



European
Commission

PROGRESS Annual Performance Monitoring Report 2013

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

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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 7-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, EEA-EFTA and EU candidate and pre-candidate countries.

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PROGRESS Annual Performance Monitoring Report 2013

**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

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Foreword

In an environment where citizens are increasingly worried about the employment and social prospects, where there is a growing pressure on public spending and where the responses by the European Union and the EU public administrations are not seen as solving the dramatic situation of the most affected; it is important to be able to advance a strong case for the EU added value of the Commission's action, notably through the implementation of EU Programmes.

The programme for employment and social solidarity (PROGRESS) was running since 2007 to supporting the achievement of the Europe 2020 strategy targets and making progress in employment, social inclusion and social protection, working conditions, equality between women and men, and the combating of discrimination.

The socio-economic situation for 2013, the last year for the implementation of the programme, was still very challenging. The economic crisis started in 2008 is making it difficult to meet the Europe 2020 targets: employment has been hard-hit in most Member States and disparities in their social situations are growing. Some 25.5 million people were unemployed in EU-28 in June 2014, including over 18.8 million in the euro area. Almost one quarter of active young people in Europe was unemployed: 5.3 million young people (under 25) were unemployed in EU-28 in April 2014 and 3.4 million in the euro area. The increasing divergence between Member States and the significant increase in poverty and social exclusion (from 114 million people in 2009 to 124 million in 2012) are the most tangible social consequences of the economic crisis.

During 2013 the EU Programme PROGRESS has launched key EU activities to prepare the ground for and supported debate at EU level on gearing policy more effectively to reducing unemployment, fostering job creation and providing equal opportunities for all. PROGRESS provided supports to the efforts to include employment and social priorities at the core of the EU agenda and in national reform programmes, strengthen decision-makers'

'ownership' of EU welfare objectives and ensuring that EU law is effectively implemented at national level. Political analysis of the challenges facing the EU and concrete projects on social innovations have promoted new structural reforms, involving the stakeholders in EU policy governance and supporting EU-level organisations active in the social policy, non-discrimination and gender equality fields to enable to take on the challenges of globalisation and cope with population dissatisfactions in a climate of budget restrictions.

Every year since 2007, the Commission has reported on the performance of the implementation of the activities funded by PROGRESS in line with the results-based management approach decided for making its activities always more relevant and its results more tangible.

This report meets the Commission's need to account for its action and gives it visibility, it shows PROGRESS actions have met the challenges of the current situation and it analyses the stakeholders' feedback, with a view in particular to the design of future actions, including under the new EU Programmes for Employment and social innovation (EaSI) and Rights, Equality and Citizenship that will run for the period 2014 to 2020.

While we are confident that this report will meet readers' expectations, we are always keen to improve. We therefore welcome any feedback, suggestions, comments or questions.

Michel Servoz
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Social Affairs and Inclusion

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Overview

In 2013 PROGRESS operated against a policy background of an absolute imperative to tackle the economic crisis and put the EU back on the road to sustainable growth. The programme outputs were driven by the employment and social objectives of Europe 2020, especially its flagship initiatives “Agenda for New Skills and Jobs”, “Youth on the Move” and the “European Platform against Poverty and Social Exclusion”. Its activities focused on the major challenges faced by the EU, such as unemployment – especially youth unemployment –, social impact of the crisis and demographic changes. PROGRESS helped the Commission make proposals on the evolving policy priorities such as improved performance of public employment services, social investment for inclusive growth and handling occupational pensions.

PROGRESS provided a platform for effective information sharing and learning among the Member States on EU law and policy

- PROGRESS facilitated enhanced cooperation among national authorities of the Member States through mutual learning and the exchange of good practices

According to stakeholders, PROGRESS-funded conferences and seminars were the most useful activities for information sharing and learning, in contrast to media campaigns. These events served as a means to transfer knowledge and provide guidance at both national and European levels so that policymaking and policy implementation is more effective and in line with EU objectives and policies. The representatives of national authorities noted that the events they participated in provided useful examples of policy practices and tools. Over 86% of the national actors who responded to the Annual survey confirmed that they intend to use the knowledge acquired during the PROGRESS-funded events for policymaking or policy advocacy in their national settings, and 95% intended to share it with their colleagues and other stakeholders.

- PROGRESS assisted national stakeholders in gaining a better understanding of EU policy objectives through conferences, seminars, peer reviews and other information-sharing and learning events

The vast majority of respondents to the Annual survey (92%) indicated that they gained a better understanding of EU policy challenges and objectives by participating in PROGRESS-funded events. The events provided them with an opportunity to better align their policy activities with EU objectives. Issues which were most familiar to the respondents of the Annual survey within different policy areas included gender pay gap (97% of the respondents were familiar), key challenges and problems facing EU labour market (95%), the European platform against poverty and social exclusion (94%), setting minimum requirements to improve working and employment conditions and strengthen workers' rights (89%), and legal protection against direct and indirect discrimination (85%).

- PROGRESS helped Member States find and test innovative solutions to social and economic challenges through social policy experimentation

The projects, which were awarded action grants, aimed to contribute to developing and testing socially innovative approaches to EU policy priorities in the context of the Europe 2020 strategy. Major topics included healthy, active and dignified ageing and raising the effectiveness and efficiency of spending on social, health and long-term care services and benefits. The main idea behind such projects is to make good use of the scientific contribution of recent studies on a subject and to use this research to come up with innovative solutions, system modernisation and more responsive adaptation to economic and social changes. While the impact of these projects on policymaking is still to be seen, the importance of supporting social policy experimentation and innovation through PROGRESS is increasing as both the number of funded projects and participating Member States, EFTA countries,

candidate countries and pre-candidate countries grows each year.

In 2013 PROGRESS maintained and developed a robust evidence base necessary for the EU employment, social and equality policies and legislation

- PROGRESS assisted the Commission in ensuring correct and effective application of EU law in the Member States 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. Analytical activities, such as external studies, aimed at analysing the implementation and application of EU law in the Member States, fed into the Commission working documents, such as the evaluation of the European Strategy 2007-2012 on Health and Safety at Work, for example. Respondents to the Annual survey reported monitoring outputs as being useful, for example, the European Anti-Discrimination Law Reviews were helpful for 67% of the respondents.

