



Progress Annual Performance Monitoring Report 2008

**THE COMMUNITY PROGRAMME
FOR EMPLOYMENT AND SOCIAL
SOLIDARITY – (2007-2013)**



European Commission

This publication has been prepared under the European Community Programme for Employment and Social Solidarity – Progress (2007-2013). The programme is managed by the European Commission's Directorate-General for Employment, Social Affairs and Equal Opportunities. Progress was established to provide financial support for the implementation of the European Union's objectives 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 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 the Progress programme is to strengthen the EU's contribution in support of the Member States' commitments and efforts to create more and better jobs, and to build a more cohesive society. To that effect, Progress will be 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 key EU objectives and priorities; and
- relaying the views of relevant stakeholders and society at large.

For more information see:
<http://ec.europa.eu/progress>

PROGRESS ANNUAL PERFORMANCE MONITORING REPORT 2008

THE COMMUNITY PROGRAMME FOR EMPLOYMENT
AND SOCIAL SOLIDARITY – (2007-2013)

European Commission

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

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Foreword



It is a privilege to introduce Progress's Annual Performance Report for 2008 to our stakeholders and to the wider circle of our partners. While it follows the model of the 2007 Annual Report, it seeks to offer a more comprehensive overview of our performance in 2008, as reflected by the change of title.

Like governments around the world, the Commission is under pressure to deliver tangible results on a fixed budget and against a background of rising public expectations. Social issues, which cut across policy departments and EU and Member State responsibilities, are often complex and multi-faceted. As demands for greater accountability and the need to trust public organisations grow keener, the Commission needs to be more strategic in its planning, more focused in its activities, and more effective in its action.

In line with those aims, Progress's strategy and performance depicted in this Report bear witness to a major shift in focus: anticipated results are defined and the spotlight is turned on achieving them; performance is measured regularly and objectively, and the information gleaned is used for learning purposes; adjustments are made and the programme's effectiveness is enhanced. This year's Report also breaks new ground by providing information and setting benchmarks against which our work over the last two years can be measured and our accountability heightened. Performance data show how Progress has been implemented up until now, backed up by case studies recording some of the many ways in which the programme allows the EU to help the Member States make a difference to people's lives.

The Report therefore marks the culmination of considerable efforts to develop our monitoring and evaluation tools. There is great satisfaction in reaching this milestone and much cause to celebrate the hard work of those who have contributed. Of course, more can and will be done to give a more accurate and revealing account of areas where we have been successful and of those where we need to do better. Performance monitoring is a learning process. The challenge now is to continue sharpening our monitoring and evaluation methods, so subsequent reports can illustrate even more tellingly the difference Progress has made.

We hope this Report will give you an insight into Progress's work and achievements over the last two years. As always, we welcome your feedback and encourage you to contact us at empl-progress@ec.europa.eu.

A handwritten signature in black ink, appearing to read 'R. Verrue', with a horizontal line underneath.

Robert Verrue

Director-General, Employment, Social Affairs and Equal Opportunities DG

Table of contents

Foreword.....	3
How to read this report.....	7
Performance at a glance.....	9
Section I: Introduction to Progress and the measurement of its performance.....	13
1. The role of the European Union in the field of employment and social solidarity.....	13
2. The role of the Progress programme.....	15
3. Performance framework for results-based management.....	16
4. The role and scope of the Progress Annual Performance Report.....	17
Section II: Performance.....	19
1. Effective information sharing and learning.....	20
1.1. Performance expectations.....	20
1.2. Programme implementation.....	21
1.3. Programme achievements.....	23
2. Evidence-based EU policies and legislation.....	31
2.1. Performance expectations.....	31
2.2. Programme implementation.....	33
2.3. Programme achievements.....	35
3. High-quality and participatory policy debate.....	42
3.1. Performance expectations.....	42
3.2. Programme implementation.....	43
3.3. Programme achievements.....	45
4. Greater capacity of networks.....	51
4.1. Performance expectations.....	51
4.2. Programme implementation.....	52
4.3. Programme achievements.....	54
5. Integration of cross-cutting issues and greater consistency.....	58
Section III: Supplementary Information.....	63
1. Operational expenditure.....	63
2. Administrative expenditure.....	64
Annex 1 – Catalogue of key outputs produced under Progress in 2007-2008.....	65
Annex 2 – List of Tables.....	78
Annex 3 – List of Charts.....	79
Annex 4 – List of Boxes.....	80

How to read this report

This Annual Performance Report presents the results of the performance of **the Community Programme for Employment and Social Solidarity – Progress (2007-2013)** against the commitments made in the Progress Strategic Framework¹ and detailed in the Annual Work Plan 2007 and the Annual Work Plan 2008. The report's structure is as follows:

Section I, Introduction to Progress and measuring its performance, contains an introductory message from the European Commission, which is responsible for the programme's management. This section also contains: summaries of the Progress vision, its mandate and anticipated strategic outcomes, and the benefits accruing to European citizens from its activities to date, as well as a presentation of the strategic and monitoring framework that the programme adheres to in delivering its results.

Section II, Performance, provides a detailed presentation of performance by the five immediate outcomes defined for Progress, which are:

- *Effective information sharing and learning in the 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.*

Each of these is assessed across the five different, yet closely interrelated policy areas covered by Progress, namely:

- Employment;
- Social inclusion and protection;
- Working conditions;
- Non-discrimination; and
- Gender equality.

Section III, Supplementary Information, 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 (see <http://ec.europa.eu/social/main.jsp?catId=659&langId=en>). In our continuing effort to provide the wider public with on-line 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:

empl-progress@ec.europa.eu

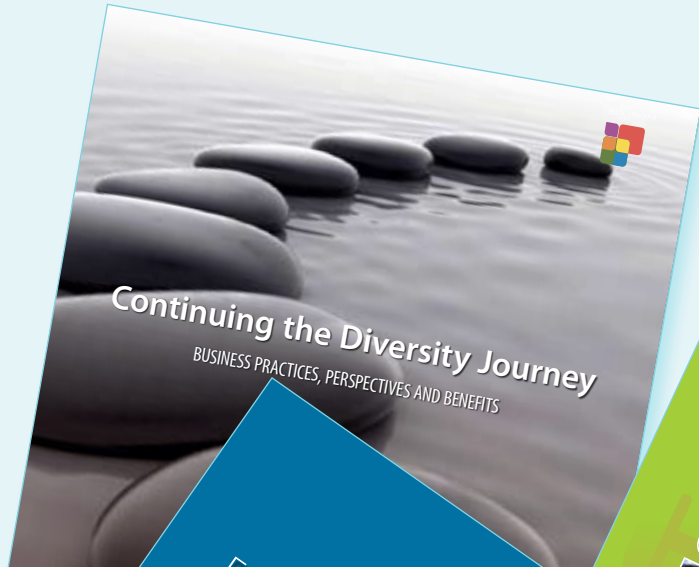
European Commission

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¹ *Ensuring Progress delivers results. Strategic framework for the implementation of Progress, the EU programme for employment and social solidarity (2007-2013). Available at <http://bookshop.europa.eu/eubookshop/publicationDetails.action?pubuid=615921&offset=6>*



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BUSINESS PRACTICES, PERSPECTIVES AND BENEFITS



Employment in Europe 2008

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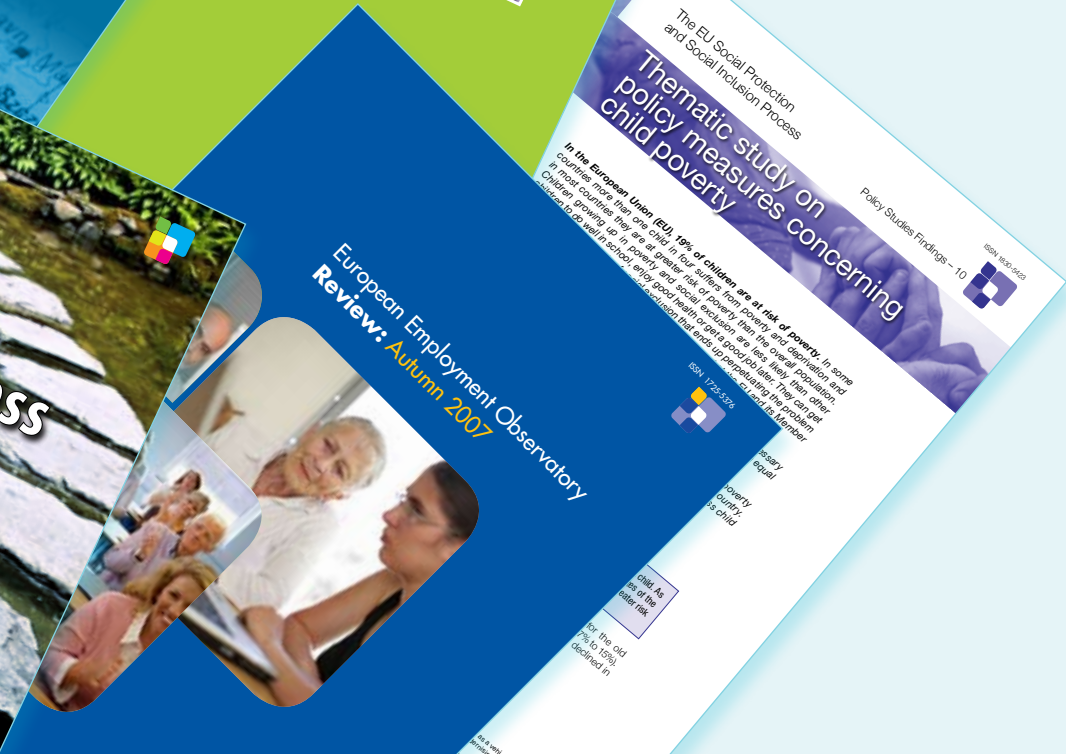
CHANGE MANAGEMENT

What are you doing to help you?



Ensuring Progress delivers results

Strategic Framework for the implementation of Progress, the EU programme for employment and social solidarity (2007-2013)



European Employment Observatory Review: Autumn 2007

ISSN 1725-2376



Thematic study on policy measures concerning child poverty

In the European Union (EU), 18% of children are at risk of poverty. In some countries more than one child in four suffers from poverty and deprivation and in most countries there are at greater risk of poverty than the overall population. Children growing up in poverty and social exclusion are less likely to get other opportunities in life, such as good health care, good education, and a good job. The Commission has carried out a thematic study on policy measures concerning the problem of child poverty in EU Member States.

Policy Studies Findings - 10

ISSN 1831-9524

child, at risk of the better life.
for the old
7% to 10%
declined in

poverty
equal
is child



2008 ANNUAL PERFORMANCE MONITORING REPORT

PERFORMANCE AT A GLANCE

WHAT IS PROGRESS?

Progress is the EU's employment and social solidarity programme, set up to provide financial support for the attainment of the European Union's objectives in employment, social affairs and equal opportunities as set out in the Social Agenda. In line with the Lisbon Strategy for Growth and Jobs, its mission is to support the Member States in delivering more and better jobs and a more cohesive society.

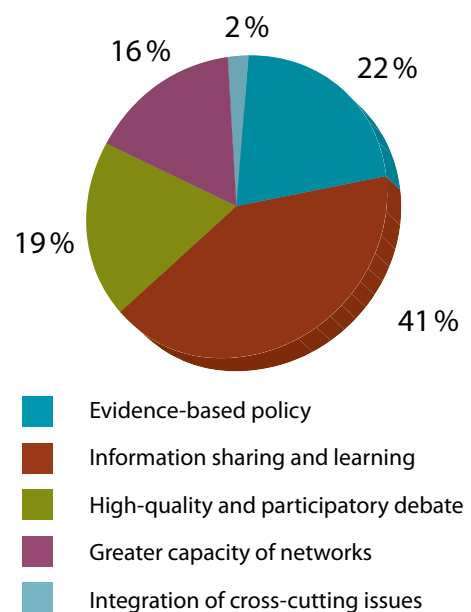
The programme, which primarily targets policy-, decision- and opinion-makers, is instrumental in:

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

Building on objective and subjective performance information collected primarily through desk research and surveys, the 2008 Annual Performance Report gives a full account of how Progress's appropriations have been used and how they have

contributed to the achievement of its mission. The appropriations, which amounted to € 72.8 million in 2007 and € 84.1 million in 2008, have been used in support of the objectives set out in the chart below.

Share of actual commitments in 2007 and 2008 dedicated to information sharing and learning



Source: European Commission, DG Employment's own figures

HOW SUCCESSFUL HAS PROGRESS BEEN? AND WHAT NEEDS TO BE DONE NEXT IF IT IS TO PERFORM BETTER?

Progress has contributed to improving 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.

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 Member States.

Achievements

- + Evidence produced by Progress in 240 reports has been recognised for its quality and used widely by policy- and decision-makers and other stakeholders at European and national levels for policy-making and advocacy purposes.
- + It fed directly into a number of policy initiatives put forward by the Commission in the fields of employment and social policy, such as scoping studies for the renewed Social Agenda adopted in July 2008, other studies, analytical reports and impact assessments preceding the presentation of EU legislative proposals, good practice and guidance on the implementation of EU legislation and studies evaluating the social and economic impact of EU legislation and policies.

Areas for further improvement

- There is a need, particularly in the social protection and social inclusion area, to develop EU policies that are more in line with the conditions, needs and expectations in the various Member States.

Achievements

- + The relevance of information presented at 1 138 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 policy-making and/or advocacy purposes.
- + The most successful events were peer reviews/mutual-learning activities. All Progress-participating countries were equally engaged in the mutual-learning process (20 thematic and peer-review meetings), which was designed to underpin national reforms in the social protection, social inclusion and employment areas.
- + The overall awareness of EU objectives and policies in Progress policy areas among policy- and decision-makers, the social partners, NGOs and networks was high.

Areas for further improvement

- There is a need for information-sharing to be more focused and better targeted and for communication initiatives to be more responsive to the needs and expectations of the various audiences.
- There is also a need to step up efforts to engage actively with significant national stakeholders to achieve further multiplier effects.

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.

Achievements

- +** Through the 296 events supported (attended by around 15644 stakeholder participants), Progress significantly motivated involvement among non-governmental and sub-national 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.
- +** By supporting 25 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.
- +** Such policy debate fed directly into various Commission policy initiatives on subjects relating to antidiscrimination and Roma inclusion, health and safety, social inclusion and social protection, and gender equality. It also fuelled the European Council Presidency's conclusions and European Parliament resolutions.

Areas for further improvement

- There is a need to identify the most important national stakeholders more accurately and to engage them in policy debate.
- There is also a need to create the scope for closer, more focused dialogue and debate with the stakeholders, mainly through training and peer-reviews.

Section I: Introduction to Progress and the measurement of its performance

The Community Programme for Employment and Social Solidarity – Progress (2007-2013) is a funding instrument to provide financial support for the implementation of the European Union's objectives in the employment, social affairs and equal opportunities fields, as set out in the renewed Social Agenda. It also contributes to the achievement of the EU 'Lisbon' Growth and Jobs Strategy. To explain how it works in practice, this Section of the report briefly outlines:

- the role of the EU in the field of employment and social solidarity;
- the role and the mission of the Progress programme as well as instruments at its disposal;
- the performance framework used for planning, execution, monitoring and reporting on its implementation; and
- finally, the role and scope of this Progress Annual Performance Report.

1. The role of the European Union in the field of employment and social solidarity

A diverse range of factors will shape the future of the EU's employment and social policies, programmes and services – globalisation, technological change in a knowledge-based society, demographic changes, changes in living standards and an increased emphasis on quality of life issues. Many stakeholders (governments, organisations and individuals) are already, and will continue to be, engaged in helping to shape the future. The EU needs to create the conditions to take advantage of the opportunities offered by globalisation, the knowledge-based economy and changing demographics and to develop innovative policy-making, in collaboration with its various partners and a commitment to achieve real results for European citizens.

Actions in these areas are primarily the responsibility of the Member States and have to be taken closest to the citizen at the national and sub-national levels. However, the EU, with its blend of shared values, common

rules and solidarity mechanisms, is uniquely placed to work in partnership with the Member States and stakeholders and to foster cooperation to manage socio-economic change.

The role of the EU is to act as a catalyst for reform, as a facilitator and as an enabler between key governmental and non-governmental bodies and between public and private actors. As a result, EU and national policy and decision-makers and other stakeholders will be in a better position to meet the challenges of a social Europe in a globalised world. In this way, the EU will help to achieve the strategic objective of making Europe the world's most competitive and dynamic knowledge-based economy, capable of sustainable economic growth, with more and better jobs and greater social cohesion, as expressed in the Lisbon Strategy and reiterated in the recently adopted renewed Social Agenda. To achieve the goals mentioned above the EU uses a mix of policy tools, as described in Box 1.

Box 1: A mix of policy tools used by the EU in the field of employment and social solidarity

EU legislation: The EU has put in place a robust legislative framework (the Treaty establishing the European Community and a number of Directives) for the well-being of Europeans by establishing and strengthening their rights as citizens, consumers and workers in many areas, including:

- **working conditions**, information and consultation, health and safety, mobility, social security;
- **gender equality**; and
- **non-discrimination**.

Legislation establishes minimum social standards and basic rights at the European level, while creating a level-playing field for businesses in the context of the Internal Market. To be effective, existing legislation must be fully and effectively applied and enforced, otherwise progress towards achieving common EU

objectives risks may be compromised. In this respect, the Commission plays an important role as the Guardian of the EC Treaty.

Open Methods of Coordination (OMC): The open method rests on soft law mechanisms such as guidelines and indicators, benchmarking and the sharing of good practices. OMCs in the areas of

- European Employment Strategy (EES) *and*
- Social Protection and Social Inclusion aim to help Member States to develop a shared vision of social challenges; foster a willingness to cooperate and learn from each other's practices; create a new dynamism in furthering and implementing reforms; and promote more knowledge-based policy making, geared towards openness, transparency and participation.

Social dialogue and civil dialogue: At the European level, social dialogue takes two main forms: bipartite dialogue between the European employers and trade union organisations; and tripartite dialogue involving interaction between the social partners and the public authorities. Combining the values of responsibility, solidarity and participation, it is the essential means by which the social partners assist in the definition of European social standards, and play a vital role in the governance of the Union.

The Commission also *consults with civil society organisations*, which act as a vital bridge between the EU, Member States and citizens, when formulating and implementing policies in the areas of employment, social affairs and equal opportunities. Finally, the Commission works to *promote the EU social policy agenda and spread EU values beyond its borders*.

EU funding: *The European Social Fund (ESF)* is the main financial tool through which the EU translates its strategic employment policy aims into action. The ESF aims to help regions across Europe, particularly those lagging behind, to make workforce and companies

better equipped to face new, global challenges. The fund channels its support into strategic operational programmes, which are planned by Member States together with the Commission and later implemented by national and regional authorities.

Alongside it, *the Community programme for employment and social solidarity – Progress* was established to pursue an integrated European approach guaranteeing positive interplay between social and employment policies and in line with the Commission's intention of consolidating and rationalising Community funding instruments. This programme is managed and implemented by the European Commission itself.

There are also several other, more specialised financial instruments, such as *the European Globalisation Adjustment Fund*, which provides support for workers made redundant as a result of major structural changes in world trade patterns due to globalisation where these redundancies have a significant adverse impact on the regional and local economy; and the *Instrument for Pre-accession*, which aims to support the candidate and potential candidate countries in their progressive alignment with EU standards and policies, including where appropriate the *acquis communautaire*, with a view to membership and has an intervention scope similar to the ESF.

2. The role of the Progress programme

Progress was established by **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**.

