.2009	
	Peer review, Vienna, 12–13.3.2009	
	Mid-term meeting, Leeds, 23–24.4.2009	
	Peer review, Budapest, 14–15.5.2009	
	Peer review, Munich, 18–19.6.2009	
	Final event 'Social inclusion at the city level', Stockholm, 25.11.2009	
	Final report on 'Connections: Social inclusion at a city level'	
Outputs produced by the mutual learning project 'Synthesis — Health and social services integration for the most vulnerable groups'	Conference on 'The role of the social economy in the welfare systems — Towards a new model', Italy, 26.2.2009	<a href="http://www.synthesisproject.ro/">http://www.synthesisproject.ro/</a>
	Conference on 'The situation of disabled people in Europe: Challenges and solutions', Vilnius, 7.5.2009,	
<b>Evidence-based policies and legislation</b>		
Studies, analysis	Feasibility study on an exchange of personnel between national administrations under the PROGRESS programme	<a href="http://ec.europa.eu/social/keyDocuments.jsp?langId=en">http://ec.europa.eu/social/keyDocuments.jsp?langId=en</a>
	Study on indicators to monitor child poverty and child well-being	
	Report on theoretical replacement rates with country fiches	
	Study on the situation of private health insurance (mandatory or voluntary)	
	Joint analytical work with OECD in relation to public and private pensions	
Surveys on social inclusion	Eurobarometer flash report on 'Monitoring the social impact of the crisis: Public perceptions in the European Union'	<a href="http://ec.europa.eu/public_opinion/flash/fl_276_en.pdf">http://ec.europa.eu/public_opinion/flash/fl_276_en.pdf</a>
	Eurobarometer special report on 'Poverty and social exclusion'	<a href="http://ec.europa.eu/public_opinion/archives/ebs/ebs_321_en.pdf">http://ec.europa.eu/public_opinion/archives/ebs/ebs_321_en.pdf</a>
	Survey on health, ageing and retirement fostering research on social and economic implications of ageing	<a href="http://www.share-project.org/">http://www.share-project.org/</a>
EU-SILC (Eurostat subdelegation)	Collection of statistics on income and living conditions	<a href="http://epp.eurostat.ec.europa.eu/portal/page/portal/living_conditions_and_social_protection/introduction/income_social_inclusion_living_conditions">http://epp.eurostat.ec.europa.eu/portal/page/portal/living_conditions_and_social_protection/introduction/income_social_inclusion_living_conditions</a>
Euromod	Euromod: Tax-benefit model to calculate the effects of taxes and benefits on household incomes and work incentives in the Member States and the EU	<a href="http://www.iser.essex.ac.uk/research/euromod">http://www.iser.essex.ac.uk/research/euromod</a>

