



European  
Commission

# Progress Annual Performance Monitoring Report 2011

*Monitoring of the Performance  
of the European Union Programme  
for Employment and Social Solidarity –  
Progress (2007-2013)*



This publication is supported by the European Union programme for employment and social solidarity — Progress (2007–13).

This programme is implemented by the European Commission. It was established to financially support the implementation of the objectives of the European Union in the employment, social affairs and equal opportunities area, and thereby contribute to the achievement of the Europe 2020 strategy goals in these fields.

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

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

# Progress Annual Performance Monitoring Report 2011

**MONITORING OF THE PERFORMANCE  
OF THE EUROPEAN UNION PROGRAMME FOR EMPLOYMENT  
AND SOCIAL SOLIDARITY — PROGRESS (2007–13)**

**European Commission**

Directorate-General for Employment, Social Affairs and Inclusion

Unit 01

Manuscript completed in May 2012

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Luxembourg: Publications Office of the European Union, 2012

ISBN 978-92-79-24806-1

doi:10.2767/61664

ISSN 1831-6816

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# Foreword

The fifth year of implementation of the Programme for Employment and Social Solidarity (Progress) in the current period (2007–13) was dominated by the economic and financial crisis that has proved far more severe than expected, and a challenging employment and social situation that has had far-reaching consequences for the Union's welfare system. The year was also the second since the Europe 2020 strategy was adopted by the EU heads of State and government with a view to generating smart, sustainable and inclusive growth that assist the EU and the Member States in achieving high employment, high productivity and sound social cohesion.

Progress supports the European Commission in proposing relevant policy responses, improving decision-makers' ownership of the Union's objectives, and ensuring the Union's policies and law are correctly implemented at national and local level by involving the stakeholders in EU policy governance. Actions supported by Progress have contributed to meeting the Europe 2020 targets and making progress in the fields of employment, social inclusion and social protection, working conditions, gender equality and the combating of discrimination. Progress-financed activities also serve to implement the Europe 2020 flagship initiatives in this area, namely Youth on the Move, an Agenda for New Skills and Jobs, and the European Platform against Poverty and Social Exclusion.

Over the years, the *results-based management approach*, which is one of the innovations associated with Progress, has sharpened the focus of its activities and made its results more tangible.

This Annual Performance Monitoring Report analyses the activities financed by Progress and bolsters the latter's accountability and visibility. It measures the extent to which Progress actions reach the main beneficiaries and their degree of satisfaction, and gives examples of the programme's impact, in particular on the monitoring of the situation across the Union, on follow-up to the Member States' policy plans and legislation, and on the stakeholders' capacity to provide suitable policy responses.

The analyses covered by this Report have served to back up the Commission's proposal for a new programme (the Programme for Social Change and Innovation, adopted in October 2011), which will apply to the period covered by the forthcoming Multiannual Financial Framework (2014-20).

While we hope this Report meets readers' expectations, we are also keen to improve the drafting of future reports. Your feedback and suggestions are therefore welcome. Please send any comments and questions to [empl-progress@ec.europa.eu](mailto:empl-progress@ec.europa.eu).



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# Overview

The year 2011 marked the start of a new policymaking cycle for the EU social and employment policies, as the implementation phase of the Europe 2020 strategy began and its concrete policy initiatives, as laid out in the flagship initiatives, started being put into practice. In line with evolving policy priorities, the Progress programme reoriented its activities to support the EU's growth strategy for the coming decade and the needs of the new EU economic governance.

*In 2011, Progress contributed to the achievement of EU goals by ...*

*... maintaining and developing a robust evidence base necessary for EU employment and social policy*

As the EU continued to face social and economic challenges on an unprecedented scale, Progress contributed to the comprehensive analysis of the current situation and identification of possible ways to address it. Evidence production in 2011 included a broad range of new, as well as already established activities. The key issues addressed by studies, databases and statistics focused on issues of the utmost importance, such as the impact of the crisis (e.g. youth unemployment, skills, flexibility), democratic changes and developments, occupational safety and health issues, the situation of vulnerable groups (e.g. Roma, people with disabilities) and the integration of cross-cutting issues. Progress-funded evidence helped to ensure:

## **1. BETTER COMPLIANCE AND MORE EFFECTIVE APPLICATION OF EU LAW IN MEMBER STATES BY**

- helping the Commission to ensure correct and effective application of EU law through regular monitoring; three Progress-supported networks of legal experts provided the Commission with independent information on the transposition of EU directives into national law and their implementation, as well as advice on relevant developments in the Member States; also, analytical

activities such as the report on the application of directives on health and safety at work for fixed-term and temporary workers contributed to the final evaluation of the EU strategy on health and safety at work for 2007–12, which will serve as the basis for the follow-up strategy for 2013–20 to be proposed in 2012;

- supporting the implementation through practical assistance (i.e. guidance and training) to the main stakeholders at national level. Progress funded the development of non-binding good practice guides, handbooks and other material for information sharing and learning. More than three fifths of the stakeholders responding to the annual survey identified good practice guides on various directives produced in the field of working conditions as useful;

## **2. DECISION-MAKERS ACROSS THE EU BEING BETTER INFORMED ON NEW CHALLENGES, THEIR MAGNITUDE AND POLICY OPTIONS BY**

- supporting a thorough situation analysis which provides policy response alternatives to current challenges. The majority of the studies produced in the field of employment deal with analysis of the situation and aim to contribute to well-timed preparation of exit strategies that are in line with the magnitude of the crisis. Produced evidence focused on reinforcing the EU capacity to match labour market needs, fight youth unemployment and assess the impact of flexicurity policies on the EU labour market. Over four fifths of the annual survey respondents were of the opinion that EU social and employment policy is grounded in a thorough analysis of the current situation;
- assisting the development of sound analysis and policy-relevant research for long-term, innovative and effective strategies and actual

policies. Evidence produced by Progress fed into all stages of the EU employment and social policy cycle. Detailed analysis of the existing situation, consultations with experts, impact assessments and evaluations of current policies were among the key analytical activities in all Progress policy fields. Progress-supported evidence was assessed as useful for policymaking and policy-advocacy purposes by over four fifths of the annual survey respondents. The most useful types of evidence were common methodologies, indicators and statistical data.

### 3. GROWING SOCIAL INNOVATION BY DEVELOPMENT, TESTING AND DISSEMINATION OF INNOVATIVE SOLUTIONS TO COMMON EUROPEAN CHALLENGES:

- In 2011, Progress supported selected projects to develop and test innovative approaches to delivering social policy priorities in the context of the Europe 2020 strategy; the main idea behind such projects is to make good use of the scientific contribution provided by the studies on subjects conducted in recent years and by doing this to come up with innovative solutions, system modernisation and more responsive adaptation to economic and social changes.
- The first results on policymaking are still to materialise, yet the importance of social experimentation and innovation projects in the programme is steadily increasing as the number of funded projects and Member States involved grows each year.

#### *... supporting effective information sharing and learning on EU law and policy*

Progress-funded information sharing and (mutual) learning practices serve as a means to transfer knowledge and provide guidance at both national and European levels so as to make policymaking and policy implementation effective and in line with common EU objectives, policies and laws.

The major concerns in 2011 were to find strategies for exiting the economic crisis by organising learning and sharing activities concerning vulnerable groups (e.g. unemployed immigrants) and their skills (e.g. mismatch and underutilisation of skills) and also to address ageing.

The vast majority (over four fifths) of responding participants indicated that in the Progress-funded conferences, seminars, peer reviews and other similar events they attended they gained a better understanding of EU policy objectives and also an opportunity to align their policy activity with EU objectives. Like in the previous years, the awareness of actors involved in Progress-funded activities remains high with regard to EU objectives and policies in their relevant areas. The representatives of national bodies noted that the events they participated in presented them with policy practices and tools which can be transferable and/or also with the demonstration of results.

Furthermore, over 80 % of the responding national actors confirmed that they intend to use knowledge acquired during the Progress-funded events for policymaking or policy advocacy in national settings, mentioning the intention to share the knowledge obtained with peers/management, colleagues and other stakeholders (over 90 % agreed with this). The indicated ways to use the knowledge included:

- analysis of the current situation at a national level: initiation of systematic data collection and promotion of constant situation monitoring and evaluation;
- discussions about possible changes, policy improvements and reforms;
- a search for innovative policy solutions: discussions on information about social innovation and social experimentation;
- sharing with colleagues and students by distributing relevant material and critical summaries and organising lectures and debates on the matters at stake;
- producing academic publications.



### *... promoting high-quality and participatory policy debate at EU and national levels*

To ensure that EU social and employment policies are inclusive and fair, these have to take into account the impact on people and meet the needs of all those directly or indirectly affected by them. As a result, the close involvement and mobilisation of all key stakeholders — from public authorities to social partners and NGOs representing civil society at large — and growing partnership become crucial for the development of EU objectives, policies and law.

In 2011, Progress supported the Hungarian and Polish Presidencies in steering towards common goals, in generating coordinated efforts by all Member States and the European institutions and in involving all relevant stakeholders in an inclusive policy debate. Progress helped to ensure **more effective, inclusive and stronger partnerships around EU objectives and priorities** by

- supporting the further strengthening of the partnership between the Member States and the Commission. There is a strong sense of collaboration and partnership between government institutions of the EU and Member States. Over 90 % of officials working in national, regional, or local government institutions who responded to the annual survey confirmed this. In 2011, the sense of collaboration and partnership between these two groups increased compared to 2009 and 2010;
- enhancing the partnership among the Member States, the Commission, social partners and NGOs. Results of the annual survey show that actors working in EU-level organisations (EU institutions, EU-level NGOs and EU-level social partners) on average have a slightly stronger sense of collaboration and partnership with other EU organisations than those representing national organisations. On average four fifths of the respondents representing EU level organisations are positive about their cooperation and

partnership with various EU organisations, compared to three quarters of national level actors.

- contributing to building the partnership among the Member States. Progress funded annual meetings of public employment services, the Senior Labour Inspectors Committee (SLIC), occasional workshops of the European Employment Observatory (EEO) and network meetings of the Mutual Information System on Social Protection (Missoc), etc. The sense of collaboration and partnership among officials in a national, regional, or local government institution is strong (and was confirmed by more than 90 % of respondents to the annual survey). The contribution of Progress to partnership building was acknowledged by the respondents.

Finally, the results of the annual survey indicate that the clarity of issues and involvement of stakeholders in the policy debate events such as Presidency conferences or other high-level large events (such as the Equality Summit or the Annual Convention of the Platform against Poverty and Social Exclusion) remain high (over 60 % of the responding stakeholders agree), yet dissemination of results is less adequate (only 40 % agree that it is adequate).

### *... bringing greater capacity of national and pan-European networks*

As the Progress programme has a key role in promoting the involvement of civil society through financial support to key EU-level networks, it contributed to strengthening their capacity to participate in and influence policymaking and policy implementation at EU and national levels. In 2011, Progress supported the operation of 32 EU-level NGOs and networks active in the fields of: the fight against discrimination on grounds of racial or ethnic origin, disability or age; the integration of people with disabilities; the promotion of gender equality and women in decision-making; active inclusion; and non-discrimination law and policies. The number of such Progress-supported NGOs has increased, from 24 in 2010 to 32 in 2011.

Progress-supported EU-level networks and NGOs were instrumental in disseminating the messages agreed at EU level to Member States through their national organisations, as well as other network structures. The supported NGOs also organised national campaigns to raise public awareness about common European challenges, and advocated for solutions to systemic social injustices. The results of the annual survey indicate that the Progress-supported EU-level NGOs are perceived as an important source of information for policymaking and advocacy, although non-governmental stakeholders share somewhat more positive views on this than the representatives of the national and regional authorities. Importantly, similar surveys in the previous year revealed that the most prominent EU-level NGOs are known by the stakeholders across the EU to the same extent as the EU agencies active in the field (such as Eurofound or the European Union Agency for Fundamental Rights).

***... ensuring integration of cross-cutting issues and greater consistency***

As attested by the stakeholders, the integration of non-discrimination and gender equality issues is prominent in evidence produced under the Progress programme as well as its good practice exchange seminars and supported policy debate. There is a notable disparity concerning the integration of combating poverty issues. Over 70 % of the responding participants who attended Progress-funded events in 2011 state that combating poverty was adequately addressed in their event; however, only 55 % of responding stakeholders agree that the EU contribution to the integration of the combating poverty issues into their respective policy area is moderate or high.

***Suggestions for further improvement in Progress management and monitoring include:***

- Improving the dissemination of results; the results of evidence generated through studies, reports and mutual learning events could be better disseminated beyond the circles of those actively involved in EU-level policymaking, in order to further enhance the impact and the sustainability of this evidence. An important role could be served by Progress-funded social innovation activities, which aim to find effective ways to apply new and existing ideas and evidence to satisfy the real social needs of people;
- The EU role in integrating cross-cutting issues such as non-discrimination and gender equality into Progress policy areas is acknowledged; however the attitudes as regards the cross-cutting integration of combating poverty remains modest; given that combating poverty is one of the Europe 2020 headline targets, an additional effort might be needed to better integrate this cross-cutting issue;
- further development of the strategy for monitoring data collection and the possible introduction of new tools to supplement the annual survey, to obtain more relevant and updated information on Progress performance, which would lead to more constructive recommendations for further improvements of the programme. These could include flash surveys on the website of the Employment, Social Affairs and Inclusion DG, short follow-up enquiries distributed to the participants of formal events (such as Committee meetings and other working meetings) and specific questions in Eurobarometer and similar instruments.

# I. Introduction

## 1. STRATEGIC AND MANAGEMENT CONTEXT

The European Union programme for employment and social solidarity — Progress 2007–13 (Progress) is a financial instrument supporting the development and coordination of EU policy in the following five areas: employment, social protection and social inclusion, working conditions, antidiscrimination and gender equality. The programme is open to EU countries, EFTA–EEA countries (Iceland, Liechtenstein and Norway) and candidate countries, as well as potential candidate countries.

The programme is implemented by the Commission (direct management), specifically the *Directorate-General for Employment, Social Affairs and Inclusion*. The Commission is assisted by the Committee for the Implementation of the European Union Programme for Employment and Social Solidarity — Progress 2007–13.

The ultimate goal of the programme is to help achieve the strategic objectives of the EU's growth strategy – The implementation of the Progress programme focuses on delivering results. This means using the programme in such a way that it delivers outputs conducive to the development and implementation of employment, social and equality legislation and policies at all levels (EU, national, regional and local) and ultimately of benefit to all European citizens. As the main responsibility for action in these areas lies with the Member States, Progress's mission is to strengthen the EU's contribution in supporting the commitments and efforts of Member States to achieve Europe 2020 strategy objectives and targets.

There is a strong focus on assessing the programme's outcomes in order to demonstrate its achievements and effects. At the core of this approach is the strategic framework specifying the intervention logic of Progress expenditure <sup>(1)</sup>. This framework defines Progress's mandate and its long-term (intermediate) and specific (immediate) desired outcomes and is supplemented by

<sup>(1)</sup> [http://ec.europa.eu/social/BlobServlet?docId=1590&langId=en\\_](http://ec.europa.eu/social/BlobServlet?docId=1590&langId=en_)

performance measures that serve to determine the extent to which Progress has delivered the expected results. In this way performance monitoring of the programme helps to continually bring about improvement by assessing whether objectives are being achieved and whether they remain relevant. For a more detailed overview of the performance monitoring framework of the programme please refer to Annex 1 of this report.

## 2. ROLE AND SCOPE OF THIS REPORT

This annual performance report shows the performance of the programme in 2011 against the commitments made in the Progress strategic framework. The report builds on the experience of previous annual performance monitoring reports (2008, 2009 and 2010) and takes into account comments expressed by all the stakeholders, including the programme's committee members. Where possible, it takes the opportunity to monitor and report on trends and changes in performance as compared to the previous years.

As it takes time for the impact of Progress at the level of intermediate outcomes to materialise, this annual report focuses on the quality of delivered products (outputs) and the benefits they have brought, i.e. on the achievement of the immediate outcomes. It includes summary tables and Annex 2 details the outputs delivered in 2011 in different Progress policy areas. Importantly, the report focuses on the outputs that were actually delivered and the effects that materialised in 2011. As it may take around two years on average for a conceived study to be produced or for an action grant to be implemented, this means that the report covers the programme activities set not only in the annual work plan for 2011, but also in previous annual work plans. The report also gives more prominence to the programme's effects on participating countries, both in terms of their involvement in its activities and the relevance of outcomes to their needs and conditions.

## II. Progress performance

The second section of the report is structured around five immediate outcomes of Progress and their predefined performance measures. Each chapter in this section addresses the following issues:

- First, they outline the contribution of Progress to the defined EU goals and the established intermediate (longer-term) outcomes of the programme.
- Next, they review the performance against the defined performance measures of more specific, immediate outcomes.
- Finally, in line with the monitoring of outcomes, they present more detailed information on outputs delivered under the programme, which is necessary to understand their contribution to the outcomes.

### 1. EVIDENCE-BASED EU SOCIAL, EMPLOYMENT AND EQUALITY POLICIES AND LEGISLATION

Progress maintains and develops a robust evidence base necessary for EU employment and social policy. The key expected benefit of evidence-based policymaking is a better quality of policymaking. The policymaking process is of course very complex, and evidence is clearly not the only factor influencing it. Interests, ideologies (i.e. principles, values, political orientation) and the institutional environment are equally important. In principle, all policies are to some extent 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, is of sufficiently high quality. The aim in the case of policy areas covered by Progress is to produce policies that really deal with problems in a forward-looking manner and are shaped by evidence rather than assumptions or in response to short-term pressures.

Evidence production under the Progress programme in 2011 contained a broad range of new and already established policy advice, research and analysis outputs as well as

statistical tools, methods and common indicators. Relevant and timely evidence gathered through studies, analysis and statistics makes a firm basis for effective policy development, which can be integrated in forward-looking strategies in the fields of employment (e.g. European employment strategy, EES) or other policy areas, as well as used for developing new legislative initiatives. Also, evidence is essential to appraise the likely effects of policy changes and enable policymakers to choose between different policy options. Finally, reliable information and robust analysis help to demonstrate the links between strategic direction, intended outcomes and policy objectives. They contribute to an understanding of new problems and the design of long-term, innovative and effective strategies and actual policies for dealing with identified problems. As further explained in this report, the key topics in studies, databases and statistics addressed the most important policy issues in the EU, such as the impact of the financial crisis (e.g. youth unemployment, skills, flexicurity), democratic changes and developments, occupational safety and health issues and the situation of vulnerable groups (e.g. Roma, people with disabilities).

#### 1.1. Contribution to EU goals

*Progress helped the Commission to ensure correct and effective application of EU law in the Member States through regular monitoring*

EU policy in areas such as health and safety at work, labour law, working conditions, non-discrimination and gender equality is advanced by the means of EU law. Much of European law in these fields set out general rules and broad principles, leaving the Member States to work out detailed implementation measures that are consistent with their own institutional and administrative cultures. To achieve better compliance and more effective application of EU law, Progress:

- assists the development of new legal initiatives or amendment of existing EU legislation (impact assessments);

- helps the Commission to ensure correct and effective application of EU law through regular monitoring;
- supports implementation through practical assistance to the main stakeholders at the national level through guidance and training.

Progress assisted the Commission in its commitment to regularly monitor the implementation of EU law in the Member States, and supported external studies aimed at analysing the implementation and application of EU law in the Member States. For example, it included the monitoring of the quality of the transposition and implementation of the EU *acquis* in the area of labour law, where the report on the implementation of Directive 2008/94/EC on the protection of employees in the event of the insolvency of their employer was finalised and published.

In 2011, a review of the working time directive was made, as was a legislative proposal aiming to improve the implementation of the posting of workers directive. The Commission initiated an

action to amend, clarify and simplify an existing piece of employment-related legislation, after consulting EU social partners. A Progress-funded report on the application of the working time directive contributed to this process. Similarly, Progress-funded policy debate events and analytical activities such as a report on the application of Directive 91/383/EC on health and safety at work of fixed-term and temporary workers contributed to the final evaluation of the EU strategy on health and safety at work for 2007–12, which will serve as the basis for the follow-up strategy for 2013–20, to be proposed in 2012.

Furthermore, three Progress-supported networks of legal experts (see Table 1) provided the Commission with independent information on the transposition of EU directives into national law and their implementation, as well as advice on relevant developments in the Member States. The networks also served as official advisory boards for the European Commission in the development of new EU legislative instruments and assisted the Commission in organising training seminars for practitioners.

**Table 1: Progress-supported networks of legal experts**

Tasks of the Commission	Aims of the networks	Progress-supported networks of legal experts
<ul style="list-style-type: none"> <li>• Safeguarding the Treaties</li> <li>• Reporting on the transposition of Directives</li> <li>• Initiating legislative proposals</li> </ul>	<ul style="list-style-type: none"> <li>• Regular monitoring and developing Community legislative instruments</li> </ul>	<ul style="list-style-type: none"> <li>• European Labour Law Network</li> <li>• European Network of Legal Experts in the Non-discrimination Field</li> <li>• European Network of Legal Experts in the Field of Gender Equality</li> </ul>

The 2011 thematic report of the European Labour Law Network (ELLN) examined the situation concerning the termination of employment relationships in the private sector at the initiative of the employer, with particular focus on dismissals for business reasons. The recent financial and economic crisis has highlighted the problems

that come with such dismissals, and the practical importance of this form of dismissal has grown. Such an analytical overview of the most important features of the national systems in the 30 countries of the European Economic Area offers important evidence for further development of relevant EU labour law provisions.

The Progress annual survey reveals that the outputs produced by the European networks

mainstreaming received a similarly positive assessment.

A new thematic report on **'The prohibition of Discrimination under European Human Rights Law – Relevance for the EU non-discrimination directives'** has been published by the European Network of Legal Experts in the field of discrimination. The report seeks to identify aspects of that protection that could influence the outstanding questions of the interpretation of Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin and Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation, as well as the proposed Directive on implementing the principle of equal treatment between persons irrespective of religion or belief, disability, age or sexual orientation.

For more information see [http://www.migpolgroup.com/public/docs/41.ProhibitionofDiscriminationunderHumanRtsLaw\\_EN\\_02.05.pdf](http://www.migpolgroup.com/public/docs/41.ProhibitionofDiscriminationunderHumanRtsLaw_EN_02.05.pdf)

of legal experts were helpful for EU and national stakeholders and decision-makers, in terms of being responsive to their needs and useful for policymaking or policy advocacy. For example, the European antidiscrimination law review was seen as helpful by more than two thirds of the responding stakeholders. The report on age and employment and the compendium of good practice on non-discrimination/equality

Overall, in the policy areas advanced by the means of EU law the evidence produced under Progress is primarily used internally by the Commission to adopt, amend and monitor EU legislation. To a lesser extent this evidence is also reported to be used for developing national legal acts implementing EU law. Some 15 % of the annual survey respondents indicated that studies, analyses, thematic assessments and monitoring reports produced by the programme have contributed to the adoption/amendment of national legal acts.

Table 2 summarises the latest results on the compliance in the Member States with EU law. It provides the percentage of the provisions in directives linked to national rules (transposition rate) and the percentage of the outstanding directives that have not been transposed in at least one Member State (fragmentation factor).