It has a global budget of EUR 743,25 million over a seven year period (2007-2013). It replaces four previous separate programmes which ended in 2006 covering actions against discrimination, equality between men and women, employment measures and measures to promote the fight against social exclusion. The EU opted for a single programme to rationalise and streamline EU funding and to concentrate its activities to improve impacts.

Progress is geared to support the previously mentioned role of the EU as a catalyst for reform, and as a facilitator between key governmental and non-governmental bodies and between public and private actors.

Progress' mission is to strengthen the EU's contribution in supporting Member States' commitments and efforts to create more and better jobs and to build a more cohesive society.

Progress' ultimate outcome is to ensure that the Member States implement laws, policies and practices in a manner that contributes to the desired outcomes of the Social Agenda. To achieve this, Progress integrates and supports the full set of different policy tools mentioned in Box 1. It is instrumental, among other things, in:

- building and maintaining a robust **evidence base** for EU policies and legislation (by providing analysis and policy advice for policy and law making, as well as monitoring and reporting on the implementation of EU legislation and policies),
- **promoting effective information sharing, policy transfer, learning** and support among Member States on EU objectives and priorities, as well as
- relaying the views of relevant stakeholders and society at large through a **high quality and participatory policy debate**.

It does this across five different yet closely interrelated policy areas covered by Progress, 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 Community policies);
5. **Gender equality** (supports the effective implementation of the principle of gender equality and promotes gender mainstreaming in all Community policies).

An important feature to note is that Progress targets policy-making processes at the EU and Member State levels in an attempt to make employment and social policies more effective in tackling the variety of challenges and issues identified. This is in contrast to the more traditional objectives of public programmes, which emphasise achieving change in some specific aspect of the socio-economic situation (for example, decreasing long-term unemployment through the financing of active labour market measures). Obviously, over the longer term, it is expected that more effective policies will lead to the same positive changes in the socio-economic situation (for example, a decrease in long-term unemployment as a given Member State finds its own balance between flexibility and security in labour market regulation).

Therefore, given its limited financial resources (if compared to the size of the European So-

cial Fund or the amounts spent in these policy areas by the Member States themselves), to achieve results, Progress must follow a very 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.

3. Performance framework for results-based management

A commitment to results-based management is built into the legislative and institutional framework of Progress². 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-related expenditure³. This Framework defines Progress' mandate, its long-term and specific anticipated outcomes, and is complemented by the performance measures which will serve to determine the extent to which Progress has delivered the expected results.

The implementation of the Progress programme focuses on delivering results. This means using the programme in such a way that it will 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, anticipated outcomes have been defined and logical links between the Progress outputs and outcomes have been established (see Table 1).

2 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 (2007-2013) (Progress/003/2006)

3 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>

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"> • Effective application of EU law • Shared understanding and ownership of EU objectives • Effective partnerships
Immediate outcomes	<ul style="list-style-type: none"> • 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"> • Relevant training and learning of legal and policy practitioners • Accurate monitoring/assessment reports on implementation and impact of EU law and policy • Identification and dissemination of good practices • Information and communication activities, networking among stakeholders and events • Appropriate statistical tools, methods, indicators • Appropriate policy advice, research and analysis • Support to NGOs and networks

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

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 has a set of performance measures against which the performance of Progress is being monitored⁴.

4. The role and scope of the Progress Annual Performance Report

One of the first steps in setting up the performance monitoring system was the preparation of a **Baseline assessment report**⁵. This was drawn up so as to gather and process the necessary baseline data against which the achievements of the programme will be measured and evalu-

ated. Since at that time there were no products (outputs) produced under Progress yet, it **focused 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).

⁴ 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>

⁵ Baseline assessment report, <http://ec.europa.eu/social/BlobServlet?docId=1899&langId=en>

Using the performance measures defined in the programme's Strategic Framework, the baseline assessment report provided a snap-shot of the situation across each of the policy areas targeted by the Progress programme in 2006-2007. This will then serve as a gauge to measure the programme's subsequent achievements. However, it will take time for the impact of Progress at the level of intermediate outcomes to materialise; therefore annual measurement of Progress contribution to higher-level outcomes is not feasible. Instead, it is planned that the achievement of intermediate outcomes will be measured and reported on every three years.

In the light of the above, this **Progress Annual Performance Report 2008 focuses on the quality of products (outputs) and the benefits which they bring, i.e. on the achievement of immediate outcomes.** At the same time,

wherever possible, this Report describes how these are linked to the higher-level objectives (intermediate outcomes) described above. This report represents the first critical measurement of most of the performance measures defined in the Strategic Framework. It therefore serves a piloting function for verifying the performance monitoring system, testing its data sources, collection and analysis strategies and means of reporting. Also, the subsequent Progress Annual Performance reports will provide an opportunity to monitor and report on trends and changes in the programme's performance.

For a more detailed description of the Progress Performance Monitoring Framework, including the overview of methods and sources used to collect and assess the monitoring information, please refer to <http://ec.europa.eu/social/main.jsp?catId=659&langId=en>

Section II: Performance

This section of the report provides an analysis of performance by the Progress' five immediate outcomes, 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.

It must be noted that although analysed separately, the above-mentioned 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 seek 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 also importantly *stakeholder opinion/agreement* on an issue or set of issues. **High-quality and participatory policy debate** is therefore instrumental for developing a robust body of 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.

Also, information sharing, learning and forms of more active participation in policy debate are constituting parts of the same continuum, sometimes called 'ladder of participation', which differentiates among such instances as

- *providing information* (for example, information, publicity, training events, also publishing and dissemination of information and promotional material)
- *receiving feedback* (for example, surveys such as Eurobarometers; also learning through peer reviews)
- *engaging in dialogue* (for example, green papers and other consultations with civil society at large)
- *supporting articulation* (for example, Presidency conferences, various Forums or similar large scale policy debate events)
- *giving influence* (for example, various institutionalised forms of involvement of social and economic partners, such as their presence in the Advisory Committee on Safety and Health at Work)
- *giving power* (not directly relevant in the case of Progress).

Information sharing and learning

Participatory policy 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. Finally, the **integration of cross-cutting issues and consistency** are important in ensuring that issues such as gender equality, non-discrimination and combating poverty are better integrated and treated more consistently in EU policies⁶. In addition, 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 expectations

Why are effective information sharing and learning important? What is the role of Progress in promoting them?

In a context of rapidly changing realities, social policies have to be flexible and responsive to change, in order to safeguard and foster the well-being of Europeans now and in the future. The need to adapt to the changes brought about by globalisation, technological development, demographic ageing and migration is emphasised in a new cycle of the Lisbon Strategy for Growth and Jobs launched in 2008 for the period 2008-2011.

The availability of reliable information and quality analysis is central to strengthening EU policy development capacity. Information obtained from studies, analyses and statistical tools will be used to inform policy development through the existing methods of open coordination in the employment and social protection and inclusion fields and within the other Progress policy areas. The identification of best practices

and the usage of assessment tools should help EU and national policy- and decision-makers to improve policy-making and implementation. Then, through cooperation, the acquired knowledge should be transferred among all partners to advance EU legislation and policy.

Progress therefore supports the exchanges of good practices, promotes mutual learning activities and the transfer of knowledge at both national and European levels. The efficacy of information sharing and learning activities requires targeted information material and inputs, guidance and advice for stakeholders on their rights and obligations under EU law, and the communication of the results of the decision-making process using the appropriate medium depending on the target audience.⁷

The programme's efforts to promote effective information sharing and learning should result in improved understanding and ownership of EU objectives, which, consequently, should enable national policies or legislation to converge more towards EU goals. It should enhance the awareness of the stakeholders and the general public of the Community policies and objectives pursued under each of the five sections. Thus, information sharing and learning is effective when it contributes to the compliance of the Member States with EU law, shared understanding and ownership of EU objectives and effective partnerships with national and pan-European stakeholders in Progress policy areas.

To be effective, the sharing of information and learning, *first of all*, has to be relevant to the needs, concerns and expectations in the Member States; *second*, it has to reach its target groups; and *third*, it has to be actually used for policy making or policy advocacy.

6 Strategic Framework, p.17

7 Strategic Framework, p.14

Work to improve the relevance of information goes in line with the need to identify and disseminate examples of good practice and innovative approaches to the relevant stakeholders.

What Progress does

In summary, information sharing and learning activities under Progress have different levels of intensity:

- *providing information* as one-way communication, which comprises dissemination of information and seeks awareness-raising, and
- *taking feedback and learning*, two-way communication which includes mutual learning and seeks shared understanding and ownership of policy.

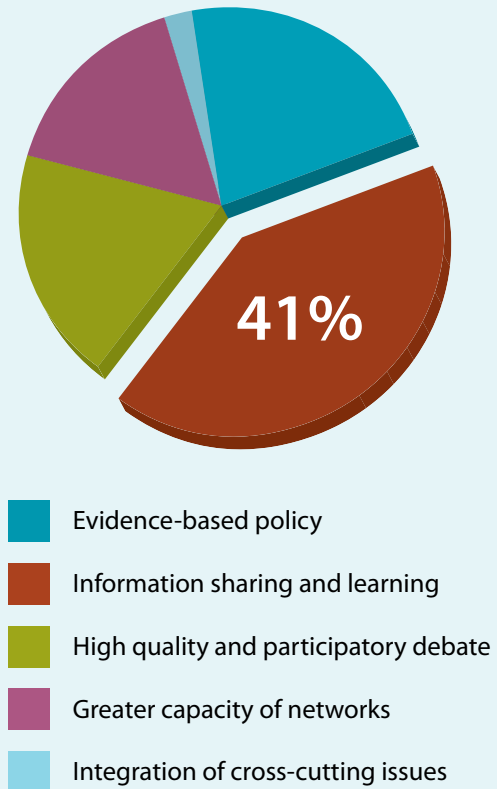
In the period 2007-2008 Progress supported **four types of information sharing and learning outputs**:

- Information, communication and networking events;
- Training;
- Mutual learning/exchange of good practices/innovative approaches; and
- Thematic assessment and monitoring reports on the implementation of EU law and policies.

1.2. Programme implementation

Chart 1 illustrates the share of actual operational expenditure (commitments) in 2007 and 2008 (taken together) 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 1: Share of actual commitments in 2007 and 2008 dedicated to information sharing and learning



Source: European Commission

Table 2 presents the amount of the previously mentioned four types of outputs produced in 2007 and 2008 by Progress policy areas.

Table 2: The number of outputs produced during 2007-2008

Policy areas	Total	Employment	Social protection and inclusion	Working conditions	Anti-discrimination	Gender equality
Performance indicators						
Information, communication and networking						
Number of information and communication events, of which	81	32	13	3	19	14
– commissioned by the Commission	32	9	0	3	19	1
– produced under grant agreements**	49	23	13	0	0	13
Number of individuals* who participated in these events, of which - in the case of events...	7807	2444	1588	1000	1421	1354
– commissioned by the Commission	4376	1755	0	1000	1421	200
– produced under grant agreements**	3431	689	1588	0	0	1154
Training/mutual learning/peer reviews						
Number of trainings, peer reviews and other mutual learning events, of which	415	110	88	1	206	10
– commissioned by the Commission	48	11	17	1	17	2
– produced under grant agreements**	367	99	71	0	189	8
Number of individuals* who participated in these events, of which - in the case of events...	7978	2352	412	85	4742	387
– commissioned by the Commission	2232	1104	320	85	713	10
– produced under grant agreements**	5746	1248	92	0	4029	377
Exchange of good practices						
Number of reports aimed at identifying good practices, of which	642	45	31	0	563	3
– commissioned by the Commission	55	4	8	0	42	1
– produced under grant agreements**	587	41	23	0	521	2
Monitoring/assessment reports						
Number of monitoring and assessment reports on the implementation of EU laws or policies, of which	442	38	73	4	264	63
– commissioned by the Commission	325	4	27	4	227	63
– produced under grant agreements**	117	34	46	0	37	0

* 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.

Box 2 shows some examples of key outputs produced by Progress policy areas in 2007-2008. For more extensive catalogue of the key outputs produced please refer to Annex 1 of this Report.

Box 2: Some examples of key outputs produced under Progress in 2007-2008

Employment

- 4 events under the Mutual Learning programme aimed to support Member States with dissemination and follow-up activities in the context of the EES on issues such as flexicurity, lifelong learning, benefit and social protection systems, or improving access to labour market for people with migrant or minorities background;
- 8 events organised in co-operation with international organisations such as the OECD, World Bank and others on such issues as undeclared work, decent work, migrant women, local economic and employment development, and similar;
- large information dissemination events, like Employment in Europe annual dissemination conferences in 2007 and 2008.

Social protection and social inclusion

- 16 Peer review meetings on a wide range of issues from social impact assessment, active inclusion and active ageing to the future of social services of general interest, or inequalities in access to health and long term care;
- conferences on Financial inclusion, Improving Health-system efficiency.

Working conditions

- 6 workshops which took place during Restructuring Forums on issues like anticipating restructuring at the company level, at the regional level, or managing change and intelligent restructuring in SMEs;

- exchanges of experts from the Senior Labour Inspectors Committee (SLIC).

Anti-discrimination

- 6 training events of legal and policy practitioners at Community level on various aspects of the EU law;
- several conferences to promote the business case for diversity as well as Diversity Management Education and Curriculum Development.

Gender equality

- 2 seminars on exchange of good practice in such areas as child care or parental leave systems;
- awareness-raising activities to combat gender stereotypes in companies, which included training workshops in 15 EU countries, country reports, toolkit, website, communication tools (posters, leaflets) as well as the final conference.

1.3. Programme achievements

This section presents monitoring data on and the assessment of achievements against the *Effective information sharing and learning* in each policy area of Progress with regard to applicable performance measures. The Strategic Framework for the implementation of Progress established three performance measures against which the results of information sharing and learning are to be measured:

- Greater awareness of policy- and decision-makers, social partners, NGOs and networks regarding their rights/ obligations in relation to the Progress policy areas
- Greater awareness of policy- and decision-makers, social partners, NGOs and networks regarding EU objectives and policies in relation to the Progress policy areas
- Satisfaction of clients with information

As explained above, to be effective, information, *first of all*, has to be relevant to the needs, concerns and expectations in the Member States; *second*, it has to reach its target groups and; *third*, it has to be actually used for policy making or policy advocacy. Work to improve the relevance of information goes in line with the need to identify and disseminate examples of good practice and innovative approaches to the relevant stakeholders. Whenever possible, Progress-funded information sharing activities are geared to utilize the 'multiplier effect', where, once generated, relevant information is further disseminated and exchanged within target groups using a variety of networks and partnerships. In this respect, the capacity of pan-European networks and NGOs to act as effective channels of information and active utilisation of that capacity are the key issues. These are reviewed in more detail in chapter 4, *Greater capacity of networks*, of this Section.

In the case of Progress, information sharing and learning activities are **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.

Through Progress the Commission has 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 mutual learning processes between Member States as a contribution to the Open Method of Coordination (OMC) process.

Progress-supported peer reviews are 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. Each Peer Review is hosted by one country. It can present a selected 'good practice' that is then evaluated by experts from the European Commission, other countries (peer countries) and relevant stakeholder organisations to see if it is effective in a national context, to establish how it contributes to EU objectives, to uncover any flaws and to determine whether it could be effectively transferred to other Member States. The host country can also use the Peer Review meetings to gather expert advice from other countries in order to inform the process of preparation of a major policy reform in the field of social protection and social inclusion and to take advantage of 'good practices' existing in other EU countries to improve the efficiency of their reforms.

Peer reviews are a useful tool for policy transfer between Member States. They can 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. The results of the social protection and social inclusion peer reviews in the period of 2007-2008 indicate that both the old and new Member States have been equally engaged in mutual learning activities.

Table 3: Participation of Member States in the social protection and social inclusion peer reviews in 2007-2008

Number of participations in peer reviews					Hosting countries	
2	3	4	5	6	Once	Twice
Spain	Sweden Italy Belgium Estonia Lithuania Latvia Romania	Ireland UK Austria Greece France Denmark Hungary Slovakia Cyprus Czech Republic Poland	Finland Germany Portugal Luxembourg The Netherlands Malta	Slovenia Bulgaria	Finland Ireland Sweden Austria France Denmark Hungary Malta Slovakia Poland	Spain Germany Belgium

Source: <http://www.peer-review-social-inclusion.eu/peer-reviews/2008>,
<http://www.peer-review-social-inclusion.eu/peer-reviews/2007>

In the period of 2007-2008 all EU-27 and Norway participated in the social protection and social inclusion peer reviews, with an average involvement of 4 peer reviews per country. It must be noted that peer review is a voluntary mutual learning process. The participation rate of countries in peer reviews indicates their willingness to learn and improve their social policies (although it has to be borne in mind that their participation is limited to 3-4 so as to safeguard a smaller format conducive to mutual learning). Moreover, hosting countries and their good practices are selected by mutual agreement of all countries. The fact that in the reference period four new Member States were selected as hosting countries (two countries in 2007 and two in 2008) indicates their progress towards advanced policy reforms and/or practices, the relevance of their policies to the EU strategy towards Social Protection and Social Inclusion, and their willingness and capability to share their experience.

Box 3: Peer reviews

Progress funded 9 peer reviews in 2007 and 7 peer reviews in 2008 in the **social protection and social inclusion** area on topics such as improving the labour market access for disadvantaged groups, public information on pension systems, active inclusion, cost containment in the pharmaceutical sector, long-term care for the elderly and disabled, integration of immigrants, social impact assessment, return of women to the labour market, etc. After the peer reviews a lot of information was published on a dedicated website: comment papers, synthesis reports, minutes of discussions. A newsletter is sent out regularly to inform people about recent reviews.⁸

The Peer Review Programme in the policy area of **employment** has been incorporated into the Mutual Learning Programme, which also comprises thematic review seminars and follow-up and dissemination activities.

⁸ <http://www.peer-review-social-inclusion.eu/peer-reviews>

There were 6 peer reviews in 2007 and 6 in 2008 with the involvement of all Member States. Participants in peer reviews include government representatives, independent experts and representatives from the European Commission. The thematic review seminars have an agenda-setting role for the mutual learning process and aim to steer the policy debate within the context of an overall thematic focus. The seminars are organised twice a year and are dedicated to one of the thematic priorities in the policy area of employment, e.g. flexicurity, access to labour market for people with a migrant or minority background, lifelong learning and social protection systems to promote employment. Follow-up and dissemination activities not only promote dissemination of knowledge about the EES, but also encourage mutual learning and develop partnerships or networks within and between Member States.

Peer reviews are a new type of activity in the policy area of **gender equality**. In 2008 there were two initiatives to exchange good practices between Member States. Two meetings with 30 participants each were organized on topics of childcare and parental leave. A number of preparatory reports and two synthesis reports were produced.

The European Commission itself is also 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. Progress-supported networks of experts in the fields of Gender Equality and Antidiscrimination provide the Commission with regular and adequate information about the content of national legislation and any developments in the fields of equality between women and men and anti-discrimination, which have occurred in the EU, EEA and candidate countries. Such activities assist the Commission in carrying out its functions as guardian of the treaties and initiator of legislative proposals. At the request of the European Commission, a Joint Legal Seminar was organised by the Anti-Discrimination Legal Ex-

perts Network with the Gender Legal Experts Network. This resulted in a fruitful exchange of their respective experiences.