Type of output	Key output	More information
Outputs produced by the Network of Independent Experts on Social Inclusion	Synthesis report on 'Assessment of the 2008–10 national reform programmes for growth and jobs from a social inclusion perspective: The extent of synergies between growth and jobs policies and social inclusion policies'	<a href="http://www.peer-review-social-inclusion.eu/network-of-independent-experts/2009">http://www.peer-review-social-inclusion.eu/network-of-independent-experts/2009</a>
	Synthesis report on 'Minimum income schemes across EU Member States' (October 2009)	
	Report on 'Homelessness and housing exclusion across EU Member States' (December 2009)	
Output produced by the 'Mutual information system on social protection' (MISSOC)	MISSOC analysis — 'Long-term care', August 2009	<a href="http://www.ec.europa.eu/missoc">http://www.ec.europa.eu/missoc</a>
	MISSOC database	
	Organisation of social protection charts and descriptions, July 2009	
	Annex to the organisation charts, July 2009	
	MISSOC info: bulletins, national reports	
Outputs produced by the Analytical Support on the Socio-Economic Impact of Social Protection Reforms (ASISP)	Annual reports on pensions, health and long-term care in the EU (27), candidate countries (4) and EEA (3) countries	<a href="http://socialprotection.eu/en/europe.html">http://socialprotection.eu/en/europe.html</a>
High-quality and participatory policy debate		
Presidency conferences	Conference on Social Services — 'A tool for mobilising the workforce and strengthening social cohesion', Prague, 22–23.4.2009	<a href="http://www.eu2009.cz/event/1/494/">http://www.eu2009.cz/event/1/494/</a>
	17th European Conference on Social Services, Prague, 22–24.6.2009	<a href="http://www.eu2009.cz/scripts/modules/diary/action.php?id=869">http://www.eu2009.cz/scripts/modules/diary/action.php?id=869</a>
	Conference on Strengthening EU Competitiveness — 'Potential of migrant workers on the labour market', Prague, 26–27.2.2009	<a href="http://www.eu2009.cz/event/1/299/">http://www.eu2009.cz/event/1/299/</a>
	Second Demography Forum — 'Better societies for families and older people', Brussels, 24–25.11.2008	<a href="http://ec.europa.eu/social/main.jsp?catId=88&amp;angId=en&amp;eventsId=121">http://ec.europa.eu/social/main.jsp?catId=88&amp;angId=en&amp;eventsId=121</a>
	Conference on 'Social fairness in sustainable development — Green and social Europe', Brussels, 23–24.2.2009	<a href="http://ec.europa.eu/social/main.jsp?catId=88&amp;angId=en&amp;eventsId=145">http://ec.europa.eu/social/main.jsp?catId=88&amp;angId=en&amp;eventsId=145</a>
	MISSOC expert meeting, Prague, 14–15.5.2009	<a href="http://www.eu2009.cz/event/1/650/">http://www.eu2009.cz/event/1/650/</a>
	European conference on 'Care and protection of senior citizens: The dignity and hazard of the elderly', Prague, 25–26.5.2009	<a href="http://eu2009.visualgate.cz/">http://eu2009.visualgate.cz/</a>
	'Healthy and dignified ageing', Frösundavik, 15–16.9.2009	<a href="http://www.se2009.eu/en/meetings_news/2009/9/15/conference_on_healthy_and_dignified_ageing">http://www.se2009.eu/en/meetings_news/2009/9/15/conference_on_healthy_and_dignified_ageing</a>
	MISSOC network meeting, Stockholm, 10–11.11.2009	<a href="http://www.se2009.eu/en/meetings_news/2009/11/10/missoc_mutual_information_system_on_social_protection">http://www.se2009.eu/en/meetings_news/2009/11/10/missoc_mutual_information_system_on_social_protection</a>



Type of output	Key output	More information
Annual European Round Table on Poverty and Social Exclusion	Eighth Annual European Round Table on Poverty and Social exclusion — 'Social inclusion in times of recession — New challenges for the active inclusion strategy', Stockholm, 15–16.10.2009	<a href="http://www.se2009.eu/en/meetings_news/2009/10/15/8th_european_round_table_on_poverty_and_social_exclusion">http://www.se2009.eu/en/meetings_news/2009/10/15/8th_european_round_table_on_poverty_and_social_exclusion</a>
Annual Meeting of People Experiencing Poverty	Eighth European Meeting of People Experiencing Poverty, Brussels, 15–19.5.2009	<a href="http://www.eu2009.cz/event/1/662/">http://www.eu2009.cz/event/1/662/</a>
Pensions Forum	Pensions Forum, Brussels, 19.6.2009	
Greater capacity of networks		
European-wide network	A new European-wide network — European Financial Inclusion Network	<a href="http://www.fininc.eu/gallery/documents/efin/efin-promo.pdf">http://www.fininc.eu/gallery/documents/efin/efin-promo.pdf</a>