- PROGRESS helped the main stakeholders at national level apply EU law correctly and effectively through regular guidance and training

PROGRESS funded the development of non-binding good practice guides, handbooks and other material for information sharing and learning among the Member States. PROGRESS-supported evidence contributed to EU legislation, for example, a study “Chemicals at work – a new labelling system. Guidance to help employers and workers to manage the transition to the new classification, labelling and packaging system” fed directly into the proposal for a directive on classification, labelling and packaging of substances and mixtures. PROGRESS also funded training for judges and legal practitioners on EU gender equality and anti-discrimination law, which received high approval ratings from the participants.

- PROGRESS assisted the Commission and Member States in finding policy responses to

current challenges through an EU-wide situation analysis

The majority of the studies produced in the field of employment dealt with analysis of the situation and aimed to contribute to well-timed preparation of exit strategies that are in line with the magnitude of the crisis. On average, some 80% of respondents to the Annual survey were of the opinion that the EU policies in PROGRESS areas are grounded in thorough analysis. According to the respondents, PROGRESS-funded statistics, reports and other documents were helpful in designing strategies for cooperation with other Member States. They provided greater opportunities for improving national and European policies and practices based on comparison, but adapting them towards the concrete situation, identified needs and available political will and resources. They provided some good transferable practices in working with employers, multi-channelling, e-services, etc. and gave access to the “bigger picture”.

- PROGRESS helped the Commission and Member States improve their knowledge on the most pressing issues, and provided evidence base for policymaking and advocacy through regular fact-finding and comparative evidence gathering

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. This evidence fed into all stages of the EU employment and social policy cycle. PROGRESS-supported evidence was assessed as useful for policymaking and policy advocacy purposes by over 85% of the Annual survey respondents. The most useful types of evidence were common methodologies, indicators and statistical data (useful for about 90% of the respondents).

PROGRESS promoted capacity building and involvement of national and pan-European networks

- PROGRESS helped EU-level networks and NGOs enhance their capacities in policymaking and implementation through framework partnership agreements

In 2013, PROGRESS provided funding to 31 key EU-level networks and NGOs in the areas of promoting social inclusion, combating discrimination, promoting gender equality, integrating persons with disabilities and representing the Roma. As a result, these networks and NGOs were in a position to exert influence or change at EU and national levels. In 2013, 84% of the respondents to the Annual survey agreed that EU-level NGOs provided useful and appropriate information on the implementation of EU law and/or conditions, needs and expectations of relevant target groups and 81% of the respondents agreed that these networks and NGOs were successful in increasing awareness and exerting pressure on policymakers in relevant policy areas. The Annual survey confirmed that the most prominent EU-level NGOs are known by stakeholders across the EU to the same extent as the related EU agencies (such as the European Foundation for the Improvement of Living and Working Conditions, Eurofound in Dublin or European Training Foundation in Turin).

- PROGRESS facilitated the participation of disadvantaged social groups in policymaking and brought their perspective into different policy areas through the support to EU-level networks and NGOs

EU-level networks and NGOs, especially those representing vulnerable social groups, carry out policy research and analysis that are unique in the way that they bring together facts and developments to help build a counter-perspective on pressing issues, which reflects the views of NGOs and relevant social groups, e.g. victims of discrimination. PROGRESS-supported networks helped the Commission monitor the implementation of EU equality law at the national level and contributed to information sharing and learning. They did this by organising trainings, peer reviews and other mutual learning events, collected evidence and organised events that focused on the values of the EU, namely inclusive growth, non-discrimination and fundamental rights for all, and disseminated messages agreed at the EU level to Member States through their national organisations.

PROGRESS promoted high-quality and participatory policy debate at EU and national levels

- PROGRESS provided a platform for the Member States to debate common issues, develop a shared understanding of EU objectives and create closer partnerships

In 2013, PROGRESS supported 27 Presidency conferences and other high-level European events, which focused on recurrent issues such as poverty and social exclusion, child poverty, homelessness, social services and active ageing, as well as on new issues, such as youth unemployment. On average, about 80% of the respondents agreed that policy issues presented for discussions were clear, and that the EU had a positive contribution to the clarity of issues during policy debate at national/regional/local levels. Respondents who participated in PROGRESS-funded events intend to use the knowledge they acquired: 95% of the respondents intend to share knowledge with their peers/management, colleagues and other stakeholders, while 86% intend to use the acquired knowledge for policymaking or policy advocacy. The Annual survey confirms the growing sense of collaboration and partnership among government institutions, NGOs and social partners both at the EU and national levels.

- PROGRESS helped the Commission and Member States make policies more responsive to stakeholder needs through the involvement of disadvantaged social groups in the EU-level policy debate

As in previous years, PROGRESS provided a stimulus for the involvement of non-governmental and subnational actors in the policy processes both at national and European levels, and for the empowerment of weaker actors, such as ethnic minority groups or people experiencing poverty. Examples of such involvement include 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 Inclusion.

Results of the Annual survey indicate that the involvement of relevant EU and national policy- and decision-makers was high (almost 80% of the respondents agreed with that), likewise the involvement of relevant stakeholders (over 70% agreed with that). Over 70% agreed that the EU had a positive contribution on the involvement of all stakeholders relevant to policy debate. When it comes to dissemination of results, slightly less than 60% of the responding stakeholders agreed that it was adequate. This shows a decrease in comparison with previous years.

PROGRESS ensured the integration of cross-cutting issues and greater consistency among policy areas

- PROGRESS addressed four cross-cutting issues through evidence, good practice exchange seminars and policy debate

Activities supported through PROGRESS contribute not only to the achievement of policy-specific outcomes, but also to the integration of four cross-cutting issues: gender equality, non-discrimination, disability and accessibility, and combating

poverty into all its policy areas. Well above half of the respondents in 2013 acknowledged the EU contribution, especially to the integration of gender equality and non-discrimination issues into their respective policy areas (83% and 82% accordingly). Slightly less, but still a considerable share of respondents agreed that cross-cutting issues were adequately addressed at PROGRESS-funded events.