Box 4: Progress-supported networks of experts as a source of evidence

In 2008 the contribution of **the European Labour Law Network** to effective information sharing and learning comprised 4 quarterly flash reports, replies to a number of questions for information/details, analysis of national legislation and organisation of an annual legal seminar/conference. The annual seminar entitled 'Challenges of cross border mobility for labour law' took place in Noordwijk, The Netherlands on 28/29 November. Over 80 participants (invitation only) representing the European Commission, Ministries, Universities, and social partners discussed the challenges of cross border mobility for labour law. A thematic report with a summary of contributions from the experts for this seminar/conference is under way. The network contributed to the European Commission's rejection of the recommendations of a European Parliament report calling for legislative action, in response to three ECJ judgements and to specific national experiences and approaches with regard to the strategy of flexicurity.⁹

In 2008, the **Network of Employment Experts in Gender Equality** assisted the Commission by providing information that fed into a number of communications and proposals for directives. An assessment of gender mainstreaming in the Lisbon Strategy (27 national reports and a synthesis report) was used to help prepare the Joint Employment Report 2008. Similarly, the thematic report on childcare (27 national reports and a synthesis report) was used to prepare a Communication from the Commission „A better work-life balance: stronger support for reconciling professional, private and family life,, (COM(2008) 635 final) and to some extent for

⁹ Information from the website <http://www.labourlawnetwork.eu>

a proposal for a Directive amending Council Directive 92/85/EEC on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers, and workers who have recently given birth or are breastfeeding {SEC(2008) 2526} {SEC(2008) 2527}.

The **Network of experts in gender equality, social inclusion, health and long-term care** produced two reports in 2008 that provided relevant information for the Commission. A thematic report on Ethnic minority and Roma women was used for the Commission Staff Working Document 'Instruments and Policies for Roma Inclusion' accompanying its Communication 'Non-discrimination and equal opportunities: A renewed commitment Community' (COM(2008) 420). An assessment report on gender mainstreaming in National Strategy Reports on SPSI contributed to the Joint Report on Social Protection and Social Inclusion 2009 (COM/2009/58 final; SEC/2009/141 final and SEC/2009/255 final).

On 2 June 2008 a **new EU-level network of women in decision-making** was launched. It currently consists of 15 existing networks, such as professional organisations, and can be joined by additional European networks. The network will present its first results in 2009, highlighting examples of best practice and summarising the exchanges and debates between the members of the network.

Each year, the **Network of Independent Experts on Social Inclusion** produces three reports (country reports and an EU level synthesis report), which directly contribute, among other things, to the preparation of the Joint Report on Social protection and social inclusion. Moreover, in 2008 on request of the Commission, the independent experts have investigated the extent to which politicians and other decision makers, academics, civil society and the wider public are aware of the EU process on social inclusion and produced a report 'Building a Stronger Social Inclusion Process'. According to the report, awareness of the OMC is quite limited and there

is much room for improvement. It is clear from the experts' analysis that awareness of the social inclusion strand of the Social OMC is limited to a narrow band of actors in most Member States. Best informed people are predominantly senior officials, decision-makers and politicians and those NGOs active in the process.¹⁰

Also, the Commission actively utilises the information provided by networks of experts to perform its functions as a facilitator and broker of the 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 policy making.

Box 5: Reinforcing the Open Method of Coordination for Social Protection and Social Inclusion

The Communication from the Commission 'A renewed commitment to social Europe: Reinforcing the Open Method of Coordination for Social Protection and Social Inclusion' was issued in 2008. For the preparation of this initiative the Commission (notably, DG EMPL) has utilised several channels for dialogue with stakeholders: main social OMC partners, wider public and experts. Continuous exchange and interaction with the Member States has been ensured through the Social Protection Committee. Input from other policy actors, including Progress-supported NGOs and networks, was received through the public consultation on the renewed Social Agenda.¹¹

The Progress-supported Network of Independent Experts on Social Inclusion was asked to submit practical ideas on how the impact of Social OMC could be strengthened in their country. Outputs of this consultation

10 'Building a stronger EU Social Inclusion Process: Analysis and Recommendations of the EU Network of independent national experts on social inclusion', 2008, p. 2 <http://www.peer-review-social-inclusion.eu/network-of-independent-experts/first-semester-2008>

11 For more detailed information on input of the networks see *Impact assessment* p. 12, 13

process fed into the impact assessment of the Communication¹². The input received from representatives of Member States, civil society organisations, independent experts, institutional actors at the EU level and the wider public have been taken into account, both in defining the problems of social OMC and proposing possible solutions to reinforce it.

Besides targeting policy and decision-makers directly, some of Progress's information sharing and learning activities were aimed at supporting the EU law and policy implementation process effectively. In the period 2007-2008, Progress supported information sharing and learning activities targeted at **experts and practitioners**, such as judges and legal practitioners, Public Employment Services (PES), 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 life, and their ability to disseminate what they had learned when they returned to their professional life (the 'multiplier effect'). In addition, special efforts were made to achieve 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 antidiscrimination and equal treatment, as well as to assist in the further dissemination of information.

Box 6: Training of legal and policy practitioners at Community level

Six training events for legal and policy practitioners **on the issues of anti-discrimination**

(i) three seminars to train judges, prosecutors and other members of the judiciary with the aim of creating a corps of legal practitioners within the judiciary who are familiar with the European legal and policy framework on

12 Commission Staff Working Document accompanying the Communication from the Commission 'A renewed commitment to social Europe: Reinforcing the Open Method of Coordination for Social Protection and Social Inclusion' Impact Assessment {COM(2008) 418 final} {SEC(2008) 2170}

non-discrimination, and who will in turn be able to disseminate the knowledge gained within their professional sectors (10-11 November with 51 participants, 17-18 November with 46 participants and 8-9 December with 50 participants);

(ii) two seminars aimed at disseminating information and raising the awareness of other interested legal practitioners, for example, from trade unions or employers' associations, NGOs, labour inspectorates and Equality Bodies, and who will in turn be able to disseminate the knowledge gained within their professional sectors (26-27 May with 48 participants and 9-10 June with 52 participants);

(iii) one seminar to train university professors and law lecturers on the anti-discrimination Directives. The participants coming from relevant fields, such as labour law, human rights law, European law, social law, constitutional law, etc., are able to disseminate the knowledge gained within their professional sectors (29-30 September with 53 participants).

To achieve the 'multiplier effect' described earlier, particular attention has been given to using **the networking of stakeholders for communication purposes**. Networking has provided opportunities for discussing social and employment policies, disseminating communication tools as well as exchanging innovative good communication practices. This, in turn, has helped the Commission to reach out to national stakeholders and also reconnect Europe with its citizens.

Box 7: Communicating equality and non-discrimination in the European Union

The Commission has used Progress to support the implementation of the principle of non-discrimination by promoting networking, mutual learning, identification and the dissemination of good practices and innovative approaches at the European level. A variety of activities were combined in the period of 2007-2008 to achieve the goal of raising general awareness about rights and responsibilities under EU anti-discrim-

ination legislation and Community policies and objectives among stakeholders and the general public¹³:

(i) A pan-European information campaign 'For Diversity. Against Discrimination' in 2007 and 2008

(ii) National awareness-raising activities in 2007 (33 projects covering 22 countries) and 2008 (28 projects covering 25 countries) were funded by Progress

(iii) Information and dissemination of the related Commission's activities. They have been implemented through a specifically dedicated website on non-discrimination in the European Union¹⁴, which provides information on all aspects of EU action - both laws and policies - to combat discrimination. Interested persons can sign up to receive bi-monthly anti-discrimination news-mailings detailing new studies, publications, calls for tenders and other updates, by visiting the website and a quarterly newsletter.

Information sharing activities also targeted **social and economic partners** aimed at raising the awareness about topical issues (for example, combating gender stereotypes in companies). Such awareness-raising activities have helped the target groups to better understand the benefits of EU legislation and policies and improve their ability to act.

Box 8: Awareness-raising activities to combat gender stereotypes in companies

One of the Progress-supported training and awareness-raising initiatives in 2008 aimed to assist SMEs in Europe to increase their productivity and boost their competitiveness by breaking down the invisible barriers created by gender stereotypes, thereby

maximizing the potential of their employees. Activities targeted a variety of SME relays: staff of Chambers of Commerce, business organizations, professional associations, training institutions, businessmen and businesswomen, managers within small and medium-sized enterprises, human resources managers, and many others in 15 European countries. A toolkit for effective business management practice free from gender bias was prepared and its usage was promoted during practical workshops in different countries (workshops in 15 European countries and a closing seminar in Brussels were held with about 30 participants in each).¹⁵

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, to increase awareness of 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, audio-visual material, websites and through other mechanisms.

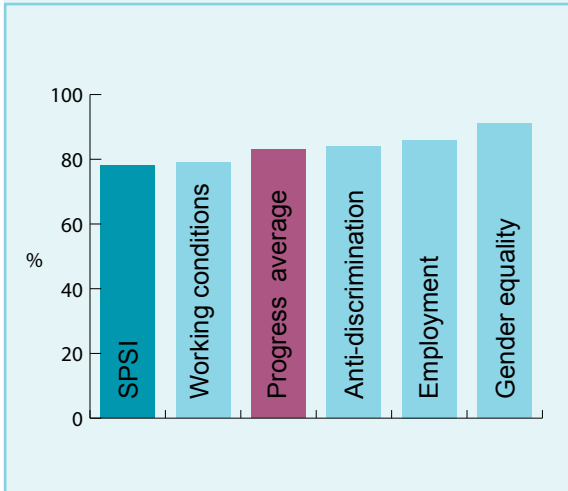
The Progress Annual Survey 2008, which targeted policy- and decision-makers, social partners, NGOs and networks at both EU and Member state levels, included several questions aimed at assessing their **awareness regarding EU objectives and policies in respective Progress policy areas**. The results indicate that the level of familiarity with key EU objectives and policies is high.

13 http://ec.europa.eu/employment_social/fundamental_rights/pdf/pubst/broch/thembroch08_en.pdf

14 <http://ec.europa.eu/social/main.jsp?catId=423&langId=en>

15 <http://www.businessandgender.eu/>

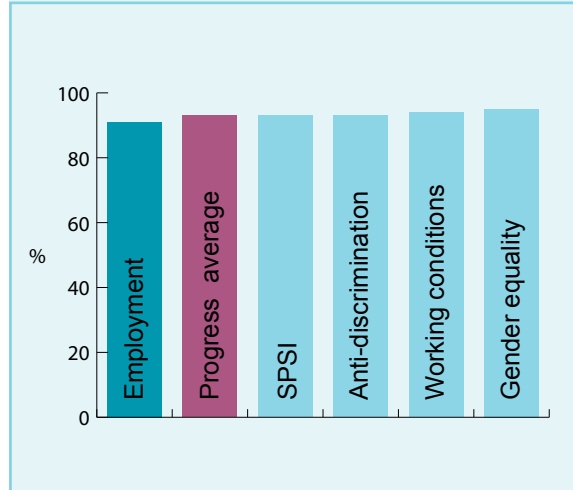
Chart 2: Share of respondents stating that they are familiar with EU objectives and policies, by policy area



Source: Progress Annual Survey 2008

The systematic measurement of **satisfaction of participants with information** provided during Progress-funded events is currently being introduced; therefore, more extensive information will be available in the future reports. For the time being, the results of the Progress Annual Survey provide a useful proxy. The charts below reveal the opinion of those respondents who participated in some of the key information sharing and learning events funded by Progress in 2007 and 2008. The response of the respondents is positive and reveals little variation between policy areas (with key information sharing and learning outputs in the area of Working conditions and Gender equality receiving especially positive response concerning the usefulness of the knowledge acquired during them).

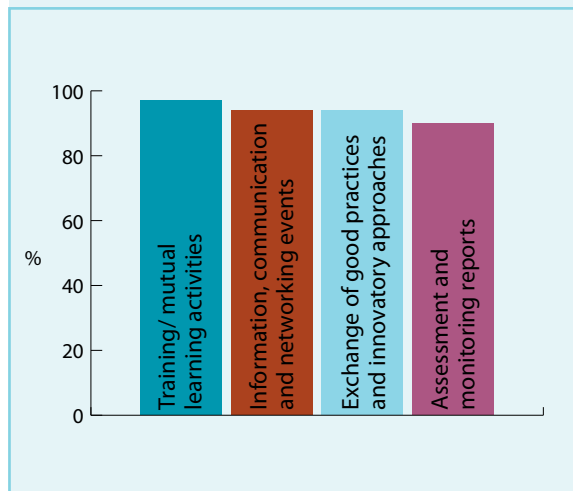
Chart 3: Share of respondents stating that they acquired relevant knowledge through the information sharing and learning activities, by policy area



Source: Progress Annual Survey 2008

The high level of relevance of the knowledge acquired and the very small degree of variation between Progress policy areas indicates that the information presented during the information sharing and learning activities was precisely targeted and did reach its target groups. The most successful in this respect were training/mutual learning activities.

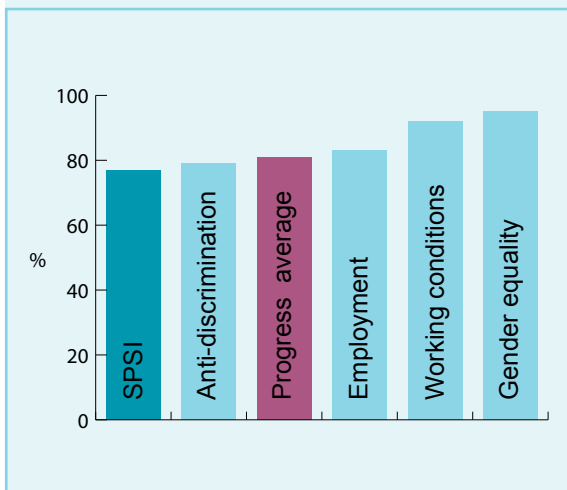
Chart 4: Share of respondents stating that they acquired relevant knowledge through the information sharing and learning activities, by type of activity



Source: Progress Annual Survey 2008

The results of the survey suggest that activities which are higher on the 'ladder of participation', i.e. more actively involve target groups, tend to produce better results in terms of relevance and usage of information acquired during them. Training/mutual learning activities and exchange of good practices and innovatory approaches, namely, peer reviews and thematic seminars, are aimed at taking feedback and learning, and not only at providing information, like information, communication and networking events or assessment and monitoring reports. Although the participation level in the former events is lower, satisfaction with the information level is higher.

Chart 5: Share of respondents stating that they have already used or intend to use the acquired knowledge for policy making or policy advocacy, by policy area



Source: Progress Annual Survey 2008

While there was little variation among Progress policy areas with regard to the relevance of knowledge, when it comes to actual usage of the knowledge, differences between the policy areas become more apparent. This might be determined by the topics of information sharing and learning activities. For example, information on practical tools to facilitate the application of health and safety Directives in the area of working conditions can arguably be more easily applied in practice than information on improving access to employment for disadvantaged people. Particular reasons for such differences might be a subject for further evaluation and studies.

2. Evidence-based EU policies and legislation

2.1. Performance expectations

What is evidence-based policy? What is the role of Progress in promoting it?

There are several ways to define 'evidence-based policy'. In the present case 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 policy making across the 5 policy areas covered by the programme.

The key expected benefit of evidence-based policy making is better quality of policy making. There are, of course, complexities in the policy making 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.

However, the role and importance of evidence-based policy making has become increasingly important in the past decade. Modern public administrations have made a clear move towards the use of evidence as the basis for decision-making practices. At the EU policy making level, this trend is best exemplified by the **EU Better Regulation strategy**¹⁶, which sets out a number of key action lines (e.g., promoting the design and **application of better regulation at the EU level** and working **more closely with Member States to ensure it is** applied consistently throughout the EU) as well as defines tools to implement them (e.g., producing impact assessments of all key policy outputs).

¹⁶ Commission communication **Better regulation for Growth and Jobs in the European Union COM(2005)97** (March 2005); Please also see http://ec.europa.eu/governance/better_regulation/index_en.htm

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. To be of **high quality, evidence** has to be:

- *accurate* (this is especially important in the case of EU policy making, as the whole diversity of situations in the Member States has to be duly taken into account);
- *credible* (which is defined as presence of clear line of argument, analytical rigour and clear presentation of conclusions);
- *relevant* (it has to be timely, topical and have policy implications);
- *reliable* (it has to be fit to be used in monitoring, evaluation, impact assessments);
- also very important is the *possibility to generalise* it (the extent to which evidence collected for a specific purpose can be used in a different context or to answer a different question).

As explained in further detail below, **there are different types of evidence produced using Progress financing**, which are aimed at satisfying the different needs of their intended users and feeding into the various stages of the policy cycle. **The key user of Progress-financed evidence is the European Commission**, and specifically officials within DG Employment, Social Affairs and Equal Opportunities 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, decision- and policy-makers as well as stakeholders in the Member States also represent important target audiences.

Evidence produced by Progress is expected to feed 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, (example: scoping studies for Social agenda);
- **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, (example: the multitude of studies, analytical reports and impact assessments which precede the development of legislative proposals);
- **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); and
- **monitoring and policy evaluation** (example: studies evaluating social and economic impacts of EU legislation; but also this report).

In summary, 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.

What is evidence? What Progress does

There is a tendency to think of evidence as hard facts. In a policy-making context, it would lead to thinking that evidence is only statistical data or scientific knowledge; yet evidence is more than that. Evidence for policy has three components. One component, of course, is **hard data** (facts, trends, survey information) but the second component is the **analytical reasoning** that sets the hard data in context. Third, an evidence base is comprised of **stakeholder opinions** on an issue or set of issues. For example, in

order to develop a set of statistical indicators to measure income, poverty and social exclusion in the EU (EU-SILC), the collection of data has to be preceded by the development of a clear analytical framework setting out what data is needed, and how it will be collected. This in turn has to be commonly agreed by all the Member States.

Progress maintains and develops an evidence base necessary to EU employment and social policy by financing **two types of outputs**:

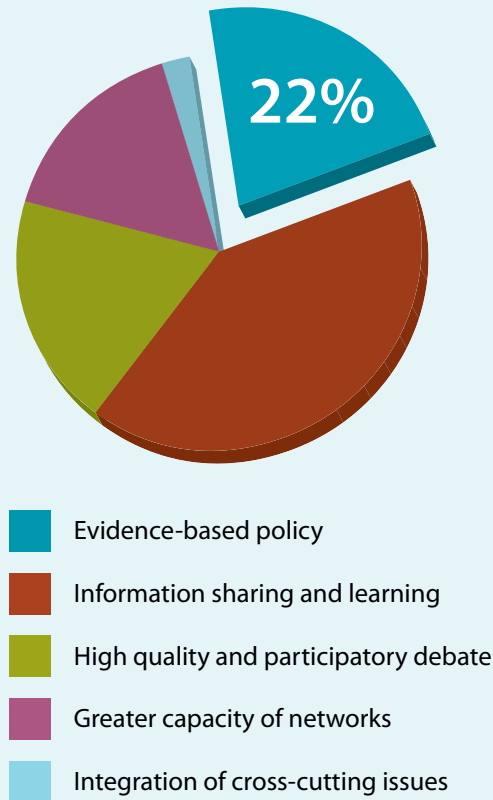
- policy advice, research and analysis, and
- statistical tools, methods and common indicators.

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, as explained in the example provided above.

2.2. Programme implementation

Chart 6 illustrates the share of actual operational expenditure (commitments) in 2007 and 2008 (taken together) 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 6: Share of actual commitments in 2007 and 2008 dedicated to evidence-based EU policies and legislation



Source: European Commission

Table 4 below presents the amount of the two types of output produced in 2007 and 2008 by the Progress policy area. It is important to note that in comparison to 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 4 were planned and initiated under the Progress Work Plan 2007, while they were actually produced mostly in late 2008. Moreover, a substantial share of such outputs planned in the 2007 Work Plan and almost all such outputs planned in the 2008 Work Plan had not yet been produced as of December 31, 2008. Hence they will be reported on in the subsequent Progress Annual Performance Reports.