## Working conditions

Type of output	Key output	More information
Information sharing and learning		
Workshops during restructuring forums	'Sectors' new skills for new jobs', Brussels, 7–8.12.2009	<a href="http://ec.europa.eu/social/main.jsp?langId=en&amp;catId=88&amp;eventsId=209&amp;furtherEvents=yes">http://ec.europa.eu/social/main.jsp?langId=en&amp;catId=88&amp;eventsId=209&amp;furtherEvents=yes</a>
	Restructuring Forum — 'Impact of climate change on employment', Brussels, 22–23.6.2009	<a href="http://ec.europa.eu/social/main.jsp?catId=88&amp;langId=en&amp;eventsId=172">http://ec.europa.eu/social/main.jsp?catId=88&amp;langId=en&amp;eventsId=172</a>
Exchanges of national experts from the Senior Labour Inspectors Committee (SLIC)	56th meeting of the Senior Labour Inspectors' Committee (SLIC), Prague, 28–29.5.2009	<a href="http://www.eu2009.cz/event/1/740/">http://www.eu2009.cz/event/1/740/</a>
	57th meeting of the Senior Labour Inspectors' Committee (SLIC), Stockholm, 23–24.11.2009	<a href="http://www.av.se/inenglish/aboutus/eu/slic2009.aspx">http://www.av.se/inenglish/aboutus/eu/slic2009.aspx</a>
Annual seminar (European Labour Law Network)	Seminar on 'Towards a new European employment relationship', Frankfurt, 12–13.11.2009	<a href="http://www.labourlawnetwork.eu/">http://www.labourlawnetwork.eu/</a>
Evidence-based policy		
Studies, analysis	An in-depth study to analyse and evaluate the environmental and socioeconomic impact of possible EU initiatives in the area of prevention of work-related musculoskeletal disorders in the European Union	<a href="http://ec.europa.eu/social/keyDocuments.jsp?langId=en">http://ec.europa.eu/social/keyDocuments.jsp?langId=en</a>
	Study on 'Investigation into the impact on occupational safety and health in Europe of the increasing use of portable computing and communication devices'	
	Preparatory study for an impact assessment concerning a possible revision of the current exclusions of seafaring workers from the scope of EU social legislation	
	Study on the implementation of EU labour legislation in Bulgaria and Romania	
	Study on the transposition of Directive 2003/72/EC on the European cooperative society	
	Study on possible links between the different sectoral analyses	

Type of output	Key output	More information
Studies in support of the preparation of the restructuring forums	Restructuring Forum (12–13.11.2009) (background paper)	<a href="http://ec.europa.eu/social/keyDocuments.jsp?langId=en">http://ec.europa.eu/social/keyDocuments.jsp?langId=en</a>
	Study on 'Private equity' — Restructuring Forum, June 2010	
	Study on 'Climate change' — Restructuring Forum, June 2009	
	'Etude toolkit art6' — Follow-up Restructuring Forum, November 2008	
	'Analysis on funds and other schemes existing at national, sectoral or regional level in the EU for training, professional transition and re-conversion' (background paper, Restructuring Forum, November 2009)	
	Transversal analysis on the evolution of 18 economic sectors — Preparation Forum, December 2009	
	Company workshop on restructuring (22.9.2009) (background paper)	
Good practice guides	Non-binding guide to good practice with a view to the implementation of Directive 2006/25/EC on the minimum health and safety requirements regarding the exposure of workers to the risks arising from physical agents, January 2009	
High-quality and participatory policy debate		
Presidency conferences	Conference on 'Working conditions and social dialogue', Prague, 22–23.6.2009	<a href="http://ec.europa.eu/social/main.jsp?catId=88&amp;langId=it&amp;eventsId=188&amp;furtherEvents=yes">http://ec.europa.eu/social/main.jsp?catId=88&amp;langId=it&amp;eventsId=188&amp;furtherEvents=yes</a>
	'Safety and health at work in Europe in the 21st century', Prague, 27.4.2009	<a href="http://www.eu2009.cz/event/1/551/">http://www.eu2009.cz/event/1/551/</a>
	'Occupational exposure to electromagnetic fields: Paving the way for a future EU initiative', Umea, 6–8.10.2009	<a href="http://www.se2009.eu/en/meetings_news/2009/10/6/occupational_exposure_to_electromagnetic_fields_paving_the_way_for_a_future_eu_initiative">http://www.se2009.eu/en/meetings_news/2009/10/6/occupational_exposure_to_electromagnetic_fields_paving_the_way_for_a_future_eu_initiative</a>

## Anti-discrimination and diversity

Type of output	Key output	More information
Information sharing and learning		
Seminars of legal and policy practitioners at Community level (Academy of European Law)	'EC anti-discrimination legislation for legal practitioners', Trier, 27–28.4.2009	<a href="http://www.era.int">http://www.era.int</a>
	'EC anti-discrimination legislation for university professors and law lecturers', Trier, 5–6.10.2009	
	'EC anti-discrimination legislation for members of the judiciary', Trier, 16–17.11.2009	
	'Recent developments in EC anti-discrimination law', Trier, 30.11–1.12.2009	