Policy area	Transposition rate				Fragmentation factor			
	2008	2009	2010	2011	2008	2009	2010	2011
Labour law	99.4 %	98.3 %	98.3 %	99.68 %	14.3 % (3 directives)	5 % (1 directive)	5 % (1 directive)	5 % (1 directive)
Health and safety	99 %	100 %	100 %	100 %	11.1 % (3 directives)	0 %	0 %	0 %
Antidiscrimination	100 %	100 %	100 %	100 %	0 %	0 %	0 %	0 %
Gender equality	96 %	96 %	96 %	92 %	30.8 % (4 directives)	30.8 % (3 directives)	30.8 % (3 directives)	20 % (1 directive)
<b>Overall rate</b>	<b>98.6 %</b>	<b>98.5 %</b>	<b>98.5 %</b>	<b>97.92 %</b>				

Source: European Commission, Employment, Social Affairs and Inclusion DG.

*Progress helped Member States to come to an agreement on EU objectives and priorities by providing information and evidence*

In the policy areas that remain the responsibility of national governments and where the EU itself has no or few legislative powers, the open method of coordination is the key policymaking tool. It employs such mechanisms as non-binding objectives, guidelines, indicators or benchmarking to bring about change in social, employment

The EU's **Mutual Information System on Social Protection (Missoc)** provides detailed, comparable and regularly updated information about national social protection systems. Missoc has published comparative tables on social protection covering 31 countries and 12 main areas of social protection: financing, healthcare, sickness, maternity, invalidity, old age, survivors, employment injuries and occupational diseases, family, unemployment, guaranteed minimum resources and long-term care.

For more information see [http://ec.europa.eu/employment\\_social/missoc/db/public/compareTables.do?lang=en](http://ec.europa.eu/employment_social/missoc/db/public/compareTables.do?lang=en)

and equality policies, and recently has been structured around the so-called European semester for policy coordination. In the case of both EU law and the open method of coordination, decision-makers need to be better informed on new challenges, their magnitude and possible policy options to address them.

Information and evidence provided by

Progress is instrumental in helping Member States to discuss, agree on and commit to EU objectives and priorities. In 2011, it supported the collection of detailed, comparable and regularly updated evidence about national labour market policies and social protection systems in the Member States, particularly through the European Employment Observatory (EEO) and the Mutual Information System on Social Protection (Missoc). Progress also provided expert analyses and identification of data gaps, good practices and areas of difficulty through networks of experts on social inclusion, disability, antidiscrimination, gender equality, health and long-term care.

In addition, the Commission granted a significant amount of funds through the Progress programme for the development of appropriate statistical tools, methods and indicators, such

as the Survey on Health, Ageing and Retirement in Europe (SHARE), and the development of administrative datasets and models for labour market and pension analysis. SHARE responds to a communication from the European Commission calling for examination of 'the possibility of establishing, in cooperation with Member States, a European longitudinal ageing survey'. It has become a major pillar of the European research area and in 2008 was selected as one of the projects to be implemented in the European Strategy Forum on Research Infrastructures (ESFRI). In 2011, a European research infrastructure consortium for the survey of health, ageing and retirement in Europe named SHARE-ERIC was established in accordance with Regulation (EC) No 723/2009. Austria, Belgium, the Czech Republic, Germany and the Netherlands were the founding members of SHARE-ERIC, with Switzerland having observer status. Italy joined in June 2011 and Denmark, Spain, France and Portugal are expected to follow soon.

The project '**Health, employment and retirement at 50+: Portugal**' places Portugal in the set of countries participating in the SHARE initiative. The research aimed to collect life history microdata to identify intervention points at which welfare state policies such as education, income support programmes, work place regulations, healthcare systems and old age and disability pension systems affect women and men at various points in their lives. A multidisciplinary approach that explicitly accounts for the interactions between health, work conditions and employment was followed. The final analysis is based on an innovative combination of life history, cross-sectional microdata and institutional macrodata.

*Progress provided guidance and recommendations to the Member States concerning adherence to EU objectives through the networks of experts*

Guidance and recommendations to the Member States were provided by the networks of experts and fed into Commission policy reports, such as the draft joint employment report

annexed to the 'Annual growth survey 2012'. Progress-supported networks of independent experts provided the Commission with an independent assessment of specific thematic issues in the implementation of national employment and social protection and social inclusion (SPSI)

policies, including analysis of the national reform programmes. Another task of these networks was to provide policy-oriented research and thematic reports to the Commission in order to identify new policy developments and key trends at a national level.

**Table 3: Progress-supported networks of experts in the policy areas of employment and SPSI**

Tasks of the Commission	Role of the networks of experts	Progress-supported networks of experts
Fact finding and evidence gathering	Regular collection of quantitative and qualitative information	European Employment Observatory (EEO)
		Mutual Information System on Social Protection (Missoc)
Reporting on the progress of Member States and specific policy aspects	Expert (academic) analysis, identification of data gaps, good practices and areas of difficulty	Analytical Support on the Socioeconomic Impact of Social Protection Reforms (ASISP)
		Network of Independent Experts on Social Inclusion
		Mutual learning support services

In 2011, Progress-supported networks of experts produced more than 200 reports on the issues of employment and SPSI, as well as maintaining and updating the Mutual Information System on Social Protection (Missoc), which contains comparative tables, charts and descriptions on social protection, analyses on minimum guaranteed resources and country-specific guides called 'Your social security rights'.

appreciated by other stakeholders, such as public officials from the Member States and EU- and national-level social partners and stakeholders. For example, the outputs produced by the networks of experts in the SPSI area were helpful – i.e. responsive to stakeholder needs and useful for policymaking or policy advocacy – to 50 to 80 % of the respondents to the annual survey (depending on the particular output).

The evidence produced was instrumental in supporting the Commission's coordinating and facilitating role in the policy coordination processes of the European employment strategy and the social OMC. The evidence was also

Progress also contributed to the achievement of EU goals in the antidiscrimination and gender equality areas through regular monitoring, analyses and recommendations provided to the Commission and Member States (see Table 4).

**Table 4: Progress-supported networks of experts in the policy areas of non-discrimination and gender**

Tasks of the Commission	Role of the networks of experts	Progress-supported networks of experts
Reporting on the progress of Member States and specific policy aspects	Expert (academic) analysis, identification of data gaps, good practices and areas of difficulty	Academic Network of European Disability Experts (ANED)
Monitoring and strengthening of gender mainstreaming		Network of socioeconomic experts in the non-discrimination field
		Network of experts on employment and gender equality issues (EGGE)
		Group of experts in gender quality, social inclusion, health-care and long-term care (EGGSI)

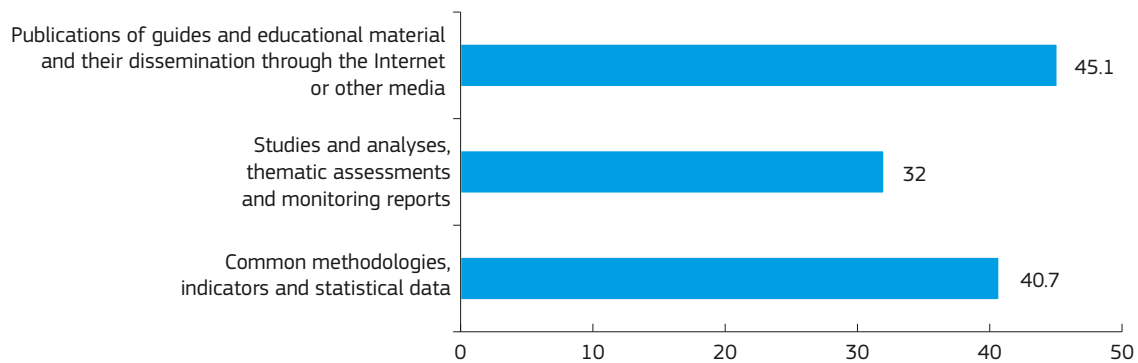


In 2011, the Academic Network of European Disability Experts (ANED) produced a thematic report 'Inclusive Education for Young Disabled People in Europe: Trends, Issues and Challenges', which offers a synthesis of evidence coming from previously produced country reports and additional sources. The report overviews the efforts made by countries to accommodate disabled students at all levels of education towards equal opportunities in their studies and training, highlights the very significant challenges and barriers that remain as well as needs which must be addressed to overcome such barriers. ANED also updated an important study on indicators of disability equality in Europe and a report addressing

disability and employment, post-compulsory education and household poverty. These outputs correspond strongly with Europe 2020 goals. In addition, ANED-produced outputs (e.g. an annotated review of European Union law and policy with reference to disability) include provisions of primary law as well as soft law instruments.

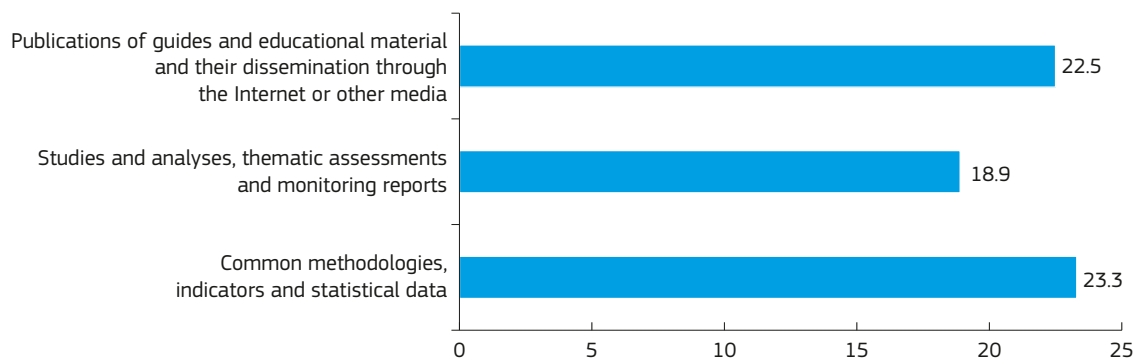
Different types of Progress-funded evidence provided stakeholders across the EU with tools to; (1) better explain EU policy objectives to the general public and the various target groups of social policies; and (2) better advocate EU policy objectives with high-level policymakers (see Charts 1 and 2).

**Chart 1: Share of respondents indicating that the following types of policy evidence provided them with tools to better explain EU policy objectives to the general public and the various target groups of policies they deal with (%)**



Source: Progress annual survey 2011.

**Chart 2: Share of respondents indicating that the following types of policy evidence provided them with tools to better advocate EU policy objectives with high-level policymakers (%)**



Source: Progress annual survey 2011.

## 1.2. Performance measures

### **Performance measure:**

*EU policies are grounded in a thorough analysis of the situation and responsive to conditions, needs and expectations of Member States in Progress areas*

Due to the recent financial and economic crisis, **the EU is facing challenges on an unprecedented scale**. Progress has contributed to the comprehensive analysis of the current situation and identification of possible ways to address existing challenges. In 2011, it produced studies that assessed current trends and proposed

The **'European Vacancy Monitor'** provides an overview of recent developments on the European job market. In response to shifts and developments in the labour markets, the European Commission launched the Europe 2020 flagship initiative 'An agenda for new skills and jobs' aimed at supporting Member States' efforts in tracking, analysing and predicting the skills needed in tomorrow's labour markets. As part of the initiative, the Progress programme funded a monitoring system at the same time to work as an 'early warning tool'.

For more information see <http://ec.europa.eu/social/main.jsp?catId=955&langId=en>

timely responses. The majority of the studies produced in the field of employment dealt with analysis of the situation and contributed to the well-timed preparation of exit strategies that are in line with the magnitude of the crisis. Evidence was accumulated to reinforce the developments of EU capacity to match labour market needs, fight youth unemployment and assess the impact of flexicurity policies

on the EU labour market. Furthermore, activities funded under the Progress programme included the collection of new information and the maintenance of wide-ranging data (databases, statistics, tools, etc.) on policy-relevant topics, which are significant for the provision of comparative evidence. For instance, in the context of the preparations for a European accessibility act, Progress funding was used for a study on the socioeconomic impact of new measures to improve accessibility of goods and services for people with disabilities. The study

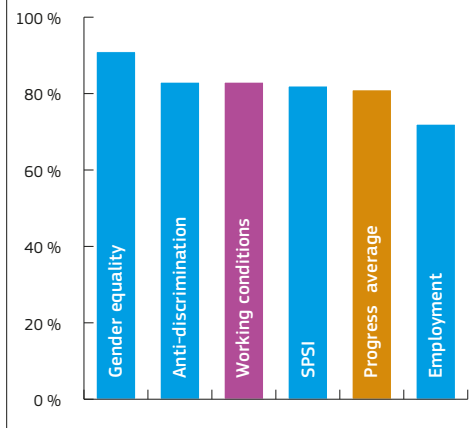
also investigated the possible impact of better market conditions for accessible goods and services on employment and growth.

In the fields of gender equality and social protection and social inclusion, two Eurobarometer surveys on the social impact of the crises and women in decision-making were initiated to obtain information about general trends in these areas. In the antidiscrimination area, Progress funding has enabled the publication of studies presenting the situation in Europe regarding discrimination in the labour market on the grounds of sexual orientation and ethnic origin, providing recommendations for policymakers in these areas. In addition, detailed, regularly updated collection of data was a high priority for evidence accumulated under Progress funding. The existence of such data is helpful for further analysis, which could result in the development of new policy initiatives and actual policies.

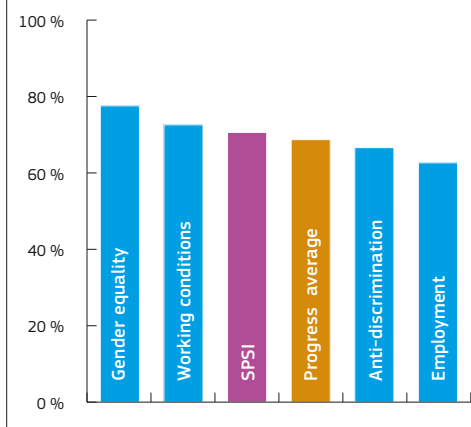
### ***The perception of the quality of EU policy and legislation in Progress fields has remained high***

On average, over 80 % of the stakeholders responding to the annual survey were of the opinion that relevant EU policy is grounded in a thorough analysis of the situation. In 2011, the results remained constant compared to 2010. Although the perception of EU policies being responsive to conditions, needs and expectations of the Member States is slightly less positive, almost 70 % of the respondents still agree with the statement (see Charts 3 and 4). Compared to the responses in 2010, the overall percentage of stakeholders stating that EU policy is responsive to conditions, needs and expectation in Member States remains the same; only slight changes can be identified across the different policy areas, where the responses of the respondents in the SPSI policy area are more positive than in 2010.

**Chart 3: Share of respondents stating that EU policy is grounded in a thorough analysis of the situation (%)**



**Chart 4: Share of respondents stating that EU policy is responsive to conditions, needs and expectation in Member States (%)**



Source: Progress annual survey 2011.

**Performance measure:**

*Extent to which Progress-supported policy advice feeds into the development and implementation of EU legislation and policies*

**Evidence produced by Progress was used by the Commission and contributed to triggering/strengthening national policy debate**

Evidence produced by Progress fed into all stages of the EU employment and social policy cycle, namely

policy initiation, formulation, implementation and monitoring and evaluation. Detailed analysis of the existing situation, consultations with experts, impact assessments and evaluations of functioning policies were among the key analytical activities in all Progress policy fields.

To improve the development and quality of legislation, an expert committee on the posting of workers directive was created. The main studies were presented and discussed during an expert meeting. In addition, an impact assessment report on the revision of the legal framework for the posting of workers was submitted to provide evidence and suggestions for possible improvement of the current legislation.

As an illustration, topics such as posting of workers, working time, information and consultation directives, as well as fixed-term and temporary employment relationships, were seen to be of the utmost importance in the area of working conditions. Evidence was accumulated according to the policy cycle the topics belonged to. For example, in the field of the posting of workers, an impact assessment study was conducted on the legal aspects of this issue and an expert group was established to discuss all accumulated data (mainly studies). The participants in the event (i.e. the conference on ‘Fundamental social rights and the posting of workers in the framework of the single market’ in Brussels on 27 and 28 June 2011) provided elaborated responses to the open questions in the questionnaire and noted that knowledge obtained during the conference enabled them to better understand solutions included in the proposal for a directive concerning the enforcement of the provisions applicable to the posting of workers in the framework of the provision of services. Some of the respondents noted that the presentation on results of the legal study was very helpful for understanding EU challenges regarding a more effective application of the EU regulation in the field. Another illustration of evidence produced under the Progress programme and its contribution to different policymaking cycle stages can be identified in the policy concerning a fixed-term or a temporary employment relationship. As this is at an advanced stage of policymaking

(i.e. implementation), reports on the implementation and application of the directive were produced under the Progress programme.

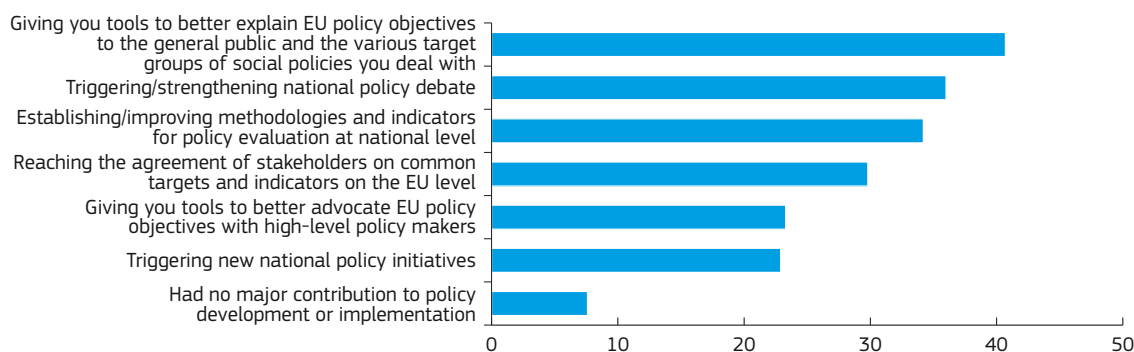
The extensive usage of evidence, which feeds into development and implementation of employment, social and equality legislation and policies at all levels (EU, national, regional and local), was identified across all Progress policy fields. Specific examples of policy evidence produced by the programme in 2011 that were evaluated by the respondents to the annual survey as being the most helpful include:

- Employment: study on labour mobility within the EU: the impact of enlargement and the functioning of the transitional arrangements (about 80 % of the respondents saw the study as helpful);
- SPSP: Missoc database comparative tables on social protection covering 31 countries and 12 main areas of social protection (over 85 % of the respondents saw this output as helpful);
- Working conditions: guide to prevention and good practice on occupational health and safety risks in the healthcare sector (over 70 % of the respondents saw this output as helpful);

- Non-discrimination: handbook on seeking remedies under EU non-discrimination directives entitled 'How to present a discrimination claim' (about 70 % of the respondents saw this output as helpful);
- Gender equality: database covering 34 countries on the numbers of men and women in key decision-making positions in politics, public administration, the judiciary and various other key areas of the economy (almost 90 % of the respondents saw this output as helpful).

The production of common methodologies, indicators and statistical data supported by Progress in 2011 mostly contributed to the needs of relevant stakeholders by giving them tools to better explain EU policy objectives to the general public and the various target groups of social policies they deal with (see Chart 5). In addition, the publication of guides and educational material and their dissemination under the Progress programme mostly contributed to the provision of tools to better explain EU policy objectives. Meanwhile, Progress-funded studies and analyses, thematic assessments and monitoring reports contributed to the triggering and strengthening of national policy debate. The data obtained in 2011 has a high degree of correspondence with the data collected in 2009 and 2010.

**Chart 5: Share of respondents stating that common methodologies, indicators and statistical data produced under Progress have mostly contributed to (%):**



Source: Progress annual survey 2011.

### 1.3. Summary of activities and outputs

There are different types of evidence produced using Progress financing, which are aimed at satisfying different needs of their intended users (primarily, the European Commission, but also Member States, social partners, NGOs and other stakeholders) and feeding into the various stages of the policy cycle. Progress maintains and develops an evidence base necessary for 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.

There was a slight increase in committed expenditure from 18.7 % in 2010 to 22.5 % in 2011 for the abovementioned types of outputs. The changes in expenditure were stimulated by the increased need for information to respond to policy challenges in areas such as youth in the labour market, flexicurity, ageing or the role of women in decision-making.

In 2011, Progress produced over 314 reports aimed at the development of appropriate statistical tools, methods and indicators and 250 reports aimed at providing policy advice, research and analysis, most of them in the area of social protection and social inclusion (see Table 5).

**Table 5: The number of evidence outputs produced during 2011**

Policy areas	Total	Employment	Social protection and inclusion	Working conditions	Anti-discrimination	Gender equality
Performance indicators						
<b>Development of statistical tools, methods and common indicators</b>						
Number of reports or other products aimed at the development of appropriate statistical tools, methods and indicators, of which	<b>314</b>	87	124	89	12	2
– commissioned by the Commission	<b>25</b>	10	10	3	–	2
– produced under grant agreements (*)	<b>289</b>	77	114	86	12	–
<b>Policy advice, research and analysis</b>						
Number of reports aimed at providing policy advice, research and analysis, of which	<b>250</b>	60	107	29	41	13
– commissioned by the Commission	<b>53</b>	20	5	7	8	13
– produced under grant agreements (*)	<b>197</b>	40	102	22	33	–
<b>Monitoring/assessment reports</b>						
Number of monitoring and assessment reports on the implementation of EU laws or policies, of which	<b>112</b>	49	17	22	21	3
– commissioned by the Commission**	<b>17</b>	–	1	8	5	3
– produced under grant agreements**	<b>95</b>	49	16	14	16	–

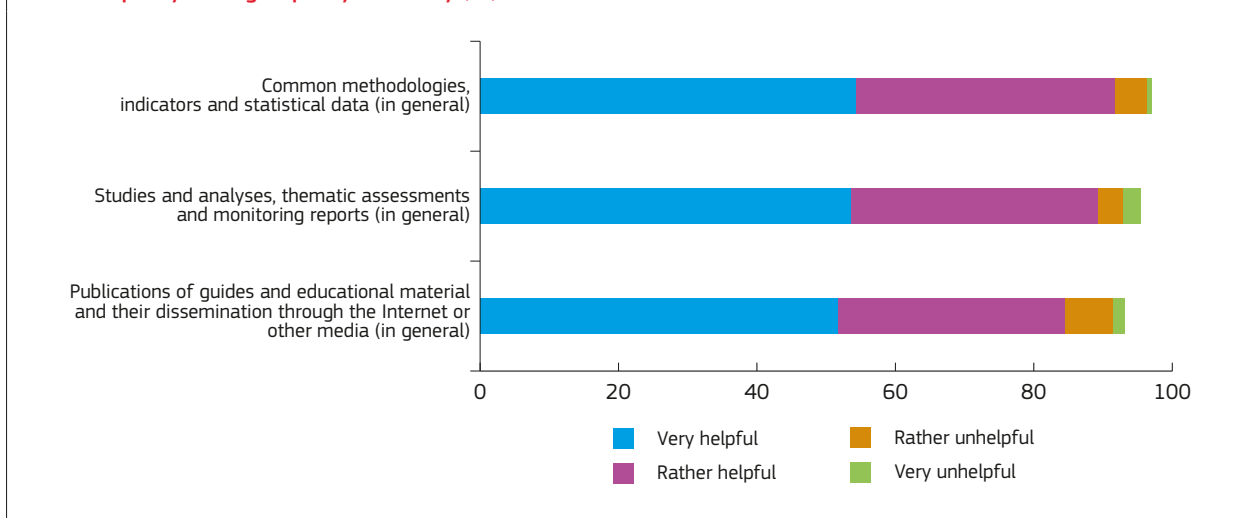
(\*) Please note that the provided number of outputs produced under grant agreements is the best estimate available. Information on outputs produced under grant agreements in the policy area of gender equality is not available.