Table 4: The number of outputs produced during 2007-2008

Policy areas	Total	Employment	Social protection and inclusion	Working conditions	Anti-discrimination	Gender equality
Performance indicators						
Development of statistical tools, methods and common indicators						
Number of reports or other products aimed at the development of appropriate statistical tools, methods and indicators, of which	53	13	21	8	10	1
– commissioned by the Commission	23	5	6	8	4	0
– produced under grant agreements*	30	8	15	0	6	1
Policy advice, research and analysis						
Number of reports aimed at providing policy advice, research and analysis, of which	187	16	53	7	100	11
– commissioned by the Commission	118	1	30	7	71	9
– produced under grant agreements*	69	15	23	0	29	2

* 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

Table 5 shows some examples of key outputs produced by Progress policy areas in 2007-2008. For a more extensive breakdown of the key outputs produced, please refer to Annex 1.

Table 5: Some examples of key outputs produced by Progress policy areas in 2007-2008

Employment
The maintenance, implementation and further development of various statistical tools, such as the Labour Market Policy database, the ad-hoc module on migrants in the Labour Force Survey, Job Vacancy Survey and similar.
A number of studies on a wide range of issues concerning mobility, also Corporate Social Responsibility, and other issues; among them, also 4 small-scale studies to support Employment Committee (EMCO) discussions and bilateral cooperation activities.
Social protection and social inclusion
A special Eurobarometer report on Health and long-term care in the EU;
A number of studies and reports produced by networks of experts, such as 54 country reports and 2 synthesis reports on NRPs and NSRs produced by the ASISP (Analytical Support on the Socio-Economic Impact of Social Protection Reforms) network.
Working conditions
2 studies (on hazards from needle sticking as well as work related Muscular-Skeletal Disorders) to feed in to Impact Assessments accompanying proposals by the Commission;
Several other studies in the field of health and safety at work (assessing electromagnetic fields around magnetic resonance imaging) and anticipating restructuring and managing change (in the European defence industry).

Anti-discrimination
A number of country reports and thematic studies produced by the Academic Network of European Disability Experts (ANED) and Legal experts network on antidiscrimination on issues, like disability mainstreaming in the 2008-2010 NSRs, or indirect discrimination, discrimination outside employment and similar cases;
A study on the existence of discrimination in the field outside the current scope of EU legislation and potential effects of further measures.
Gender equality
A number of country reports and thematic studies produced by the Commission's Network of legal experts in the fields of employment, social affairs and equality between men and women (on issues like Sex-segregated Services or Reconciliation of Work, Private and Family Life), European Network of employment experts on Gender Equality (for example, assessment of gender mainstreaming in Lisbon Strategy or study on childcare) and European Network of experts in gender equality, social inclusion, health and long-term care (assessment of gender mainstreaming in NSRs);
Further development of the database on women and men in decision making.

2.3. Programme achievements

This section presents monitoring information on, and an assessment of achievements by Progress's policy area with regard to the established performance measures. The Strategic Framework for the implementation of Progress establishes two performance measures, against which the achievements are to be assessed:

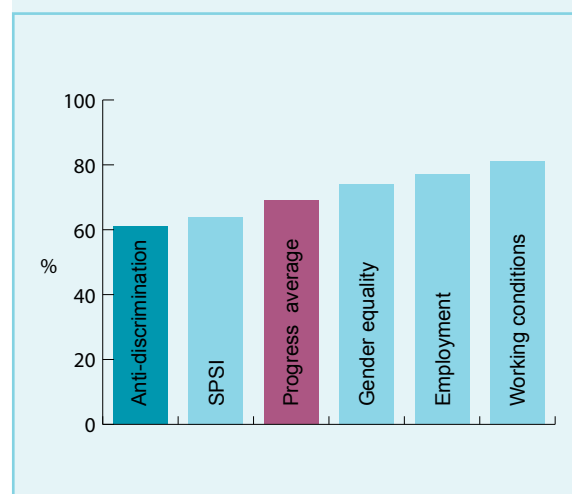
- EU policies and legislation are grounded in a thorough analysis of the situation and are responsive to the conditions, needs and expectations in Member States in Progress areas in accordance with better regulation principles;
- Extent to which Progress-supported policy advice feed into the development and implementation of EU legislation and policies.¹⁷

Overall quality

The results of the Annual Survey 2008, which targeted policy-/decision-makers and stakeholders at both the EU and Member State levels, indicate that the EU policy and legislation in the field of employment, social solidarity and non-discrimination are positively recognised for their quality. Over two thirds of respondents (69 %) were of the opinion that *the EU policy is grounded in thorough analysis*

(in the case of working conditions and health and safety at work – even 81 %). Interestingly, the respondents originating from the EU-12 were significantly more positive in this respect (83 %) than those coming from EU-15 (65 %). 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 (46 %), which identifies challenges ahead in finding common solutions to social challenges faced in various Member States.

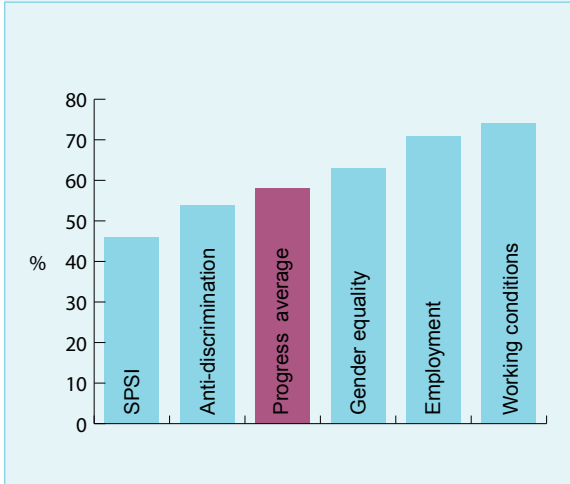
Chart 7: Share of respondents stating that the EU policy is grounded in thorough analysis of situation, by policy area



Source: Progress Annual Survey 2008

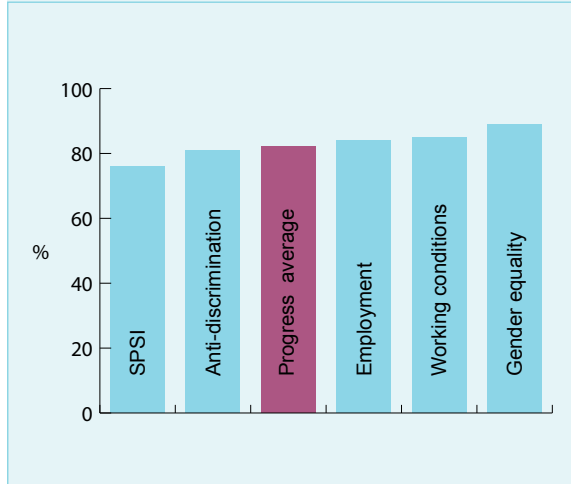
¹⁷ Strategic framework, p.16

Chart 8: Share of respondents stating that the EU policy is responsive to conditions, needs and expectation in Member States, by policy area



Source: Progress Annual Survey 2008

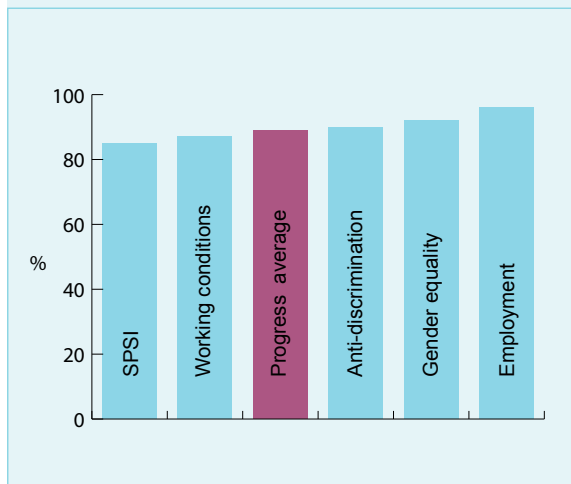
Chart 9: Share of respondents stating that they use policy advice, research and analysis initiated by the European Commission, by policy area



Source: Progress Annual Survey 2008

As already indicated, in late 2007 and during 2008, 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 levels: 89 % of respondents indicated they were *aware of policy advice, research and analysis initiated by the Commission*, and 82 % indicated that *they use it* (there was little variance between policy areas or type of respondents).

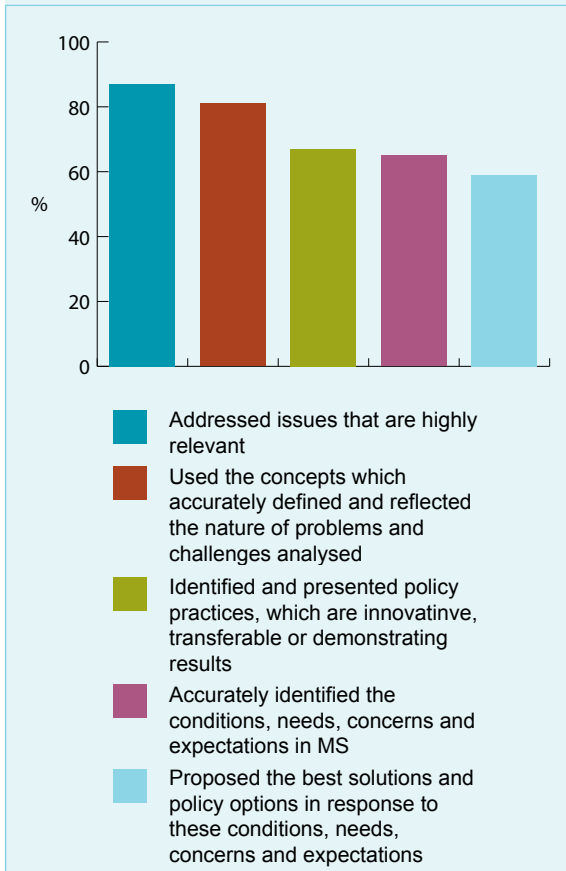
Chart 10: Share of respondents stating that they are aware of policy advice, research and analysis initiated by the European Commission, by policy area



Source: Progress Annual Survey 2008

The respondents who were aware of the provided examples of policy advice, research and analysis outputs produced at the EU level through Progress in 2007-2008 expressed their view as to the quality of these outputs. The quality of the outputs was defined in terms of their relevance, accuracy, responsiveness, innovation, transferability and the ability to demonstrate results.

Chart 11: Share of respondents stating that Progress-funded policy advice, research and analysis of which they were aware, has...



Source: Progress Annual Survey 2008

The attitude of stakeholders towards the quality of Progress-funded policy advice, research and analysis was very positive and reflects 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 were regarded as top qualities of 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. As the actions in the Progress areas are primarily within the responsibility of the Member States, correspondingly, the identification of country-specific conditions and policy solutions was regarded as a less prominent feature of Progress-funded evidence.

Contribution/feeding into policy

In 2008 Progress contributed both to *development* (e.g., by financing new analyses and studies) and *maintaining* (e.g., by sustaining and upgrading the existing statistical databases or financing regular reports such as produced by networks of legal experts in the area Gender equality) of the evidence base necessary to ensure that EU employment and social policies are based on a sound and comprehensive understanding of the evidence available at the time.

Box 9: Some examples of Progress supported databases

In the area of **Gender Equality**, Progress has supported the maintenance and further expansion of the **Database on women and men in decision making**. The statistics contained in the database have been frequently used by Member State administrations and by a variety of wider stakeholders, as indicated by frequent references to/citation of its data. The information available in the database was also disseminated through two Progress-funded analytical reports 'Women in European politics – time for action' in 2007 and in 2008.

Please see http://ec.europa.eu/employment_social/women_men_stats/index_en.htm

Under the **SPSI** strand, Progress has supported the **MISSOC database** (Mutual information system on social protection), which has become the central information source on social protection legislation and economic impact of social protection systems and reforms in all Member States and countries of the European Economic Area. It is also used for the studies that underpin EU legislation.

Please see http://ec.europa.eu/employment_social/missoc/db/public/compareTables.do?lang=en

As the key user of Progress-financed evidence is the European Commission itself, most of the outputs are directly related to various key policy outputs issued by DG EMPL in 2008. The outputs produced targeted various stages of the policy cycle.

To address **agenda setting** needs, studies under Progress are commissioned with a strong policy focus on areas where, for example, National Strategy Reports have revealed a greater need for European exchange and debate. 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.

Box 10: Contribution to agenda-setting

The 2008 **Mutual Learning Programme** of the European Employment Strategy (EES) had as its main objective to increase labour supply, notably by focusing on people at the margins of the labour market and on youth. These objectives are set in the wider context of the Lisbon Agenda and are closely linked with the development of **flexicurity policies**. The Thematic Review seminar, held on 24 September 2008 in Brussels, focused on the development of national flexicurity policies in response to labour market challenges. The seminar was dedicated to a discussion of different national flexicurity practices, in order to involve more countries and stakeholders in the work of the 'Mission for Flexicurity' that was launched in 2008 to support Member States in integrating the **Common Principles of Flexicurity**.

'New skills for new jobs' policy initiative is one of the priorities for the future of the European Employment Strategy. The Com-

mission issued a Communication COM(2008) 868 „New Skills for New Jobs: Anticipating and matching labour market and skills needs', which emphasises that the anticipation and forecasting of labour markets needs in the EU is a vital element for Member States' future structural reforms. The policy messages of the Communication are based on empirical and theoretical evidence acquired from a number of sources, including a Progress-supported **Job Vacancy Survey**.

A further illustration of a Progress output with policy relevance is the study on '**labour mobility within the EU in the context of enlargement and the functioning of transitional arrangements**', which focused on the impact of labour mobility within the EU since the 2004 and 2007 enlargements. The study described in a comprehensive way the forces behind labour mobility in the enlarged EU and the scale of recent intra-EU mobility, established its positive impact on labour markets and the macro economy, and highlighted the impacts on the welfare state, the skills balance and regional effects. The findings of the study were extensively used for a dedicated chapter in the Employment in Europe 2008 report, and provided the analytical underpinning for the Commission Communication COM(2008)765 of 18 November 2008 on the **future of transitional arrangements for the free movement of workers**.

In July 2008, the European Commission adopted a Communication '**A renewed commitment to social Europe: Reinforcing the Open Method of Coordination for Social Protection and Social Inclusion**', in which it proposed to reinforce the Open Method of Coordination in the social field to allow the EU to achieve better results for the period 2008-2010 and pave the way for the introduction of a sound framework post-2010. Progress has supported a number of activities that fed into the impact assessment included in the Communication, such as cooperation between the Indicators Sub-Group of Social Protection Committee (ISG) and the OECD on replace-

ment rates¹⁸, a **study** entitled '**Child Poverty and Well-Being** in the EU. Current status and way forward'¹⁹ and **the synthesis report of a peer review** on the NAP Inclusion Social Inclusion Forum that was held in Dublin (Ireland) in 2007²⁰. In-depth analysis of the issues of child poverty and pensions has not only underpinned the Communication, but also came to clear-cut conclusions that countries which founded their policies on robust analytical bases, large data sources on children at special risk, analytical tools, multilevel monitoring systems etc. were more successful in reaching the objectives.²¹

In 2008, the **Network of Employment Experts in Gender Equality** assisted the Commission by providing information that fed into a number of communications and proposals for directives. An assessment of gender mainstreaming in the Lisbon Strategy (27 national reports and a synthesis report) was used to help prepare the Joint Employment Report 2008. Similarly, the thematic report on childcare (27 national reports and a synthesis report) was used to prepare a Communication from the Commission „A better work-life balance: stronger support for reconciling professional, private and family life,, (COM(2008) 635 final) and to some extent for a proposal for a Directive amending Council Directive 92/85/EEC on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding {SEC(2008) 2526} {SEC(2008) 2527}.

Quite a number of studies and other outputs were commissioned for the **policy formulation** needs, where they contributed to devel-

opment of various proposals for legal acts (directives) or other policy documents issued by the DG Employment in 2008.

Box 11: Providing the basis for legislative proposals

Progress supported a study on the costs and benefits of options to improve provisions for the reconciliation of work, private and family life. The study contributed to the Extended Impact Assessment with the application of a widely accepted Cost Benefit Analysis (CBA) approach to analysing the impacts of a number of scenarios²², which fed into the proposal for a **Directive amending Council Directive 92/85/EEC on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding.**

Progress has also provided financial support to networks of legal experts, which regularly contributed to policy formulation needs. With Progress support the European Network of Legal Experts in the field of Gender Equality prepared a report, 'Legal Approaches to Some Aspects of the Reconciliation of Work, Private and Family Life in Thirty European Countries', while the Network of Legal Experts in the fields of Employment, Social affairs and Equality between men and women produced the 'Report on Pregnancy, Maternity, Parental and Paternity Rights', which both fed into the assessment of the proposal for the Directive.

A preparatory study for impact assessment of the **European Works Councils Directive** was submitted in May 2008.²³ The study was used to prepare the impact assessment for the revision of the European Works Councils

18 A report on modelling of pensions was produced, as planned in the SPSI strand of the AWP 2007.

19 Commission Staff Working Document accompanying the Communication from the Commission 'A renewed commitment to social Europe: Reinforcing the Open Method of Coordination for Social Protection and Social Inclusion' Impact Assessment {COM(2008) 418 final} {SEC(2008) 2170}, p.20

20 Ibid, p.36

21 See: http://ec.europa.eu/employment_social/spsi/docs/social_inclusion/2008/child_poverty_en.pdf

22 Commission staff working document accompanying the Proposal for a Directive amending Council Directive 92/85/EEC on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding Impact Assessment Report {SEC(2008) 2526} {SEC(2008) 2527}

23 It is available online at http://ec.europa.eu/employment_social/labour_law/docs/2008/ewc_impact_assessment_preparatory_study_en.pdf

Directive SEC(2008)2166 of 2 July 2008. The results were indirectly disseminated in the context of the recast of the European Works Councils Directive, which led to an agreement of Parliament and Council in the first reading in December 2008.

Also, in the field of anti-discrimination, the Study on the existence of discrimination in the field outside the current scope of EU legislation and potential effects of further measures directly fed into the impact assessment which accompanied the proposal for a new directive adopted in July 2008. **The Directive provides for protection from discrimination on grounds of age, disability, sexual orientation and religion or belief beyond the workplace.**

Similarly, in the field of health and safety at work, a number of Progress-supported **assessments and impact studies** were finalized in 2008 (Assessment of effective exposure of workers to Magnetic Resonance Image (MRI), impact study on hazards from needle sticking, impact study on work related Muscular-Skeletal Disorders (MSDs)), which will be used internally by the Commission for the preparation of the Impact Assessment reports.

Introduced as a part of the Better Regulation agenda, impact assessments (IAs) presently serve as an important tool to ensure the quality of key policy outputs (such as proposals for legal acts or key communications). In the Progress policy areas, impact assessments of 7 proposals were submitted to the Impact Assessment Board (IAB) for review in 2008. Of these, the IAB requested that three of them should be re-submitted as a revised IA (42 %). By way of comparison, in total the IAB requested the resubmission of a revised IAs in 32 % of cases in 2008. This does not in itself necessarily mean that IAs submitted in the Progress policy areas were of poorer than average quality. It has to be acknowledged that the proposals in question concerned very complicated areas where the Commission is trying to advance the minimum standards already provided for in EU law.