EU-US seminar on employment of persons with disabilities	EU-US seminar on employment of persons with disabilities (discussion on policy and legislation related to employment and disability, transition from education to employment, measuring employment of people with disabilities and other issues), Brussels, 5-6.11.2009	<a href="http://www.dol.gov/ilab/20091106.pdf">http://www.dol.gov/ilab/20091106.pdf</a>
Annual meeting of Academic Network of European Disability Experts	ANED annual meeting: presenting main findings in relation to employment, social inclusion and independent living of person with disabilities as well as indicators and statistics in relation to the UN Convention on the Rights of Persons with Disabilities, Brussels, 26.11.2009	<a href="http://www.disability-europe.net/?jsEnabled=1">http://www.disability-europe.net/?jsEnabled=1</a>
EU media campaign 'For diversity. Against discrimination'	A dedicated website on non-discrimination in the European Union, Journalist Award 2009 (two prizes in 27 Member States and four prizes at EU level), four Diversity Days 2009 events (organised in Cyprus, Sweden, Portugal and Luxembourg), partnerships with national events (54 partnerships in 27 Member States), newsletters, audiovisual material (video news release on intergenerational solidarity), publication of 'Diversity at work: A guide for SMEs', and a leaflet on the EU's work to promote Roma inclusion	<a href="http://www.stop-discrimination.info/">http://www.stop-discrimination.info/</a>
Seminars of exchange of good practices	Exchange of good practices seminar on non-discrimination mainstreaming, Helsinki, 7-8.9.2009	<a href="http://ec.europa.eu/social/BlobServlet?docId=4656&amp;langId=en">http://ec.europa.eu/social/BlobServlet?docId=4656&amp;langId=en</a>
<b>Evidence-based EU policy and legislation</b>		
Studies, analysis	'International perspectives on positive action measures — A comparative analysis in the European Union, Canada, the United States and South Africa'	<a href="http://ec.europa.eu/social/keyDocuments.jsp?langId=en">http://ec.europa.eu/social/keyDocuments.jsp?langId=en</a>
	Study on media and diversity	
	Study on the situation of women with disabilities in Europe in the light of the UN Convention on the Rights of Persons with Disabilities	
	'Providing reasonable accommodation for persons with disabilities in the EU — Best practices and financing schemes'	
Eurobarometer	Special Eurobarometer survey — 'Discrimination in the EU in 2009'	<a href="http://ec.europa.eu/public_opinion/archives/ebs/ebs_317_en.pdf">http://ec.europa.eu/public_opinion/archives/ebs/ebs_317_en.pdf</a>
Maintenance, implementation and development of statistical tools (subdelegated to Eurostat)	Labour Force Survey — Ad hoc module: Questions on disability, second quarter 2008	<a href="http://epp.eurostat.ec.europa.eu/portal/page/portal/employment_unemployment_ifs/methodology/ad-hoc_modules">http://epp.eurostat.ec.europa.eu/portal/page/portal/employment_unemployment_ifs/methodology/ad-hoc_modules</a>

Outputs produced by the Academic Network of European Disability Experts (ANED)	Website of the Academic Network of European Disability Experts (ANED)	<a href="http://www.disability-europe.net/?jsEnabled=1">http://www.disability-europe.net/?jsEnabled=1</a>
	Thematic report on 'The labour market situation of disabled people in European countries and implementation of employment policies'	
	Thematic report on 'The implementation of EU social inclusion and social protection strategies in European countries with reference to equality for disabled people'	
	Country reports on the implementation of policies supporting independent living for disabled people	
	European comparative data on the situation of disabled people: An annotated review	
	Annotated review of European legislation which makes a reference to disability	
	Monitoring the implementation of the UN Convention on the Rights of Persons with Disabilities in Europe: Principles for the identification and use of indicators, May 2009	
Outputs produced by the European Network of Legal Experts in the Non-Discrimination Field	Thematic report on 'Links between migration and discrimination'	<a href="http://www.non-discrimination.net">http://www.non-discrimination.net</a>
	Thematic report on 'Disability and non-discrimination law in the European Union'	
	'European Anti-discrimination Law Review', Issue No 8	
	Flash reports on legal developments in the EU Member States	
Outputs produced by the Socioeconomic Network on Discrimination	Annual synthesis report	<a href="http://ec.europa.eu/social/main.jsp?catId=831&amp;langId=en">http://ec.europa.eu/social/main.jsp?catId=831&amp;langId=en</a>
	Two national reports per country (covering various issues such as equality mainstreaming, main actors, data collection, diversity perception).	
	27 national workshops to discuss findings of the country reports	
<b>High-quality and participatory policy debate</b>		
Presidency conferences	Third Equality Summit 2009, Stockholm, 16–17.11.2009	<a href="http://ec.europa.eu/social/main.jsp?catId=88&amp;langId=lt&amp;eventsId=220&amp;furtherEvents=yes">http://ec.europa.eu/social/main.jsp?catId=88&amp;langId=lt&amp;eventsId=220&amp;furtherEvents=yes</a>
	'Towards constructive evidence-based policy' — First meeting of the Integrated Platform on Roma Inclusion, Prague, 24.4.2009	<a href="http://www.eu2009.cz/scripts/modules/diary/action.php?id=431">http://www.eu2009.cz/scripts/modules/diary/action.php?id=431</a>
	Second meeting of the Integrated Platform on Roma Inclusion, Brussels, 28.9.2009	<a href="http://ec.europa.eu/social/main.jsp?langId=lt&amp;catId=89&amp;newsId=587">http://ec.europa.eu/social/main.jsp?langId=lt&amp;catId=89&amp;newsId=587</a>
Annual awareness-raising events	European Day of People with Disabilities, Brussels, 3–4.12.2009	<a href="http://ec.europa.eu/social/main.jsp?catId=88&amp;eventsId=104&amp;langId=en">http://ec.europa.eu/social/main.jsp?catId=88&amp;eventsId=104&amp;langId=en</a>
	Sixth Annual Thematic Conference on Non-Discrimination Issues in the EU — 'Role of trade unions and civil society in combating discrimination', Budapest, 25–26.6.2009	<a href="http://ec.europa.eu/social/main.jsp?catId=88&amp;langId=lt&amp;eventsId=193">http://ec.europa.eu/social/main.jsp?catId=88&amp;langId=lt&amp;eventsId=193</a>