***Common methodologies, indicators and statistical data: the most helpful type of evidence outputs***

This type of outputs mainly contains outputs which are continuously developed over time, and include such well-known information sources as the ‘European vacancy monitor’ (which offers an overview of recent developments on the European job market) or the ‘Database on men and women in decision-making’ (which contains data on men and women in key decision-making positions in politics, public administration, the judiciary and various other key areas of the economy in 34 European countries). For a comprehensive list of outputs please refer to Annex 2.

The appreciation of Progress-funded common methodologies, indicators and statistical data among stakeholders has gradually increased over the years. In 2011, common methodologies, indicators and statistical data were helpful for more than 90 % of the respondents, followed in importance by studies and analyses, thematic assessments and monitoring reports (helpful for almost 90 % of the respondents) and, finally, publication of guides and educational material and their dissemination through the Internet or other media (helpful for 85 % of the respondents) (see Chart 6). Overall, there was a slight increase compared to the results for 2010 in the percentage of respondents stating that all three types of policy evidence produced at EU level were helpful.

**Chart 6: Share of respondent stating that evidence funded by Progress was helpful, i.e. responsive to their needs and useful for policymaking or policy advocacy (%)**

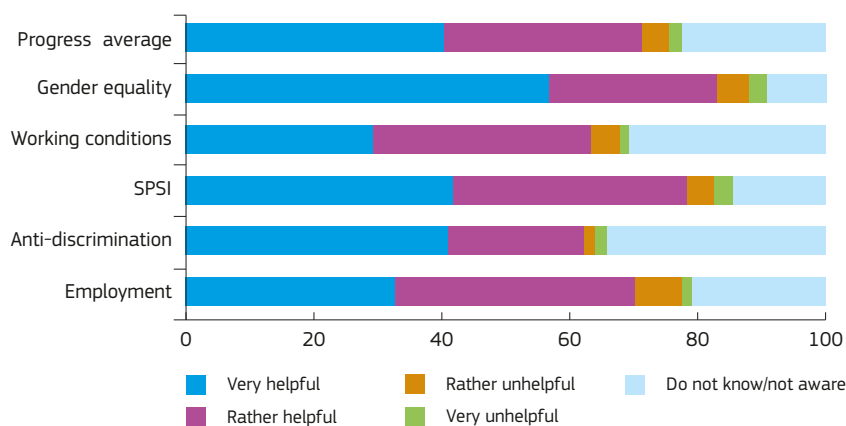


Source: Progress annual survey 2011.

A comparison across different Progress policy areas shows that evidence outputs (e.g. common methodologies, studies and analysis, publications of guides) were the most helpful in the area of gender equality (over 83 %

of the respondents agree that the evidence produced was useful) and social protection and social inclusion (78 % of the respondents agree that the evidence produced was useful) (see Chart 7).

**Chart 7: Share of respondents stating that policy evidence produced at EU level was responsive to their needs and useful for policymaking and advocacy (disaggregated by policy area) (%)**



Source: Progress annual survey 2011.

### *Policy advice, research and analysis remain the key sources for evidence*

Internal analysis revealed that the need for new evidence generated through policy advice, research and analysis most frequently arises from three sources: legal obligations of the Commission, needs of the Member States and other stakeholders and problematic issues that are encountered by the Commission. The decision to generate new evidence comes through observation of policy trends, discussions within the directorate-general and from stakeholders. Typically, networks of independent or legal experts are engaged or external contractors are hired to generate such evidence. Networks of experts are advantageous for their capacity to generate national data and perform basic analysis in a relatively short time. However, they are limited in their capacity for provision, narrow specialisation of topics and limited ability to perform sophisticated quantitative/comparative analysis as compared to study service contractors. Therefore networks of experts are preferred for very urgent national fact-finding and collection of data, whilst external contractors are used for more sophisticated and time-consuming assignments. The average execution time of study service contracts

(i.e. period of time from the conception of the idea that needs to be studied by the Commission to actual delivery of the final product by a contractor) is positively associated with contract size and may vary from 8.5 months for small studies (service contracts under EUR 60 000) to 23 months for large ones (service contracts above EUR 250 000). In comparison, the average execution time for a report by a network of experts is around 7 months.

Overall, the analysis shows that the evidence generated through the studies is generally used and disseminated as intended, owing to careful planning processes and forecasting of policy priorities in employment, SPSI, working conditions, gender mainstreaming and anti-discrimination areas. The factors that limit the utilisation of evidence relate to the time needed to assess it and language barriers. For example, in relation to the Commission and the Member States, the dissemination of studies is time consuming and requires substantial effort on behalf of the Commission and Member State officials to assess the available evidence and to disseminate it. At the same time, many national stakeholders are not proficient in English, which limits the use of the evidence generated.

## 2. EFFECTIVE INFORMATION SHARING AND LEARNING ON EU LAW AND POLICY

In modern policymaking, one of the key priorities is performance, which encompasses a concern to implement existing policies and strategies in such a way that they produce intended results. Information sharing and (mutual) learning practices serve as a means to transfer knowledge and provide guidance at both national and European levels, so policymaking and policy implementation can be effective and in line with common EU objectives, policies and laws. Activities such as information sharing and learning contribute to the creation of better understanding and promotion of awareness of EU employment and social issues within European society. Progress-supported conferences, working papers, media campaigns, audiovisual material and other mechanisms have been extensively used as tools to achieve effective communication between the Commission and stakeholders.

In 2011, the activities that promoted learning from experience and sharing of good practice included peer reviews and other learning events, as well as training targeted at legal and policy practitioners, civil society and social partners in all Progress-relevant policy fields. In the fields of gender equality and non-discrimination, Progress continued activities started in previous years, namely the organisation of employment seminars and national awareness-raising activities. Alongside activities that were already established, a major concern in 2011 was the need to find strategies for exiting the economic crisis by organising various learning and sharing activities concerning vulnerable groups (e.g. unemployed immigrants) and their skills (e.g. mismatch and under-utilisation of skills). In the field of social protection and social inclusion, an important new activity related to innovative policies in ageing trajectories was introduced in 2011.

### 2.1. Contribution to EU goals

Creating win-win public policy solutions usually means bringing all key stakeholders together to work out a shared and sustainable solution.

Shared understanding of key challenges and policy solutions is a precondition for successful advancement of the EU objectives and priorities for social, employment and equality policies. A positive change in understanding of these objectives and priorities among key EU and national policy/decision-makers and other stakeholders facilitates the convergence of national policies with EU objectives and priorities. The main intention of such activities is that the increased ownership of EU objectives among key stakeholders would stimulate new initiatives for national actions to achieve EU objectives and generate novelty in agenda setting, innovation, learning and 'multiplier' effects, as well as facilitating policy debate in the Member States.

### *Progress provided a platform for mutual learning and the exchange of good practices among the Member States*

Progress funded mutual learning events in all policy areas covered by the programme. These events provided an opportunity for national policy/decision-makers to align their policy activity with EU objectives. This was confirmed by almost 85 % of the respondents representing national-level actors. The representatives of national bodies noted that the events they participated in presented them with policy practices and tools that are transferable and/or demonstrate results. Furthermore, the vast majority of national actors confirmed that they intend to use the knowledge acquired during Progress-funded events for policy-making or policy advocacy at the national level.

Progress is the main financial instrument for mutual learning and the exchange of good practices in employment and social solidarity through the European employment strategy (EES) and the open method of coordination on social inclusion and social protection (social OMC). It supports the Member States through the mutual learning programme in the fields of employment and social protection and social inclusion.

In the field of employment, six peer reviews were held in the framework of the mutual learning



programme on initiatives relating to selected employment policy practices that fell in line with

As part of the mutual learning programme, a number of peer review papers on **'Pathways to support young people into self-employment'** were prepared in the autumn of 2011. The papers focused on two examples of specific measures adopted in Spain. One of the measures taken by the Spanish government aimed to encourage young jobseekers to become self-employed through a modification in the unemployment benefit capitalisation regime. The 'host and peer country papers' were complemented by an analytical report that provided a review of current policies and practices in the promotion of self-employment among young people and identified key elements to be considered when setting up comprehensive support programmes for young people.

Peer review on **'Closing the gap – In search for ways to deal with expanding care needs and limited resources'**, Stockholm, 20 and 21 October 2011

Peer countries: Bulgaria – Cyprus – Denmark – Estonia – Germany – Luxembourg – Slovenia

Stakeholders: AGE, Caritas

Across Europe, countries are confronted with the challenge of how to care for an ageing population with limited resources. This challenge has become even more acute as tightening constraints on public expenditure in the aftermath of the financial crisis and the recession that accompanied it reinforce the effect of demographic trends. Although countries have markedly different systems of care, there is a common need to find ways to limit the demand for care whilst at the same time ensuring access to good-quality care for all those that need it, without putting unsustainable stress on public resources. The purpose of this peer review was to stimulate debate and ideas which would help to develop a strategy to assist this process.

social protection, active ageing and empowerment of migrant elders.

the priority themes of the EES. Main issues covered by the mutual learning programme in 2011 included support for getting young people into self-employment, job placement and training of tertiary-education graduates, evaluation of labour market policies and programmes, and interventions for employment and economic development.

Progress supported eight peer reviews on social protection and social inclusion policies in the different EU Member States to facilitate the processes of mutual learning, policy transfer and a shared understanding and ownership of EU policy objectives in these areas (for more information see Chapter 2.3, Table 8).

The main issues covered by SPSI peer reviews in 2011 were in-work poverty, the security and affordability of funded pension schemes, poverty targets, parenting support, expanding care needs and limited resources, women's pensions, efficiency of

In 2011, Progress also supported two good practice exchange seminars in the field of antidiscrimination (for more information see Chapter 2.3, Table 9).

**Good practice exchange on public policies combating discrimination based on age in accessing and progressing in employment, Vienna, 21 March 2011**

This seminar enabled a deeper examination of good practice and provided an enabling environment for cooperation and information sharing. In a round-table session on access to employment, good practice examples were presented from Austria, the Netherlands, Slovenia, France, Denmark, the Czech Republic, Estonia and Finland, as well as by experts from the network of socioeconomic experts in the non-discrimination field.

Supporting the implementation of the antidiscrimination act II, a range of activities was implemented by the Centre for Peace Studies in Croatia. Around 100 judges, lawyers, prosecutors and NGOs were educated about the procedural aspects of the comprehensive new antidiscrimination act. They also studied relevant international case law in the field of antidiscrimination. One of the products of the training was a curriculum and handbook for judges, prosecutors and lawyers, which was developed by the expert group on the basis of the curriculum and evaluation of the training sessions and given to the Judiciary Academy for further use and transfer of knowledge. The regional conference was one of the last activities of the project, which enabled the dissemination of different publications made during the project. It was beneficial to a large number of stakeholders, because it enabled experts, governmental officials, Ombudsman office staff and international experts to get together to create a platform for the exchange of experience and knowledge. It also provided a platform that enabled the civil society to work together and empower itself in the struggle against discrimination.

The programme also supported national activities that helped to identify good practices in combating discrimination and to promote equality through providing action grants to beneficiaries across the EU and the EFTA-EEA countries, as well as candidate and potential candidate countries. The core objectives of this activity involved

(1) better implementation of legislation on non-discrimination adopted following Directives 2000/43/EC and 2000/78/EC; (2) development of national policies; (3) fostering the dissemination of information on EU and national policy and legislation in the antidiscrimination field; and (4) identifying best practices that could be transferable to other participating countries. In total, 21 EU Member States took part in the activities, with Austria, Cyprus, Luxembourg, Malta and the United Kingdom executing two projects each. Most of these national activities last for more than one year. Therefore, only some of them were finalised in 2011.

Within the policy area of employment, Progress funded a number of activities under grant agreements including exchange of good practices and dissemination activities within different policy domains of the Employment, Social Affairs and Inclusion DG which are closely related to the mutual learning programme of the European employment strategy. The main issues covered by the grant beneficiaries included flexicurity, combating undeclared work, development of new skills and sustainable employment, although due to the developments in the labour market over the past few years, the impact of the economic crisis was clearly reflected in the majority of projects funded under the grants.

The aim of the **European Retrofit Network** (ERN) project was to create a transnational network for developing and sharing expertise on the impact of the green agenda on employment within the built environment sector and, in particular, investment in retrofitting green technologies to residential housing stock. The action was intended to generate benefits in two areas by: (1) responding to the priorities of the European employment strategy (EES) by engaging disadvantaged groups in training and employment opportunities that it was anticipated would arise through investment in retrofitting; and (2) contributing towards efforts to tackle climate change by identifying best practice and establishing effective policy and implementation tools to facilitate the retrofitting of existing buildings, thus helping to reduce both CO<sub>2</sub> emissions and energy consumption.

Within the policy area of working conditions, Progress funds were granted to a number of projects that aimed to increase awareness of issues that were emphasised in the Commission communication on restructuring and employment. As a result, particular attention was dedicated to a better understanding of restructuring needs, the improvement of expertise on health

and well-being at work during change and the promotion of financial participation of workers. More specifically, issues such as corporate social responsibility, innovation and the anticipated impact of restructuring on the public sector and society as a whole were given considerable emphasis in a large share of the projects.

### *Progress supported learning through social experimentation*

The Europe 2020 strategy recognises that the EU's success in delivering smart, sustainable and inclusive growth largely depends on its ability to come up with innovative and renewed ways to deal with social challenges. The economic crisis has put social protection systems under severe strain across Europe. On the one hand it has considerably increased the need and the demand for social interventions (unemployment benefits, social housing, social services and social assistance in general). On the other hand, it has exacerbated the need for fiscal discipline and sustainability. The ongoing debate on social policies after the crisis and the Europe 2020 strategy have highlighted a number of urgent areas to address, in particular the need to explore innovative approaches to addressing current and emerging social challenges (involving new actors, defining renewed content, changing delivering mechanisms, etc.), the need to improve the cost-effectiveness of employment and social policies and the need to make better use of evaluation for policymaking.

As a result, in 2011 Progress provided assistance in the area of social protection and social inclusion to Member States embarking on welfare reforms to experiment with envisaged policy changes and reforms before implementing them (if they proved to be successful) on a wide scale. The projects which were awarded action grants had to contribute to developing and testing socially innovative approaches to policy priorities (such as social inclusion of vulnerable groups, quality of childcare services, active and healthy ageing and young people's transition from education to work) in the context of the Europe 2020 strategy and the open method of coordination on social protection and social

inclusion. There was also a particular emphasis on the methodological and governance aspects of social policy experimentation in the different phases of policy reforms, as well as subsequent mutual learning.

The Progress-supported projects (for more information see Chapter 2.3, Table 11) address such social issues as active inclusion of persons excluded from the labour market, alleviation of child poverty, as well as the promotion of their well-being and accessibility, and quality and viability of healthcare and long-term care for elderly people. Several of the social experi-

The main aim of one of the social experimentation projects is to test the impact of **respite centres for young adults with autism spectrum disorders (ASD)** on their social inclusion and employability and to assess how these models of service provision can be adapted to meet the needs of young adults with ASD within different national contexts. Most adults with ASD are unemployed and socially excluded and, therefore, exposed to poverty. One of the possible solutions is to use autism-friendly respite centres, which are social care services that enable individuals to spend short periods of time away from their families in an environment specially designed for their needs, where they can develop their social and other skills. One outcome is the pilot implementation of a respite centre in Slovenia, supported by expertise from the partners. The experiment is monitored and its impact scientifically measured and compared to existing social care regimes in two different national contexts (Slovenia and Hungary). The outcomes will be shared internationally through the Autism Europe network and the results will be submitted as policy proposals to national authorities, which have already mandated this project in Slovenia.

mentation projects focused on how to overcome barriers that older people and their families have and to improve access to community-based health and social care services, as well as how to modernise services and develop quality standards (i.e. long-term health and social services for non-self-sufficient elderly people). The key aims were to identify and test a range of methods for accessing different services in order to increase the opportunities for older people to avail themselves of them. Another group of social experimentation projects focused on testing in practice innovative ways of inclusion of vulnerable groups (such as

disabled or homeless people) in the labour market. Of particular interest was the peer mentoring model to support target groups in transition from a closed community (e.g. prison, addiction treatment centres, military service, mental

health and rehabilitation services) to the open labour market.

### *Progress supported the development, testing and dissemination of innovative solutions to common European challenges*

The **SkillPass** project in the United Kingdom takes an innovative approach to facilitating worker mobility by matching workers to employment vacancies using internationally recognised standards of workplace performance. This project will: (1) develop and test an innovative online competence framework that will allow a minimum of 500 individuals to assess their skills against a list of job roles, covering at least three sectors over a two-year period; (2) develop a proactive signposting system based on a database of training and development opportunities; (3) share this framework with partners in order to attract workers with key skills to the region, including translation of key elements of the website to promote geographical mobility within Europe; and (4) sign up at least 50 employers to use the new framework as a way to attract and retain employees. The project will be developed in order to engage with a number of different groups. These will include young people not in education, people aged over 50 who have recently been made redundant and who can transfer existing skills to new sectors, the long-term unemployed and those who have never worked.

Together with the financial and economic crisis, the EU has faced new social challenges on an unexpected scale, which require innovative policy solutions and approaches to cope with them. Consequently, in 2011 Progress continued to support innovative projects in relevant policy fields (for more information see Chapter 2.3, Table 12). An example of such practices in the area of employment is the call for proposals related to worker mobility in the EU funded under grant agreements. The purpose of the call — 'Innovative projects for worker mobility in the EU' — was to facilitate worker mobility by developing, testing and disseminating innovative solutions in the area. The call focused on projects to enhance worker mobility, both job-to-job and geographical, by removing obstacles or improving the overall framework in

The underlying aim of the project **'MOVE – mobility online in vocation and education 01/04'** implemented by the Danish Public Employment Service is to contribute to the mobility of students and recent graduates. MOVE facilitates the mobility (regional and intra-EC) of recent graduates by developing and testing innovative solutions and exchanging and disseminating the results. The primary aims of MOVE are to improve the guidance systems in universities and other institutions of higher education; to develop an unemployment insurance fund for academics and EURES; to develop an intra-EC online network to support the vocational mobility-guidance of students and recent graduates; and to help recent graduates get the necessary work experience.

### *Progress provided practical assistance to the main stakeholders at national level through guidance and training*

Progress provided practical assistance to the Member States in transposing and applying EU law effectively. The programme funded the

development of non-binding good practice guides, handbooks and other material for information sharing and learning. In 2011, good practice guides on the transposition of directives (and reports on them) were produced in the field of working conditions, such as the guide to prevention and good practice on occupational health and safety risks in the healthcare sector (which almost three quarters of the respondents identified as useful) and the non-binding guide to

Progress has supported a series of seminars specifically addressing the training needs of different target groups (e.g. a seminar for legal practitioners on **'EU law on equality between women and men in practice'** on 14 and 15 March 2011). Three of them were addressed to members of the judiciary (judges, prosecutors, advisors), two to legal practitioners (lawyers in private practice, from trade unions or employers' associations, NGOs, labour inspectorates or equality bodies) and one to academics (university professors, law lecturers). Participants came from 34 different countries, including all EU Member States, all EEA-EFTA and candidate countries and certain pre-candidate countries. The activities were established to financially support the implementation of the objectives of the European Union in the employment and social affairs area and thereby contributed to the achievement of Europe 2020 goals in these fields.

which mobility takes place. Four separate projects are still being implemented that cover topics dealing with the most vulnerable groups in relation to employment-related issues such as mobility of women, students and recent graduates and migrants. Institutions from eight EU Member States and Iceland are involved as either lead beneficiaries or partners.

good practice for understanding and implementing Directive 92/57/EEC on construction sites (which more than three fifths of the respondents identified as useful). In addition to this, Progress supported the preparation of a video clip, teaser, B-roll and press material on new rules for European works councils in relation to Directive 2009/38/, which had to be transposed by Member States before 6 June 2011. The material outlined the main features of EWCs and the directive's aims.

Furthermore, Progress supported information sharing and learning among legal and policy practitioners in the Member States through seminars on legal issues and exchange of good practices. In 2011, nine legal seminars and two good practice exchange seminars were held in the area of non-discrimination, seven legal seminars were held on gender equality and two meetings took place of the network of women in decision-making. In addition, a good example of the provision of practical assistance to the main stakeholders at the national level through guidance is the Progress-funded work forum on the implementation of the United Nations Convention on the Rights of Persons with Disabilities. The work forum addressed issues related to the implementation of Article 33 of the convention, which foresees the creation of new legal structures and bodies. To that end, it provided room for an exchange of views and experiences and practical assistance through guidance over the implications of the implementation of Article 33.

In the field of working conditions, Progress financed the annual legal seminar organised by the European Labour Law Network on basic features and current trends in protection against dismissal in Europe. In addition, where health and safety at work is concerned, it supported the work of the Senior Labour Inspectors Committee (SLIC), which organised thematic days on the improvement of occupational health and safety protection of workers in precarious employment, as well as governmental expert groups on the implementation of the directives in labour law (for example the directive on temporary agency work).

## 2.2. Performance measures

Effective information sharing and learning is comprised of both the effective dissemination of information (one-way communication) and mutual learning (two-way communication). In particular, the former type of communication enhances the Commission's contact with relevant stakeholders as well as with the wider public, creating better understanding and prompting awareness of EU employment and social issues within society.

### **Performance measure:**

*Greater awareness of policy- and decision-makers, social partners and NGOs regarding their rights and obligations in relation to Progress policy areas*

Awareness on rights and obligations strengthens the compliance of national-level practices

The new **SGEI/SSGI guide and the seminars on EU rules** facilitated the application of EU rules to SSGI by public authorities. The debate, launched by the Green Paper on public procurement and by the communication on the reform of state aid rules applying to SGEI, led to a revision of these rules. The Social Protection Committee (SPC) informal working group was an important forum for such debate. The revamping of the SPC working group on 'SSGI and EU' rules contributed to a better understanding of such rules by public authorities in the Member States and favoured a better acceptance of the Commission's approach to this file.

with EU-generated rules, such as policies, standards and laws. Progress funded many activities that consolidated the link between the standards of the EU and Member States. For instance, in 2011 it contributed to the improvement of the visibility of Progress-funded activities in the field of social protection and social inclusion in a number of areas such

as application of state aid rules to social services of general interest (SGEI) and a proposal for a new directive on public procurement.

### ***The awareness of actors involved in the policy process remains high***

In general, awareness about rights and obligations of actors involved in Progress activities is high, especially for those who are more involved in policy process. The awareness of the survey respondents of some specific issues in relevant policy areas is presented below.

In the area of working conditions, over half of the respondents to the annual survey are most familiar with: (1) setting minimum requirements to improve working and employment conditions and strengthen workers' rights (labour law); and (2) improving and simplifying existing legislation on working conditions and health and safety and enhancing its implementation in practice. Less recognised issues are related to the management of change, anticipating and accompanying restructuring in order to develop employment (only 8 % of the respondents are very familiar).

In the area of non-discrimination, almost half of the respondents are most familiar with legal protection against direct and indirect discrimination and the UN Convention on the Rights of Persons with Disabilities. The least familiar field is social and economic integration of Roma (where 15 % of the respondents are very familiar).

In the area of gender equality, two thirds of the respondents are most familiar with equal economic independence of women and men, the gender pay gap and reconciliation of work, private and family life.