Progress produces a number of outputs that provide operational evidence for **policy implementation** in order to improve effectiveness of policy initiatives and existing legislation, e.g. good practice guides on the implementation of Directives. In the policy areas of employment and social protection and social inclusion, Progress supports the Open Method of Coordination, 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. They prepare national strategic reports, while the Commission, jointly with the Member States, evaluates these strategies. The Commission plays an important role in driving the OMC process, and benefits greatly in fulfilling this role from the assistance of Progress-supported expert networks.

Box 12: Guiding effective policy-implementation

In the field of health and safety at work, Progress commissioned a number of Good Practice Guides including one on Directive 2006/25/EC (optical radiation), another on Directive 1992/57/EC (temporary or mobile construction sites) and a further guide for Hospital Personnel. At the end of 2008 work on the guides was still in progress.

A number of Progress-supported studies, analyses and databases fed into the **Joint Report on Social Protection and Social Inclusion 2008**, which focused on such issues as child poverty, health inequalities, access to health care and evolving long-term care needs, longer working lives and privately managed pensions. To produce such a document the Commission utilises information and analysis generated by a number of networks such as:

- the Network of independent experts on social inclusion, which provided assessments of child poverty in each Member State and the overall policy framework in place to address the issue;

- the MISSOC network, which has been the central information source on social protection legislation: its data on the structure of financing for social risks was used in the report.

Progress has provided evidence for the **monitoring and evaluation** of EU legislation, not only on the legal and technical aspects of application of EU Directives, but also (and especially) on 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.

Box 13: Monitoring the law

In the field of labour law, Progress supported a study **'Economic and social impact of the agreement concluded between social partners on certain aspects of the working conditions of mobile workers engaged in interoperable cross-border services in the railway sector'** which was finalised in September 2008.

The study was distributed to the social partner organisations signatories of the agreement annexed to Directive 2005/47 (ETF and CER). On the basis of the study a Communication from the Commission to the Council was adopted on 15 December 2008 [COM (2008) 855]. The Communication was presented to the Council on 17 December 2008.²⁴ The findings of the study and the Communication were useful to the social partners to help them in their ongoing negotiations on the agreement, and also for the Commission and the Member States, who asked to be kept informed regarding the development of the railway market and the impact of the agreement on undertakings and on the working conditions of mobile workers.

Progress-funded policy advice, research and analysis was seen by respondents to the

Progress Annual Survey as mostly contributing to the development of EU legislation and to improving the governance of EU policy making, while statistical indicators, tools and methods were mostly seen as contributing to reaching the agreement of stakeholders on common targets and indicators at EU level and triggering/strengthening national policy debate.

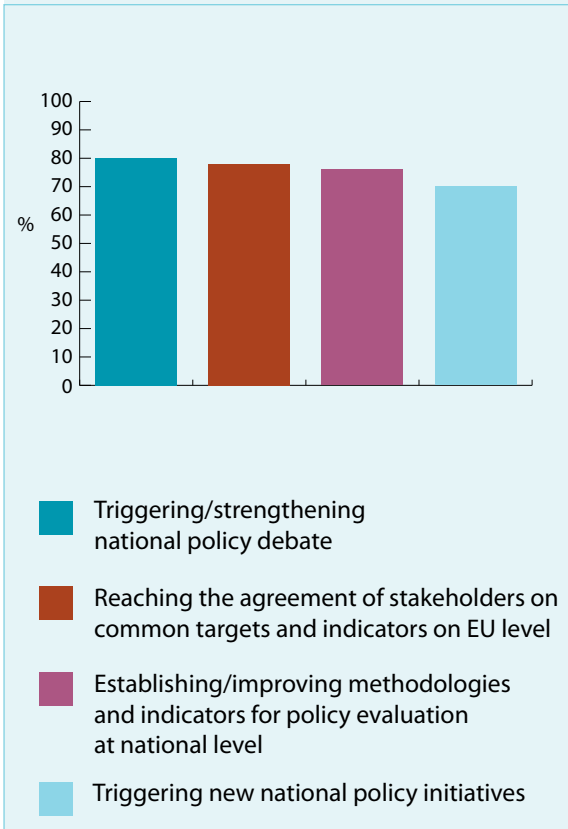
Chart 12: Share of respondents stating that Progress-funded policy advice, research and analysis, which they were aware of, had contributed (in their respective Progress policy area) to:



Source: Progress Annual Survey 2008

²⁴ http://ec.europa.eu/employment_social/labour_law/documenta-tion_en.htm#22

Chart 13: Share of respondents stating that Progress-funded statistical indicators, tools and methods, which they were aware of, had contributed (in their respective Progress policy area) to:



Source: Progress Annual Survey 2008

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 harmonization through the agreement of stakeholders on common targets and indicators at an EU level.

3. High-quality and participatory policy debate

3.1. Performance expectations

*Why is participatory policy debate important?
What is the role of Progress in promoting it?*

When defined broadly, the benefits expected from participatory policy debate in the case of EU employment and social policies are the following:

- (i) **Improved policy making** – by tapping into the expertise and experience of relevant stakeholders;
- (ii) **Strengthened democracy and enhanced citizenship** – through a participatory approach across the Progress policy areas involving all relevant stakeholders at different governance levels – EU, national, and regional;
- (iii) **Improved policy implementation conditions** – the time taken for opening the policy-making process may improve the conditions of implementation since it fosters the ownership of policies and their objectives.

Democracy depends on stakeholders being able to take part in public debate. Therefore, the goal is to open up EU policy-making to make it more inclusive and accountable. The European Commission, therefore, aims to ensure that there is productive debate at EU and national levels about legislation, policies and objectives relating to the Progress policy areas, with the participation of all stakeholders. For this, the programme aims to increase public engagement in line with rigorous EU governance principles.²⁵ Good governance is underpinned by five principles proposed in the White Paper: *openness, participation, accountability, effectiveness and coherence*.²⁶ They apply to all levels of government: global, European, national, regional and local.

Good governance is essential for ensuring adequate policy co-ordination at the European

²⁵ Strategic Framework, p. 19

²⁶ European Governance, a White Paper, p.10

level, given the complexity of policy making processes and the number of actors involved in Progress policy areas. It refers to a number of principles, such as clarity of the issues presented for discussion, involvement of all relevant policy actors and the dissemination of results, i.e. ensuring that the results of policy debate reach those who did not take direct part, but have a stake in them. It is expected that the policy debate will contribute to the development of EU legislation and policies, e.g. to the adoption/amendment of legislation or agreement on objectives, policy solutions, targets and indicators, in that the demands and expertise of the Member States will be better taken into account.

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 through the facilitation of high-quality, inclusive and participatory policy debate.²⁷

In summary, Progress aims to facilitate high-quality participatory debate, which is characterised by clarity of the issues presented for discussion; the involvement of all relevant policy actors; as well as the dissemination of the results of policy debates.

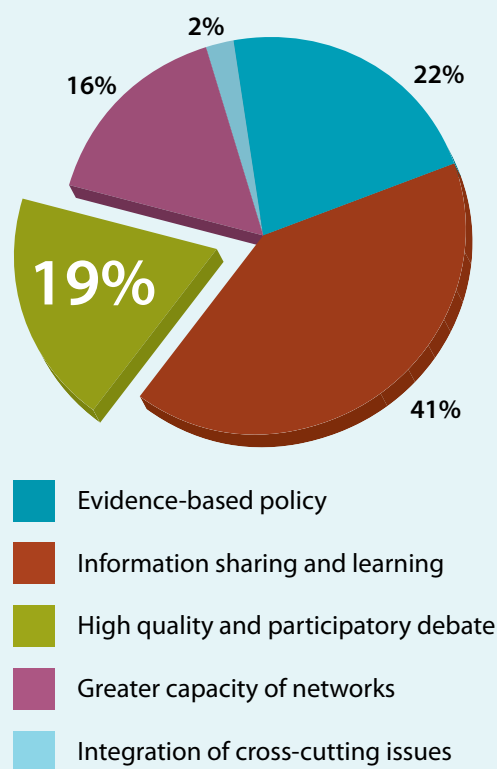
What Progress does

In the period of 2007-2008 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 conferences²⁸.

3.2. Programme implementation

Chart 14 illustrates the share of actual operational expenditure (commitments) in 2007 and 2008 (taken together) 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 14: Share of actual commitments in 2007 and 2008 dedicated to high quality and participatory policy debate



Source: European Commission

Table 6 presents the amount of outputs produced in the field of promoting high quality policy debate in 2007 and 2008 by Progress policy area.

²⁷ 2008 Annual work plan, p.7

²⁸ Progress Annual work plans 2007, 2008.

Table 6: The number of outputs produced during 2007-2008

Policy areas	Total	Employment	Social protection and inclusion	Working conditions	Anti-discrimination	Gender equality
Performance indicators						
Number of policy debate events, of which	296	10	6	15	236	29
– commissioned by the Commission	62	10	6	15	2	29
– produced under grant agreements**	234	0	0	0	234	0
Number of participants* in the events, of which	15644	2195	1370	3549	7530	1001
– commissioned by the Commission	8751	2195	1370	3549	637	1001
– produced under grant agreements**	6893	0	0	0	6893	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.

Table 7 below shows some examples of key outputs produced by Progress policy areas in 2007-2008. For a more extensive breakdown of the key outputs produced please refer to Annex 1.

Table 7: Some examples of key outputs produced by Progress policy areas in 2007-2008

Employment
Presidency Conferences on issues like the mobility of workers, decent work, flexicurity, youth in the labour market.
Social protection and social inclusion
Regular events like the 6th European Meeting of People Experiencing Poverty in 2007 and the 7th European Round Table on Poverty and Social exclusion in 2008; or 1st and 2nd Forums on Social Services of General Interest in 2007 and 2008;
Presidency Conferences on issues like intergenerational solidarity and newly emerging social issues in a changing Europe.
Working conditions
5 Restructuring Forums on various issues related to anticipating change and restructuring;
Presidency Conferences on issues like Transnational company agreements or the new Community strategy on health and safety at work 2007-2012.

Anti-discrimination
Regular annual events like European Days of People with Disabilities in 2007 and 2008;
Other key events like Equality Summit, the first EU Roma Summit, and the European annual thematic conference on antidiscrimination in Belfast.
Gender equality
EU Conference '50 Years of Women's Rights in the EU: How far have we come?';
Presidency Conferences on issues like professional equality between men and women or elimination of gender stereotypes.

3.3. Programme achievements

This section presents monitoring data on, and an assessment of achievements against, the objective of *High-quality and participatory policy debate* in each policy area within Progress with regard to the applicable performance measures. The Strategic Framework for the implementation of Progress established two measures against which the results of policy debates are to be measured:

- The extent to which principles of good governance (including minimum standards on consultation) are respected in policy debate
- The extent to which the outcomes of policy debates feed into the development of EU legislation and policies

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 governance²⁹ and minimum standards on consultation can be summarized as follows:

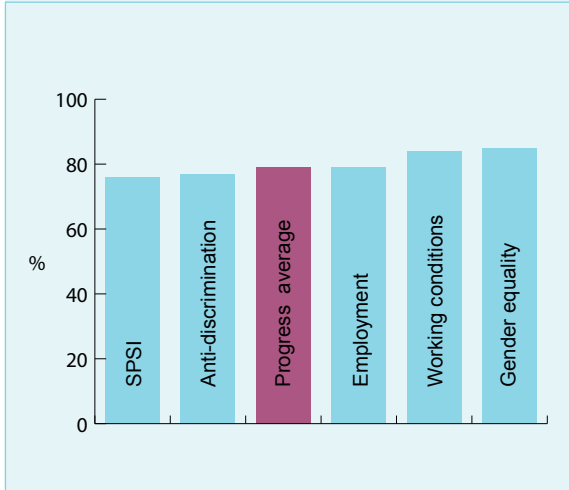
1. The clarity of the issues presented for discussion;
2. The involvement of all relevant policy actors;
3. The dissemination of the results of the policy debate.

Through Progress, the European Commission creates an enabling environment in which 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 2008 provide a useful proxy indicating that during Progress-supported events, general principles of good governance are being adhered to.

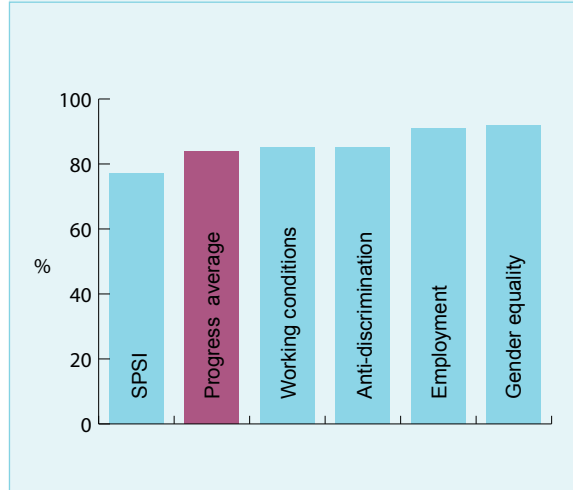
²⁹ The European Commission established its own concept of governance in the [White Paper on European Governance](#), in which the term 'European governance' refers to the rules, processes and behaviour that affect the way in which powers are exercised at European level. It is underpinned by five principles: openness, participation, accountability, effectiveness and coherence. These five 'principles of good governance' reinforce those of subsidiarity and proportionality.

Chart 15: 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 2008

Chart 16: Share of respondents stating that the principles of good governance were respected in Progress-funded events, by policy area



Source: Progress Annual Survey 2008

Chart 16 reveals the opinion of those respondents who participated in some of the key policy debate events funded by Progress in 2007 and 2008. The response of the respondents is positive and reveals limited variation between policy areas (with key events in the area of Employment and Gender equality receiving especially positive assessment).

Clear evidence for policy debates is generated through databases, studies and analysis, monitoring reports, recommendations from EU Experts Networks, consultations with stakeholders, etc. In the 2007-2008 period, Progress-supported external studies have provided the basis for further discussions and underpinned EU law and policy. These activities have made a twofold contribution to Progress outcomes: they have promoted evidence-based EU policies and legislation in Progress areas and have enhanced the quality of policy debate.

Box 14: Restructuring Forums

In 2007 and 2008 the Commission held five Restructuring Forums on various facets of restructuring: instruments for analysis and anticipation (June 2007), the automobile sector (October 2007), SMEs (November 2007), transnational agreements (November 2008) and anticipation of change in the defence industry (December 2008). Attended by hundreds of participants each time, the forums have permitted a wide exchange of views on the mutual interdependence of the different aspects of restructuring. Each forum was underpinned by a Progress-supported study, background papers and/or reports that analysed in detail the topics presented for discussion. Results of the studies and debates in 2007 fed into the Commission Staff Working paper **Restructuring and employment the contribution of the European Union** {COM(2008) 419 final}. This paper forms part of the package presented with the Commission Communication 'A renewed social agenda: Opportunities, access and solidarity in 21st century Europe'.³⁰

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.³¹ The interests, needs, concerns and aspirations of those affected by employment and social policy at the European debate are represented through the national and EU-level networks/NGOs. Progress has provided a major stimulus to the **involvement of non-governmental and sub-national actors** in the employment and social OMC processes at both national and European level and in the

30 For more information on restructuring forums see http://209.85.129.132/search?q=cache:zuCEhzoC3I:ec.europa.eu/employment_social/restructuring/forum_en.htm+restructuring+forum&hl=lt&ct=clnk&cd=1&gl=lt&client=firefox-a

31 '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

empowerment of weaker actors, such as ethnic minority groups or people experiencing poverty (more detailed information about the involvement of target groups is provided in the next section of this report).

Box 15: Roma Inclusion

Achievements in the Roma inclusion area are the result of a long-term and broad-based debate on equal opportunities and non-discrimination. Roma issues were regularly addressed through activities supported under the Community Action Programme to Combat Discrimination (2001-2006) and continued through the non-discrimination strand of the Progress programme (2007-2013). The objective is to **make Roma issues clear and visible and to involve all relevant stakeholders, especially Roma representatives**.³² Progress has provided financial support to the European Roma Information Office (ERIO), which coordinates a network of Roma organisations supporting them in improving their advocacy activities and in formulating their needs to European and national decision makers.

The European Year of Equal Opportunities for All was the major impetus for the voice of Roma people to be heard and to put Roma inclusion on the political agenda. Outcomes of the year fed into the Presidency Conclusions (14 December 2007)³³, the **European Parliament Resolution (31 January 2008)**³⁴ and the **communication from the Commission** (July 2008)³⁵, whereby the policy- and decision-makers in Member States and

32 Roma focus was a central element in the 'For Diversity – Against Discrimination' campaign in 2007 and of the 3rd-placed winner of the 2007 Award dealt with Roma issues. PROGRESS has financially supported initiatives run by Member States, with a specific focus on Roma, such as the 2007 project of the Hungarian Ministry for Social Affairs and Labour aimed at improving the social situation of Roma and implementing non-discrimination at regional level.

33 Presidency Conclusions – Brussels, 14 December 2007, conclusion 50 http://209.85.129.132/search?q=cache:BCs_pbFKeD0J:www.consilium.europa.eu/ueDocs/cms_Data/docs/pressData/en/ec/97669.pdf+Presidency+Conclusions+%E2%80%93+Brussels,+14+December+2007&hl=lt&ct=clnk&cd=1&gl=lt&client=firefox-a

34 European Parliament resolution (P6_TA(2008)0035) of 31 January 2008 on a European strategy on the Roma

35 <http://europa.eu/rapid/pressReleasesAction.do?reference=IP/08/1072&format=H>

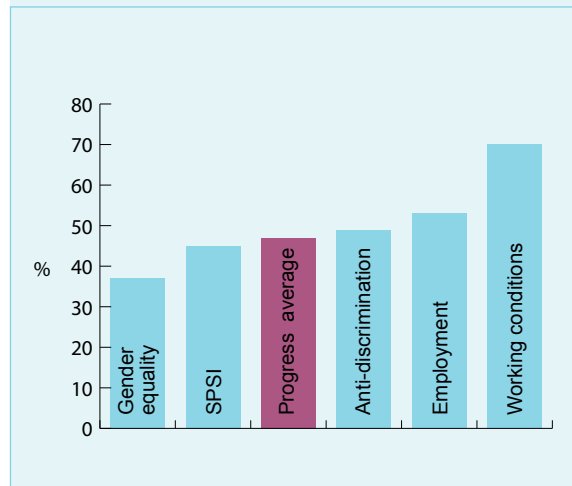
the EU renewed their commitment to improve the situation of the Roma community in Europe. In 2008 the Commission issued a Staff Working Document accompanying the Communication³⁶, which is regarded as a first step towards the adoption of EU Roma Framework Strategy.

These developments in the EU policy were followed by the **first EU Roma Summit** in Brussels, on September 16, 2008, organized under the sponsorship of the Commission and the French presidency of the Council of the European Union. EU institutions, national governments and civil society organisations at the highest level came together to discuss the situation of the Roma community in Europe and ways in which it could be improved. Participants of the first European Roma Summit adopted a declaration by which they **agreed to join forces and develop common European standards for Roma inclusion**, commit to closing the gaps in welfare and living conditions that exist between Roma and the rest of society, to support this commitment with the necessary means and instruments, build on existing expertise and Community instruments.³⁷ The conclusions of the Roma Summit were directly taken into account in the Council Conclusions on the inclusion of the Roma (December 8, 2008).

Despite significant policy achievements at the 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. For example in the gender equality area, less than 40 % of respondents agreed that the involvement of all relevant stakeholders in the policy debate at European level had been satisfactory or very satisfactory.