- PROGRESS contributed to consistency of EU policies and legislation across its policy areas

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

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; anti-discrimination; and gender equality. The programme is open to EU Member States, EEA-EFTA countries (Iceland, Liechtenstein, Norway and Switzerland) and candidate countries, as well as pre-candidate countries.

The programme is implemented by the European Commission (direct management), specifically DG Employment, Social Affairs and Inclusion and DG Justice. 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 — Europe 2020. PROGRESS is committed to results-based management, which means a stronger focus on results and achievements rather than resources and activities. Results of the programme are monitored annually in order to assess progress towards the achievement of the aims and objectives of the programme. This helps the programme to be used 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 is 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 to supporting the commitments and efforts of Member States towards achieving the objectives and targets of the Europe 2020 strategy.

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. This framework defines PROGRESS's mandate and its long-term (intermediate) and specific (immediate) desired outcomes

and is supplemented by the 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 improve performance 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 see Annex 1 of this report.

In 2013, PROGRESS supported the Commission and its stakeholders in steering towards common goals, in making coordinated efforts by all Member States and in involving all interested parties in inclusive policy debate. By financing evidence gathering, information sharing and learning, policy debate, EU-level networks and NGOs, the programme contributed to advancing policy priorities. The policy priorities included the modernisation of labour markets to increase the employment rate, in particular among young people, fighting poverty, especially among children, modernising social protection systems, legal response to evolving work patterns and new risks to health and safety at work, and promoting equal opportunities for all and gender equality in all policies. Many activities funded by PROGRESS in 2013 were still linked to the main challenges faced by the EU, such as the social impact of the crisis, the implementation of exit strategies and the preparation of the post-crisis economy.

2. ROLE AND SCOPE OF THIS REPORT

This PROGRESS annual performance report presents the results of the programme in 2013 against the PROGRESS strategic framework. The report builds on the experience of previous annual performance monitoring reports (2008-2012) and takes into account comments expressed by the Programme Committee members. Where possible, this report takes the opportunity to monitor and report on trends and changes in the programme's performance as compared to the previous years.

Like the previous reports, this annual report focuses on the delivered products (outputs) and the benefits they brought, i.e. on the achievement of the immediate outcomes (Chapter II). It includes summary tables and Annex 2 details the outputs delivered in 2013 in different PROGRESS policy areas.

Importantly, the report focuses on the outputs that were actually delivered and the effects that materialised in 2013. As on average it may take around 2 years 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 2013 but also in the previous annual work plans. The report also highlights some trends visible throughout the whole

programming period (2007–2013), gives more prominence to the programme's effects on participating countries, both in terms of their involvement in the programme's activities and the relevance of outcomes to their needs and conditions, and presents some notable examples in the boxes. Finally, the report gives an overview of intermediate outcomes and a comparison with the baseline, where possible (Chapter III).

II. PROGRESS performance

This section of the report is structured around five immediate (short-term) outcomes of PROGRESS. Each chapter in this section addresses a separate immediate outcome and, first, presents detailed information on activities and outputs delivered under the programme, which is necessary to understand their contribution to the outcomes, and, second, reviews the programme's performance against the predefined performance measures. Finally, some comparative data is used to highlight the trends in funding, activities and performance of the programme during the whole period 2007–2013.

1. EFFECTIVE INFORMATION SHARING AND LEARNING

PROGRESS supports the exchange of information at European level and the EU-wide dissemination of good practice to help the Member States improve their performance in the employment and social fields. PROGRESS-funded information sharing and mutual learning activities serve as a means to transfer knowledge and provide guidance, so that policymaking and policy implementation can be effective and in line with common EU objectives, policies and laws. Activities supported by PROGRESS, thus, contribute to the creation of a better understanding and awareness raising on EU employment and social issues

among the stakeholders. Information sharing and learning activities are also expected to stimulate new national initiatives aimed at achieving EU objectives, bring new issues to the national policy agendas and generate innovation, learning and “multiplier” effects, as well as facilitate policy debate in the Member States.

1.1. Summary of activities and outputs

Activities on information sharing and learning constituted the major expenditure item during the whole programme period. The share of operational expenditure allocated to this area rose from 41 % in 2008 to about 45 % of total operating expenditure in 2013 (€44 million). It was the biggest spending item in the policy areas of employment (65%), working conditions (65%) and gender equality (64%).

PROGRESS contributed to effective information sharing and learning at both EU and national levels by funding three types of activities (see the summary in Table 1):

1. Trainings, peer reviews and other mutual learning events,
2. Information, communication and networking events,
3. Reports aimed at identifying good practices.

Table 1: Number of information sharing and learning outputs produced during 2013

| Performance indicators | Total | Employment | Social protection and inclusion | Working conditions | Non-discrimination | Gender equality |
|---|--------|------------|---------------------------------|--------------------|--------------------|-----------------|
| Information, communication and networking | | | | | | |
| Number of policy debate, information and communication events, of which | 511 | 49 | 101 | 7 | 353 | 1 |
| <i>commissioned by the Commission</i> | 39 | 11 | 15 | 5 | 7 | 1 |
| <i>produced under grant agreements (*)</i> | 472 | 38 | 86 | 2 | 346 | 0** |
| Number of individuals, who participated in these events, of which — in the case of events | 37 150 | 2 644 | 6 689 | 619 | 27 033 | 165 |
| <i>commissioned by the Commission</i> | 4 018 | 619 | 2 044 | 450 | 740 | 165 |
| <i>produced under grant agreements (*)</i> | 33 132 | 2 025 | 4 645 | 169 | 26 293 | 0** |
| Training/mutual learning/peer reviews | | | | | | |
| Number of trainings, peer reviews and other mutual learning events, of which | 1 304 | 909 | 201 | 2 | 183 | 9 |
| <i>commissioned by the Commission</i> | 36 | 8 | 5 | 2 | 12 | 9 |
| <i>produced under grant agreements (*)</i> | 1 268 | 901 | 196 | 0 | 171 | 0** |
| Number of individuals, who participated in these events, of which — in the case of events | 9 638 | 1 414 | 3 733 | 186 | 3 876 | 429 |
| <i>commissioned by the Commission</i> | 1 498 | 443 | 129 | 186 | 311 | 429 |
| <i>produced under grant agreements (*)</i> | 8 140 | 971 | 3 604 | 0 | 3 565 | 0** |
| Exchange of good practices | | | | | | |
| Number of reports aimed at identifying good practices, of which | 249 | 51 | 102 | 7 | 85 | 4 |
| <i>commissioned by the Commission</i> | 19 | 6 | 5 | 3 | 1 | 4 |
| <i>produced under grant agreements (*)</i> | 230 | 45 | 97 | 4 | 84 | 0** |