### **Performance measure:**

*Greater awareness of policy- and decision-makers, social partners and NGOs regarding EU objectives and policies in relation to Progress policy areas*

During the whole year, the activities funded by Progress contributed to the Employment, Social Affairs and Inclusion DG's policy priorities, especially in the framework of the European employment strategy (EES) and the implementation of the Europe 2020 strategy, as well as the two key flagship initiatives, namely the 'Agenda for new skills and jobs' and 'Youth on the move'. Progress paid particular attention to the 'New skills for new jobs' (NSNJ) initiative by promoting a better match between labour supply and labour demand, aiming to prepare for the jobs and occupations of the future with a focus on employment effects and job opportunities in the transition towards a low-carbon economy.

Activities coordinated under the Progress programme have contributed to meeting specific objectives in the field of employment and social solidarity by helping to change the understanding of key EU and national policy/decision-makers and other stakeholders on EU objectives and priorities related to solidarity (i.e. social protection, notably pensions, health and long-term care systems). Specific Progress activities contributed to common consensus-building and even resulted in joint agreements. A good example can be found in the White Paper on pensions (adopted in early 2012), which addressed sustainability and adequacy of pensions in the post-crisis context.

The first **annual tripartite social forum** was organised on 10 and 11 March, 2011. Held in the context of the Commission's 'Agenda for new skills and jobs', it aimed to enhance the social partners' participation in and ownership of this particular flagship initiative. Implementation of the actions proposed in this agenda requires a mix of EU policy instruments, including legislation, policy coordination and social dialogue. This forum provided an opportunity for a comprehensive and interactive discussion with the social partners and the Member States on all issues of the agenda. It also contributed to the preparation of the forthcoming tripartite social summit and the ongoing debate on growth and jobs in times of budgetary consolidation, as well as the role of social partners in the governance of the Europe 2020 strategy.

For more information see <http://ec.europa.eu/social/main.jsp?catId=88&langId=lt&eventstid=331&furtherEvents=yes>

In the field of employment, one of the key actions announced in the flagship initiative is the 'Agenda for new skills and jobs. In line with this initiative, the first tripartite social forum took place in March. Enhancing the social partners' participation and ownership of the agenda, the forum contributed to the development of two specific objectives under the activity of employment and social solidarity. Namely, it helped to: (1) positively change the understanding among key EU and

national policy and decision-makers and other stakeholders on EU objectives and priorities; and (2) strengthen partnerships with key EU and national policy/decision-makers and stakeholders. Furthermore, Progress has contributed to the communication and dissemination of the flagship initiative 'Agenda for new skills and jobs' by giving several presentations to various stakeholders, including sectoral social dialogue committees.

The first annual tripartite social forum contributed to a partnership among employment services between the public, private and third sectors to encourage an EU-level strategic dialogue. In that context, the Green Paper on a European framework for restructuring was adopted by the Commission in mid-January 2012.

### ***Large-scale communication activities contributed to increased awareness on diversity and equality issues***

In 2011, Progress funded several large-scale awareness raising activities, i.e. communication campaigns. Examples of such campaigns are the Gender Pay Gap (GPG) campaign in the field of gender equality and the 'For Diversity. Against Discrimination.' information campaign in the area of non-discrimination and diversity. The GPG campaign was part of a series of national events with the purpose of spreading information to employers and employees on the pay inequalities between women and men and the advantages of eliminating this gap.

The first event in the **Gender Pay Gap** (GPG) calendar for 2011–12 was the sixth Economic Forum of Young Leaders in Poland on 7 September 2011. The event was attended by more than 300 young people from over 30 countries and provided an opportunity for participants to discuss the current and upcoming challenges Europe is facing, with a special emphasis on those affecting young people. The GPG campaign was present to provide information on the pay gap, distribute materials and answer participants' questions.

For more information see [http://ec.europa.eu/justice/newsroom/gender-equality/events/111125\\_en.htm](http://ec.europa.eu/justice/newsroom/gender-equality/events/111125_en.htm)

The 'For Diversity. Against Discrimination.' information campaign was organised with the purpose of raising awareness of discrimination based on disability, as well as racial and ethnic origin, religion or belief, age and sexual orientation. The campaign also aimed to increase understanding of EU laws. Through its activities, it worked to convey to as many people as possible the values of diversity and fundamental rights in the EU. It included such events as

an International Day of Older Persons, an International Day of People with Disabilities, a European SME week and an International Youth Day. In addition, the 'For Diversity. Against Discrimination.' information campaign organised the EU Journalist Award, which is the only journalism

competition for print and online journalists focused on discrimination and diversity issues in the EU.

#### **European SME Week, 3 to 9 October 2011**

The 'For Diversity. Against Discrimination.' campaign has promoted awareness of the benefits of a diverse workforce for employers, especially the small and medium-sized businesses (SMEs) that make up the vast majority of European companies. It has produced a guide for SME managers that provides information on how employees from diverse backgrounds can strengthen a business, as well as practical advice. European SME Week, an event organised each year in 37 countries, provides information on the support that EU and national, regional and local authorities offer to SMEs, promotes entrepreneurship and recognises entrepreneurs for their contribution to European society.

For more information see [http://ec.europa.eu/justice/fdad/cms/stopdiscrimination/news\\_events/?langid=en](http://ec.europa.eu/justice/fdad/cms/stopdiscrimination/news_events/?langid=en)

#### ***The level of familiarity with key EU objectives and policies remains high***

The contribution of Progress to awareness-raising was widely acknowledged by participants in Progress-funded events. The vast majority (88 %) of participants who responded to the annual survey agreed that by participating in the event they gained a

better understanding of EU policy objectives. Like in previous years, the awareness of actors involved in Progress-funded activities is high with regard to EU objectives and policies in their relevant areas. Awareness on some specific issues is summarised below.

In the area of employment, the most familiar issues are the key challenges and problems facing the European labour market (where almost

half of the respondents are very familiar and 91 % are familiar to various extents) and the promotion of flexicurity and 'New skills for new jobs' (where over a third of the respondents are very familiar). Less familiar issues are related to adoption and promotion of the lifecycle approach to work.

In the area of social protection and social inclusion, the issues most familiar to stakeholders are the active inclusion strategy and the European Platform against Poverty and Social Exclusion (where half of the respondents are very familiar, and almost 95 % are familiar to various extents). The least familiar issues are pensions (where only 16 % of the respondents are very familiar) and also homelessness and housing exclusion (17 %) and health and long-term care (just above 20 % are very familiar). In 2011, the issues with which the respondents are the most familiar and the least familiar remained similar to 2010.

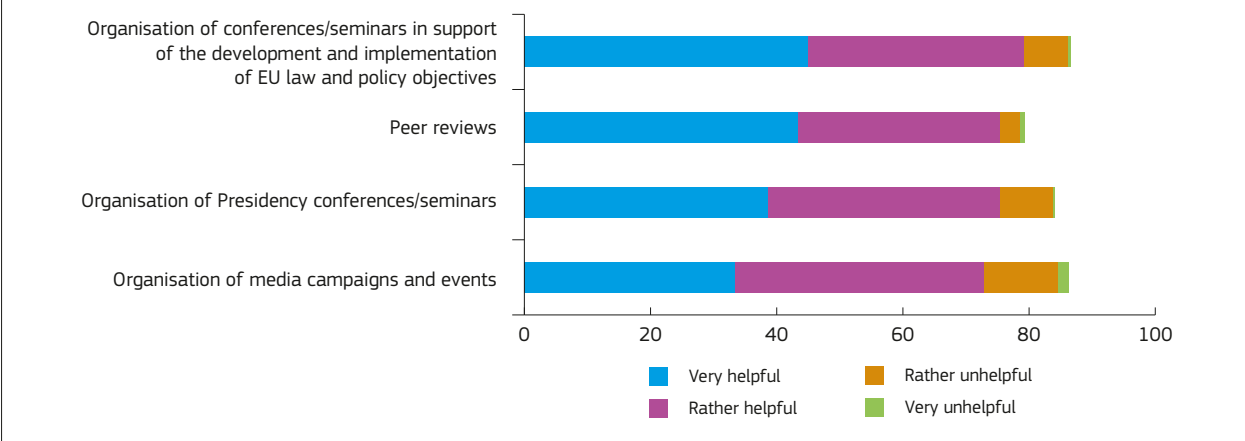
#### ***Performance measure:***

*Satisfaction of clients with information*

#### ***Conferences and seminars are considered the most useful (in contrast to media campaigns)***

The annual survey used for this report featured a separate questionnaire aimed at the *ex post* assessment of the usefulness and utility of the events funded by Progress in 2011. The results indicate that in general the level of satisfaction of participants with information received during Progress-funded events is high in terms of its responsiveness to their needs and contribution to policy development or implementation (see Chart 8).

**Chart 8: Share of respondent stating that activities funded by Progress were responsive to their needs and useful for policymaking or policy advocacy (%)**



Source: Progress annual survey 2011.

Progress-funded events were useful to the participants in several ways. As the results obtained in the survey indicate, the events covered under the Progress programme have greatly contributed to a better understanding of common challenges. The respondents agreed that they gained thorough and in-depth information on policy challenges and their causes (87 % agreed with this statement) and an insight into new, innovative policy options and solutions (86 % agreed with this) by participating in the Progress-funded events. In the open questions in the annual survey questionnaire, some respondents elaborated on their answers. There were many positive comments noting the relevance of the events in which the respondents participated. The respondents indicated that by participating they deepened their understanding of relevant problems and were more able to discuss solutions developed in other contexts, as well as at a national level. In addition, the respondents noted that the issues dealt with were very challenging – i.e. youth employment and unemployment – and the discussions about relevant policies (theory and

practice) on these issues have been very helpful in further understanding employment and the factors that influence it. Several respondents added that Progress-funded events provided innovative ideas for policy development.

Concerning the contribution of the Progress programme to policy solutions and implementation, a majority of respondents (81 %) noted that by participating in the events they increased their awareness of policy practices and tools that can be transferable and/or demonstrated results and learned about relevant comparative pan-European information. Concerning the open questions, the responding stakeholders elaborated that the events provided a space for an exchange of views, and also proposed possible solutions at both European and national levels. In addition, several respondents emphasised that due to the current economic crisis and its social repercussions, the issues discussed during the event are crucial and can stimulate the search for solutions to overcome the crisis and create new jobs at a national level.

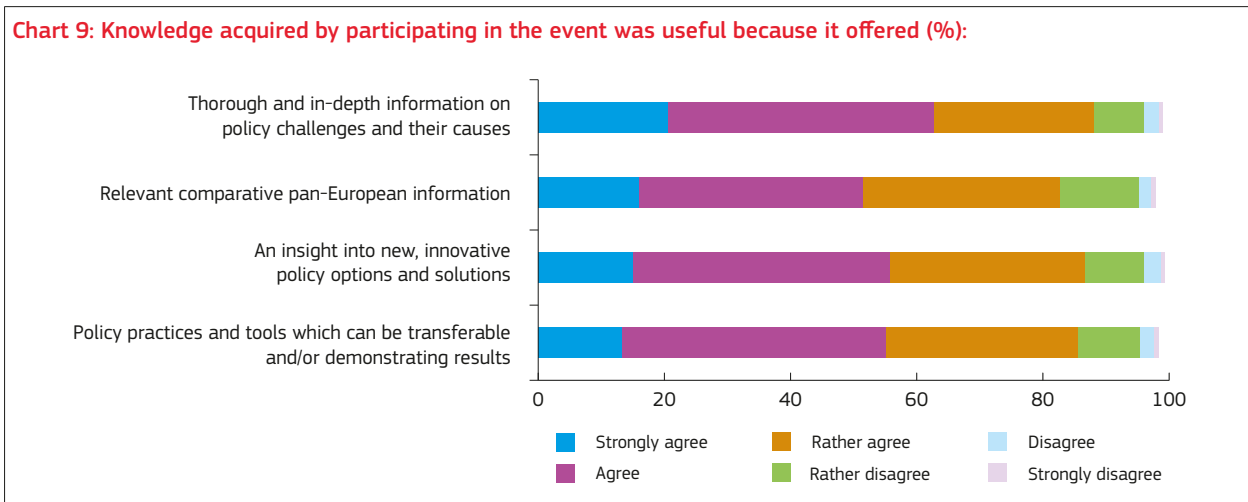


More than four fifths of the responding stakeholders intended to use acquired knowledge for policy-making or policy advocacy, mentioning intentions to share the knowledge obtained with peers/management, colleagues and other stakeholders (over 90 % agreed). In their responses to the open questions, the responding stakeholders elaborated on potential uses and effects of the acquired knowledge. National decision/policymakers noted that information gained at the events was used for discussions about future policy improvements and recommendations, as well as actual proposals in their country that feed into the national policy formulation process. In the area of social inclusion and social protection, some of them also pointed out that the events gave a stimulus for the development

of new social services, active employment policy and the reform of the social assistance system.

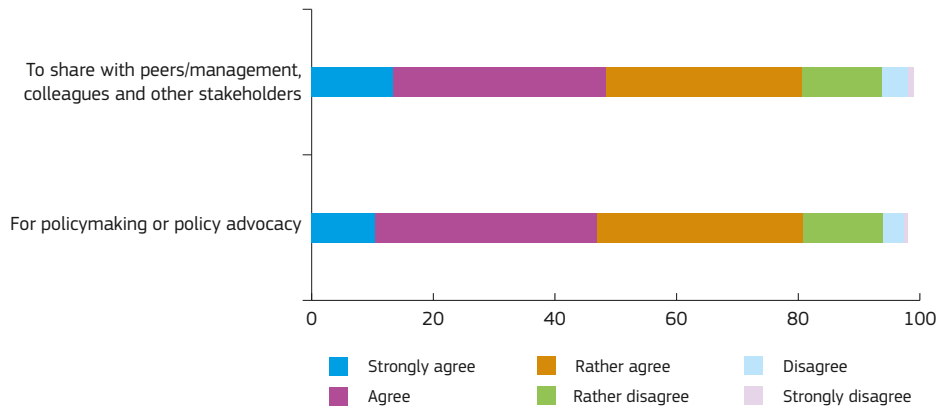
Interestingly, some respondents also indicated that by participating in the events they realised the need to initiate a systematic (statistical) data collection on relevant issues, which resulted in actual initiatives and negotiations with the national government or parliaments to organise an expert hearing on the matter. Respondents from academia noted that they use the new knowledge obtained in Progress-funded conferences for lecturing, teaching and the production of publications. For example, several respondents remarked that the specific event provided relevant information and motivation that resulted in an academic journal article.

**Chart 9: Knowledge acquired by participating in the event was useful because it offered (%):**



Source: Progress annual survey 2011.

**Chart 10: The respondents who participated in the events intend to use their knowledge (%):**



Source: Progress annual survey 2011.

The respondents in the fields of gender equality, employment and working conditions were the most positive about knowledge they acquired by participating in the events. Over 90 % of the stakeholders active in these fields agreed that they gained a better understanding of common challenges.

The respondents were slightly less optimistic about the policy solutions and implementation issues discussed at the events. However, the tendencies across policy areas remain the same: the respondents in the area of gender equality and working conditions are the most positive, while those in the area of social protection and social inclusion are the least optimistic.

There are no significant differences concerning the use of obtained knowledge across the five policy areas. The vast majority of the respondents across the policy areas intend to share knowledge with their colleagues and other stakeholders and to use information for policymaking or policy advocacy.

### 2.3. Summary of activities and outputs

Activities of information sharing/learning remained the major expenditure item in the programme: 44 % of the total operational expenditure in 2011 was allocated to this area. Progress contributed to effective information sharing and learning at both EU and national levels by supporting various types of information exchange activities (see the summary in Table 6).

**Table 6: The number of information sharing and learning outputs produced during 2011**

Policy areas	Total	Employment	Social protection and inclusion	Working conditions	Antidiscrimination	Gender equality
Performance indicators						
<b>Information, communication and networking</b>						
Number of policy debate, information and communication events, of which	<b>509</b>	133	153	50	165	6
– commissioned by the Commission (*)	<b>57</b>	24	11	6	9	6
– produced under grant agreements (*)	<b>452</b>	109	143	44	156	
Number of individuals, who participated in these events, of which — in the case of events	<b>37 822</b>	4 702	5 194	2 413	24 902	611
– commissioned by the Commission	<b>5 658</b>	1 062	2 260	465	1 260	611
– produced under grant agreements (*)	<b>32 164</b>	3 640	2 934	1 948	23 642	--
<b>Training/mutual learning/peer reviews</b>						
Number of trainings, peer reviews and other mutual learning events, of which	<b>379</b>	128	64	22	158	7
– commissioned by the Commission (*)	<b>39</b>	6	10	4	12	7
– produced under grant agreements (*)	<b>340</b>	122	54	18	146	–
Number of individuals, who participated in these events, of which – in the case of events	<b>5 777</b>	1 367	988	434	2 541	447
– commissioned by the Commission	<b>2 076</b>	341	320	112	856	447
– produced under grant agreements (*)	<b>3 701</b>	1 026	668	322	1 685	
<b>Exchange of good practices</b>						
Number of reports aimed at identifying good practices, of which	<b>183</b>	74	28	46	31	4
– commissioned by the Commission	<b>6</b>	–			2	4
– produced under grant agreements (*)	<b>177</b>	74	28	46	29	–

(\*) Please note that the number of outputs produced under grant agreements is the best estimate available. Information on outputs produced under grant agreements in the policy area of gender equality is not available.

\*\*\* Gender disaggregated data are available for the events produced under grant agreements, but not systematically for the ones commissioned by the Commission. Hence, the provided number is the best estimate available.

*Typical types of outputs to assist information sharing and learning included peer reviews, good practice exchange activities and communication campaigns*

**Peer reviews**

Progress lends major support to mutual learning in the framework of the European employment strategy and social OMC through mutual learning support services and peer reviews in social protection and social inclusion.

In the framework of the mutual learning programme in the employment field, the peer reviews cover single initiatives relating to selected employment policy practices in line with the priority themes of the European employment

strategy. The peer reviews helped to identify, evaluate and disseminate good practice and to assess whether and how such good practice can be effectively transferred to other Member States, as well as providing a learning opportunity throughout Europe about the implementation process or policy approaches and programmes in the field of a particular thematic priority. In total, 18 Member States plus Iceland, Norway, Turkey and Serbia were actively involved in the mutual learning programme in 2011 (see Table 7). Compared to the previous year, fewer countries were actively involved in 2011. Nine EU countries (Austria, Hungary, Finland, Latvia, Lithuania, Luxembourg, Malta, Poland and Sweden) did not participate in the programme in 2011. Four EU-15 countries (Austria, Finland, Luxembourg and Sweden) did not take part in the activities.

**Table 7: Participation of Member States in the peer reviews under the mutual learning programme in 2011**

Number of participations in peer reviews (2011)					Hosting countries (2011)
1	2	3	4	5 or 6	Once
Romania Bulgaria Denmark Norway	Belgium France Netherlands Iceland Slovakia Spain	Greece Germany Slovenia UK Ireland Turkey Cyprus	Estonia Portugal Serbia	Czech Republic	Spain Cyprus United Kingdom (twice) Italy

Similarly, Progress supported eight peer reviews on social protection and social inclusion policies in the different EU Member States to facilitate the mutual learning process, policy transfer and a shared understanding and ownership of EU policy objectives in these areas. The quality of

mutual learning is ensured by the active involvement of all Member States. All 27 Member States have either hosted or participated in at least one peer review. Overall, the combined attendance at the peer reviews increased in 2011, as compared to the previous year.

**Table 8: Participation of Member States in the social protection and social inclusion peer reviews in 2011**

Number of participations in peer reviews				Hosting countries
1	2	3	5	Once
Portugal Hungary Poland Slovakia United Kingdom Sweden	Greece Czech Republic Austria France Romania Finland Latvia Norway Spain Netherlands	Cyprus Estonia Ireland Luxembourg Denmark Germany Bulgaria Croatia Malta	Belgium (6 times) Lithuania Slovenia Italy	France (twice) Netherlands Ireland Sweden Germany Belgium Portugal

### Good practices exchanges

In 2011, Progress supported two good practice exchange seminars in the field of antidiscrimination. The seminars focused on combating discrimination based on age in accessing and

progressing in employment and combating discrimination on the grounds of sexual orientation and gender identity. Both new and old EU Member States were equally involved in the seminars (see Table 9).

**Table 9: Participation of Member States in good practice exchange seminars on antidiscrimination in 2011**

Number of participations in good practice exchange seminars		Hosting countries
1	2	
Austria, Cyprus, Denmark, Norway, Poland, Sweden, Germany, Greece, Estonia, Hungary, Ireland, Italy, Romania, Slovakia, United Kingdom	Czech Republic, Finland, France, Netherlands, Slovenia	Estonia, Austria

### Exchanges of good practice in the field of gender equality

The exchange programme for good practice on gender equality aims to reinforce mutual learning among EU countries and other countries participating in Progress. It provides an opportunity to stimulate debate and exchange experiences among governmental representatives, independent experts and other relevant stakeholders, with the ultimate aim of facilitating the dissemination of good practice on gender equality in Europe. To achieve that aim, the programme focuses on concrete policy measures and examples and addresses both the opportunities and constraints to policy implementation, highlighting practical possibilities and challenges for transferability to other countries.

In 2011, the Commission organised three exchanges that focused on the key priority areas of the women's charter and the strategy for equality between A seminar in Belgium in May focused on implementing gender mainstreaming. In October, a seminar on flexible working time arrangements discussed the good practice of the Dutch *Nieuwe Werken* (new forms of work). And in December, a seminar considered ways of reducing the gender pay gap. Overall, these exchanges witnessed very active participation by the countries participating in Progress, with almost all of them contributing to the discussion.

**Table 10: Participation of Member States in good practice exchange seminars on gender equality in 2011**

Number of contributions to good practice exchange seminars (reaction papers)			Host/lead countries (discussion papers)
1	2	3	
Belgium, Bulgaria, Cyprus, Finland, France, former Yugoslav Republic of Macedonia, Greece, Iceland, Italy, Luxembourg, Macedonia, Norway, Romania, Slovakia	Austria, Croatia, Lithuania, Malta, Portugal, Serbia, Slovenia, Sweden, United Kingdom	Czech Republic, Estonia, Ireland, Spain	Austria, Belgium, Germany, the Netherlands, Sweden

### Communication campaigns

Core challenges for Progress in achieving effective information sharing and learning are: (1) enhancing the Commission's communication with relevant stakeholders as well as with the wider public; and (2) helping stakeholders to work as multipliers of information. Efforts to bridge the 'communication gap' between the European Union and its citizens and to increase the awareness of the wider public and stakeholders about EU policies and legislation have been made through Progress-supported conferences, working papers and electronic publications (annual reports, practical guides, policy assessments, dissemination of good practices, etc.), media campaigns, audiovisual material, websites and other mechanisms.

Examples of such communication campaigns include the Gender Pay Gap (GPG) campaign in the field of gender equality and the 'For Diversity. Against Discrimination.' information campaign in the area of non-discrimination and diversity. In 2011, GPG campaign activities were organised in 12 Member States (Poland, Sweden, Portugal, Estonia, Belgium, Hungary, UK, Cyprus, Austria, Latvia, Slovenia and Malta). In 2012, they are being continued in seven Member States (Finland, Slovakia, Poland, Luxembourg, Denmark, the Czech Republic and the Netherlands). The core activities were related to the dissemination of the concept of equal opportunities in access to employment, job search, employment and career advice provision for young people (e.g. senior students and young professionals), etc. Furthermore, in order to raise awareness of the existence of the gender pay gap, a European Equal Pay Day (EPPD) was launched with the intention to make

it an annual event across Europe. EEPDs have already been arranged in nine Member States (Spain Greece, Germany, Belgium, Poland, Estonia, Austria, France and the Netherlands).