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 policy making process, e.g. through the Advisory Committee on Health and Safety at Work which comprises workers, employers and governmental groups.

Chart 17: 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 2008

Interestingly, the respondents originating from the EU-12 were significantly more positive in this respect than those coming from EU-15.

The first step in getting involved in the policy debate is monitoring the decision-making process in all areas relevant to specific stakeholder groups' EU policy interests. This includes keeping aware of developments in specific policy areas, often followed by drafting written statements on the stakeholder groups' position on these policies.

EU-level **networks/NGOs contribute to the development of EU law and policies** by presenting their position papers, replies to public consultations and official papers to the legislative bodies of the EU. The networks/NGOs

³⁶ 'Non-discrimination and equal opportunities: A renewed commitment. Community Instruments and Policies for Roma Inclusion' {COM(2008) 420 final}

³⁷ www.gitanos.org/documentos/EU_ROMA_ENG.pdf

also **convey views on proposed legislation or events** happening in these areas to policy-makers through meetings, official questions and more informal discussions at conferences.

Box 16: Renewed Social Agenda

In response to challenges presented by social dynamic in European societies, the European Commission came forward with a renewed Social Agenda for opportunities, access and solidarity in 21st century Europe³⁸. Although the core mission of Progress is to strengthen the EU's support to Member States to achieve the Social Agenda, it has provided support for a number of activities that contributed to the development of the renewed Social Agenda itself. The Commission has **launched a public consultation to generate debate** on social realities across Europe and involve all relevant policy actors: almost 150 replies came from a wide range of stakeholders. In line with the responses received from public authorities and social partner organizations, half of the Progress-supported **key EU networks and NGOs** contributed to the preparation of the Agenda.³⁹ Progress-supported **databases** on income and living conditions, long-term and family care, migrants, labour costs statistics, health and safety at work and on women and men in decision-making were information sources for reports and studies that fed into the renewed Social Agenda. Furthermore, a **Social Agenda Forum**, organised on 5/6 May 2008, provided a platform for stakeholders to discuss the outcome of the debate and disseminate its results. The Forum was followed by the French **Presidency conference** 'Emerging Social Issues in a Changing Europe' on 12 November 2008 in Paris, which facilitated debate on the questions posed by new social realities at European level, on the basis of the results of the consultation organised by the European Commission and in the context of the renewed European social agenda.

38 Communication from the Commission 'Renewed social agenda: Opportunities, access and solidarity in 21st century Europe', COM(2008) 412 final

39 A list of contributors is provided in a Commission Staff Working Paper 'Report on the Public Consultation on Europe's Social Reality and a New Social Vision for 21st Century Europe'

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 common 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.

Box 17: Defining common priorities for gender equality

Dialogue with Member States through the High-Level Group meetings allowed for the better coordination of policy priorities between the Member States, including the approval of common priorities for gender equality for successive Presidencies. Four Presidency conferences, each of them followed by informal meetings of Ministers responsible for gender equality, allowed for gender equality issues to be visible on the political agenda. Moreover, this directly contributed to the adoption of Council Conclusions during each Presidency in 2007-2008, notably on gender equality priority areas of concern for the Beijing Platform for Action, as well as to some references to gender equality in European Council documents.

Moreover, dedicated events such as peer reviews, forums and conferences enhance the dialogue among the Commission, public authorities from Member States and other stakeholders. Such activities can help clarify complex issues and improve the overall conditions for high quality and participatory policy debate.

Box 18: the 2007 and 2006 Forums on Social Services of General Interest

The 1st and 2nd Forum on Social Services of General Interest (SSGI) which took respectively place in Lisbon, on 17 September 2007, and in Paris, on 28-29 October 2008, and were organised by the EU Presidency in close cooperation with the Commission, put together representatives from Member States, from social services' providers and users as well as representatives from various Commission services dealing with SSGI.

Both events have allowed for a very open and fruitful dialogue among the various actors on the application of Community rules to SSGI, for the clarification of some legal issues and for the overcoming of some misunderstandings, prejudices and biased ideas. They have marked a significant improvement on the policy dialogue concerning SSGI within the Commission as well as between the Commission, public authorities from Member States and other stakeholders.

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. The **outcomes of policy debate feed into:**

1. Presidency Conclusions of the European Council, Resolutions of the European Parliament and Communications from the Commission;
2. Impact assessments of the Commission Communications.

Investment in good consultation may **produce better quality legislation**, which is adopted more rapidly and is easier to apply and enforce.⁴⁰ The greater involvement of stakeholders also 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 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.

Box 19: Equal Treatment Directive

In 2008 the Commission presented a Proposal for a Council Directive on implementing the principle of equal treatment between persons irrespective of religion or belief, disability, age or sexual orientation {SEC(2008) 2180} {SEC(2008) 2181}. The proposed Directive constitutes a decisive advance in the consolidation of European legislation in the field of equal treatment and the fight against discrimination. In preparing this initiative, the Commission has sought to associate all stakeholders with a potential interest, and care was taken to ensure that those who might want to comment would have the opportunity and time to respond.

On 29-30 September 2008 the French Presidency and the European Commission held the 2nd **Equality Summit**, which brought together over 400 high-level participants from the Member states and countries taking part in the Progress programme. Following the European Year of Equal Opportunities for All in 2007, the summit enabled delegates to discuss the main subjects in the 'non-discrimination' part of the renewed social agenda adopted by the European Commission in 2007. Conclusions of the Equality Summit gave the mandate to the newly created governmental expert group on non discrimination to work on multiple discrimination and non discrimination mainstreaming.

⁴⁰ The White Paper on European Governance, p. 19

4. Greater capacity of networks

4.1. Performance expectations

The meaningful involvement of key EU and national stakeholders and ensuring their capacity to influence policy-making and policy implementation is a precondition for the achievement of the Social Agenda goals. 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's 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;
- Network of national equality bodies in the non-discrimination field;
- Networks of local authorities/observatories on active inclusion.⁴¹

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 will require 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 Progress Strategic Framework is solely concerned with monitoring the effectiveness of 'advocacy'⁴² work in increasing public awareness and involvement. It cannot monitor the effectiveness of advocacy in achieving more and better jobs and more cohesive societies and in promoting equal opportunities for all. Those objectives constitute wider outcomes and are influenced by a range of factors beyond the control of key EU networks. However, **advocacy objectives and social agenda goals should be closely linked**, so that it is clear how and where advocacy is intended to contribute to the achievement of desired outcomes.

In summary, Progress aims to strengthen national and EU networks' capacity to participate in and influence decision-making and policy implementation at both the EU and national levels.⁴³

⁴¹ 2008 Annual work plan, p.7

⁴² Advocacy is understood as 'an ongoing process aiming at change of attitudes, actions, policies and laws by influencing people and organisations with power, systems and structures at different levels for the betterment of people affected by the issue.' As such, advocacy is about influencing policy-making and policy-implementation. Use of advocacy – unless otherwise mentioned – does refer to not only advocacy organisations, organisations representing and defending interests of some groups as service providers also do advocacy work in support of their mission. While members of key EU networks might promote advocacy or provide services to their constituencies, Progress support is geared toward supporting the advocacy work of these networks.' Ad Hoc Working Group Performance Measurement – Key EU Networks 'Explanatory Note and Final Conclusions', 10 October 2008, Brussels

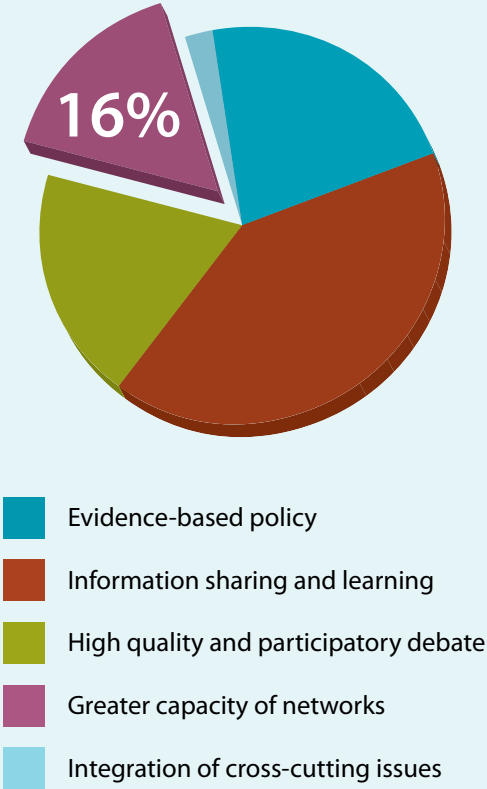
⁴³ Strategic Framework, p.18

4.2. Programme implementation

Chart 18 illustrates the share of actual operational expenditure (commitments) in 2007 and 2008 (taken together) 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.

In the period of 2007-2008 Progress provided financial support towards the operational costs of the following key EU networks and NGOs (see Table 8):

Chart 18: Share of actual commitments in 2007 and 2008 dedicated to greater capacity of networks



Source: European Commission

Table 8: Key EU networks and NGOs receiving Progress financial support to operational costs in 2007-2008, by policy area

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

Table 9 presents the main outputs produced by the key EU networks and NGOs in 2007-2008.

Table 9: Outputs produced by the Progress-supported key EU networks and NGOs in 2007-2008

	Anti-Discrimination	Social Protection and Social Inclusion	Gender Equality
Number of networks/NGOs	12	12	1
Number of reports aimed at providing policy advice, research and analysis	170	96	80
Number of reports aimed at identifying good practices	28	32	1
Number of trainings, peer reviews and other mutual learning events	151	166	15
Number of individuals*, who participated in these events	2899	1446	140
of which, number of women	1471	686	140
Number of information and communication events	44	35	2
Number of individuals*, who participated in these events	1309	1631	189
of which, number of women	458	834	189

* Changes have already been introduced to the programme monitoring requirements which will allow **disaggregation of the number of participants by gender** in the future. For the time being only estimated numbers are available (presented in grey).

Source: European Commission

4.3. Programme achievements

This section presents monitoring data on, and an assessment of, Progress achievements against the *Greater capacity of networks*. The Strategic Framework for the implementation of Progress established the following performance measures against which performance towards the greater capacity of networks should be monitored:

- Number of individuals served or reached by networks supported by Progress;
- Extent to which advocacy skills of Progress-supported networks have improved;
- Satisfaction of EU and national authorities with the contribution of networks;
- Extent to which Progress-supported networks take a cross-cutting approach.⁴⁴

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. However, this information will only be available in subsequent monitoring years and will be included in future Progress Annual Reports. Therefore, this report presents only qualitative observations on the contribution of key EU networks to the development of EU policy towards the goals of the Social Agenda.

⁴⁴ Strategic Framework

As mentioned above, the Progress Strategic Framework is solely concerned with monitoring the effectiveness of **advocacy work** by key EU networks in increasing public awareness and involvement. In this context, advocacy is defined as an ongoing process which aims to change attitudes, actions, policies and laws by influencing people and organisations with power, systems and structures at different levels for the improvement of people affected by the issue.⁴⁵ As such, **advocacy is about influencing policy-making and policy-implementation.** The use of advocacy does not refer exclusively to advocacy organisations, organisations representing and defending the interests of some groups, as service providers also do advocacy work in support of their mission. While members of key EU networks might promote advocacy or provide services to their constituencies, Progress support is geared toward supporting the advocacy work of these networks.

There are three ways by which the key EU networks influence policy-making 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 the 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 2008 Progress-supported key EU networks and NGOs produced 346 reports aimed at providing policy advice, research and analysis; and 61 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 policy-makers 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 the EU and national levels, which are impossible to quantify. In the period of 2007-2008, key EU networks and NGOs responded to the Commission consultations on a number of policy initiatives.

Box 20: Renewed Social Agenda

Progress-supported key EU networks and NGOs have significantly contributed to the preparation of the renewed Social Agenda which was adopted in July 2008. In line with the responses received from public authorities and social partner organizations, such as Progress-supported networks and NGOs, as CARITAS Europe, CECOP, COFACE, EURODIACONIA, European Anti Poverty Network, European Disability Forum, FEANTSA, European Federation for Street Children, Eurofound, European Older People's Platform, European Women's Lobby, and Mental Health Europe responded to a public consultation launched by the Commission.⁴⁶ By voicing the needs and concerns of their target groups, key EU networks and NGOs helped to ensure that European Union policies respond to today's economic and social challenges.

45 Ad Hoc Working Group Performance Measurement – Key EU Networks 'Explanatory Note and Final Conclusions', 10 October 2008, Brussels.

46 A list of contributors is provided in a Commission Staff Working Paper 'Report on the Public Consultation on Europe's Social Reality and a New Social Vision for 21st Century Europe'.

High quality and participatory **policy debate**, which is one of the outcomes of 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 organizations.

One 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, may involve the international NGOs (INGOs) 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. Slightly more than half of the Progress-supported key EU networks and NGOs (13 out of 25) are included in the NGO database of the Council of Europe⁴⁷, which indicates their strong capacity to participate in consultation.

Box 21: Active participation in policy debate

Progress-supported NGOs representing and defending people exposed to discrimination played an essential role in making anti-discrimination rights conferred by EU non-discrimination legislation more effective – through advocacy and awareness-raising activities. They were **involved in regular discussions** organized by the European Commission during the preparation for and implementation of the Year's activities both at European and national levels. In particular, the NGOs were asked to **identify the most pressing issues** in the discrimination field they deal with, and to share their expectations for the Year.

⁴⁷ Note: 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://coe-ngo.org/WebForms/Ngolist.aspx>

As a result of the Year, EU **Member States have taken on a number of ambitious commitments to combat discrimination** inside and outside the labour market, while fully incorporating civil society and social partners in the process. An example of such active involvement could be the consultation of networks on the proposal for a **Directive on implementing the principle of equal treatment between persons irrespective of religion or belief, disability, age or sexual orientation**; the public consultation ran from July to October 2007 and has attracted the views of a broad range of stakeholders who could have an interest, including such key EU networks as AGE, Coface, EBU, EDF, EWL, European Youth Forum, ILGA-Europe and Equinet. The key EU networks in this particular case had a very direct influence on the timing and scope of the Directive proposed.

Similarly, the 2007 European Year of Equal Opportunities for All (although this initiative itself was not funded by Progress) provided a unique opportunity to **highlight the issues and encourage participation in the debate** on discrimination issues, which was actively joined by such key EU networks as AGE, EDF, ENAR, EWL and ILGA-Europe.

Information sharing and learning activities implemented by key EU networks and NGOs promote shared understanding of both 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 level.

Learning activities reinforce the skills of the networks and its members' organisations to advance, support and further develop EU objectives and priorities at the national level. In 2008, Progress-supported key EU networks and NGOs organized 332 trainings, peer reviews and other mutual learning events, which involved 4485 participants, and 81 information and communication events, attracting some 3129 participants.

Key EU networks and NGOs, together with the European Commission and other partners, have organized European **'awareness days'** to highlight issues relating to discrimination, violence, etc. Examples of conferences linked to awareness-raising events financed through Progress include the European day of people with disabilities (5-6 December 2007 and 1-2 December 2008, Brussels), the World Elder Abuse Awareness Day (15 June 2008), the European Days of Autism (5-6 October 2007, Brussels), the European day against human trafficking (16 October 2008, Paris).

Broadly speaking, the outputs of key EU networks are aimed at increasing visibility about particular policy issues, which help 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. Box 22 provides an example of policy changes which took place due to the active involvement of key EU networks in the Progress policy areas of anti-discrimination and combating poverty.

Box 22: The Fight Against Poverty and Social Exclusion

Recent developments in the EU policy area of combating poverty, such as the Commission Communication 'Modernising social protection for greater social justice and economic cohesion: taking forward the active inclusion of people furthest from the labour market' (2007) and the Commission Recommendation of 3 October 2008 on the active inclusion of people excluded from the labour market, have greatly benefitted from the involvement of non-governmental actors, including people experiencing poverty.

The European Commission is committed to the mobilisation of all actors involved in combating poverty. In this context Progress

has been instrumental in providing a regular platform for debate through three types of activities organised annually: **thematic events, a round table on poverty and social exclusion and the meeting of people experiencing poverty.** Moreover, Progress has provided financial support to EU-level networks and NGOs that were actively involved both in organising and in participating in these events.

In 2007-2008 three thematic stakeholder conferences were organized in Brussels: 'Minimum income schemes and the integration of people excluded from the labour market - Active inclusion' (15 June 2007), 'Financial inclusion – improving access to basic financial services' (28 May 2008, about 400 participants) and 'Improving Health-system Efficiency: achieving better value for money' (17 September 2008, about 120 participants). During the conference on financial inclusion, results of a study commissioned by the European Commission were discussed to clarify the issues and identify the most effective policy measures. Two Annual European Meetings of People Experiencing Poverty took place in Brussels (on 4-5 May 2007 and 16-17 May 2008). They were jointly organized by the German and Slovenian EU Presidencies, the European Commission and Progress-supported network (the European Anti Poverty Network (EAPN)). The meetings were each attended by more than 200 participants. The 6th European Round Table on Poverty and Social exclusion, 'Minimum Social Standards: a Strategy for Protection and Empowerment' took place in Ponta Delgada - São Miguel, Azores, Portugal on 16-17 October 2007.

Discussions during the Round Table **helped create important linkages to other areas in the fight against poverty and social exclusion**, particularly the 'active inclusion agenda', incorporating the dual perspective of protection and empowerment. The 7th European Round Table on Poverty and Social exclusion, 'Active inclusion strategy for the people furthest from the labour market'

was organized in Marseille on 15-16 October 2008. Both Roundtables were attended by 300 participants. For the first time, an informal ministerial meeting on the fight against poverty immediately followed the round table. It strengthened the political commitment of Member States in this area and made recommendations which **fed into the December Council on active inclusion**.⁴⁸

5. Integration of cross-cutting issues and greater consistency

This immediate outcome is cross-cutting and is relevant to all Progress activities. All activities supported through the Progress 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 5 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 inter-related 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.⁴⁹ 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 including 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 programme⁵⁰. 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.⁵¹ Thus, to increase the consistency and relevance of EU policies and legislation in Progress 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;
- Proportion of funding 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.

48 http://www.consilium.europa.eu/ueDocs/cms_Data/docs/pressData/en/lsa/104818.pdf

49 Strategic Framework, p.17

50 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.

51 General Guidelines for the Implementation of Community Action Programme for Employment and Social Solidarity Progress (2007-2013) p.7

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 through 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 under wider Progress policy areas. Activities supported through Progress have provided the 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 SPSI and Commission communications.

Box 23: Examples of consistency and synergy among Progress policy areas

In 2008 the Progress-supported Network of Employment Experts in Gender Equality assisted the Commission by providing information that fed into a number of communications and proposals for directives. An assessment of gender mainstreaming in the Lisbon Strategy (27 national reports and a synthesis report) was used to help prepare the Joint Employment Report 2008, while a thematic report on childcare (27 national

reports and a synthesis report) was used to prepare a Communication from the Commission „A better work-life balance: stronger support for reconciling professional, private and family life,, (COM(2008) 635 final) and to some extent for a proposal for a Directive amending Council Directive 92/85/EEC on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding {SEC(2008) 2526} {SEC(2008) 2527}.

Other examples of policy and legislative initiatives which were prepared and informed by material produced by the network mentioned above include a proposal for a Directive on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity and repealing Directive 86/613/EEC. The network also prepared four short analysis notes: on flexicurity and gender, on the economic case for gender equality and two analysis notes on the feasibility of a European GE composite index. Activity of the network is a good example of the synergy between gender equality and employment policies.