(*) Please note that the number of outputs produced under grant agreements is the best estimate available.

(**) There were no active projects in the field of gender equality in 2013.

NB: 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.

Most of the activities under the effective information sharing and learning heading are recurrent in nature and continued in 2013. Peer reviews and mutual-learning exercises continued to focus on employment and social inclusion/social protection issues in order to promote learning from experience and sharing of good practice among stakeholders in these policy areas. In 2013, PROGRESS also maintained its commitment to foster clarity and consistency of rights and obligations under EU law and knowledge of the policies it supports through the provision of guidance and information. To that end, finances were provided for training related to social inclusion and social protection policy,

non-discrimination (for legal and policy practitioners, civil society and the social partners) and gender equality law (targeted at legal practitioners). Support was also given for administrative cooperation between national authorities (e.g. exchanges of national labour inspectors).

In 2013, Member States' organisations operating on the national, regional and local level carried out numerous projects supported by PROGRESS via action-grant agreements. Particular outputs of such projects (especially, training and mutual learning events, information and communication events, communication and dissemination activities, etc.)

contributed greatly to the increasing effectiveness of information sharing and mutual learning in the EU during the previous year. Supported actions are described below and some noteworthy projects are highlighted in the boxes.

Finally, PROGRESS promoted capacity building for social experimentation. The ongoing debate on social policies after the crisis and the Europe 2020 strategy has 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. The Europe 2020 strategy also 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. On 1 January 2014 the Directorate General for Employment, Social Affairs and Inclusion launched the new Programme for Employment and Social Innovation (EaSi) 2014–2020⁽¹⁾ which will have promotion of social innovation through social policy experimentation as one of its objectives.

1.1.1. Training, mutual learning and peer reviews

PROGRESS is the main financial instrument supporting mutual learning and the exchange of good practices in the frameworks of the European employment strategy (EES) and the open method of coordination on social inclusion and social

protection (social OMC). It funds the participation of Member States in the EES process through the mutual learning programme, whereas PROGRESS-funded peer reviews on social protection and social inclusion support the proper functioning of the social OMC.

• Mutual learning in the policy area of employment

The Mutual Learning Programme (MLP) under the European Employment Strategy (EES) includes a range of activities: thematic events (seminars) on a specific policy theme, peer reviews for government representatives supported by independent academic expertise, learning exchanges for a small group of national representatives, the annual dissemination seminar and a database of labour market practices. These activities aim to support, coordinate and encourage mutual learning between EU Member States in order to assist progress towards the goals of the EES, encourage mutual learning opportunities resulting in policy influence at the EU and national levels, and disseminate the results of the MLP and their contribution to the EES to wider audiences.

In 2013, PROGRESS funded seven mutual learning events on employment policy issues, including two thematic events, one peer review and four learning exchanges, as well as an annual dissemination seminar, with the participation of all Member States in at least one event (see Table 2). Main issues covered by the mutual learning programme in 2013 included youth unemployment, green jobs, voucher systems, dual apprenticeships and tackling undeclared work.

Table 2: Participation of Member States in the mutual learning programme activities in 2013

| Type of activity | Participating countries | Host |
|--------------------|--|---|
| Thematic events | All 28 Member States | European Commission |
| Peer reviews | Greece, Germany, Ireland, Latvia, Lithuania, Romania, Spain and the UK | Netherlands |
| Learning exchanges | Bulgaria, Czech Republic, Latvia and Spain Czech Republic and Lithuania Greece and Belgium Ireland, Italy, Spain and Portugal | Austria Estonia Latvia Germany |

Source: Mutual Learning Programme <http://ec.europa.eu/social/main.jsp?catId=1047>

(1) Regulation (EU) No 1296/2013 of the European Parliament and of the Council of 11 december 2013

In comparison with the previous years, the number of peer reviews decreased from five in the period 2008–2012 to one in 2013. On the other hand, the number of learning exchanges increased from one in 2010 to four in 2013. Some learning exchanges built on peer reviews by examining a specific policy or measure in greater

depth. Others were set up to help Member States deal with specific policy challenges, based on the Country-Specific Recommendations on what is needed at national level to return to growth and jobs. This shift of focus on more specific issues could maybe explain the decreasing tendency in country participation rate.

A working and learning seminar **“Practical support for the design and implementation of Youth Guarantee Schemes”** was organised by the European Commission in Brussels on 17–18 October 2013. Representatives from all 28 Member States participated in the event. The event was highly interactive and examined the building blocks of a Youth Guarantee Scheme, through facilitated discussion, practical examples and plenty of opportunity for questions, answers and mutual exchange. Participants were able to learn from other Member States’ experiences and progress in drafting and improving their respective Youth Guarantee Implementation Plans⁽²⁾.