The 'For Diversity. Against Discrimination.' information campaign is a longstanding effort to raise awareness, combat discrimination and throw the spotlight on issues of equality and diversity, which started well before the Progress programme. In 2011, it supported activities across the EU structured around the international and European days connected to the fight against discrimination, such as International Women's Day (March 8), the International Day for the Elimination of Racial Discrimination (March 21), International Roma Day (April 8), Europe Day (May 9), the International Day Against Homophobia and Transphobia (May 17), International Youth Day (August 12), the International Day of Older Persons (October 1), the International Day for the Eradication of Poverty (October 17), the International Day of Persons with Disabilities (December 3) and Human Rights Day (December 10). Over the years the campaign has produced a variety of leaflets, posters, films, images, presentations and publications, which can be accessed on the dedicated information campaign website (<http://ec.europa.eu/justice/fdad/>).

### *Typical types of outputs to assist innovative solutions included social experimentation and actions fostering innovative solutions*

#### Social experimentation

In total, 11 social experimentation projects were carried out or continued their activities in 2011.

Six EU Member States (Austria, Italy, Slovenia, France, the United Kingdom and Belgium) were granted lead positions in the projects and 17 countries were included as partners. At the end

of 2011, 17 new social experimentation projects were launched under the call VP/2010/007 and new calls were announced for the following years under the call VP/2011/009.

**Table 11: Participation of Member States in social experimentation projects in 2011**

Members of the social experimentation projects	
Lead country	Partner country
Austria	Poland, Lithuania, United Kingdom
Italy	Romania, Bulgaria
Slovenia	Belgium, Hungary, United Kingdom
France	Germany, Italy, Spain, Belgium, Poland
United Kingdom	Germany, Portugal, Netherlands, Hungary
Belgium	Spain, Italy, France, Romania, Slovakia
United Kingdom	Slovenia, Belgium, Czech Republic
United Kingdom	Italy
Italy	Romania
France	Portugal, Italy
Italy	Romania, Netherlands

#### Actions fostering innovative solutions

Progress continued to support innovative projects in relevant policy fields in 2011. Four separate projects were implemented (and still continue their activities) covering such topics/

actions as mobility of women, mobility of students and recent graduates and mobility of migrants. Eight EU Member States and Iceland were involved as either lead or partner counties (see Table 12).

**Table 12: Participation of Member States in innovative worker mobility-related projects in 2011**

Member of innovative worker mobility-related projects project		
Lead country	Partner country	Topic
Greece	Italy	Women's mobility
Denmark	United Kingdom, Germany, Iceland	Mobility of students and recent graduates
Germany	Netherland, Austria, Sweden	Migrants' mobility
United Kingdom	-	Innovative online database (SkillPass)

### 3. HIGH-QUALITY AND PARTICIPATORY POLICY DEBATE AT EU AND NATIONAL LEVELS

Progress-supported activities not only contributed to promoting ownership of EU objectives among key actors (as discussed in Chapter 2) but also helped to create a closer partnership, mobilise all key EU and national actors and promote the involvement of civil society. The latter aspect of the programme's contribution will be discussed in this chapter.

One of the underlying priorities in modern policy-making is to ensure that policies are inclusive and fair; such policies take into account the impact on all people directly or indirectly affected by the policy and try to meet their needs. As a result, the close involvement and mobilisation of all key stakeholders — from public authorities to social partners and NGOs representing civil society at large — and growing partnerships become crucial for the development of EU objectives, policies and law.

EU social, employment and equality policy initiatives need support at both EU and national levels. One of the Progress programme's aims is to foster a shared understanding and consensus among all stakeholders and identify common problems and policy options or solutions. Progress contributed to creating an enabling environment (e.g. Presidency conferences and high-level and other events) for building shared understanding and consensus among relevant stakeholders by funding a number of high-quality, inclusive and participatory policy debate events. Such an enabling environment serves several purposes: (1) it creates a closer partnership between and among stakeholders and policymakers and (2) it makes policies responsive to the needs of European citizens.

#### 3.1. Contribution to EU goals

##### *Progress provided a platform for the Member States to debate common issues*

The Presidency conferences were instrumental in enhancing the understanding of EU policy

objectives among participants. Over 90 % (on average in the fields of employment, working conditions and social protection and social inclusion) of the respondents to the annual survey confirmed that they gained a better shared understanding of common EU challenges and objectives by participating in Progress-funded Polish and Hungarian Presidency events. Over 80 % of the respondents agreed that Presidency conferences strengthened (or created new) relationships with relevant stakeholders/organisations.

##### **Hungarian Presidency conference 'New challenges in the European disability strategy 2010–20', Budapest, 19 and 20 April 2011**

This conference focused on the European disability strategy (2010–20), which sets out the possible thematic areas for actions linked to the implementation of the UN Convention on the Rights of Persons with Disabilities (UNCRPD). It also provided an opportunity to examine national implementation of the UNCRPD. The conference brought together all key stakeholders, including relevant civil society representatives. The high-level group on disability had prepared its annual report, and its main conclusions were shared. The outcome of the conference fed into the planned conclusions adopted by Employment, Social Policy, Health and Consumer Affairs Council (EPSCO) in June 2011.

During the **Polish Presidency** of the Council of the European Union, the first joint Employment Committee (EMCO) and Heads of Public Employment Services (HoPES) conference was held in Warsaw (Poland) on 10 and 11 October 2011. The event provided an overview of the problems and barriers for older persons in keeping employment, and Member States were encouraged to initiate strategic activities that would help them to stay active on the labour market, and to work out policy proposals aimed at the employment agenda for older persons. The conference gathered policymakers from EU ministries and agencies, representatives of the European Commission and other EU institutions, academics, human resources managers and social partners.



### *Progress provided an enabling environment for policy debate*

The 10th **Meeting of People Experiencing Poverty** (Brussels, 13 and 14 May 2011) brought together delegates from all of Europe to exchange views on the impact that social and economic policies have on their daily lives. It tested the reactions and expectations of people experiencing poverty in relation to the latest developments at the EU level, especially Europe 2020 commitments, and provided a platform for national delegations to debate the most pressing poverty issues. 'Employment, work and jobs: the reality for people experiencing poverty and social exclusion' was the topic of the meeting. A central question was whether the new instruments put in place, in particular through the Europe 2020 strategy, would really make a difference to people experiencing poverty.

Progress contributed to the development of a shared understanding of common EU objectives and policies by funding Presidency conferences, providing evidence on priority issues and involving those stakeholders who are usually excluded from the policy debate, e.g. ethnic minority groups and people experiencing poverty.

Over four fifths of respondents to the annual survey confirmed the contribution of specific Progress-funded events to the development of a shared understanding of common EU issues discussed at the event.

### *Progress helped the Commission to make decision-making more accessible and participatory*

Progress assisted the Commission in making its decision-making process more accessible and involving a broad range of stakeholders in the development of legal proposals through consultations, conferences and support to EU-level networks and civil society organisations at the national level, in particular in the areas of antidiscrimination, gender equality and working conditions. It also provided a common EU-level platform for national and EU stakeholders to engage in policy debate through the Presidency conferences and other high-level events on such topical policy issues as social inclusion of vulnerable groups or youth employment.

Cooperation with the EU Presidencies in the policy area of employment resulted in the development of policies and actions to fight youth

unemployment and raise youth employment rates. In a conference organised by the Hungarian Presidency on youth employment, emphasis was placed on the importance of institutional cooperation among decision-makers at all levels, as well as the process and the political outcomes of structured dialogue with young people. The conference, which benefited from an active contribution by the European Youth Forum, focused on skills anticipation as the first step to adapt education and training systems to labour market needs, as well as the importance of career guidance in facilitating upward transitions and tackling youth unemployment. The participants also shared their experience with regard to the effectiveness of various measures to stimulate labour demand and promote the creation of quality jobs for young people in a period of economic recovery. To involve the authorities dealing with youth employment in the Member States, this conference was then followed by a conference of public employment services (PES) on youth employment, which took place on 28 and 29 April.

### **Fifth meeting of the European Platform for Roma Inclusion, Budapest, 7 and 8 April 2011**

The European Parliament adopted a resolution based on the report on the EU strategy on Roma inclusion on 9 March 2011. The rapporteur, Lívia Járóka from Hungary, is the first elected Member of the European Parliament with a Roma background. On the basis of this report the European Commission proposed an EU framework for national Roma integration strategies up to 2020. At the 19 May Council meeting of ministers for employment, social policy, health and consumer affairs, conclusions were adopted on an 'EU framework for national Roma integration strategies up to 2020', inviting the Member States to pursue goals in the fields of education, employment, healthcare and housing, so as to close the gaps between marginalised Roma communities and the general population. The Hungarian Presidency submitted a report to the General Affairs Council (on 23 May) and asked the Member States to adopt the final conclusions at the European Council on 24 June.

For more information see [http://ec.europa.eu/justice/discrimination/files/fifth\\_romaplatform\\_meeting\\_report\\_en.pdf](http://ec.europa.eu/justice/discrimination/files/fifth_romaplatform_meeting_report_en.pdf)

### *Progress contributed to further partnership strengthening between the Member States and the Commission*

Thematic meetings of the **Senior Labour Inspectors Committee** (SLIC) in Budapest (2 and 3 May) and Warsaw (6 and 7 December) were dedicated to the European code of good practice on inspection and non-inspection activities of labour inspectorates. The topics included recent events and developments, including those of a legislative nature, in the field of work safety and health in the EU Member States. The discussions also focused on joint initiatives resulting from SLIC's decisions and implemented in the form of inspection and communication campaigns, as well as the review of progress made by working groups tasked with selected issues of work safety.

Progress contributed to the development and strengthening of partnerships between the Member States and the Commission by providing comparative evidence and guidance for Member States through research, monitoring and reporting, and by providing a common platform for information sharing and learning. In this way Progress has also

assisted some of the well-established cooperation activities, such as the Senior Labour Inspectors' Committee (composed of the general directors of the labour inspectorates of each Member State), which was established still in 1995 to give its opinion to the Commission, either at the Commission's request or on its own initiative, on all problems relating to the enforcement by the Member States of the EU law on health and safety at work.

Additionally, some of the actions funded by Progress in 2011 were specifically aimed at promotion of such partnerships. One example in the field of employment was the call for proposals aimed at 'partnerships between employment services' (PARES). The main objective of this call for proposals was to encourage new forms of collaboration between employment services at the EU level for the delivery of complementary services with a high standard of quality and efficiency. Action grants were awarded to projects that involved at least two different types of partners from public, private or third sector employment services.

There is a strong sense of collaboration and partnership between government institutions of the

EU and Member States. Over 90 % of officials working in national, regional, or local government institutions who responded to the annual survey confirmed this. The sense of collaboration and partnership between government institutions of the EU and Member States increased compared to 2010.

### *Progress facilitated the role of the European social partners in the EU policymaking*

The European social partners play an important role in EU policymaking in the policy areas of the Progress programme. They influence the shaping of European social policy legislation and contribute significantly to the definition of European social standards, as well as add to the social and economic objectives of the European Union, as reflected in the Europe 2020 strategy. For instance, cooperation with social partners is a major instrument for improving labour standards in the European Union and contributing to the modernisation of labour markets. Their views enable the Commission to assess its various legislative options and prepare its suggestions for the future.

By virtue of the powers conferred by the Treaty, the Commission also implements an autonomous budget to facilitate European social dialogue. To foster their contribution to the development of employment and social policies, social partners are invited and encouraged to actively participate in high-level policy debates, good practice exchange events and express their views and positions on key policy issues. The European social partners such as BUSINESSEUROPE, CEEP and UEAPME (all representing employers) and ETUC (representing employees) have contributed to EU legal initiatives on parental leave, part-time work and fixed-term work. Of particular importance in 2011 was the contribution of the EU social partners to the working time directive by starting the process of negotiations.

In complementarity with the autonomous budget, the Progress programme has aimed to advance the contribution of social partners to the development of social matters in Progress policy areas.

### **European social partners start negotiations on working time**

The European social partners have sent a joint letter to Commissioner László Andor informing him that they will open negotiations further to the Commission consultation on reviewing the working time directive. The aim of the negotiations is to conclude an agreement, to be implemented by a Council decision in accordance with Article 155 of the Treaty on the Functioning of the European Union. The first meeting was scheduled for 8 December 2011. Should the European social partners manage to conclude these negotiations within the nine-month period foreseen by the Treaty, they will inform the Commission of the results at the beginning of September 2012.

For more information see <http://ec.europa.eu/social/main.jsp?langId=en&catId=329&newsId=1116&furtherNews=yes>

For example, in 2010 and 2011 calls for proposals on restructuring, well-being and financial participation in the field of working conditions were published and grants attributed to key associations, trade unions, and others (e.g. the European Centre of Employers and Enterprises Providing Public Services (CEEP), European Federation of Public Service Unions (EPSU), Council of European Professional and Managerial Staff, Trade Union 'Metalicity').

In the field of social protection and social inclusion, Progress has contributed to meeting the specific objectives for employment and social solidarity. For instance, Progress helped to strengthen the partnerships of key EU and national policy/decision-makers and stakeholders, and to change the understanding among key EU and national policy- and decision-makers and other stakeholders of EU objectives and priorities related to solidarity (i.e. social protection, notably pensions, health and long-term care systems). In so doing, Progress has contributed to the launch of a European innovation partnership (EIP) on active and healthy ageing and supported initiatives for active ageing at all levels in the context of the European Year for Active Ageing and Solidarity between Generations in 2012.

Furthermore, cooperation and dialogue with Member States has been intensified on a number of key issues (i.e. poverty measures, Roma inclusion, the open method of coordination, pensions). Relations with stakeholders have been reframed in the context of the European Platform against Poverty and Exclusion (a stakeholders' reference

### *Progress contributed to enhancing the partnership among all the stakeholders: the Member States, the Commission, social partners and NGOs*

The high-level conference '**Towards the European Year for Active Ageing and Solidarity between Generations (2012)**' in Brussels on 29 April 2011 was an important milestone for the European Year and helped to mobilise stakeholders at all levels. Member States, regional and local authorities, social partners and civil society organisations were invited to start preparing initiatives to be implemented and goals to be achieved in the context of the European Year. The commitments to such initiatives were presented on a dedicated website to be launched on the conference day.

For more information see <http://www.age-platform.eu>

Progress contributed to the development and strengthening of partnerships between Member States, the Commission and EU-level NGOs by providing an enabling environment for the involvement of non-governmental actors and key stakeholders through high-quality and participatory policy debate at the EU level and contributing to the capacity building of key non-

governmental actors through support to EU-level NGOs and networks.

The first annual convention of the **European Platform against Poverty and Social Exclusion** in Krakow on 17 and 18 October 2011 reviewed the progress made towards implementation of the platform and the headline target of reducing the numbers of people living in poverty and social exclusion by at least 20 million by 2020. Its key objective was to give visibility and political weight to the platform and to build support across various policies and institutions, different levels of government and civil society actors. The Convention was built on the lessons learned from the **European Year for Combating Poverty and Social Exclusion 2010** and made a bridge between the objectives of the Year and the social objectives of the Europe 2020 strategy. It brought together over 400 participants from 38 European countries, including 12 Ministers, three MEPs and civil society representatives, NGOs and experts.

For more information see <http://ec.europa.eu/social/main.jsp?langId=en&catId=88&eventsId=349&furtherEvents=yes>

group has been created). In addition, a number of actions announced in the platform which point to better mainstreaming of social inclusion concerns have been implemented.

Results of the annual survey show that actors working in EU-level organisations (EU institutions, EU-level NGOs and EU-level social partners) on average have a slightly stronger sense of collaboration and partnership with EU organisations (i.e. respective organisations) than those representing national organisations. On average four fifths of the respondents representing EU-level organisations, compared to three quarters of national level actors, are positive about their cooperation and partnership with EU organisations. To be more precise, the vast majority (over 90 %) of respondents representing EU-level NGOs agree that a sense of collaboration and partnership with EU institutions is strong. The respondents of national representatives are less positive about their cooperation and partnership with EU institutions. Nonetheless, between three and four fifths (depending on the organisation) tend to agree that there is a sense of cooperation between them and EU institutions.

A sense of collaboration between NGOs and national, regional and local governments in the policy areas covered by Progress has increased compared to 2010. Last year only about a third of the annual survey respondents agreed that there is a sense of such partnership. This year over four fifths of the officials of national, regional and local governments confirmed the existence of a sense of collaboration between them and EU-level NGOs. Also, there is a tendency to view collaboration between national governments and national-level NGOs as better than between that national governments and EU-level NGOs. The vast majority (over 90 %) of respondents representing officials of national, regional and local governments confirmed that they cooperate and maintain partnerships with national level NGOs.

The sense of partnership and collaboration between national, regional and local governments and social partners is stronger than that with NGOs. However, it is not as strong as with EU institutions.

### ***Progress promoted capacity building and involvement of all relevant stakeholders***

Progress provided a stimulus for the involvement of non-governmental and subnational actors in the policy processes at both national and European levels, and in the empowerment of weaker actors, such as ethnic minority groups or people experiencing poverty. Examples of such involvement are the annual EU Meeting of People Experiencing Poverty, the Equality Summits, the European Roma Summit and the biannual meetings of the European Platform on Roma (for more detailed information see Annex 2).

Additionally, as explained in Chapter 4 of this report, Progress helped to involve a variety of stakeholders in the policymaking process by supporting EU-level networks and NGOs, which represent a variety of weaker, less-organised interests relevant to the policy fields of social inclusion, non-discrimination and gender equality (such as people with disabilities, people experiencing poverty, homeless people, older people, Roma and minorities, women and other disadvantaged groups). The influence of key EU-level networks and NGOs was visible in increasing awareness and exerting pressure on policymakers in relevant policy areas, as well as providing useful and appropriate information on the implementation of EU law and/or conditions, needs and expectations of relevant target groups. This was generally approved by more than 85 % of the respondents to the annual survey.

The study on stakeholders' involvement in the implementation of the OMC in SPSI, funded by Progress, showed that the strongest effects on broader stakeholder involvement are found in those areas where the social OMC has thematic priorities and where key EU networks are active, e.g. child poverty and homelessness. People experiencing poverty seem mainly to be informed of the process rather than actively engaged in it. Employers and trade unions, although widely invited to take part, rarely play an active role, although they are more involved in the employment strategy process. Two-way links between

social inclusion policy and policy areas such as employment, healthcare and long-term care are not strong. Finally, the way the OMC works remains badly publicised and unclear to most stakeholders in the Member States.

### 3.2. Performance measures

#### **Performance measure:**

*Extent to which principles of good governance are respected in policy debate*

***Clarity of issues and involvement of stakeholders remain high, while dissemination of results is less adequate***

Policy debate is of high quality and participatory when it is based on the principles of good governance, which include: clarity of issues presented for discussion; the involvement of relevant EU and national policy- and decision-makers; the involvement of relevant stakeholders; and adequate dissemination of results of the debate.

The clarity of issues presented for discussion and the involvement of relevant actors received a more positive evaluation than the dissemination of results. The results largely correspond to those found in 2009 and 2010.

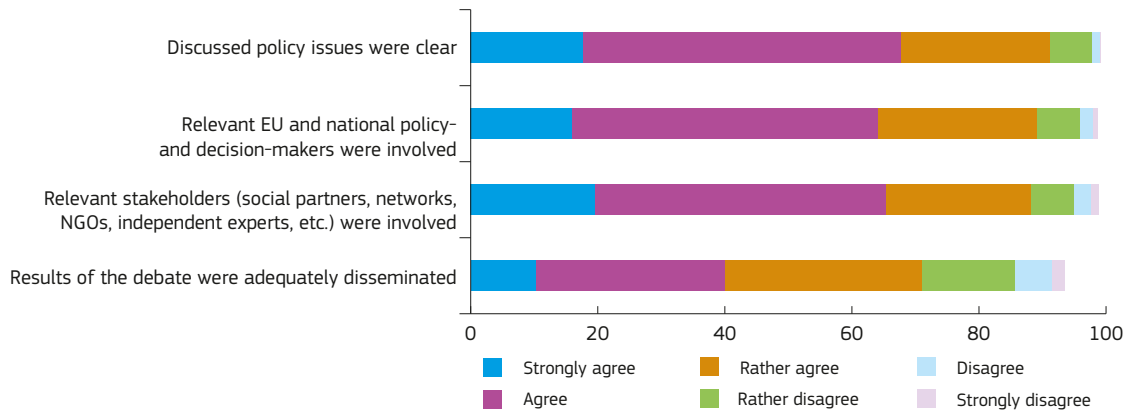
The perception of the extent to which principles of good governance were respected in specific policy debate events supported by Progress

The conference '**Equality between women and men**' (Brussels, 19 and 20 September 2011) brought together more than 400 participants from European institutions, international organisations, Member States, social partners and civil society. It marked the first year of the strategy for equality between women and men (2010–15) which was adopted on 21 September 2010. It was also an opportunity to have important debates around the key priorities of the strategy. The aims of the conference were: (1) to explore the causes and consequences of the slow progress in advancing gender equality; and (2) to identify the ideas and initiatives that could give new impulses for achieving gender equality. The economic crisis has been a significant focus in the debates. Particular attention was given to the gendered nature of the responses to this crisis.

For more information see [http://ec.europa.eu/justice/gender-equality/files/conference\\_sept\\_2011/background-paper-eliminating-gender-violence\\_en.pdf](http://ec.europa.eu/justice/gender-equality/files/conference_sept_2011/background-paper-eliminating-gender-violence_en.pdf)

corresponds to the general evaluation of the policy debate at EU level, but is viewed even more positively (see Chart 11). For instance, the conference 'Equality between women and men' received very positive evaluations: 95 % of responding participants indicated that policy issues discussed were clear and 88 % agreed that relevant stakeholders (social partners, networks, NGOs, independent experts, etc.) were involved. However, satisfaction with adequate dissemination of the results of the event is slightly lower (75 %).

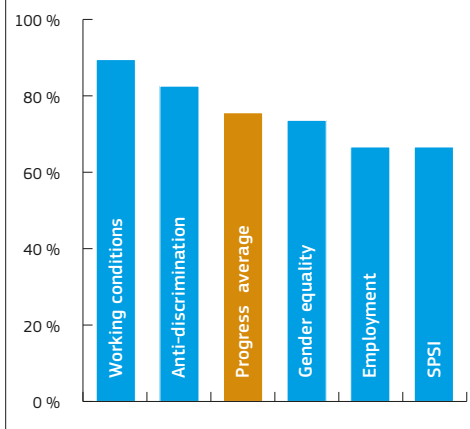
**Chart 11: Share of respondents stating that these principles of good governance have been adequately followed in the policy debate at the EU level (%)**



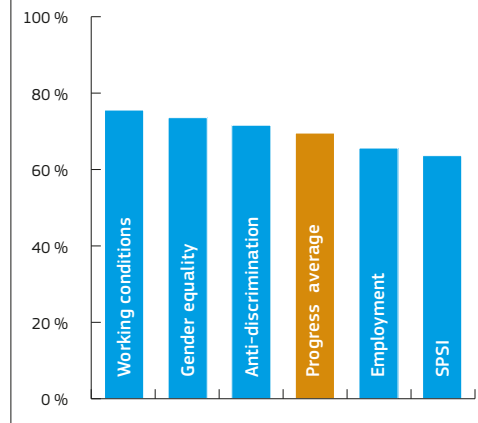
Source: Progress annual survey 2011.