A number of **events** (peer reviews, conferences) under Progress were devoted to the cross-cutting issues. Moreover, activities financed under the Progress anti-discrimination and diversity strand have been **coordinated** with projects carried out in the framework of the European Year of equal opportunities for all. In turn, the outputs from the Year have fed into the implementation of Progress.

Box 24: SPSI, non-discrimination and greater capacity of networks

One of the peer reviews on social protection and social inclusion in 2007 was devoted to the cross-cutting issue of non-discrimination. The participants discussed the Multi-regional Operational Programme to Combat Discrimination. In the synthesis report they emphasized the situation of Roma population and

highlighted the activities of an NGO working on behalf of, and together with Roma people (FSGG) as a good example of NGO capacity to successfully carry out the work.⁵²

Key European networks appear to be making a significant contribution to the improved integration of cross-cutting issues in the context of the open method of coordination. Progress has supported the operational costs of key European-level networks of organisations involved in the fight against poverty and social exclusion, gender equality and non-discrimination. Financial support covering three cross-cutting policy issues: disability, anti-discrimination, and gender equality was granted to EU-level networks of NGOs through the publication of a single Call for proposals. Potential beneficiaries were invited to identify cross-cutting issues and include them in their work programme.

Box 25: European Anti-Poverty Network

The European Anti-Poverty Network (EAPN) is a network of 25 national networks of voluntary organisations and grassroots groups, and European organizations. It is involved in a variety of activities aimed at combating poverty and social exclusion, including education and training activities, service provision and activities aimed at the participation and empowerment of people experiencing poverty and social exclusion. EAPN is one of the main partners of the European institutions on the European strategy to combat social exclusion. It **lobbies for the integration of the fight against poverty and social exclusion into all Community policies**, ranging from Structural Funds and employment policies to economic and monetary policies and builds alliances with relevant actors to create a stronger voice in favour of social inclusion.⁵³

52 <http://www.peer-review-social-inclusion.eu/peer-reviews/2007/multi-regional-operative-programme-to-combat-discrimination/synthesis-report-en>

53 For more about the European Anti-Poverty Network see <http://www.eapn.org/>

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 26: Examples of gender mainstreaming in Progress

In the area of Employment, a thematic review seminar was carried out in co-operation with OECD on **the Role of migrant women at the labour market**, 29/04/2008. Policies and programmes aiming at facilitating the labour market integration of migrant women were examined as well as the first evaluations of the implementation of these policies and programmes. The seminar was looking to the future by discussing how to include and mainstream women's interests in the development of migration and integration policies of the host countries as well as the labour market policies related hereto.

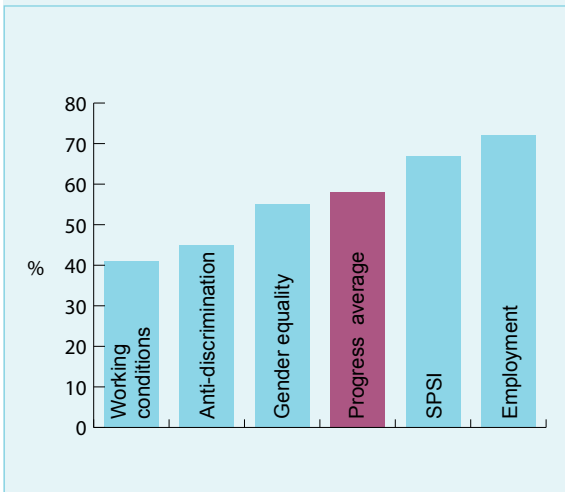
In the area of **Social protection and social inclusion**, one of the Peer reviews focused on the **Return of women to the labour market**, 17-18/11/2008. Raising the employment rate of women across the EU to the Lisbon target of 60 % or above is not only important in the context of an ageing work force and the prospective decline of the working-age population in EU Member States, but is a major means of ensuring that women have the same opportunity to pursue a working career as men. The evidence indicates that one in three women remain economically inactive for a long period after giving birth, while 80-90 % of fathers remain in full-time employment. The Peer review focused on the case in Germany, which launched a specific programme to address this apparent inequality. The Peer review, therefore, provided an opportunity for Member States to learn from the experience of other countries in implementing measures for assisting women to return to work after having children.

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 and fight against poverty) into the five Progress policy areas. The largest share of respondents were of the opinion that the EU has made a rather high or very high contribution to the integration of the following cross-cutting issues:

- gender equality (share of respondents ranged from 51 % to 80 %, depending on the policy area), followed by
- non-discrimination (from 51 % to 77 %) and, finally,
- combating poverty (from 20 % to 57 %).

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 and social protection and social inclusion. The perception of lesser integration among stakeholders in the areas of anti-discrimination and gender equality 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 issues in this area.

Chart 19: Share of respondents stating that the EU contribution to the integration of cross-cutting issues into their respective policy area is high, by policy area



Source: Progress Annual Survey 2008



EUROPEAN ROMA SUMMIT
BRUSSELS, 16 SEPTEMBER 2008

CONFERENCE
10:30 - 19:30

Charlemagne Building (CHAR)
Room 'Alcide de Gaspari' (S 3)

DINNER
20:00 - 23:00

Autoworld
Parc du 50naire



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 Expenditures.

1. Operational expenditure

The planned Operational expenditures (appropriations for commitments; EU-27 and the contribution of EFTA-EEA countries) amounted to **EUR 79.226 million in 2007** and **EUR 93.4 million in 2008**. The percentages of the various policy areas in the annual financial envelope were as follows.

Table 10: Share of operational expenditure – planned commitments, by policy area

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

Source: European Commission

The table below illustrates both planned and actual operational expenditure (appropriations for commitments) by Progress policy area in 2007 and 2008.

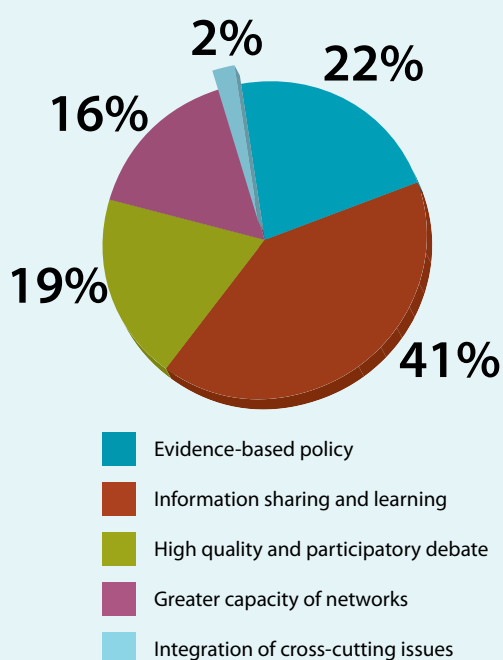
Table 11: Operational expenditure – planned and actual commitments, million €

Progress policy area	2007			2008		
	Planned	Actual	%	Planned	Actual	%
Employment	17.388	13.432	77.25%	20.478	16.517	80.66%
Social protection and inclusion	23.422	23.366	99.76%	28.700	27.989	97.52%
Working conditions	9.880	8.797	89.04%	10.444	6.980	66.83%
Antidiscrimination and diversity	19.996	19.608	98.06%	21.010	20.661	98.34%
Gender equality	7.364	6.770	91.93%	10.976	10.655	97.07%
Support for implementation of the programme	1.176	0.895	76.10%	1.792	1.3465	74.15%
Total:	79.226	72.868	92.0%	93.400	84.14	90.08%

Source: European Commission

Chart 20 illustrates the distribution of previously indicated actual operational expenditure (appropriations for commitments) by Progress immediate outcomes in 2007 and 2008. As a number of Progress-funded activities contributed to several Progress immediate outcomes, the information provided below is the best estimate available.

Chart 20: Operational expenditure – cumulative actual commitments in 2007 and 2008, by contribution to Progress immediate outcome



Source: European Commission

2. Administrative expenditure

Planned administrative expenditure (appropriations for commitments) amounted to EUR **4.091 million in 2007** and EUR **4.608 million in 2008**. Table 12 illustrates planned and actual administrative expenditure by Progress policy area in 2007 and 2008.

Table 12: Administrative expenditure – planned and actual commitments, million €

	Planned	Actual	%
2007	4.091	3.57	87.25%
2008	4.608	3.878	84.17%

Source: European Commission

Annex I - Catalogue of key outputs produced under Progress in 2007-2008

1. Information sharing and learning

Type of output	Key output	For more information see:
	Employment	
Activities of the Mutual Learning programme: peer reviews and thematic reviews	"The development of national flexicurity policies in response to labour market challenges", Brussels, 24/09/2008	http://www.mutual-learning-employment.net/peerreviews/
	"Improving access to the labour market for people at its margins with a special focus on people with a migrant or minorities background", 29/04/2008	http://www.mutual-learning-employment.net/thematicreviews/en/
	"Measuring, improving and promoting effects of lifelong learning", 20/09/2007	
	"Modernising and Activating Benefit and Social Protection Systems to Promote Employment", 28/03/2007	
Employment in Europe dissemination conferences	Employment in Europe annual dissemination conference, Brussels, 30/11/2007	http://ec.europa.eu/social/main.jsp?catId=88&langId=en&eventId=131&furtherEvents=yes
	Employment in Europe annual dissemination conference, Brussels, 25/11/2008	http://ec.europa.eu/social/main.jsp?catId=113&langId=en&eventId=99&furtherEvents=yes

Regular European Presidency events	Meeting of Heads of PES and EURES High Level Strategy Group, Nice, 11-12/12/ 2008	http://www.eu-employment-observatory.net/resources/meetings/MISEP%20Meeting%20Portugal%20Report-final.pdf	
	Meeting of Heads of PES and EURES High Level Strategy Group, Maribor, 19-20/06/2008		
	Meeting of Heads of PES and EURES High Level Strategy Group, Nuremberg, 14-15/06/2007		
	Meeting of Heads of PES and EURES High Level Strategy Group, Lisbon, 6-7/12/2007		
	MISEP meeting, Paris, 3-4/11/2008		
	MISEP meeting, Brdo pri Kranju, 16-17/05/2008		
	MISEP meeting, Mainz, 31/05-1/06/2007		
	MISEP meeting, Lisbon, 7-8/11/2007		
Seminars	A seminar on various models for employment services, Bratislava, April/2008	http://www.arbetsformedlingen.se/wlmp/Article.aspx?a=111&c=55&tc=17	
	A seminar on various models for employment services, Bratislava, 15-16/11/2007	http://www.arbetsformedlingen.se/wlmp/Article.aspx?a=122&c=55&tc=17	
	"The Role of migrant women at the labour market: current situation and future prospects", Brussels, 11/03/2008	http://ec.europa.eu/employment_social/employment_analysis/imm_migr_wom05_en.htm	
Cooperation with international institutions, such as OECD, WB and ILO, to promote the external dimension of the Social Agenda	Youth seminar, Brussels, 17-18/04/2008	http://ec.europa.eu/employment_social/employment_analysis/work_sem2007_en.htm	
	Seminar "Measurement of Undeclared Work", Brussels, 13/12/2007		
	1st ASEM (the Asia-Europe Meeting) Social Partners Forum, Brussels, 30/06-1/07/2008		http://ec.europa.eu/external_relations/asem/index_en.htm
	EU conference "Decent Work for All – Mobilising EU and Partners", Brussels, 24-25/01/2008		http://ec.europa.eu/social/main.jsp?langId=en&catId=323&newsId=233&furtherNews=yes
	Conference on migrant women, Brussels, 22/02/2008		http://ec.europa.eu/employment_social/local_employment/events_en.htm
	Youth Conference, Rome, 21-24/05/2007		
	A yearly contribution during 3 years (2007-2009) to the research phase of the PIAAC (Programme for the International Assessment of Adult Competences/OECD)		
	Employment Services Seminar 2008: Enhancing Relationships, 18-19/01/2008		
	A study on analysis of the average exit age from the labour force		

Conferences under the bilateral and regional policy dialogue and co-operation agreements	Seminar EU/CASS, Paris, 27-28/11/2008	
	Seminar EU/Chile, Santiago, Chile, 17-19/11/2008	
	Euromed Ministerial conference, Marrakech 9-10/11/2008	
	Seminar ASEM, Bali, 13/10/2008	
	EU/Canada Round Table, 17-18/09/2008	
	LED Conference, Brussels, 25/04/2008	
	AARP International Forum 23-24/06/2008	
Social protection and social inclusion		
Peer review meetings	Return of women to the labour market, Germany, 17-18/11/2008	http://www.peer-review-social-inclusion.eu/peer-reviews/peer-reviews/view?set_language=en
	Social impact assessment, Slovakia, 6-07/11/2008	
	Support Fund for the reception and integration of immigrants and their educational support, Spain, 20-21/10/2008	
	Cost containment in the pharmaceutical sector: Innovative approaches to contracting while ensuring fair access to drugs, Germany, 30/06-01/07/2008	
	The social economy from the perspective of active inclusion, Belgium, 12-13/06/2008	
	Public information on pension systems and pension system changes, Poland, 27-28/05/2008	
	Initiatives by the social partners for improving the labour market access of disadvantaged groups, Austria, 24-25/04/2008	
	Social aspects of human trafficking, Denmark, 3-4/12/2007	
	Active ageing strategies to strengthen social inclusion, Finland, 22-23/11/2007	
	The NAP Inclusion Social Inclusion Forum, Ireland, 15-16/11/2007	
	Multi-regional Operational Programme to Combat Discrimination, Spain, 25-26/10/2007	
	National Action Plan against Substandard Housing, France, 27-28/09/2007	
	Freedom of choice and dignity for the elderly, Sweden, 13-14/09/2007	
	ACCESS: Cottonera Community Resource Centre, Malta, 12-13/06/2007	
	The future of social services of general interest, Belgium, 29/05/2007	
Access to care and health status inequalities in a context of healthcare reform, Hungary, 17-18/01/2007		

Working conditions		
Workshops during Restructuring Forums	Restructuring Forum "Anticipating change in the defence industry", Brussels, 8-9/12/2008	http://ec.europa.eu/employment_social/restructuring/forum_en.htm
	Restructuring Forum "Article 6 (ESF)", Paris, 27-28/11/2008	
	Restructuring Forum "Anticipating change in transnational agreements", Lyon, 13-14/11/2008	
	Restructuring Forum "Adaptation of SMEs to change", Brussels, 26-27/11/2007	
	Restructuring Forum "Automotive industry", Brussels, 17-18/10/2007	
	Restructuring Forum "Anticipation", Brussels, 25-26/6/2007	
Exchanges of national experts from the Senior Labour Inspectors Committee (SLIC)	55th meeting of the Senior Labour Inspectors' Committee (SLIC), Lyon, 1-2/12/2008	http://www.pip.gov.pl/html/en/news/08/01080076.htm
Antidiscrimination and diversity		
Annual thematic conference	The European annual thematic conference on antidiscrimination, Belfast, 5-6/06/2008	http://ec.europa.eu/employment_social/fundamental_rights/events/belfast08_en.htm
Trainings of legal and policy practitioners at Community level (carried out by the Academy of European Law, Trier, Germany)	3 seminars to train members of the judiciary, Trier, 10-11/11/2008, 17-18/11/2008 and 8-9/12/2008	http://www.era.int/web/en/html/nodes_main/4_1649_459/4_2153_462/events_2008.htm
	2 seminars to train legal practitioners, "Data protection in the EU: How to strike the right balance between mobility, security and privacy?" Trier, 26-27/05/2008 and 9-10/06/2008	
	"The Future of Legal Europe", Trier, 29-30/09/2008	
Activities to promote the business case for diversity	"Diversity for talent and competitiveness: The SME Business Case for Diversity"	http://ec.europa.eu/social/BlobServlet?docId=772&langId=en
	"Continuing the Diversity Journey: Business Practices, Perspectives and Benefits", Brussels, 11-12/12/2008	http://ec.europa.eu/social/main.jsp?catId=370&langId=en&featureSId=25
	Symposium on Diversity Management Education and Curriculum Development: State-of-the-Art and Exploring Future Partnerships, Madrid, 23/06/2008	http://www.eabis.org/education/business-case-for-diversity-13.html

	Gender equality	
Exchange of good practices	"The Childcare system in Slovenia – an exchange of good practice towards promoting gender equality", Ljubljana, 23-24/09/2008	http://ec.europa.eu/social/main.jsp?catId=574&langId=en
	"The parental leave system in Iceland", Reykjavik, 22-23/10/2008	
	Legal Seminar on the implementation of EU law on equal opportunities and anti-discrimination, Brussels, 25/11/2008	http://ec.europa.eu/social/main.jsp?catId=88&langId=en&eventId=132&furtherEvents=yes
Awareness-raising activities to combat gender stereotypes in companies	Training workshops in 15 EU countries and the following tools: Country reports, Toolkit, Website, Communication tools (posters, leaflets). A final conference in Brussels, November 2008.	http://www.afaemme.org/projectavbs.php
European network of women in decision-making in politics and the economy	Three meetings in 2008 to exchange good practice on strategies to improve representation of women in decision-making positions	http://ec.europa.eu/social/main.jsp?langId=en&catId=418&newsId=133&furtherNews=yes

2. Evidence-based policies and legislation

Type of output	Key output	Reference
	Employment	
Maintenance, implementation and development of statistical tools (subdelegated to EUROSTAT)	Job Vacancy Survey (including a detailed investigation of the practices used in Sweden and UK for collecting job vacancy statistics and the preparatory steps to introduce a new survey for collecting job vacancies in Denmark)	http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1090,30070682,1090_33076576&_dad=portal&_schema=PORTAL
	Labour Market Policy statistical database (maintenance, for example, support in data collection, validation and quality control, and development, for example, production of estimates for the European Employment Strategy indicators)	
	Labour Force Survey 2008 ad-hoc module "Labour market situation of migrants and their immediate descendants"	
	Integrated system of earnings and labour costs statistics	
	European Socioeconomic classification (ESeC)	
	"Undeclared Work in the European Union", 2007	http://ec.europa.eu/employment_social/employment_analysis/work/direct_survey_udw_2007_en.pdf
	European Employment Observatory (EEO)	http://www.eu-employment-observatory.net/

Analysis on labour market trends	"The Interaction between Local Employment Development and Corporate Social Responsibility", published in 2009	http://ec.europa.eu/social/main.jsp?langId=lv&catId=89&newsId=468
	"Corporate Social Responsibility: National public policies in the European Union", 2007	http://ec.europa.eu/social/main.jsp?catId=331&langId=en
	"Job mobility within the EU: Optimising its economic and social benefits", 2008	http://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=386&furtherNews=yes
	"Geographical mobility within the EU: Optimising its economic and social benefits", 2008	http://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=385&furtherNews=yes
	"Assessing employment and social impacts of selected strategic Commission policies"	
	A study on flexicurity: the need for indicators on coverage of certain social benefits for people in flexible employment in the European Union, 2008	
	"The role of the Public Employment Services related to flexicurity in the European Labour Market", 2007-2008	http://www.dti.dk/inspiration/25268
	A study on Taxonomy of European labour markets using quality indicators, 2008	http://www.cee-recherche.fr/fr/rapports/45-RappR_European_labour_markets.pdf
	A general equilibrium model dedicated to the LM (modelling)	
Small-scale studies in support of Employment Committee (EMCO) discussions and bilateral cooperation activities	"The use, scope and effectiveness of labour and social provisions and sustainable development aspects in bilateral and regional Free Trade Agreements", 2007	
	"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", 2007	
	"Analysis of the diversification of forms of work and employment in the EU and Japan", 2007	
	EMCO Indicators group meeting on flexicurity and average exit age, 13-14/05/2007	
	A study "Employment and decent work in EU external assistance"	
Social protection and social inclusion		
Surveys on social inclusion (Eurobarometer)	A special Eurobarometer report "Health and long-term care in the European Union", 2007	http://ec.europa.eu/public_opinion/archives/ebs/ebs_283_en.pdf