## Gender equality

Type of output	Key output	More information
Information sharing and learning		
Seminars of legal and policy practitioners at Community level (Academy of European Law)	'EC legislation on equal treatment between women and men', Trier, 21–22.9.2009	<a href="http://www.era.int">http://www.era.int</a>
	'EC law on equal treatment between women and men in practice', Trier, 19–20.10.2009	
	'EC law on equal treatment between women and men in practice', Trier, 9–10.11.2009	
	'EU law on equal treatment between women and men in practice', Trier, 7–8.12.2009	
Policy network	The Network of Women in Decision-Making aims to provide a platform at EU level for successful strategies to improve gender balance in decision-making positions. Concretely, it allows for an exchange of ideas, information and experience, mutual learning and sharing of good practice.	<a href="http://ec.europa.eu/social/main.jsp?catId=762&amp;langId=en">http://ec.europa.eu/social/main.jsp?catId=762&amp;langId=en</a>
Mutual learning programme, training seminars on gender equality	Exchange of practices on gender stereotypes 'Girls' Day and New Paths for Boys', Cologne, 13–14.5.2009	<a href="http://ec.europa.eu/social/main.jsp?catId=681&amp;langId=lt&amp;eventsId=176&amp;furtherEvents=yes">http://ec.europa.eu/social/main.jsp?catId=681&amp;langId=lt&amp;eventsId=176&amp;furtherEvents=yes</a>
	Exchange of practices on gender-based violence, Madrid, 24–25.9.2009	<a href="http://ec.europa.eu/social/main.jsp?catId=574&amp;langId=lt&amp;eventsId=224&amp;furtherEvents=yes">http://ec.europa.eu/social/main.jsp?catId=574&amp;langId=lt&amp;eventsId=224&amp;furtherEvents=yes</a>
	Training workshops 'Break gender stereotypes, give talent a chance' in 15 EU countries and a final conference in Brussels, 23.11.2009	<a href="http://www.businessandgender.eu/en/home">http://www.businessandgender.eu/en/home</a>
Evidence-based EU policies and legislation		
Eurostat delegation	Support to the development and dissemination of an ad hoc module of the Labour Force Survey on reconciliation between work and private life (the survey will be conducted in 2011 based on the new common methodology)	<a href="http://epp.eurostat.ec.europa.eu/portal/page/portal/employment_unemployment_lfs/methodology/ad-hoc_modules">http://epp.eurostat.ec.europa.eu/portal/page/portal/employment_unemployment_lfs/methodology/ad-hoc_modules</a>
Database on women and men in decision-making	Database to monitor the numbers of men and women in key decision-making positions in order to provide reliable statistics	<a href="http://ec.europa.eu/social/main.jsp?catId=762&amp;langId=en&amp;furtherNews=yes">http://ec.europa.eu/social/main.jsp?catId=762&amp;langId=en&amp;furtherNews=yes</a>
	Report on 'Women in European politics — A time for action', 2009	
Studies, analysis	Evaluation of the effectiveness of the current legal framework on equal pay for equal work or work of equal value in tackling the gender pay gap	<a href="http://ec.europa.eu/social/keyDocuments.jsp?langId=en">http://ec.europa.eu/social/keyDocuments.jsp?langId=en</a>
	Study contract to improve the knowledge on the socioeconomic impact of pension systems on women	