High-quality and participatory policy debate at the European level serves as an example for national stakeholders and thus makes a positive contribution to the quality of debate on relevant policy issues at national, regional and/or local levels. The EU contribution was acknowledged by the respondents to the annual survey, especially in the policy areas of working conditions, anti-discrimination and gender equality (see Charts 12 and 13).

**Chart 12: Share of respondents stating that the EU made a positive contribution to the clarity of policy issues during policy debate at national/regional/local levels (%)**



**Chart 13: Share of respondents agreeing that the EU made a positive contribution to involvement of all stakeholders relevant to policy debate**



Source: Progress annual survey 2011.

**Performance measure:**

*Extent to which the outcomes of policy debate feed into the development of EU law and policy*

*Knowledge acquired during Progress-funded policy debate was used for policymaking or policy advocacy at the national level*

**Polish Presidency conference ‘Strengthening OSH knowledge and innovation as a driver of the EU smart growth’, Warsaw, 7 November 2011**

The conference concentrated on promoting OSH legislation and standards towards sustainable growth of the EU. The conference was attended by representatives of governments and social partners from all the European Union Member States and the three candidate countries. Also participating were representatives of the European Commission, the Occupational Safety and Health Administration, the European employers’ organisation BUSINESSEUROPE, the European Trade Union Confederation and experts representing European research and industrial organisations, as well as Polish and foreign research, training and consultative institutions operating in the OSH area. The conference brought together 170 participants, among them 70 from abroad.

For more information see <http://www.ciop.pl/24381.html>

Like policy research, advice and analysis (see chapter 1. on Evidence-based EU social, employment and equality policies and legislation), the outcomes of policy debate feed into the different stages of the policymaking cycle and legislation and are used by different stakeholders.

In the area of the improvement of occupational safety and health (OSH) legislation, the Presidency conference contributed by fostering the process of legislation development of EU reforms designed to prolong the duration

of vocational activity. In 2011, the conclusions of the second-stage consultation of the social partners on the possible amendments of five OSH directives to reflect a new EU chemical classification were made.

Similarly, in the area of gender equality, the Polish Presidency, in partnership with the European Commission, hosted the fifth European Equality Summit in Poznan (Poland) on 14 and 15 November 2011. The summit focused on ‘Promoting equality at the local and regional level’, as these levels are decisive in combating discrimination and advancing equality. They are the key point at which policies are implemented. As a result, this focus brought a new range of stakeholders into the European debate

on advancing equality for all. They include local and regional authorities, local networks of small businesses and grassroots NGOs. The key theme of the event was addressed through three workshops: how regional development strategies can most effectively address equality; what different stakeholder partnerships for equality can be developed at regional and local levels; and how European funds can enhance the situation of groups experiencing inequality at these levels.

Ultimately, the results of the annual survey show that the respondents who participated in Progress-funded events intend to use the knowledge they acquired: 91 % of the respondents agreed that they intend to share knowledge with their peers/management, colleagues and other stakeholders, while 82 % of the respondents intend to use the acquired knowledge for policy-making or policy advocacy.

### 3.3. Summary of activities and outputs

In 2011, Progress supported a number of key events and other information, communication and networking initiatives that contributed to high-quality and participatory policy debate. These included Presidency conferences (funded via action grants to the Member State holding the EU Presidency) and other high-level events, round tables, forums and other similar workshops and conferences (such as annual European Meetings of People Experiencing Poverty, the Equality Summit and restructuring forums). Overall the programme funded 15 Presidency conferences and five other high-level policy events, mainly in the areas of employment and SPSI. Overall, the activities aimed at high-quality and participatory debate represented one of the smaller expenditure items of the programme, with 11 % of the total operational expenditure committed to them in 2011.

**Table 13: The number of Presidency conference and other high-level European event outputs produced during 2011**

Performance indicators	Total	Employment	Social protection and inclusion	Working conditions	Antidiscrimination	Gender equality
Information, communication and networking						
Number of Presidency conferences and other high-level European events	<b>35</b>	11	9	7	6	2
Number of individuals who participated in these events	<b>5 006</b>	1 172	1 785	466	1 010	573

An analysis of monitoring data reveals that there is a certain positive link between the regularity of a policy debate event and its visibility among the key stakeholders. That is, the awareness of the relevant stakeholders of the regular events (irrespective of whether they participate in them), such as the Equality Summit or the 10th Meeting of People Experiencing Poverty, tends to be higher than in the case of the remaining ones. On the other hand, the visibility of various Presidency conferences organised in a given year tends to vary; among possible factors explaining such variation are the timing of an event (i.e. no similar events on the same or neighbouring days) and also thematic clustering of the events (i.e. several events grouped around a similar theme tend to generate more awareness).

#### 4. GREATER CAPACITY OF NATIONAL AND PAN-EUROPEAN NETWORKS

To increase the influence of key EU networks in policymaking and policy implementation at EU and national levels in line with EU objectives and

priorities, Progress promoted a number of NGOs and networks active in Progress policy areas in 2011.

Progress has financed a number of activities to mobilise all key EU and national actors to improve the development of policies and generate a critical support base on EU objectives and priorities. As the programme plays a key role in promoting the involvement of civil society through financial support to key EU-level networks, it contributed to strengthening their capacity to participate in and influence policy-making and policy implementation at EU and national levels. Such involvement contributed to the increasing relevance of policy responses and promoted accountability and transparency. In 2011, Progress supported a number of activities of EU-level networks in the fields related to: the fight against discrimination on grounds of racial or ethnic origin, disability and age; the integration of people with disabilities; the promotion of gender equality; women in decision-making; active inclusion; and non-discrimination law and policies.



#### 4.1. Contribution to EU goals

Progress promoted the involvement of civil society in achieving EU goals through financial support to key EU-level NGOs active in their policy areas. Non-governmental organisations have an important contribution to make towards affecting and/or accompanying change in employment and social policies and legislation. Making a difference requires a sustained, cohesive coalition capable of mobilising and analysing information, making that information available to key actors and mobilising many sources of influence. Non-governmental organisations are in a central position to influence policy in the European Union and the Member states through their national members. Influence is gained through increased expertise and information, which are important to policy formulation and implementation.

European networks play a key role to play in representing, promoting and defending the rights and interests of their constituencies at the Union level, by virtue of their position as the European Union's main contacts in the implementation of

policies. The strength of European networks lies in their capacity to gather and mobilise relevant members from different Member States in an open forum of discussion or exchange of expertise and experience able to inform and influence policymaking, as well as their strength in relaying EU actions between network members. They also contribute to effecting change through the setting-up of coalitions. By developing alliances with relevant institutions or actors, European networks can contribute to making other actors who are involved in employment and social issues acknowledge problems and be accountable to commitments they have made.

In 2011, Progress supported 32 key EU networks and NGOs active in the fields of non-discrimination, gender equality and social inclusion and social protection, which continued to serve as a useful source of information for EU and national decision-makers and other stakeholders alike. By financially supporting key EU networks, Progress contributed to the communication and promotion of key ideas and strategies (e.g. framework for national Roma integration strategies).

Table 14: Progress-supported EU-level networks and NGOs in 2011	
Financial assistance provided by the following policy area	Key EU networks and NGOs receiving Progress financial support
Social protection and social inclusion	Caritas Europa (*)
	CECOP (European Confederation of Worker Cooperatives and Social and Participative Enterprises)
	COFACE-EU (Confederation of Family Organisations in the European Union)
	European Anti-Poverty Network (*)
	Eurochild (*)
	Eurocities
	Eurodiaconia (European Federation for Diaconia)
	EMN (European Microfinance Network)
	European Social Network (*)
	Feantsa (The European Federation of National Organisations Working with the Homeless) (*)
	Mental Health Europe (*)
	Platform for international cooperation on undocumented migrants (*)
	Dynamo International
	Eurohealthnet
European Network of Social Integration	
Gender equality	European Women's Lobby (*)
Antidiscrimination	AGE Platform Europe
	European Disability Forum (*)
	Autism Europe (*)
	European Blind Union (*)
	European Network on Independent Living
	IF (International Federation for Spina Bifida and Hydrocephalus) (*)
	Inclusion Europe (*)
	EASPD (European Association of Service Providers for Persons with Disabilities) (*)
	International Lesbian and Gay Association Europe (*)
	International Lesbian, Gay, Bisexual, Transgender and Queer Youth and Student Organisation
	European Network Against Racism (*)
	Equinet Europe (European Network of Equality Bodies)
	European Union of the Deaf (*)
	European Guide Dog Federation
	Workability Europe
European Roma Information Office	

(\*) Has an active participatory status at the Council of Europe.

## 4.2. Performance measures

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

The Member States and organisations involved in EU actions benefit from partnerships indirectly, by taking part in the policy process and adopting new ways of acting. Participating in EU action makes things work better, especially with regard to governance issues: policy evaluation, partnership, long-term planning, etc. The involvement of people affected by particular issues in EU action fosters accountability of policy- and decision-makers and transparency of decision-making processes, as well as increasing the relevance of policy responses at both EU and national levels. Activities of key EU networks and NGOs increase visibility of and positive publicity for Progress policy issues, especially in the areas of antidiscrimination and combating poverty. This promotes increased knowledge and awareness of the issues, and consequently strengthens consensus and support from the grass-roots level upwards for action to be taken in particular areas of social, employment and equality policy.

### **Performance measure:**

*Extent to which advocacy skills of Progress-supported networks have improved*

***EU-level networks and NGOs were positively acknowledged for their policy advocacy***

Progress-supported networks and NGOs convey their views on legislative initiatives or policy developments to policy- and decision-makers by replying to public consultations launched by the Commission, providing informal consultations (written and oral) at both EU and national levels, and participating in meetings, conferences and informal discussions.

A way of measuring the consulting capacity of key EU networks and NGOs is to look at their participatory status at the Council of Europe. When NGOs are granted this status, the steering committees, committees of governmental experts and other bodies of the Committee of Ministers of the Council of Europe may involve the international NGOs having participatory status in the definition of the Council of Europe policies, programmes and actions, in particular by granting them observer status in the Liaison Committee and INGO thematic groupings. More than half of the Progress-supported key EU networks and NGOs (17 out of 32) were included in the NGO database of the Council of Europe in 2011<sup>(?)</sup>. This situation has not changed much from the situation in 2009 and 2010.

EU-level networks and NGOs are positively acknowledged for their policy advocacy. Over four fifths of the respondents to the Annual Survey agree that EU-level NGOs/networks are successful in increasing awareness and exerting pressure on policymakers in relevant policy areas and are a source of useful and appropriate information on the implementation of EU law and/or conditions, needs and expectations of relevant target groups.

### **Performance measure:**

*Satisfaction of EU and national authorities with the contribution of networks*

***Stakeholders are more satisfied with the contribution of EU networks than decision-makers***

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

Networks play a role in bridging national and EU perspectives on the development and implementation of common policy and legislation. On the one hand, they bring a national perspective to the EU level through their national members and expert groups, and regularly communicate with the Commission about their members' views on the way EU legislation and policies are transposed and implemented at the national level. On the other hand, they encourage and help their members to lobby at the national level on common EU goals by targeting representatives of the national governments and national representatives in the European Parliament, who are key EU policy- and decision-makers in the Parliament and the Council.

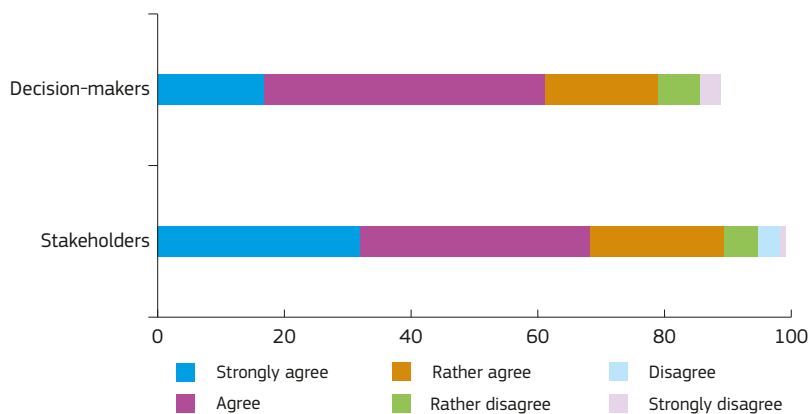
Progress-supported EU-level networks and NGOs were instrumental in disseminating messages agreed at the EU level to Member States through their national organisations, as well as other network structures. The networks organised national campaigns to raise public

awareness about common European challenges and advocated for solutions to systemic social injustices.

In addition, the NGOs collected evidence and organised events that focused on the values of the Union, namely inclusive growth, non-discrimination and fundamental rights for all. They raised these values in policy debate so that they were not undermined by purely economic issues. Key EU NGOs also called for action to address the main EU values in strategic documents and policy implementation.

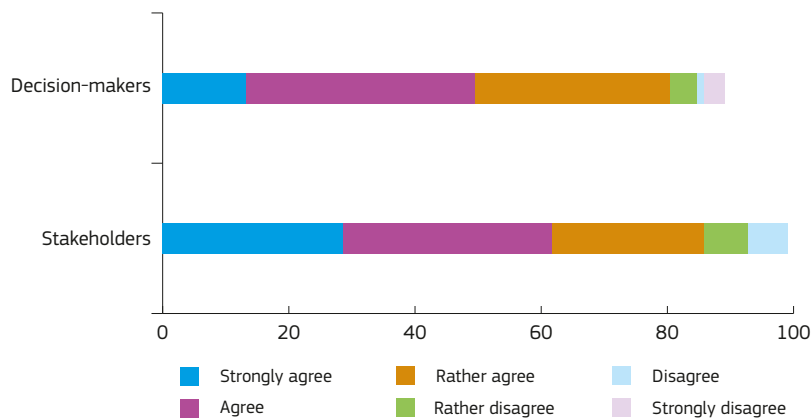
In general, stakeholders (employees/volunteers in European and national social partners' organisations, and employees/volunteers in European-level and national networks/NGOs) are more satisfied with the contribution of Progress-supported EU-level networks and NGOs than decision-makers (EU officials and national, regional, or local government institution officials) (see Charts 14 and 15).

**Chart 14: Share of respondents agreeing that activities of EU-level networks/NGOs in their policy fields were a source of useful and appropriate information on the implementation of EU law and/or conditions, needs and expectations of relevant target groups (%)**



Source: Progress annual survey 2011.

**Chart 15: Share of respondents stating that activities of EU-level networks/NGOs in their policy fields were successful in increasing awareness and exerting pressure on policymakers in the relevant policy area (%)**



Source: Progress annual survey 2011.

**Performance measure:**

*Extent to which Progress-supported networks take a cross-cutting approach*

**Key EU NGOs bring the perspective of their respective target groups and cross-cutting issues into different policy areas**

Key EU-level NGOs were active in taking up a cross-cutting perspective on the needs and problems of various social groups. As the EU-level representatives of vulnerable social groups and European social values, the NGOs fostered a cross-cutting approach to European employment and social policies by participating in policy debate, responding to public consultations and urging the EU to adopt indicators on cross-cutting issues.

**The European Older people’s Platform (AGE)**

focuses on a wide range of policy areas that have an impact on older and retired people, including issues of antidiscrimination, employment of older workers and active ageing, social protection, pension reforms, social inclusion, health, research, accessibility of public transport and the built environment, and ICT. Different expert groups inform AGE’s work in specific policy areas: 1) Anti-Discrimination Expert Group; 2) Employment and Active Ageing Expert Group; 3) Health and Social Services Expert Group; 4) Social Inclusion Expert Group; 5) Social Protection Expert Group; and 6) Universal Accessibility and Independent Living Expert Group. They bring the national perspective into AGE’s work and help draft common statements on the policy areas they work on.

#### 4.1. Summary of activities and outputs

The activities aimed at promoting greater capacities of networks and NGOs represented a third major expenditure item of the programme, with 20 % of the total operation expenditure committed to this in 2011. During the year, the Commission had partnership agreements with 32 EU-level networks and NGOs under which it covered part of their running costs in the areas of promoting social inclusion, combating discrimination, promoting gender equality, integrating persons with disabilities and representing the Roma. The framework partnership agreement sets out the conditions governing grants to partners for carrying out activities on the basis of a triennial strategic plan. Framework partnership agreements define the respective roles and responsibilities of the Commission and the NGOs and networks in implementing the partnership. They present the common objectives agreed by the networks and the Commission, the type of activities envisaged, the procedure for concluding a specific agreement for an annual operating grant and the general rights and obligations of each party under the specific agreements. Based on this agreement, the Commission then invites all organisations with whom framework partnership agreements have been signed to provide a detailed annual work programme and a corresponding detailed budget in order to conclude a specific agreement for an annual operating grant.

For each of the agreements, the triennial strategic plan provided by the partner organisation sets out how it intends to progress towards the four core objectives pertinent to this type of Progress output, namely:

- improving the organisational capacity and management of European networks;
- voicing the concerns and expectations of: (1) people exposed to social exclusion, discrimination and gender inequality; or (2) organisations providing services to people exposed to social exclusion, discrimination and gender inequality; and formulating these concerns to influence policymaking at EU and national levels;
- reinforcing the advocacy and campaigning skills of the European partner organisation and those of its national members to advance, support and further develop EU objectives and priorities at EU and national levels;
- better integrating cross-cutting issues (e.g. gender, poverty, disability and non-discrimination) in the day-to-day work of the European partner organisation.

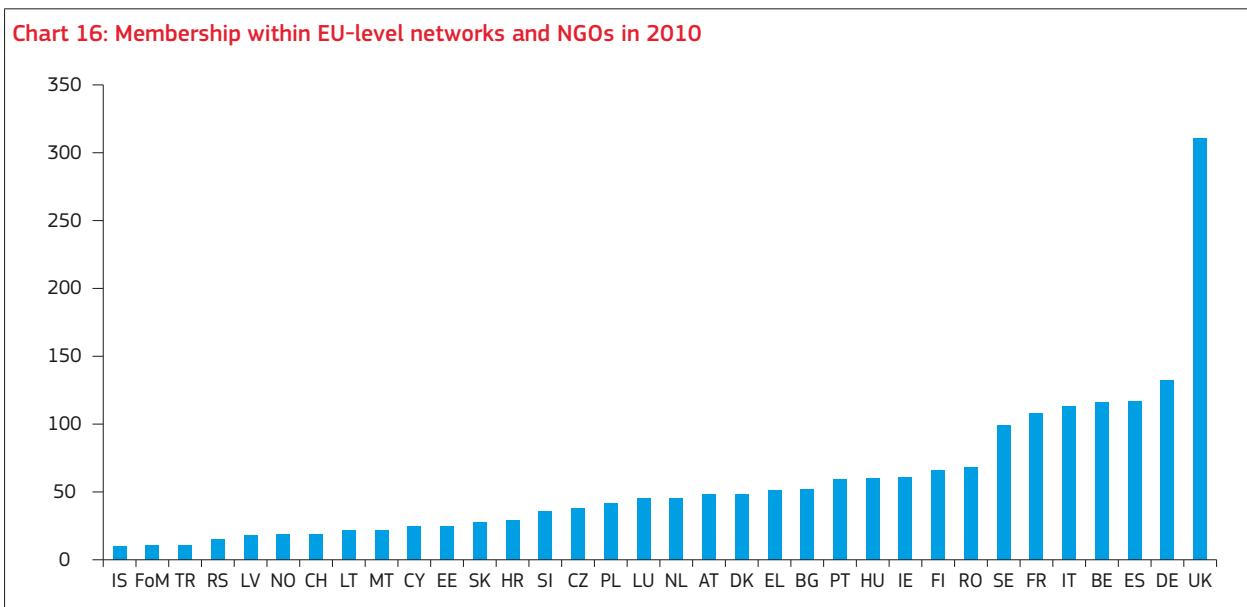
The annual survey shows that 94 % of the respondents in the field of gender equality and 91 % in the field of SPSI agree that EU-level networks and NGOs working in their respective fields were useful as a source of appropriate information on the implementation of EU law and/or conditions, needs and expectations of relevant target groups. In general, the percentage of respondents who positively judge the contribution of EU-level NGOs and networks is high (80–94 %). In addition, the vast majority (77–94 %) of respondents indicate that EU-level networks are successful in increasing awareness and exerting pressure on policymakers in their relevant policy areas, especially in the fields of gender equality and SPSI.

The representativeness of the key EU network memberships, including geographical coverage and level of representation (European, national, regional or local), is presented in Chart 16. The exact data on geographical

coverage is not collected annually, so the chart below is based on data obtained from the reports delivered in 2010. The interim reports by key EU NGOs and networks indicate that in 2011 most of them continued to expand their geographical coverage. However, the overall tendencies in 2011 are likely to remain the same — namely, the involvement of countries covered by Progress in the EU-level networks and NGOs varies between old and new

Member States, and between Member States and candidate/EEA–EFTA countries. Candidate/EEA–EFTA countries have the fewest members of the EU networks and NGOs, followed by new Member States, while the old Member States have the most members. Romania has the most numerous memberships among the new Member States, while the UK stands out with a relatively large number of members in the EU NGOs.

**Chart 16: Membership within EU-level networks and NGOs in 2010**



Source: Reports of the Progress-funded EU-level networks and NGOs.

Overall, Progress-supported key EU networks and NGOs produced 411 reports aimed at providing policy advice, research and analysis, 165 reports aimed at identifying good practices and 448 reports aimed at monitoring/assessment in the policy areas of antidiscrimination,

social protection and social inclusion and gender equality. They also organised 281 training, peer review and other mutual learning events, as well as 468 information and communication events, with a total of 22 821 participants (see Table 15).

**Table 15: Outputs produced by the Progress-supported key EU networks and NGOs in 2011**

	Antidiscrimination	Social protection and social inclusion	Gender equality
Number of networks/NGOs	13 (*)	10 (**)	1
Number of reports aimed at providing policy advice, research and analysis	165	239	7
Number of reports aimed at identifying good practices	67	88	10
Number of reports aimed at monitoring/assessment	103	230	115
Number of training sessions, peer reviews and other mutual learning events	149	95	37
Number of individuals who participated in these events	4 348	1 134	983
of which, number of women	1 737	652	911
Number of information and communication events	98	70	300
Number of individuals who participated in these events	5 811	2 747	7 798
of which, number of women	980	1 503	6 650

(\*) Does not include data for European Blind Union, European Roma Information Office and IGLYO (International Lesbian, Gay, Bisexual, Transgender and Queer Youth and Student Organisation).

(\*\*) Does not include data for Caritas Europa, European Anti-Poverty Network, European Microfinance Network, Mental Health Europe and Feantsa (European Federation of National Organisations working with the Homeless).

## 5. INTEGRATION OF CROSS-CUTTING ISSUES AND GREATER CONSISTENCY

### **Performance measure:**

*Cross-cutting issues are addressed in Progress policy sections*

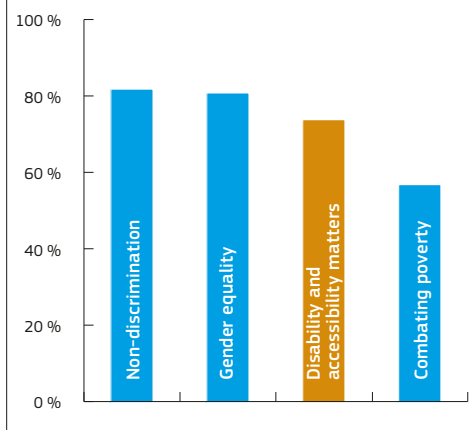
***The integration of non-discrimination and gender equality issues is prominent in evidence accumulated under the Progress programme***

Progress addressed cross-cutting issues of gender equality, non-discrimination, disability and accessibility and combating poverty, through evidence, good practice exchange seminars and policy debate.