(2) More detailed information is available at: <http://ec.europa.eu/social/main.jsp?langId=en&catId=1072&eventsId=931&furtherEvents=yes>

A Peer Review **“Youth unemployment: how to prevent and tackle it?”** was hosted by the Dutch government in Amsterdam on 25–26 November 2013 to discuss the Dutch approach for the prevention of youth unemployment. The event brought together ministry officials, social partners and independent experts from Greece, Germany, Ireland, Latvia, Lithuania, Romania, Spain and the UK, as well as representatives of the European Commission. The Dutch approach to youth policies was of special interest. When compared with the rest of the EU, the country had the lowest rate of young people not in employment, education or training and one of the lowest youth unemployment rates. The Netherlands also ranks consistently highly in international comparisons of the skills levels of young people. This positive performance seems largely to be the result of long-term policies leading to human capital formation and sustainable economic growth. Key policy messages discussed at the peer review were the structural nature of youth unemployment, which requires strategic and long-term approach, focus on prevention rather than cure, precise targeting, good cooperation on the local level and the partnership between the governments and social partners⁽³⁾.

(3) More detailed information is available at: <http://ec.europa.eu/social/main.jsp?catId=1070&langId=en&newsId=1989&furtherNews=yes>

In the policy area of employment, PROGRESS funded a number of projects promoting mutual learning and exchange of good practices within different policy domains of DG Employment, Social Affairs and Inclusion. The overall objective of most of the projects funded in 2013 was to encourage exchanges and mutual learning at all levels and to enhance the

transferability of the most effective policies, good practices and innovative approaches to implement the skills dimension of the flagship initiative “An Agenda for New Skills and Jobs – Equipping people with the right skills for employment” and the Employment Package Communication “Towards a job-rich recovery”.

The **Croatian** project “**Skills forecasting – reverting negative trends in skills and jobs matching**” seeks to foster the dissemination and application of good practices in the field of better matching the demand and supply of skills in order to initiate creation of new employment opportunities through skills forecasting. During the project, analysis of the state of the art of Croatian labour market and interrelations between educational outcomes and labour market needs will be conducted. Such research will include estimating indicators on demographic data and data on the output of the educational system as well as labour market needs, aiming at early identification of the skills required in the labour market. The project will consist of two streams: desk and field research. Desk research will be conducted in the form of content analyses of the existing policy documents and practices in the field of skills forecasting in Croatia, Austria and Slovenia. The second phase – field research – will involve study trips to Styria (AT) and Podravje (SI). These trips will focus on analysis of educational outcomes and employment/unemployment structure in the analysed regions, as well as on identifying examples of good practice in conceiving and implementing the local skills forecasting. Special focus will be given to migration of the workforce in the border regions and how this influences the local job market. All gathered data will be analysed and software for storing the best practice examples will be developed. Learning seminars will be organised for potential users of the developed software.

In 2013, PROGRESS continued to support innovative projects in the policy fields relevant to the programme. An example of such practices in the area of employment is the call for proposals related to **innovative projects supporting labour mobility in the EU**. The projects funded under this call covered two different domains: labour mobility and public employment services benchmarking. The objective of the projects related to the first domain was to enhance labour mobility by improving the overall framework in which mobility and transitions take place, involving employment services, territorial authorities and other stakeholders. This was achieved by (a) developing and testing innovative instruments, practices and partnerships; (b) transferring or mainstreaming of existing successful innovative mobility instruments, practices and partnerships; and (c) community building, networking, analysis and benchmarking of methodologies and results among stakeholders involved in European, national, regional and local labour mobility programmes and activities. In the second domain, the funded projects aimed at enhancing a system of benchmarking among EU/EEA public employment services when implementing priority actions of the European Employment Strategy. Four projects were finished in 2013 covering topics dealing with mutual learning among public employment services, labour mobility of young people with a high risk of occupational exclusion and developing and testing career guidance actions and tools based on the use of ICT and the new possibilities offered by the Web 2.0.

- *Mutual learning in the policy area of working conditions*

In the policy area of working conditions, PROGRESS funded two types of mutual learning activities: the annual legal seminar, organised by the European Labour Law Network (ELLN), and the biannual Meeting of Senior Labour Inspectorate Committee (SLIC). Since 2007 the ELLN, under a contract with the European Commission, forms the European Network of legal experts in the field of Labour Law, dealing with both individual and collective rights/aspects. This Network advises the Commission regarding developments of individual and collective labour law and organises an annual seminar to promote an open discussion on a specific topic between experts in the field of labour law, social partners and representatives from other organisations involved in labour law.

The **6th ELLN Annual Legal Seminar** was held in Frankfurt (Germany) on 17–18 October 2013. The theme of the conference was “Undeclared Work”, and it discussed three main subjects: the legal typology of undeclared work, possible sanctions and the transnational aspects of undeclared work and the role of EU legislation. Keynote presentations and reflections, four working group discussions, as well as a discussion with social partners took place. The event was attended by 167 delegates representing EEA/EFTA countries and Russia⁽⁴⁾.

(4) More information is available at: http://www.labourlawnetwork.eu/events/annual_legal_seminar/prm/205/0/index.html

With regard to health and safety at work, PROGRESS supported the work of the SLIC, which has assisted the European Commission in monitoring the enforcement of EU legislation at the national level since

1982. The SLIC is composed of the Commission and one representative of the labour inspection services of each EU Member State. It assembles for a plenary meeting and thematic day every six months in the EU Member State holding the EU Presidency to discuss different aspects of the EU occupational safety and health policy.

The 64th **meeting of the Senior Labour Inspectors' Committee (SLIC)**, held in Dublin under the Irish presidency of the European Council on 21–22 May 2013, brought together experts from around Europe to share knowledge and experiences on the role of ICT systems in labour inspection. The main message that emerged from the meeting was that labour inspectorates face common problems in ensuring that the right enterprises are covered by inspection while ensuring an effective use of enforcement. The solutions demonstrated during the meeting showed that there is no need to “reinvent the wheel” and that inspectorates can learn from each other and take forward a range of approaches that ensure compliance with health and safety legislation. The 65th SLIC meeting was held on 14–15 November in Vilnius and focused on the effects of economic recession on investment in employee health and safety.