Studies, analysis	A study "Privately managed funded pension provision and their contribution to adequate and sustainable pensions", 2008	http://ec.europa.eu/employment_social/spsi/docs/social_protection_committee/final_050608_en.pdf
	A study "Regulating private health insurance in the European Union: the implications of single market legislation and competition policy", 2007	<i>Published in the Journal of European Integration, 29 (1). pp. 89-107</i>
	"Pensions Schemes and Projection Models in EU-25 Member States", European economy occasional paper 2007	http://ec.europa.eu/economy_finance/epc/documents/2007/pensions_en.pdf
	Feasibility Study on Social Considerations in Public Procurement, 2008	
Mutual information system on social protection (MISSOC)	Database	www.ec.europa.eu/missoc
Outputs produced by the ASISP network, former MISSOC	27 reports (and a synthesis report) called "Review of the National Strategy Report on Social Protection and Social Inclusion 2008-2010", 2008	
	27 reports (and a synthesis report) called "Assessment of the 2008-2010 National Reform Programme with regard to Social Protection", 2008	
Outputs produced by the Network of Independent Experts on Social Inclusion	A synthesis report of peer reviews "Building a stronger EU Social Inclusion Process", 2008	http://www.peer-review-social-inclusion.eu/network-of-independent-experts/first-semester-2008
	A report on "Feeding in and Feeding out": The extent of synergies between growth and jobs policies and social inclusion policies across the EU, 2007	http://www.peer-review-social-inclusion.eu/network-of-independent-experts/second-semester-2007
	A study "Child poverty: a political priority for EU Member States", 2007	http://ec.europa.eu/employment_social/spsi/docs/spsi_gpa/spsi_gpa_15_preventing_child_poverty.pdf
Working conditions		
Studies, analysis	A preparatory study for impact assessment of the European Works Councils Directive, 2008	http://ec.europa.eu/employment_social/labour_law/docs/2008/ewc_impact_assessment_preparatory_study_en.pdf
	A study "Economic and social impact of the agreement concluded between social partners on certain aspects of the working conditions of mobile workers engaged in interoperable cross-border services in the railway sector", 2008	http://ec.europa.eu/employment_social/labour_law/documentation_en.htm#22
	Impact study on hazards from needle sticking, 2008	
	Impact study on work related Musculo-Skeletal Disorders (MSDs), 2008	
	"Assessment of electromagnetic fields around magnetic resonance imaging (MRI) equipment", 2007	http://www.hse.gov.uk/research/rrpdf/rr570.pdf

Studies in support of the preparation of the Restructuring Forum	"Anticipating restructuring in the European defence industry", 2008	http://ec.europa.eu/employment_social/restructuring/docs/final_report.pdf
	A study on the evolution of the European automotive industry, 2008	http://ec.europa.eu/employment_social/restructuring/docs/executive_summary_en.pdf
Outputs produced by the European Network of Independent Legal Experts	4 quarterly flash reports, replies to a number of questions for information/details, analysis of national legislation	http://www.labourlawnetwork.eu/
	Annual seminar 'Challenges of cross border mobility for labour law', Noordwijk, The Netherlands, 28-29/11/2008	http://www.labourlawnetwork.eu/news_and_events/conferences/prm/69/size__1/index.html
	Development of data in collaboration with international organisations	Recurrent and ongoing activity
Antidiscrimination and diversity		
Outputs produced by the Academic Network of European Disability Experts (ANED)	A website of Academic Network of European Disability Experts (ANED)	www.disability-europe.net
	ANED synthesis report on disability mainstreaming in the 2008-2010 National Strategy Reports for Social Protection and Social Inclusion (NSRs)	
	Monitoring the Implementation of the UN Convention on the Rights of Persons with Disabilities in Europe: Principles for the Identification and Use of Indicators	
	European comparative data on the situation of disabled persons: an annotated review, by ANED	
	Report on principles for the identification and use of indicators	
	ANED Annual Meeting 2008, Brussels, 15/12/2008	
Outputs produced by the Legal experts network on antidiscrimination	Country reports on measures to combat discrimination Directives 2000/43/EC and 2000/78/EC	http://ec.europa.eu/employment_social/fundamental_rights/policy/aneval/legnet_en.htm
	Flash reports on legal developments in the EU member states (ongoing throughout the year)	
	"Limits and potential of the concept of indirect discrimination", thematic report, 2008	
	"European Anti-Discrimination Law Review", Issue 6/7 October 2008	
	State of Play of the use of the Anti-discrimination directives fighting Roma Discrimination	
	Information on case law regarding national discrimination outside employment	
	Accessibility and reasonable accommodation, including European overview tabulation	
	Legal seminar on the implementation of EU law on equal opportunities and anti-discrimination, Brussels, 25/11/2008	

Studies, analysis	The "Study on the existence of discrimination in the field outside the current scope of EU legislation and potential effects of further measures"	
Gender equality		
Database on women and men in decision making	Database	http://ec.europa.eu/employment_social/women_men_stats/measures_in4_en.htm
Outputs produced by the Commission's Network of legal experts in the fields of employment, social affairs and equality between men and women	Law Review 1/2008	http://www.fgb-egge.it/homepage.asp
	Law Review 2/2008	
	Transposition of Recast Directive 2006/54/EC	http://ec.europa.eu/employment_social/gender_equality/legislation/bulletin_en.html
	EU gender equality law (2008)	
	Gender equality law in 30 European countries (2008)	
	Sex-segregated Services (2008)	
Legal Approaches to Some Aspects of the Reconciliation of Work, Private and Family Life in Thirty European Countries (2008)		
Outputs produced by the European Network of employment experts on Gender Equality	Assessment of gender mainstreaming in Lisbon Strategy (27 national reports and one synthesis report)	http://www.fgb-egge.it/homepage.asp
	Thematic report on childcare (27 national reports and one synthesis report)	
	Analysis note on flexicurity and gender	
	Analysis note on the economic case for gender equality	
	2 Analysis notes on the feasibility of a European GE composite index	
Outputs produced by the European Network of experts in gender equality, social inclusion, health and long-term care.	Thematic report on Ethnic minority and Roma women (national reports and synthesis report)	http://eggsi.irs-online.it/
	Assessment of gender mainstreaming in National Strategy Reports on Social protection and inclusion (national reports and synthesis report)	
	A thematic report on gender segregation (30 national reports and a synthesis report)	
Studies, analysis	Study on Directive 86/613	
	Study on the costs and benefits of options to improve provisions for the reconciliation of work, private and family life	
	Two reports on women in European politics – Time for action (2007 and 2008)	http://ec.europa.eu/employment_social/publications/booklets/equality/pdf/ke8108186_en.pdf http://ec.europa.eu/employment_social/publications/booklets/equality/pdf/ke8109543_en.pdf

3. High quality and participatory policy debate

Type of output	Key output	Reference
	Employment	
Presidency conferences	The conference on the mobility of workers in Europe, Paris, 11-12/09/2008	http://www.eu2008.fr/PFUE/lang/en/accueil/PFUE-09_2008/PFUE-11.09.2008/conference_sur_la_mobilite_des_travailleurs_en_europe
	"Jobs for Youth – Prosperity for all", Brdo, 24-25/04/2008	http://www.eu2008.si/en/Meetings_Calendar/Dates/April/0424_EPSCO.html?tkSuche=ajax&globalDatum=24.04.&multiDatum=24.04.&veranstaltungsart=&globalPolitikbereich=&visiblePath=/htdocs/en&
	ILO Forum on Decent work for a Fair Globalisation, Lisbon, 31/10-1-2/11/2007	http://www.ilo.org/global/What_we_do/Events/Symposiaseminarsandworkshops/lang--en/WCMS_083618/index.htm
	"ESF – educating and training for employment and cohesion", Lisbon, 23/10/2007	http://ec.europa.eu/employment_social/esf/news/article_6392_en.htm
	"Flexicurity: key challenges", Lisbon, 13-14/09/2007	http://www.mtss.gov.pt/eu2007pt/preview_documentos.asp?r=190%20&m=PDF
	'Celebrating 10 years of the European Employment Strategy: common objectives for more and better jobs', Lisbon, 8/10/2007	http://europa.eu/rapid/pressReleasesAction.do?reference=IP/07/1455&format=HTML&aged=0&language=EN&guiLanguage=en
	"Demand for Labour in Europe: Qualification of Workers and Migration Policy", Berlin, 18/06/2007	http://www.eu2007.de/en/Meetings_Calendar/Dates/June/0618-BSGV2.html?tkSuche=ajax&globalDatum=01.06.&multiDatum=30.06.&veranstaltungsart=&globalPolitikbereich=&visiblePath=/htdocs/en&
	'Quality of Work - the Key to More and Better Jobs', Berlin, 2-3/05/2007	http://www.eu2007.de/en/Meetings_Calendar/Dates/May/0502-BSGV.html

Social protection and social inclusion		
Presidency conferences	"Emerging Social Issues in a Changing Europe", Paris, 12/11/ 2008	http://www.eu2008.fr/PFUE/site/PFUE/lang/en/_nouvelles_questions_sociales_dans_l_europe_en_mutation
	"Intergenerational Solidarity for Cohesive and Sustainable Societies", Brdo, 28-29/04/2008	http://www.eu2008.si/en/Meetings_Calendar/Dates/April/0427_EPSCO.html?tkSuche=ajax&globalDatum=01.02.&multiDatum=29.05.&veranstaltungsart=&globalPolitikbereich=&visiblePath=/htdocs/fr&
	"The paths of sustainability and the reform of pensions systems", 13- 14/11/2007, Lisbon	http://www.mtss.gov.pt/eu2007pt/preview_documentos.asp?r=506%20&m=PDF
	"Trafficking in Human Beings and Gender", Porto, 8-9/10/2007	
	2nd Forum on Social Services of General Interest, Paris, 28-29/11/ 2008	http://www.eu2008.fr/PFUE/cache/offonce/lang/en/accueil/PFUE-10_2008/PFUE-28.10.2008/deuxieme_forum_sur_les_services_sociaux_d_interet_general_en_europe;jsessionid=A190FC71CD5ED3FBE42F29FBE0C66CE5
	1st Forum on Social Services of General Interest, Lisbon, 17/09/ 2007	http://www.mtss.gov.pt/eu2007pt/en/left.asp?01.02.03.01
Annual European Round Table on Poverty and Social exclusion	7th: "Active inclusion strategy for the people furthest from the labour market", Marseille, 15-16/10/2008	http://ec.europa.eu/employment_social/spsi/events_en.htm
	6th: "Minimum Social Standards: a Strategy for Protection and Empowerment", Ponta Delgada-Sao Miguel, Azores, 16-17/10/2007	http://ec.europa.eu/social/main.jsp?catId=443&langId=en&eventsId=106&furtherEvents=yes
Thematic stakeholder conferences	"Improving Health-system efficiency: achieving better value for money", Brussels, 17/09/2008	
	"Financial inclusion - improving access to basic financial services", Brussels, 28/05/2008	
	"Minimum income schemes and the integration of people excluded from the labour market - Active inclusion", Brussels, 15/06/2007	
Annual meeting	7th European Meeting of People Experiencing Poverty, Brussels, 16-17/05/2008	
	6th European Meeting of People Experiencing Poverty, Brussels, 4-5/05/2007	

Working conditions		
Presidency conferences	"Transnational company agreements - Dialogue, rights, anticipating corporate restructuring, actors: a new perspective", Lyon, 13-14/11/2008	http://www.ue2008.fr/webdav/site/PFUE/shared/import/1113_accords_transnationaux_entreprise/Transnational_business_agreements_programme_EN.pdf
	"Improving quality and productivity at work: the new Community strategy on health and safety at work 2007-2012", Lisbon, 6/11/2007	http://www.mtss.gov.pt/eu2007pt/left.asp?01.02.02
	"5th EU-US joint conference on occupational safety and health", Cascais, 7-9/11/2007	
	"Increasing success through efficient regulation", Bonn, 13-14/06/2007	http://www.eu2007.de/en/Meetings_Calendar/Dates/June/0613-BSGV.html
	"Limit values for chemical substances at workplace", Dortmund, 7-8/05/ 2007	http://www.eu2007.de/en/Meetings_Calendar/Dates/May/0507-BSGV2.html
Restructuring forums	see above at Information sharing and learning	http://ec.europa.eu/employment_social/restructuring/forum_en.htm
Antidiscrimination and diversity		
Presidency conferences	Equality Summit 2008, Paris, 29-30/09/2008	http://www.eu2008.fr/PFUE/lang/en/accueil/PFUE-09_2008/PFUE-29.09.2008/sommet_de_l_egalite__paris_29_et_30_septembre_2008_7200
	The first EU Roma Summit, Brussels, 16/09/2008	http://ec.europa.eu/social/main.jsp?catId=88&langId=en&eventId=105
Annual awareness-raising events	European Day of People with Disabilities, Brussels, 1-2/12/2008	http://ec.europa.eu/social/main.jsp?catId=88&langId=en&eventId=104
	European Day of People with Disabilities, Brussels, 5-6/12/2007	http://ec.europa.eu/social/main.jsp?catId=88&langId=en&eventId=33&furtherEvents=yes
National awareness-raising activities	Various conferences, meetings, seminars, workshops, surveys, analysis, publications in 22 countries	http://ec.europa.eu/employment_social/fundamental_rights/policy/awrais/nap08_en.htm
Pan European information campaign "For Diversity. Against Discrimination"	A dedicated website on non-discrimination in the European Union, EU journalist award, national activities	http://www.stop-discrimination.info/

Gender equality		
Presidency conferences	“Professional equality between men and women, an economic stake facing the demographic challenge”, Lille, 13-14/11/2008	http://www.eu2008.fr/webdav/site/PFUE/shared/import/1114_Reunion_%20ministres_egalite/Conference_professional_equality_women_men_Trio_presidency_declaration_EN.pdf
	“Elimination of Gender Stereotypes: Mission (Im) Possible?”, Brdo, 29-30/01/2008	http://www.eu2008.si/en/Media_Service/Photo_Archive/January/0130EPSCO.html
	“Employability and entrepreneurship: gender stereotypes”, Lisbon, 3-4/10/ 2007	http://www.eu2007.pt/UE/vEN/Noticias_Documentos/20070927es_tereotipogenero.htm
	EU Conference “50 Years of Women’s Rights in the EU: How far have we come?”, Brussels, 5/07/2007	http://www.greens-efa.org/cms/default/dok/186/186538.50_years_of_womens_rights_in_the_eu@de.htm
Support for the implementation of Progress		
	First edition of the Social Agenda Forum “Responding to new social realities” – Brussels – 5/6 May 2008	http://ec.europa.eu/employment_social/emplweb/social_agenda/ec_conference_en.html
Presidency conferences	“Emerging Social Issues in a changing Europe”- Paris, France – 12 November 2008	

Annex II - List of Tables

Table 1: Logic model of the Progress outcomes	17
Table 2: The number of outputs produced during 2007-2008	22
Table 3: Participation of Member States in the social protection and social inclusion peer reviews in 2007-2008	25
Table 4: The number of outputs produced during 2007-2008	34
Table 5: Some examples of key outputs produced by Progress policy areas in 2007-2008	34
Table 6: The number of outputs produced during 2007-2008	44
Table 7: Some examples of key outputs produced by Progress policy areas in 2007-2008	44
Table 8: Key EU networks and NGOs receiving Progress financial support to operational costs in 2007-2008, by policy area	53
Table 9: Outputs produced by the Progress-supported key EU networks and NGOs in 2007-2008 ..	54
Table 10: Share of operational expenditure – planned commitments, by policy area	63
Table 11: Operational expenditure – planned and actual commitments, million €	64
Table 12: Administrative expenditure – planned and actual commitments, million €	64

Annex III - List of Charts

Chart 1: Share of actual commitments in 2007 and 2008 dedicated to information sharing and learning	21
Chart 2: Share of respondents stating that they are familiar with EU objectives and policies, by policy area	30
Chart 3: Share of respondents stating that they acquired relevant knowledge through the information sharing and learning activities, by policy area	30
Chart 4: Share of respondents stating that they acquired relevant knowledge through the information sharing and learning activities, by type of activity	30
Chart 5: Share of respondents stating that they have already used or intend to use the acquired knowledge for policy making or policy advocacy, by policy area	31
Chart 6: Share of actual commitments in 2007 and 2008 dedicated to evidence-based EU policies and legislation	33
Chart 7: Share of respondents stating that the EU policy is grounded in thorough analysis of situation.....	35
Chart 8: Share of respondents stating that the EU policy is responsive to conditions, needs and expectation in Member States	36
Chart 9: Share of respondents stating that they use policy advice, research and analysis initiated by the European Commission	36
Chart 10: Share of respondents stating that they are aware of policy advice, research and analysis initiated by the European Commission.....	36
Chart 11: Share of respondents stating that Progress-funded policy advice, research and analysis of which they were aware, has... ..	37
Chart 12: 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:..	41
Chart 13: Share of respondents stating that Progress-funded statistical indicators, tools and methods, which they were aware of, had contributed (in their respective Progress policy area) to: .	42
Chart 14: Share of actual commitments in 2007 and 2008 dedicated to high quality and participatory policy debate	43
Chart 15: Share of respondents stating that the principles of good governance had been followed in the policy debate at the European level, by policy area	46
Chart 16: Share of respondents stating that the principles of good governance were respected in Progress-funded events, by policy area.....	46
Chart 17: 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...	48
Chart 18: Share of actual commitments in 2007 and 2008 dedicated to greater capacity of networks	52
Chart 19: Share of respondents stating that the EU contribution to the integration of cross-cutting issues into their respective policy area is high, by policy area.....	61
Chart 20: Operational expenditure – cumulative actual commitments in 2007 and 2008, by contribution to Progress immediate outcome	64

Annex IV - List of Boxes

Box 1: A mix of policy tools used by the EU in the field of employment and social solidarity...	14
Box 2: Some examples of key outputs produced under Progress in 2007-2008.	23
Box 3: Peer reviews.	25
Box 4: Progress-supported networks of experts as a source of evidence.	26
Box 5: Reinforcing the Open Method of Coordination for Social Protection and Social Inclusion.	27
Box 6: Training of legal and policy practitioners at Community level.	28
Box 7: Communicating equality and non-discrimination in the European Union.	28
Box 8: Awareness-raising activities to combat gender stereotypes in companies.	29
Box 9: Some examples of Progress supported databases.	37
Box 10: Contribution to agenda-setting.	38
Box 11: Providing the basis for legislative proposals.	39
Box 12: Guiding effective policy-implementation.	40
Box 13: Monitoring the law.	41
Box 14: Restructuring Forums.	47
Box 15: Roma Inclusion.	47
Box 16: Renewed Social Agenda.	49
Box 17: Defining common priorities for gender equality.	49
Box 18: the 2007 and 2006 Forums on Social Services of General Interest.	50
Box 19: Equal Treatment Directive.	50
Box 20: Renewed Social Agenda.	55
Box 21: Active participation in policy debate.	56
Box 22: Fight Against Poverty and Social Exclusion.	57
Box 23: Examples of consistency and synergy among Progress policy areas.	59
Box 24: SPSI, non-discrimination and greater capacity of networks.	59
Box 25: European Anti-Poverty Network.	60
Box 26: Examples of gender mainstreaming in Progress.	60

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