<p>Outputs produced by the Network of Experts on Employment and Gender Equality Issues (EGGE)</p>	<p>The 2008 national reform programmes and the gender aspects of the European employment strategy</p> <p>Thematic report on 'The provision of childcare services — A comparative review of 30 European countries'</p> <p>Thematic report on 'Gender segregation in the labour market — Root causes, implications and policy responses in the EU'</p> <p>Analysis note on 'Gender equality and recession'</p> <p>Analysis note on 'Gender equality on the labour market: Challenges in the EU after 2010'</p> <p>Analysis note on 'The gender pay gap in the EU: What possible actions?'</p> <p>Analysis note on 'Men and gender equality — Tackling gender segregated family roles and social care jobs'</p>	<p><a href="http://ec.europa.eu/social/main.jsp?catId=748&amp;langId=en">http://ec.europa.eu/social/main.jsp?catId=748&amp;langId=en</a></p>
<p>Outputs produced by the European Network of Legal Experts in the Field of Gender Equality</p>	<p>Thematic report on 'Multiple discrimination in EU law: Opportunities for legal responses to intersectional gender discrimination?'</p> <p>Thematic report on 'Sex discrimination in the access to and supply of goods and services and the transposition of Directive 2004/113/EC'</p> <p>Thematic report on 'The concepts of equality and non-discrimination in Europe: A practical approach'</p> <p>Thematic report on 'Making equality effective: The role of proactive measures'</p> <p>Thematic report on 'EU gender equality law in 30 European countries — 2009 update'</p> <p>General report on 'EU rules on gender equality: How are they transposed into national law?'</p> <p>'European Gender Equality Law Review' 2009 (1) (2009)</p>	<p><a href="http://ec.europa.eu/social/main.jsp?catId=641&amp;langId=en">http://ec.europa.eu/social/main.jsp?catId=641&amp;langId=en</a></p>
<p>Outputs produced by the Group of Experts in Gender Equality, Social Inclusion, Healthcare and Long-Term Care (EGGS)</p>	<p>Thematic report on 'Access to healthcare and long-term care: Equal for women and men?'</p> <p>Thematic report on 'Gender mainstreaming active inclusion policies'</p>	<p><a href="http://ec.europa.eu/social/main.jsp?catId=748&amp;langId=en">http://ec.europa.eu/social/main.jsp?catId=748&amp;langId=en</a></p>

High-quality and participatory policy debate		
European presidency conferences	Conference on 'New ways to overcome gender stereotypes', Prague, 27.5.2009	<a href="http://www.eu2009.cz/event/1/722/">http://www.eu2009.cz/event/1/722/</a>
	Conference on 'What does gender equality mean for economic growth and employment?', Stockholm, 15–16.10.2009	<a href="http://www.se2009.eu/en/meetings_news/2009/10/15/what_does_gender_equality_mean_for_economic_growth_and_employment">http://www.se2009.eu/en/meetings_news/2009/10/15/what_does_gender_equality_mean_for_economic_growth_and_employment</a>
Communication activities	EU-wide campaign to help tackle the gender pay gap: website on gender pay gap in the European Union, participation in national events, newsletter, leaflets, brochure, video	<a href="http://europa.eu/rapid/pressReleasesAction.do?reference=IP/09/341&amp;format=HTML&amp;aged=0&amp;lan">http://europa.eu/rapid/pressReleasesAction.do?reference=IP/09/341&amp;format=HTML&amp;aged=0&amp;lan</a> <a href="http://ec.europa.eu/social/main.jsp?catId=689&amp;langId=en">http://ec.europa.eu/social/main.jsp?catId=689&amp;langId=en</a>
Events and meetings on gender equality	European Conference on Gender Equality, Brussels, 15–16.5.2009	<a href="http://ec.europa.eu/social/main.jsp?catId=418&amp;langId=en&amp;eventsId=191&amp;furtherEvents=yes">http://ec.europa.eu/social/main.jsp?catId=418&amp;langId=en&amp;eventsId=191&amp;furtherEvents=yes</a>

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European Commission

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