Within the policy area of working conditions, PROGRESS funds were granted to a number of projects that aimed to promote the development and dissemination of better expertise and capabilities among the actors concerned in the areas of anticipating, preparing for and providing a socially acceptable response when restructuring occurs, as emphasised in the *Commission's communication*

on Restructuring and Employment — anticipating and accompanying restructuring in order to develop employment: the role of the European Union. In the projects, particular attention was dedicated to improvement of expertise in restructuring, better understanding of health and well-being at work during change and promoting the financial participation of workers. The largest share of projects was devoted to analysing the feasibility of setting up European sector councils on employment and skills. Other prominent issues included the health effects of restructuring and effects, as well as proactive management of restructuring in different sectors.

Mutual learning in the policy area of social protection and social inclusion

Mutual learning on social protection and social inclusion policies takes the form of peer reviews and a variety of activities following a call for proposals. The aim of each peer review exercise is to evaluate a specific policy issue, to see if it is effective in a national context, to establish its contribution to EU objectives, to uncover any flaws — notably by learning from ‘good practices’ in other countries — and to determine whether it could be effectively transferred to other Member States.

In 2013, PROGRESS supported five peer reviews on social protection and social inclusion policies, with a total participation of 24 Member States plus Norway (see Table 3). The issues covered by SPSI peer reviews in 2013 included the right to retirement pension information, the reform of care services, and the use of migration policies for professional long-term care, social entrepreneurship and the prevention of homelessness.

Table 3: Participation of Member States in the social protection and social inclusion peer reviews in 2013

| Number of participations in peer reviews | | | | Hosting countries |
|--|---|--|---------|--|
| 1 | 2 | 3 | 4 | |
| Cyprus, Italy, Ireland, Norway, Poland, Slovakia | Austria, Bulgaria, Czech Republic, Finland, France, Germany, Greece, Hungary, Lithuania, Netherlands, Spain, Sweden | Belgium, Croatia, Slovenia, United Kingdom | Romania | Spain Sweden Germany Croatia Denmark |

Source: “Overview of peer reviews in 2013” available at <http://ec.europa.eu/social/main.jsp?catId=1024&intPagelD=1860&langId=en&preview=chJldmld0VtcGxQb3JOYWwhMjAxMjAyMTU=>

In comparison with the previous years, the number of peer reviews on SPSI issues decreased from an average of 8 peer reviews in the period 2007–2011 to 4–5 in 2012–2013. In terms of country participation, there was a similar decreasing tendency: countries were very active in the period 2007–2009, with an average participation rate of 3–4 peer reviews per country, while in the period 2010–2013 the average participation rate was 2 peer reviews per country. Although the total number of participating countries remained the same, their combined attendance decreased. During the whole PROGRESS period recurrent issues for peer reviews were different aspects of pension provision, expanding care needs, especially long-term care, integration of vulnerable groups, homelessness and poverty.

A peer review **“Filling the gap in long-term professional care through systematic migration policies”**, held in Germany on 23–24 October 2013, addressed the issue of increasing demand for healthcare professionals due to ageing populations across Europe. Although mobility within the EU is one method of meeting increased demand, it can drain other Member States of much-needed staff. Germany is therefore recruiting and training non-EU migrants, and it provided the opportunity for peer countries – Belgium, Croatia, Greece, Hungary, Poland, Romania, Slovakia, Slovenia, Spain and Sweden – to explore this approach.⁽⁵⁾

(5) More detailed information is available at: <http://ec.europa.eu/social/main.jsp?catId=1024&langId=en&newsId=1889&furtherNews=yes>

In the policy area of social protection and social inclusion, PROGRESS funded projects under the Call for Proposals for actions related to the development of pension modelling and for support for mutual learning in national pension reform processes. The major aim of the projects funded in 2013 under this call was to support Member State authorities in developing their capacity for monitoring and modelling trends in their pension systems and for designing and modelling reforms aimed at strengthening

the adequacy, sustainability and safety of pension systems. Supported projects could implement the following activities: build administrative datasets and models; organise national debates and preparatory work on reforms of public pension schemes; and develop policies to enhance the contribution of complementary savings to adequate pensions.

The main purpose of the project **“Development of a national pension model for policymaking purposes”** implemented in **Romania** is to create a robust tool for modelling the Romanian pension system. The action aims to develop a model for long-term projections of public pension expenditures (old age, early and partial early retirement, disability and survivors) and expenditures for social insurance benefits (sickness, maternity, unemployment etc.). Such model will significantly increase the capacity for monitoring trends in the Romanian pension system and provide a solid basis for evidence-based decisions and analysis in the pension area. As an integral part of the work, a detailed analysis of available data sources will be carried out. Missing and incomplete data will be identified and a strategy to circumvent potential data problems will be defined.

In the area of social protection and social inclusion, PROGRESS also supported projects promoting innovative policies to support healthy, active and dignified ageing and raise the effectiveness and efficiency of spending on social, health and long-term care services and benefits. Projects supported under this call focused on different stages of policy development ranging from the identification of potential benefits of healthy and active ageing for sustainable social protection and social cohesion in ageing societies to the design of new policies, their implementation and evaluation. Particular attention was paid to specifically vulnerable social groups and to parts of the EU where poor health is most prevalent (as assessed by measures such as healthy life expectancy) and where many people are at risk of not receiving appropriate care for a life in dignity.

The project **“Mens sana in corpore sano: policies and instruments for healthy, dignified and active ageing of elderly women”** was implemented in Italy in 2011–2013. The major purpose of this initiative was to examine the effects of ageing in greater detail from a female perspective, in order to enable guidelines to be drawn up with a view to developing strategies for women’s active and dignified ageing. The project has set up a National Working Table, which is attended – in addition to the central government involved – by the coordinating organisations from the regions, social partners, universities and non-profit organisations. The role of this Table is to draft guidelines and policy recommendations to address strategies to support active ageing of elderly women. The work of the table consists of a set of activities aiming to prepare and support drafting of the guidelines: 1) research activities, based on review of the existing literature on gender differences in old age and on different aspects/problems having an impact on women and men from the perspective of active ageing; 2) activities addressed to target groups: moving from the main findings of the research activity, two pilot initiatives were carried out: a) the first activity targeted women from the age of 55 to 65/70. A survey was carried out to investigate the main obstacles in prolonging the age of employment for women and to find out the specific needs of older women in the workplace; b) The second activity targeted elderly women over 70. The main objective was to design a “community centre/social hub” which deals with different aspects related to psycho-physical wellbeing.