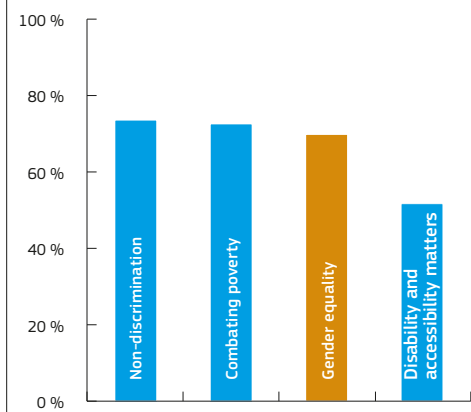
The perception of the EU contribution to the integration of these cross-cutting issues in the Progress policy areas has not changed since 2009 and 2010. The respondents to the 2011 annual survey were of the opinion that the EU has contributed most to the integration of non-discrimination and gender equality aspects into their respective policy areas, while their perception of EU contributions to the integration of disability matters and combating poverty remains moderate. However, the results obtained from the *ex post* assessment of the usefulness and utility of the events funded by Progress in 2011 show that the respondents who participated in the specific events note that issues concerning poverty were adequately addressed.



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



**Chart 18: Share of respondents stating that cross-cutting issues were adequately addressed at the event**



Source: Progress annual survey 2011.

**Performance measure:**

*EU policies and legislation in relation to Progress issues display a common underlying logic of intervention*

***The same logic of intervention was followed in all Progress policy areas and the same types of activities in different policy areas were supported***

A common logic of intervention of EU policies and legislation in Progress areas is comprised of the following key elements:

- The **development** of EU policies and legislation is based on solid evidence, consultations with stakeholders and high-level, participatory policy debate.
- The **implementation** of EU policies and legislation is based on regular monitoring and analysis, information sharing and learning, involvement of key stakeholders and policy debate.

Consistency among Progress policy areas was achieved through common activities (meetings of expert networks active in the areas of anti-discrimination and gender equality), as well as studies that were initiated under one Progress policy area and then used in other Progress policy areas. Activities supported through Progress provided information, analysis, research and statistical information necessary for policy coordination, notably for solid analysis and integration of gender equality issues into policy documents in other policy areas, such as joint reports and Commission communications.

**Performance measure:**

*Gender mainstreaming is systematically promoted in Progress*

Progress systematically promoted monitoring and strengthening of gender mainstreaming through the activities of two expert networks: the Network of Experts on Employment and Gender Equality Issues (EGGE) and the 'Group of experts in gender equality, social inclusion, healthcare and long term care' (EGGSI).

In 2011, EGGE produced an analysis of the 27 national reform programmes, a thematic analysis on the mismatch between preferences and actual working arrangements and women's and men's career interruptions and reports on out-of-school care and the consequences of the crisis on gender equality. Analyses produced by EGGSI focused on the impact of pension systems

on the situations of women and men and the impact of the economic crisis on the situation of

### **Gender mainstreaming and Europe 2020**

The European Women's Lobby followed the process of negotiations on the Europe 2020 strategy carefully, lobbying for a more equal Europe. It advocated a strong gender dimension in Europe 2020 through calls for action to European Presidencies and a response to public consultation. It argued that the draft agenda contained no adequate measures to address gender inequalities and proposed the inclusion of a firm commitment to close the gender pay gap by 2020, to introduce a target of 40 % women on the boards of enterprises or for the development of the care sector. It also recommended a coherent strategy across all policy areas and a strong institutional link between commitments at European and national levels. It called for a better monitoring system and systematic gender impact assessment in all policies, targets, benchmarks and measures of the future Europe 2020 strategy. One gender-related headline indicator (employment rate by gender) was included to monitor progress towards Europe 2020 headline targets.

women and men and gender equality policies (for more details see Annex 2).

The Polish Presidency strongly advocated the incorporation of gender equality goals in the EU's Europe 2020 strategy. The commitment of Poland and other Member States to gender equality was expressed at the conference 'Mechanisms for reconciling professional and family roles for women and men as a chance to actively participate in the labour market' in Krakow (Poland) on 20 and 21 October 2011. It was attended by the representatives of

ministries responsible for family, gender equality and employment from all European Union Member States, EFTA countries and EU candidate countries, as well as experts from the European Commission network of experts on gender equality and the labour market, the European Institute for Gender Equality, the European Foundation for the Improvement of Living and Working Conditions, European NGOs and social partners (over 150 participants). Similarly, the Progress-supported European Women's Lobby has contributed to the development of the Europe 2020 strategy by advocating a strong gender dimension.

The conference accompanied the informal meeting of ministers for family and gender equality, during which ministers along with the Vice-President of the EU and Commissioner for Justice discussed the most favourable mechanisms for reconciling professional and family roles, especially in the context of the amended proposal for

a maternity directive, as well as demographic challenges and the current economic crisis. The main concern covered in individual sessions of the discussion was the contribution of gender equality and inclusion of the policies on reconciling work and family life to the achievement of the objectives of Europe 2020 strategy. Good practices within the scope of promoting equal opportunities for women and men in family and professional life were also reviewed.

Finally, the notion of gender mainstreaming was promoted through action grants awarded by the programme to responsible Member States authorities. For example, from November 2010 to May 2012, the Polish Ministry of Labour and Social Policy implemented the project 'Gender mainstreaming as a tool for changing the labour market'. The main objective of this project was to identify solutions aimed at reconciling family and professional responsibilities, including the dissemination of information about employee rights related to parenthood among working fathers. This project was designed to raise awareness of employment policies helpful to working parents among employers, employees and representatives of the labour market (such as trade unions, professional organisations and chambers of commerce) as well as to eliminate gender stereotypes that portray women as less attractive employees because of their procreation and childcare duties.

### ***Progress also promoted gender mainstreaming through the requirement to disaggregate data by gender in the programme monitoring system***

Gender-disaggregated data are already available for the events held under the grant agreements, but they have not been systematically collected for the ones commissioned by the Commission.

### ***Performance measure:***

*Share of funding devoted to support or undertake cross-cutting issues*

A separate share of funding (1.5 %) in the Progress programme was devoted to supporting cross-cutting issues.

### III. Supplementary information

The following tables present financial information in respect to the performance of Progress. The financial envelope for the Progress annual work plan is comprised of operational and administrative expenditure.

#### 1. OPERATIONAL EXPENDITURE

The planned operational expenditure (appropriations for commitments; EU-27 and the contribution of EFTA–EEA countries) amounted to EUR **91.37 million in 2011** (about 16 % less than in 2010). The percentages of the various policy areas in the annual financial envelope were as follows.

**Table 16: Share of operational expenditure — Planned commitments, by policy area**

Progress policy area	% in 2011	% in 2010	% in 2009	% in 2008	% in 2007	Progress decision, %
Employment	22.18	22.19	22.36	21.82	21.92	23.00
Social protection and inclusion	31.13	30.78	30.73	29.40	30.70	30.00
Working conditions	9.44	9.79	10.31	12.96	11.18	10.00
Antidiscrimination and diversity	22.56	22.81	22.71	25.09	22.49	23.00
Gender equality	13.21	12.77	12.12	9.24	11.75	12.00
Support to the implementation of the programme	1.52	1.66	1.77	1.47	1.91	2.00

Source: European Commission.

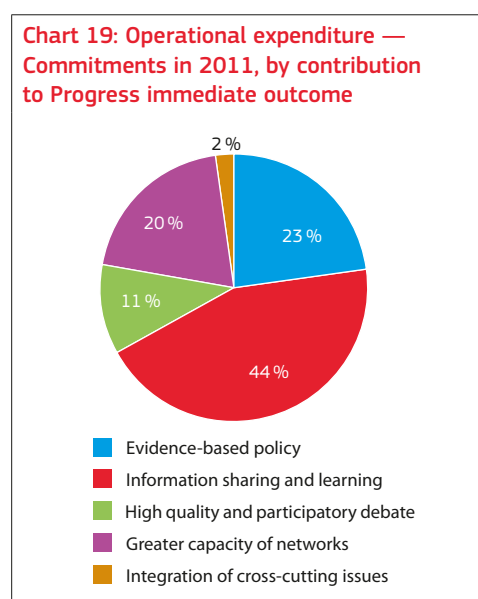
Table 17 illustrates both planned and actual operational expenditure (appropriations for commitments) by Progress policy area in 2010 and 2011.

**Table 17: Operational expenditure — Planned and actual commitments**

Progress policy area	2011			2010		
	Planned (EUR million)	Actual (EUR million)	%	Planned (EUR million)	Actual (EUR million)	%
Employment	20.26	19.41	95.83	23.990	23.719	98.87
Social protection and inclusion	28.42	28.35	99.79	33.270	32.477	97.62
Working conditions	8.63	7.26	84.23	10.582	9.822	92.82
Antidiscrimination and diversity	20.62	19.92	96.65	24.654	24.116	97.82
Gender equality	12.07	8.53	70.68	13.805	13.667	99.00
Support for implementation of the programme	1.39	1.19	86.07	1.790	1.786	99.78
<b>Total</b>	<b>91.37</b>	<b>84.68</b>	<b>92.68</b>	<b>108.091</b>	<b>107.59</b>	<b>99.54</b>

Source: European Commission.

Chart 19 illustrates the distribution of previously indicated actual operational expenditure (appropriations for commitments) by Progress immediate outcomes in 2011. As a number of Progress-funded activities contributed to several Progress immediate outcomes, the information provided in the chart is the best estimate available.



Finally, the information on operational expenditure concerns the amounts committed in 2011. This does not correspond to the amounts that have been committed and paid (both in 2011 but also over the several preceding years) to produce the outputs delivered in 2011 and covered by this report.

## 2. ADMINISTRATIVE EXPENDITURE

Planned administrative expenditure (appropriations for commitments) amounted to EUR 4.48 million in 2011. Table 18 illustrates planned and actual administrative expenditure by Progress policy area in 2011 as well as compared to previous years.

**Table 18: Administrative expenditure by year — Planned and actual commitments**

	Planned (EUR million)	Actual (EUR million)	%
2007	4.091	3.57	87.25
2008	4.608	3.88	84.17
2009	4.741	3.71	78.17
2010	4.13	3.35	81.14
2011	4.48	3.68	82.14

Source: European Commission.

Administrative expenditure covers programme management costs and also ensures the functioning of certain external bodies. A good example here is the Advisory Committee on Safety and Health at work, which included financing of expenses related to the plenary meetings (twice a year) and the meetings of the dedicated working parties. Table 19 summarises the use of Progress administrative expenditure in 2011.

**Table 19: Administrative expenditure by type: planned and actual commitments (million EUR)**

Administrative expenditure	Planned	Actual
<b>Experts' meetings</b> (including meetings of the Advisory Committee on Safety and Health at Work, administrative fees and costs related to peer reviews and mutual learning events)	1.66	1.18
<b>Information and publication</b> (including audiovisual and web publications)	2.1	2.3
<b>Administrative and technical assistance</b> (including audit, ad hoc technical assistance for Progress mid-term evaluation, outsourced translations, evaluation)	0.62	0.2
<b>Total</b>	<b>4.48</b>	<b>3.68</b>

# Annex 1: Overview of Monitoring Framework

Performance measure	Data sources
<b>Immediate Outcome 1: Effective information sharing and learning</b>	
1. Greater awareness of policy- and decision-makers, social partners, NGOs and networks regarding their rights/obligations in relation to Progress policy areas	Progress annual survey Official websites (on peer reviews, EU networks) Expert analysis and recommendations
2. Greater awareness of policy- and decision-makers, social partners, NGOs and networks regarding EU objectives and policies in relation to Progress policy areas	Progress annual survey Official websites (on peer reviews, EU networks) Expert analysis and recommendations
3. Satisfaction of clients with information	Progress annual survey
<b>Immediate Outcome 2: Evidence-based EU policies and legislation</b>	
1. EU policies are grounded in thorough analysis of situation and responsive to conditions, needs and expectations of Member States in Progress areas	Progress annual survey Desk research of secondary sources
2. Extent to which Progress-supported policy advice feeds into the development and implementation of EU legislation and policies	Communications from the Commission, Commission staff working documents, proposals for directives, impact assessment reports
<b>Immediate Outcome 3: Better integration of cross-cutting issues and greater consistency in EU policies and legislation</b>	
1. Cross-cutting issues are addressed in Progress policy sections	Annual Progress work plan Progress annual survey
2. EU policies and legislation in relation to Progress issues display a common underlying logic of intervention	Communications from the Commission, Commission staff working documents, proposals for directives, impact assessment reports
3. Gender mainstreaming is systematically promoted in Progress	Communications from the Commission, Commission staff working documents, proposals for directives, impact assessments
4. Share of funding devoted to support or undertake cross-cutting issues	Annual Progress work plans
<b>Immediate Outcome 4: Greater capacity of national and pan-European networks</b>	
1. Number of individuals served or reached by networks supported by Progress	Standard reporting templates for EU networks and NGOs
2. Extent to which advocacy skills of Progress-supported networks have improved	Progress annual survey Standard reporting templates for EU networks and NGOs
3. Satisfaction of EU and national authorities with contribution of networks	Progress annual survey Desk research of secondary sources
4. Extent to which Progress-supported networks take a cross-cutting approach	Communications from the Commission, Commission staff working documents, proposals for directives, impact assessments, reports on public consultations launched by the Commission
<b>Immediate Outcome 5: High-quality and participatory policy debate</b>	
1. Extent to which principles of good governance are respected in policy debate	Progress annual survey Official websites (European Commission, EU networks and NGOs)
2. Extent to which the outcomes of policy debate feed into the development of EU law and policy	Communications from the Commission, Commission staff working documents, proposals for directives, impact assessments, reports on public consultations launched by the Commission

# Annex 2: Catalogue of key outputs produced under Progress in 2011

## EMPLOYMENT

Information sharing and learning	
Activities of the mutual learning programme: thematic review seminars and peer reviews <a href="http://www.mutual-learning-employment.net/">http://www.mutual-learning-employment.net/</a>	Peer review 'Good practice makes perfect: Considering the purpose and value of the employability learning network', Glasgow (United Kingdom), 11 and 12 April 2011
	Peer review 'Interventions for employment and economic development', Rome (Italy), 9 and 10 June 2011
	Peer review 'Evaluation of labour market policies and programmes: Methodologies and practice', London (United Kingdom), 29 and 30 September 2011
	Peer review 'Scheme for the job placement and training of tertiary education graduates', Larnaca (Cyprus), 20 and 21 October 2011
	Peer review 'Pathways to support young people into self-employment', Spain, 14 and 15 November 2011
	Thematic review seminar 'Reduction of labour market segmentation: Addressing the needs of young people', Brussels (Belgium), 27 June 2011
	Thematic review seminar 'Unemployment benefits in times of crisis: Their role as automatic stabilisers', Brussels (Belgium), 7 November 2011
Presidency events <a href="http://en.afsz.hu/engine.aspx?page=en_pes_28th">http://en.afsz.hu/engine.aspx?page=en_pes_28th</a>	28th meeting of the Heads of PES, Budapest (Hungary), 23 and 24 June 2011
	29th meeting of the Heads of PES, Warsaw (Poland), 7 to 9 December 2011
Conferences under the bilateral and regional policy dialogue and cooperation agreements	Conference on ILO standards on domestic work and ILO social protection, Brussels (Belgium), 11 and 12 May 2011
	EU-China SAWS conference on health and safety at work, Brussels (Belgium), 1 July 2011
	PARES conference on partnership between employment services, Brussels (Belgium), 28 and 29 September 2011
	ASEM workshop on occupational safety and health strategies, Indonesia, 12 and 13 October 2011
	EU-China MOHRSS seminar on employment, Brussels (Belgium), 24 October 2011
	EU-OECD conference 'Growing free labour mobility', Brussels (Belgium), 14 and 15 November 2011
	Euromed high-level working group on employment, Brussels (Belgium) 21 November 2011
	ASEM high-level forum on EU employment and social policy, Hanoi (Vietnam), 24 and 25 November 2011
European Employment Observatory (EEO) <a href="http://www.eu-employment-observatory.net/">http://www.eu-employment-observatory.net/</a>	Presentation on youth transitions from school to work by Gerhard Bosch, System thematic expert at the EMCO ad hoc meeting, Brussels (Belgium), 18 January 2011
	System meeting workshop on annual growth survey (AGS) priorities, Brussels (Belgium), 1 March 2011
	EEO European employment research dialogue (EERD) meeting, Brussels (Belgium), 23 March 2011
	EEO European employment research dialogue (EERD), presentation by Eleanor Breen, System thematic expert, at the EMCO ad hoc meeting, Brussels (Belgium), 26 May 2011
	Presentation on active labour market policies in Germany by Udo Brixy, System thematic expert, at the EMCO ad hoc meeting, Brussels (Belgium), 26 May 2011
	System meeting workshop on adapting the unemployment benefit system to the economic cycle, Brussels (Belgium), 14 October 2011

<b>High-quality and participatory debate</b>	
Presidency conferences	Hungarian Presidency conference on youth employment, Budapest (Hungary), 4 and 5 April 2011
	Hungarian Presidency conference 'Stepping up to the challenge: Repositioning public employment services to enhance youth employment prospects', Budapest (Hungary), 28 and 29 April 2011
	Conference on an employment priority of the Polish Presidency 'Challenges and opportunities for employment in the presence of demographic changes' with participation of ministers and members of the Employment Committee and heads of public employment services, Warsaw (Poland), 10 and 11 October 2011
Conferences	Conference 'The future of European labour markets' with Nobel Prize laureate Christopher Pissarides, Brussels (Belgium), 10 March 2011 <a href="http://ec.europa.eu/social/main.jsp?langId=en&amp;catId=113&amp;eventsId=332&amp;furtherEvents=yes">http://ec.europa.eu/social/main.jsp?langId=en&amp;catId=113&amp;eventsId=332&amp;furtherEvents=yes</a>
	High-level conference on wage trends in Europe, Brussels (Belgium), 15 September 2011
	High-level conference 'Where do we go with flexicurity? Share your views', Brussels (Belgium), 14 November 2011
OECD event	7th annual meeting of the OECD LEED Forum on Partnerships and Local Governance: 'Doing more with less: Local partnerships' role in the recovery', Vienna (Austria), 10 and 11 March 2011 <a href="http://www.oecd.org/document/29/0,3746,en_2649_34417_46676189_1_1_1_1,00.html">http://www.oecd.org/document/29/0,3746,en_2649_34417_46676189_1_1_1_1,00.html</a>

<b>Evidence-based EU policies and legislation</b>	
Studies <a href="http://ec.europa.eu/social/keyDocuments.jsp?langId=en">http://ec.europa.eu/social/keyDocuments.jsp?langId=en</a>	Analysis of costs and benefits of active compared to passive measures
	Study on the assessment of the labour market in Iceland
	Study on labour mobility within the EU: the impact of enlargement and the functioning of the transitional arrangements, July 2011
	Study on the assessment of the labour market in Serbia
	Study on the assessment of the labour market in Montenegro
	Study on the role and impact of labour taxation policies, March 2011
	Study on the implications of environmental challenges for employment and employment policies within the EU and at international level
	Study on the various aspects of labour market performance using microdata from the European Union statistics on income and living conditions (EU-SILC)
	Studies' contracts on 'Monitoring of the EU employment policy priorities in the context of the post-Lisbon 2010 agenda and strengthening of the methodological capacity to assess policy responses at MS and the EU level'
	Study on flexicurity: measuring the impact of flexicurity policies on the EU labour market, November 2011

European Employment Observatory (EEO) <a href="http://www.eu-employment-observatory.net/thematic-papers_d6.html">http://www.eu-employment-observatory.net/thematic-papers_d6.html</a>	Thematic report on wages in Bulgaria, April 2011
	Thematic report on work (dis)incentives, March 2011
	Thematic report on studying the labour market using registered unemployment and labour flows, March 2011
	Thematic report on mismatch of labour market needs and skills in Slovenia, April 2011
	Thematic report on the labour market situation and employment policy developments in 2009–11, April 2011
	Online publication of the EEO review ‘Youth employment measures’ (33 national articles and executive summary), May 2011
	Thematic report on the situation and consequences of long-term unemployment in Croatia and measures for its decrease, May 2011
	Thematic report on wages, productivity and employment: a review of theory and international data, May 2011
	EEO review on adapting unemployment benefit systems to the economic cycle, September 2011
Maintenance of comprehensive international survey data of adult skills	OECD — Preparation of a new international survey of adult skills (PIAAC) <a href="http://www.oecd.org/document/35/0,3746,en_2649_201185_40277475_1_1_1_1,00.html">http://www.oecd.org/document/35/0,3746,en_2649_201185_40277475_1_1_1_1,00.html</a>
European skill needs forecasting system	Cedefop — Labour demand, supply and skills in Europe <a href="http://www.cedefop.europa.eu/EN/about-cedefop/projects/forecasting-skill-demand-and-supply/forecasting-skill-demand-and-supply.aspx">http://www.cedefop.europa.eu/EN/about-cedefop/projects/forecasting-skill-demand-and-supply/forecasting-skill-demand-and-supply.aspx</a>
OECD Local Economic Employment and Development Programme (LEED)	Series of thematic brochures reviewing the experience of partnerships in different countries in combating social exclusion, fostering economic development, addressing the implications of climate change and creating employment at local level <a href="http://www.oecd.org/department/0,3355,en_2649_34417_1_1_1_1,00.html">http://www.oecd.org/department/0,3355,en_2649_34417_1_1_1_1,00.html</a>
OECD publication	Publication of the papers presented at the joint seminar (2010): ‘Naturalisation: A passport for the better integration of immigrants?’, 2011 identifying good practices from the different experiences of EU and OECD countries
OECD Joint Management on New Skills for New Jobs	Development of statistical tools, methods and common indicators (to be used to assess relevant conditions in Member States)
European Vacancy Monitor <a href="http://ec.europa.eu/social/main.jsp?catId=955&amp;langId=en">http://ec.europa.eu/social/main.jsp?catId=955&amp;langId=en</a>	Overview of recent developments on the European job market. Data on job vacancies, job finders and hiring will inform about trends in occupational demand and skills requirements (quarterly issues).
European Job Mobility Bulletin	Focused on analysis of vacancies posted on the EURES jobs portal by Cedefop national public employment
A common multilingual taxonomy of European skills competences and occupations (ESCO)	European dictionary of skills and competences II
Maintenance, implementation and development of statistical tools (subdelegated to Eurostat)	Job vacancy statistical database <a href="http://epp.eurostat.ec.europa.eu/statistics_explained/index.php/Job_vacancy_statistic">http://epp.eurostat.ec.europa.eu/statistics_explained/index.php/Job_vacancy_statistic</a>
	Labour market policy statistical database <a href="http://epp.eurostat.ec.europa.eu/portal/page/portal/labour_market/labour_market_policy">http://epp.eurostat.ec.europa.eu/portal/page/portal/labour_market/labour_market_policy</a>
	Transition from work into retirement module <a href="http://epp.eurostat.ec.europa.eu/portal/page/portal/statistics/themes">http://epp.eurostat.ec.europa.eu/portal/page/portal/statistics/themes</a>