In 2013, PROGRESS provided assistance to Member States, the EFTA countries, the candidate countries and the pre-candidate countries with the aim of promoting social policy experimentation as a source of innovation regarding policy issues falling within the open method of coordination applied in the area of social protection and social inclusion (the social OMC). In total, 29 (as compared to 17 last year) social experimentation projects were carried out/continued their activities between 1 January and 31 December 2013. Of participating PROGRESS countries 25 took part in the activities (compared to 23 in 2012).

The projects, which were awarded action grants, aimed to contribute to developing and testing socially innovative approaches to achieving EU policy priorities in the area of social protection and social inclusion. The projects that finished or were ongoing in 2013 can be classified into three waves according to three different calls for proposals, which were issued in 2010, 2011 and 2012. Although in many ways similar, the three calls focused on different thematic areas in the field of social protection and social inclusion. The call issued in 2010 (*the first wave*) aimed to support projects working in the thematic areas such as active inclusion, housing exclusion and homelessness, child poverty and social inclusion of migrants. In the framework of this call, the Commission also welcomed innovative projects related to the transition from institutional care to community-based alternatives (deinstitutionalisation) in respect of the elderly, children and persons with disabilities, including persons with mental health problems. Particular attention was paid to projects with a focus on the social inclusion of young people.

The projects funded in *the second wave* (the call issued in 2011) were invited to focus on one of the following themes: (1) social inclusion of vulnerable groups, such as Roma people, migrants and their descendants, homeless and young people; (2) quality of childcare services, which have great impacts on child well-being, but also on gender equality, poverty in jobless households, employment rates, birth rates and on long term sustainable development by supporting the development of human potential; (3) active and healthy ageing, which depends on various factors, such as life habits, working conditions or urban policies and represents a major condition in order to extend working lives and to reduce social protection expenditures; and (4) transition from education to work for the youth, taking into account that only a multidimensional policy approach combining actions on the education framework, the labour market and families can be successful.

The call issued in 2012 (*the third wave*) asked those applying for EU funding to consider in particular the following themes: (1) promotion of youth activation measures to tackle and prevent youth unemployment and exclusion, in particular for young people facing multiple barriers to labour market entry;

(2) provision of quality childcare services; and (3) promotion of active and healthy ageing. Although these priority areas were identified, the funding could also be provided to projects focusing on other relevant issues within the context of employment and social policies.

The new Programme for Employment and Social Innovation (EaSI) will have a specific focus on fostering social policy innovation and therefore the level of support will be increased in line with the objectives set out in the 2013 Commission's Social Investment Package (SIP). The SIP guides Member States in the modernisation and optimisation of European welfare systems based on a social investment approach. The Package stresses the need to embed social innovation in policy-making and connect it to social priorities. Social

policy innovation plays a role in finding new ways of supporting evidence based innovative reforms that really work and improve efficiency and effectiveness. 48.4% of stakeholders who responded to the PROGRESS Annual Survey 2013 agreed that more effort should be put into testing social and labour market policy innovations and building capacity to design and implement social policy innovation, while almost 30% of respondents said that substantially more effort is needed.

Table 4 lists the social policy experimentation projects carried out in three waves since 2010. It provides a complete list of the projects supported under the indicated calls in 2013, i.e. it includes both ongoing and concluded projects (coloured in light orange). Where available, hyperlinks to the official websites of the action grants are provided.

Table 4: Social policy experimentation projects funded in three waves since 2010

| COLI reference | Project title |
|--|---|
| Wave of 2010 (Call VP/2010/007) | |
| VS/2011/0160 | Social innovation and mutual learning on micro-savings in Europe |
| VS/2011/0161 | Turning words into action: enabling the rights and inclusion of children with intellectual disabilities in Europe |
| VS/2011/0162 | Alzheimer: Tremplin intergénérationnel d'Insertion Sociale et Professionnelle |
| VS/2011/0163 | Age – Work – Balance: Balanced approaches for an ageing workforce in metropolitan areas |
| VS/2011/0164 | Teleinclusion community – TinCom |
| VS/2011/0165 | "Puzzle" – Mental illness and wellbeing, keeping together pieces of life |
| VS/2011/0166 | Local strategies for active inclusion of young people |
| VS/2011/0167 | Social innovation park. A new European infrastructure for designing and piloting new solutions to emerging social needs |
| VS/2011/0169 | Housing First Europe (HFE) |
| VS/2011/0170 | Promoting social inclusion of young people in marginalised rural communities |
| VS/2011/0171 | Adult life entry network (ALEN): empowerment and activation of young people in disadvantaged situations |
| VS/2011/0172 | Volunteering for social inclusion (VSI) – young unaccompanied migrants empowered for volunteer work |
| VS/2011/0173 | Social business in progress |
| VS/2011/0174 | Autism 112 |
| VS/2011/0175 | Incubator of self-employment of young unemployed |
| VS/2011/0176 | Project ARS |
| Wave of 2011 (Call VP/2011/009) | |
| VS/2012/0342 | Door-to-door social inclusion in a multi-ethnic problem district: a cluster randomised trial |
| VS/2012/0343 | Mentoring Excluded Groups and Networks (MEGAN) |
| VS/2012/0344 | Insertion professionnelle des jeunes en zones urbaines défavorisées: évaluation d'une action pilote |
| VS/2012/0345 | Evaluating an Intervention for Pupils Excluded from School |
| VS/2012/0346 | AGES 2.0: Activating and Guiding the Engagement of Seniors through social media |
| VS/2012/0347 | Insertion professionnelle pour les jeunes diplômés (IPJD) |
| VS/2012/0348 | Engaging Migrant Parents and Children – Raising achievement in Children's Centres and Schools (EMPAC) |
| VS/2012/0505 | Investing in the early years of children promoting social innovation and Roma integration |

| Wave of 2012 (Call VP/2012/007) | |
|---------------------------------|--|
| VS/2013/0249 | Mobiliza't-Mobile |
| VS/2013/0250 | Fostering Intergenerational Entrepreneurship |
| VS/2013/0251 | WORKAGE: Active Ageing through Work Ability |
| VS/2013/0252 | ESPY: Experimentation on Social Policy for Youth |
| VS/2013/0253 | iCare4U – a social policy experiment in motivational strategies towards citizens |

| |
|----------------------------|
| Projects concluded in 2013 |
| Ongoing projects |

Source: European Commission.