## SOCIAL PROTECTION AND SOCIAL INCLUSION

<b>Information sharing and learning</b>	
Peer reviews on social protection and social inclusion <a href="http://www.peer-review-social-inclusion.eu/peer-reviews#2011">http://www.peer-review-social-inclusion.eu/peer-reviews#2011</a>	Peer review 'Good place to grow old', London (UK), 18-19 January 2011
	Peer review 'Building the tools to fight in-work poverty', Paris (France), 31 March to 1 April 2011
	Peer review on balancing the security and affordability of funded pension schemes, The Hague (Netherlands), 12 and 13 April 2011
	Peer review 'The setting of national poverty targets', Dublin (Ireland), 16 and 17 June 2011
	Peer review 'Building a coordinated strategy for parenting support', Paris (France), 6 and 7 October 2011
	Peer review 'Closing the gap — In search for ways to deal with expanding care needs and limited resources', Stockholm (Sweden), 20 and 21 October 2011
	Peer review 'The effects of life courses on women's pensions', Berlin (Germany), 3 and 4 November 2011
	Peer review 'Developing effective ex ante social impact assessment with a focus on methodology, tools and data sources', Brussels (Belgium), 17 and 18 November 2011
	Peer review 'Improving the efficiency of social protection', Lisbon (Portugal), 29 and 30 November 2011
Mutual Information System on Social Protection (Missoc) network meetings	Missoc network meeting, Budapest (Hungary), 19 and 20 May 2011
	Missoc network meeting, Krakow (Poland), 26 and 28 October 2011
Workshops	The workshop of European exchange of experience and development of cooperation on 'Active ageing and empowerment of migrant elders', Brussels (Belgium), 14 April 2011
<b>High-quality and participatory policy debate</b>	
Annual Meeting of People Experiencing Poverty	10th Meeting of People Experiencing Poverty, Brussels (Belgium), 13 and 14 May 2011 <a href="http://ec.europa.eu/social/main.jsp?langId=en&amp;catId=88&amp;eventsId=344&amp;furtherEvents=yes">http://ec.europa.eu/social/main.jsp?langId=en&amp;catId=88&amp;eventsId=344&amp;furtherEvents=yes</a>
The European Anti-Poverty Network (EAPN)	Conference 'Getting out of the crisis together', Brussels (Belgium), 23 September 2011 <a href="http://www.stpcentru.ro/fileadmin/user_upload/prima_pagina/iul_2011/Conferinta_EAPN.pdf">http://www.stpcentru.ro/fileadmin/user_upload/prima_pagina/iul_2011/Conferinta_EAPN.pdf</a>
Council of Europe	Conference 'Shared social responsibility', Brussels (Belgium), 28 February to 1 March 2011 <a href="http://www.wfto-europe.org/lang-en/shared-social-responsibility-belgium.html">http://www.wfto-europe.org/lang-en/shared-social-responsibility-belgium.html</a>
Conference	High-level conference 'Towards the European Year for Active Ageing and Solidarity between Generations (2012)', Brussels (Belgium), 29 April 2011
Presidency conferences	Hungarian Presidency conference 'Life cycles and pension systems', Budapest (Hungary), 6 and 7 May 2011
	Polish Presidency conference 'Innovative responses to the social impact of the crisis' Wroclaw (Poland), 26 September 2011
	Polish Presidency conference on sustainable pensions, Krakow (Poland), 29 and 30 September 2011
	First annual convention of the European Platform against Poverty and Social Exclusion, Krakow (Poland), 17 and 18 October 2011
Annual meetings	Annual meeting of the network Analytical Support on the Socioeconomic Impact of Social Protection Reforms (ASISP), March 2011

<b>Evidence-based EU policies and legislation</b>	
Studies	Studies on social protection and social inclusion in Armenia, Azerbaijan, Georgia and the southern Caucasus <a href="http://ec.europa.eu/social/main.jsp?langId=en&amp;catId=89&amp;newsId=1045&amp;furtherNews=yes">http://ec.europa.eu/social/main.jsp?langId=en&amp;catId=89&amp;newsId=1045&amp;furtherNews=yes</a>
Analytical Support on the Socioeconomic Impact of Social Protection Reforms (ASISP) <a href="http://www.socialprotection.eu/">http://www.socialprotection.eu/</a>	Annual national reports for 2011 on pensions, healthcare and long-term care, May 2011
	Reviews of the national reform programmes (NRP) and implementation reports
	Ad hoc short reports dealing with horizontal issues or with country-specific developments
Network of Independent Experts on Social Inclusion <a href="http://www.peer-review-social-inclusion.eu/network-of-independent-experts">http://www.peer-review-social-inclusion.eu/network-of-independent-experts</a>	Report on policy solutions for fostering inclusive labour markets and for combating child poverty and social exclusion, July 2011
	Assessment of progress towards the Europe 2020 social inclusion objectives, September 2011
Mutual Information System on Social Protection (Missoc) <a href="http://ec.europa.eu/employment_social/missoc/db/public/compareTables.do?lang=en">http://ec.europa.eu/employment_social/missoc/db/public/compareTables.do?lang=en</a>	Cross-cutting introductions to the comparative tables (a transnational overview of the main concepts and principles of each social protection branch)
	Database: comparative tables on social protection (covering 31 countries and 12 main areas of social protection)
	Database: organisation of social protection charts and descriptions
	Database: social protection for the self-employed
	Multilingual listing of tables' category headings
	Long-term care (the briefing note on legal frameworks for long-term care by the Missoc Secretariat), May 2011
	Analysis on minimum guaranteed resources
	Country-specific guides 'Your social security rights'
Eurobarometer	Survey on the social impact of the crises — Wave 5 Flash 311, February 2011 <a href="http://ec.europa.eu/public_opinion/flash/fl_311_en.pdf">http://ec.europa.eu/public_opinion/flash/fl_311_en.pdf</a>
Euromod	Tax-benefit model to calculate the effects of taxes and benefits on household incomes and work incentives in the Member States and the EU

## WORKING CONDITIONS

<b>Information sharing and learning</b>	
European Labour Law Network <a href="http://www.labourlawnetwork.eu/">http://www.labourlawnetwork.eu/</a>	4th annual legal seminar 'Protection against dismissal in Europe — Basic features and current trends', Frankfurt am Main (Germany), 24 to 25 November 2011
SLIC events	60th meeting of the European Senior Labour Inspectors Committee (SLIC), Thematic days, Budapest (Hungary), 2 and 3 May 2011 <a href="http://www.ilo.org/labadmin/what/events/WCMS_155292/lang--en/index.htm">http://www.ilo.org/labadmin/what/events/WCMS_155292/lang--en/index.htm</a>
	61st meeting of the European Senior Labour Inspectors Committee (SLIC), Thematic days, Warsaw (Poland), 6 and 7 December <a href="http://www.ilo.org/labadmin/what/events/WCMS_169677/lang--fr/index.htm">http://www.ilo.org/labadmin/what/events/WCMS_169677/lang--fr/index.htm</a>
Information and press material	Preparation of a video clip, teaser, B-roll and press material on new rules for European works councils Insight into Directive 2009/38/EC

<b>High-quality and participatory policy debate</b>	
Presidency conference	Polish Presidency conference 'Strengthening OSH knowledge and innovation as a driver of the EU smart growth', Warsaw (Poland), 7 November 2011
	Polish Presidency conference 'Solidarity in health: Closing the health gaps between European Union States', Poznan (Poland), 7 and 8 November 2011
Conference	Conference 'Fundamental social rights and the posting of workers in the framework of the single market', Brussels (Belgium), 27 and 28 June 2011
Expert group meetings	Meeting of the expert group on transnational company agreements, 3 May and 11 October 2011
	Meeting of the expert group on information and consultation of workers, 17 February and 26 September 2011 <a href="http://ec.europa.eu/social/main.jsp?catId=707&amp;langId=en&amp;intPageId=214">http://ec.europa.eu/social/main.jsp?catId=707&amp;langId=en&amp;intPageId=214</a>
	Meeting of the expert group on temporary agencies, 7 March 2011
Committee of Experts on Posting of Workers	Two meetings of the Committee of Experts on Posting of Workers, Brussels, 5 April and 14 October 2011

<b>Evidence-based EU policies and legislation</b>	
Studies, analyses, reports <a href="http://ec.europa.eu/social/keyDocuments.jsp?langId=en">http://ec.europa.eu/social/keyDocuments.jsp?langId=en</a>	Analysis and evaluation of the practical implementation of the principle of substitution of hazardous chemicals at the workplace by less hazardous chemicals or associated processes for the purpose of protecting the health and safety of workers
	Analysis of the socioeconomic costs of accidents at work and work-related all health and the socioeconomic costs of prevention measures
	Study on the characteristics and legal effects of agreements between companies and workers' representatives
	Study on the implementation of Directive 2005/47/EC on the agreement on certain aspects of the working conditions of mobile workers engaged in interoperable cross-border services in the railway sector
	Study on the protection of workers' rights in subcontracting processes in the European Union
	Evaluation of the operation and effects of three information and consultation directives in the EU/EEA countries
	Feasibility study on establishing a European platform for cooperation between labour inspectorates and other relevant monitoring and enforcement bodies, to prevent and fight undeclared work
	Preparatory study for an impact assessment concerning the possible revision of the legislative framework on the posting of workers in the context of the provision of services
	Study to support an impact assessment on further action at European level regarding Directive 2003/88/EC and the evolution of working time organisation
	Report on the implementation of Directive 91/383/EC on the safety and health of workers with a fixed term or a temporary employment relationship (adopted on 22 July 2011)
Eurostat delegation	Further development of ESAW
Collection of data, development of statistical tools	Online searchable database on transnational company agreements: content development <a href="http://ec.europa.eu/social/main.jsp?langId=en&amp;catId=89&amp;newsId=1141">http://ec.europa.eu/social/main.jsp?langId=en&amp;catId=89&amp;newsId=1141</a>
	Development of data in collaboration with international organisations to contribute to research in programmes related to health and safety at work

Good practice guides	Non-binding modular guide to best practice with a view to improving the application of the Community directives on protecting the health and safety of workers in the fisheries sector sailing on vessels less than 15 metres in length
	Guide to prevention and good practice on occupational health and safety risks in the healthcare sector, September 2011 <a href="http://osha.europa.eu/en/news/eu-occupational-health-and-safety-risks-in-the-healthcare-sector-guide-to-prevention-and-good-practice">http://osha.europa.eu/en/news/eu-occupational-health-and-safety-risks-in-the-healthcare-sector-guide-to-prevention-and-good-practice</a>
	Non-binding guide to good practice for implementing Directive 2006/25/EC on artificial optical radiation, April 2011 <a href="http://ec.europa.eu/social/main.jsp?catId=738&amp;langId=en&amp;pubId=5926&amp;type=2&amp;furtherPubs=no">http://ec.europa.eu/social/main.jsp?catId=738&amp;langId=en&amp;pubId=5926&amp;type=2&amp;furtherPubs=no</a>
	Non-binding guide to good practice for understanding and implementing Directive 92/57/EEC on construction sites, March 2011 <a href="http://ec.europa.eu/social/main.jsp?catId=738&amp;langId=en&amp;pubId=630&amp;type=2&amp;furtherPubs=no">http://ec.europa.eu/social/main.jsp?catId=738&amp;langId=en&amp;pubId=630&amp;type=2&amp;furtherPubs=no</a>
European Labour Law Network <a href="http://www.labourlawnetwork.eu">http://www.labourlawnetwork.eu</a>	Thematic report on dismissal — particularly for business reasons — and employment protection, November 2011
	Quarterly and ad hoc flash reports on labour law in the Member States

## NON-DISCRIMINATION AND DIVERSITY

Information sharing and learning	
Seminars of legal practitioners at EU level <a href="http://www.era.int">www.era.int</a>	Seminar for members of the judiciary 'The antidiscrimination directives 2000/43 and 2000/78 in practice', Trier (Germany), 14 and 15 November 2011
	Seminar for members of the judiciary, Focus on civil and employment proceedings 'EU disability law and the UN Convention on the Rights of Persons with Disabilities', Trier (Germany), 24 and 25 October 2011
	Seminars for legal practitioners 'The antidiscrimination directives 2000/43 and 2000/78 in practice', Trier (Germany), 21 and 22 February 2011
	Advanced seminar addressed to legal practitioners 'Recent developments in EU antidiscrimination law — Advanced seminar for legal practitioners', Trier (Germany), 11 and 12 April and 26 and 27 September 2011
	Seminars for judges 'The antidiscrimination directives 2000/43 and 2000/78 in practice', Trier (Germany), 28 and 29 March and 9 and 10 May, 2011
	Seminar for University professors and law lecturers 'The UN Convention on the Rights of Persons with Disabilities', Madrid (Spain), 15 and 16 December 2011
	Seminar for members of the judiciary: Focus on administrative proceedings 'EU disability law and the UN Convention on the Rights of Persons with Disabilities', Trier (Germany), 20 and 21 June 2011
	Seminar for legal and policy practitioners 'EU disability law and the UN Convention on the Rights of Persons with Disabilities', Trier (Germany), 23 and 24 May 2011
	Legal seminar on gender equality and antidiscrimination law, 4 October 2011 (common event with gender equality unit)
	Work forum on the implementation of the United Nations' Convention on the Rights of Persons with Disabilities, Brussels (Belgium), 26 and 27 October 2011

Good practice exchange seminars organised	Good practice exchange on public policies combating discrimination based on age in accessing and progressing in employment, Vienna (Austria), 21 March 2011
	Good practice exchange seminar on discrimination on the grounds of sexual orientation and gender identity — How to overcome the barriers to public policymaking, Estonia, 29 and 30 September 2011
Conference	Conference on the European Day of People with Disabilities, Brussels (Belgium), 1 and 2 December 2011 <a href="http://ec.europa.eu/justice/discrimination/dates/index_en.htm">http://ec.europa.eu/justice/discrimination/dates/index_en.htm</a>
EU media campaign 'For Diversity. Against Discrimination.'	Awareness-raising campaign to fight against stereotypes and discrimination and promote diversity on several grounds and areas, including a dedicated website on non-discrimination in the European Union, the Journalist Award 2011 and the promotion of the benefits of a diversity workforce during the European SME Week, 3 to 9 October 2011
<b>High-quality and participatory policy debate</b>	
Presidency conferences	The fifth meeting of the European Platform for Roma Inclusion, Budapest (Hungary), 7 and 8 April 2011
	Hungarian Presidency Conference 'New challenges in the European disability strategy 2010–20', Budapest (Hungary), 19 and 20 April 2011
	The Equality Summit, Poznan (Poland), 14 and 15 November 2011
Annual awareness-raising events	Equality and non-discrimination: free awareness-raising seminars for NGOs, London (United Kingdom), 17 November 2011
	Access City Award — The award for accessible cities in Europe, Award ceremony, Brussels (Belgium), 1 December 2011 <a href="http://ec.europa.eu/justice/discrimination/disabilities/award/index_en.htm">http://ec.europa.eu/justice/discrimination/disabilities/award/index_en.htm</a>
Diversity in business — EU-level exchange platform	Conference on 'Business innovation and creation through diversity', Brussels (Belgium), 30 November 2011

<b>Evidence-based EU policies and legislation</b>	
Studies, analyses, reports	Study on social services of general interest
	Mapping of the antidiscrimination legal, institutional and policy framework in Turkey and the western Balkans
	Study on the socioeconomic impact of new measures to improve accessibility of goods and services for people with disabilities
Publications	Handbook on seeking remedies under EU non-discrimination directives: 'How to present a discrimination claim', 2011
	Brochure 'Realising the business benefits with European diversity charters: Managing diversity at work', 2011
	Brochure 'Access City – The European award for accessible cities', 2011
Academic Network of European Disability Experts (ANED)	Report on inclusive education for young disabled people in Europe: trends, issues and challenges, April 2011 (a synthesis of evidence from Academic Network ANED country reports and additional sources)
	Report on IDEE — Indicators of disability equality in Europe
	Annotated review of European Union law and policy with reference to disability

European Network of Legal Experts in the Non-discrimination Field	European antidiscrimination law review (two issues), flash reports and responses to ad hoc requests <a href="http://ec.europa.eu/justice/discrimination/files/antidiscrimination_law_review_12_en.pdf">http://ec.europa.eu/justice/discrimination/files/antidiscrimination_law_review_12_en.pdf</a>
	A new thematic report on the prohibition of discrimination under European human rights law — Relevance for the EU non-discrimination directives
	'Stop discrimination newsletter: A huge step forward for Roma inclusion', Summer 2011 edition <a href="http://ec.europa.eu/justice/discrimination/files/stop_discrimination_newsletter_072011_en.pdf">http://ec.europa.eu/justice/discrimination/files/stop_discrimination_newsletter_072011_en.pdf</a>
	Compendium of good practice on non-discrimination/equality mainstreaming: Supported employment for people with disabilities in the EU and EFTA-EEA, 2011
	Report on age and employment, July 2011
Network of socioeconomic experts in the non-discrimination field	Report on the situation of LGBT groups in the labour market in EU Member States
	Report on ethnic minorities, migrants and employment

## GENDER EQUALITY

Information sharing and learning	
Seminars/training of legal and policy practitioners at EU level (Academy of European Law) <a href="http://www.era.int">www.era.int</a>	Seminar for legal practitioners on 'EU law on equality between women and men in practice', 14 and 15 March 2011
	Seminar for members of the judiciary 'EU law on equality between women and men in practice', 4 and 5 April 2011
	Seminar for academics 'Current reflections on EU equality and non-discrimination law', 19 and 20 September
	Seminar for legal practitioners 'EU law on equality between women and men in practice', Trier (Germany), 28 and 29 November 2011
	Two seminars for judges and prosecutors 'The EU law on equality between women and men in practice', Trier (Germany), 17 and 18 October and 7 and 8 November 2011
	Legal seminar on gender equality and antidiscrimination law, 4 October 2011 (common event with antidiscrimination unit)
Good practices/exchange seminars	'Implementing gender mainstreaming', 17 and 18 May 2011 <a href="http://ec.europa.eu/justice/gender-equality/files/exchange_of_good_practice_be/summary_report_be_2011_en.pdf">http://ec.europa.eu/justice/gender-equality/files/exchange_of_good_practice_be/summary_report_be_2011_en.pdf</a>
	'New forms of work', Netherlands, 24 and 25 October 2011 <a href="http://ec.europa.eu/justice/gender-equality/files/exchange_of_good_practice_nl/lt_comments_paper_nl_2011_en.pdf">http://ec.europa.eu/justice/gender-equality/files/exchange_of_good_practice_nl/lt_comments_paper_nl_2011_en.pdf</a>
	'Tackling the gender pay gap', 5 and 6 December 2011 <a href="http://ec.europa.eu/justice/gender-equality/tools/good-practices/review-seminars/gender_pay_gap_instruments_en.htm">http://ec.europa.eu/justice/gender-equality/tools/good-practices/review-seminars/gender_pay_gap_instruments_en.htm</a>
	Meetings of the network of national gender equality bodies, 24 June and 25 November 2011
EU awareness-raising campaign	Gender Pay Gap campaign: a series of national events
Annual awareness-raising events	Launch of the first European Equal Pay Day, 5 March 2011 <a href="http://ec.europa.eu/social/main.jsp?langId=en&amp;catId=89&amp;newsId=999&amp;furtherNews=yes">http://ec.europa.eu/social/main.jsp?langId=en&amp;catId=89&amp;newsId=999&amp;furtherNews=yes</a>
Gender balance in decision-making	Meeting of the European Commission Network to promote Women in Decision-making in Politics and the Economy to exchange good practice on the topic of 'How to engage senior men in the change process to promote women to senior decision-making positions', June 2011
	Meeting with representatives of social partners at EU level on the topic of the underrepresentation of women on corporate boards, 1 March 2011

<b>High-quality and participatory policy debate</b>	
Gender-related conferences	Conference 'Equality between women and men', Brussels (Belgium), 19 and 20 September 2011 <a href="http://ec.europa.eu/justice/newsroom/gender-equality/events/110919_en.htm">http://ec.europa.eu/justice/newsroom/gender-equality/events/110919_en.htm</a>
Presidency conferences	Presidency expert conference 'Mechanisms for reconciling professional and family roles for women and men as a chance to actively participate in the labour market' followed by an informal meeting of ministers for gender equality and family affairs, Krakow (Poland), 20 and 21 October 2011

<b>Evidence-based EU policies and legislation</b>	
Studies, analyses, reports	Comparative study on access to justice in gender equality and antidiscrimination law (in Member States and EFTA-EEA countries), February 2011
	Study on sex discrimination in access to education: evaluation of the need for and effectiveness of current measures in the Member States, July 2011
	Study on the costs and benefits of possible EU measures on paternity leave, October 2011
	Report on public service, justice, business and politics: Top jobs for the men, but where are the women?, June 2011
Gender balance in decision-making	Staff working document 'The gender balance in business leadership'
	Eurobarometer survey launched in September 2011
	Database: Men and women in key decision-making (data on the numbers of men and women in key decision-making positions in politics, public administration, the judiciary and various other key areas of the economy, covers 34 countries)
	Expert report on public service, justice, business and politics: top jobs for the men but where are the women
Network of Experts on Employment and Gender Equality Issues (EGGE) <a href="http://www.fgb-egge.it/homepage.asp">http://www.fgb-egge.it/homepage.asp</a>	Comparative review of 33 countries on 'out-of-school' care arrangements and reconciliation between work, private and family life
	Study on crisis and recovery in Europe: labour market impact on men and women, November 2011
	Thematic analysis notes on mismatch between preferences and actual working arrangements, October 2011
	Thematic analysis notes on women's and men's career interruptions: their impact and the role of social policies, October 2011
Group of experts in gender equality, social inclusion, healthcare and long term care (EGGSI) <a href="http://eggisi.irs-online.it/">http://eggisi.irs-online.it/</a>	Analysis of the 27 national reform programmes 2011: a gender perspective
	Synthesis report on the socioeconomic impact of pension systems on the respective situations of women and men and the effects of recent trends in pension reforms, July 2011
European network of legal experts in the field of gender equality <a href="http://ec.europa.eu/justice/gender-equality/tools/legal-experts/index_en.htm">http://ec.europa.eu/justice/gender-equality/tools/legal-experts/index_en.htm</a>	The impact of the economic crisis on the situation of women and men and on gender equality policies
	EU gender equality law in 33 countries, 2011 update
	Report on the transposition of the recast Directive 2006/54, 2011 update
	European gender equality law reviews (two issues) and flash reports on legal developments in the EU Member States and responses to ad hoc requests

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European Commission

**Progress Annual Performance Monitoring Report 2011 —  
Monitoring of the Performance of the European Union Programme for Employment and Social Solidarity —  
Progress (2007-2013)**

Luxembourg: Publications Office of the European Union

2012 — 71 pp. — 21 × 29.7 cm

ISBN 978-92-79-24806-1

doi:10.2767/61664

ISSN 1831-6816

The Progress programme plays a key role in providing support for modern, effective and innovative employment, social and equality policies in the EU. This report details Progress's activities in 2011 and evaluates the measures taken over the year to achieve the programme's stated objectives. The 2011 report clearly underlines Progress's added value and the impact it has had in EU Member States on promoting lasting outcomes across the continent.

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Publications Office

ISBN 978-92-79-24806-1



9 789279 248061

doi:10.2767/61664