The projects selected in the three waves, although different to some extent in thematic focus, all aimed to carry out similar methodological activities, i.e. social experiments, which were intended to (a) provide innovative answers to social needs; (b) initially be undertaken on a small scale owing to existing uncertainty as to their impact; (c) be implemented in conditions which ensure the possibility of measuring their impact; and (d) be repeated on a wider scale if the results proved convincing. In 2013, PROGRESS-supported projects addressed issues such as promoting savings among low-income and poor people, inclusion of children with intellectual disabilities, integration of long-term unemployed people over 50 into the labour market, fostering intergenerational entrepreneurship, etc.

In addition, several of the social experimentation projects focused on inclusion of young people in the

labour market and local communities. For example, one project explored migrant volunteering as a pathway to social inclusion, targeting young unaccompanied asylum seekers in transition between the institutional care of the asylum system to life in local communities when granted refugee status or subsidiary protection. Another prominent topic among the social experimentation projects funded in 2013 was social inclusion of people with mental disabilities. One of the projects in this domain aimed to improve the capacity of a service supporting persons with mental illness to put and keep together the pieces of their lives into a coherent and healthier frame, supporting them towards a normality of life far from hospitalisation. To this end, the project has built a formalised model of cooperation between services and actors (mentally ill people) able to take into consideration and valorise the specificities of each context and of the specific skills of the actors involved.

A social policy experimentation project with the title “**Evaluating an Intervention for Pupils Excluded from School**” is being carried out in London. It reacts to a specific social problem, also common in other EU Member States: in 2010/11 about 6.5% of pupils in England who were in the last two years of compulsory education (years 10 and 11) experienced one or more fixed periods of school exclusions for disciplinary reasons. These pupils are at a greatly increased risk of failing GCSE examinations, not being in employment, education or training (NEET) at ages 16–24, and having criminal convictions as adolescents or young adults. This project will evaluate the effectiveness of a specific intervention. The intervention, chosen on the basis of evidence demonstrating positive effects, an explicit theory of change, and a strong implementation plan, targets a number of core risk factors including poor academic skills, behaviour problems and/or a dysfunctional family environment. To evaluate the effectiveness of the intervention, a randomised controlled field experiment for Year 10 and 11 pupils who are subject to fixed-term exclusion (‘suspension’) from school during the 2012/13 academic year in Greater London will be carried out. Pupils excluded from school will be randomly allocated to treatment conditions. Participants will be followed for at least 2 years after the intervention. This social policy experimentation project is the research component of a collaborative initiative between the Greater London Authority (GLA) and the University of Cambridge. The GLA will be responsible for the oversight of the intervention component, which will be financed using European Social Fund investment.

- *Mutual learning in the policy area of non-discrimination*

Mutual learning on non-discrimination policy issues comprises good practice exchange seminars, legal seminars for the judiciary, legal and policy practitioners, as well as national projects funded through action grants. In 2013, PROGRESS supported information sharing and learning among legal and policy practitioners in the Member States through seminars on legal issues, organised by the Academy of European Law in Trier (Germany). As in the previous years, 10 legal seminars were held in the area of non-discrimination, which focused on the application of EU Anti-Discrimination Law, EU Disability Law and the UN Convention on Rights of Persons with Disabilities.⁽⁶⁾

PROGRESS also funded projects related to national activities aiming at combating discrimination and promoting equality through action grant support to beneficiaries across the EU and EEA-EFTA states, as well as candidate and pre-candidate countries. The main objective of this action was to support national authorities in charge of equality and non-discrimination of PROGRESS participating countries in: (a) developing their national policy to combat discrimination and promote equality beyond legislation; (b) fostering the dissemination of information on EU and national policy and legislation in the non-discrimination field; (c) identifying best practices that could be transferable to other participating countries. To be eligible for funding, projects had to tackle at least one of the following five grounds of discrimination: race and ethnic origin; disability; age; religion or belief; and sexual orientation. Overall, almost EUR 4.6 million was disbursed to support the projects (in comparison, EUR 4.4 million was the amount disbursed by the previous similar call). Most of these national activities last for more than a year. Therefore, only some of them were finalised in 2013.

In August 2013, Society Integration Foundation (Latvia) in co-operation with the Latvian Centre for Human Rights and the Latvian Judicial Training Centre started to implement the project **“Different people, various experiences, one Latvia”**. The aim of the project is to identify innovative approaches and dissemination of good practice to promote anti-discrimination and equality principles in Latvia, with particular attention devoted to raising awareness about non-discrimination principles among professionals and society as a whole. Among other things, the project will carry out activities aiming to raise awareness about non-discrimination principles regarding Roma and supporting their integration into society. In relation to this, round table discussions will be held to strengthen Roma integration in the field of education. Two good practice exchange trips will be organised in order to elaborate the guidance of best practice in Latvia and other EU Member States. The first *Round table discussion to strengthen Roma integration in the field of education* was held in Limbaži on 17 December 2013 with the aim to discover and share good practice regarding Roma integration into Latvian society.

- *Mutual learning in the policy area of gender equality*

In the policy area of gender equality PROGRESS funded exchanges of good practice, legal seminars for legal and policy practitioners, and national projects through grant agreements. In 2013, three exchanges of good practice on gender equality issues were held. They focused on the issues of measures to fight violence against women, equal pay and reconciliation of work and family life. As in the previous years, the issues were in line with the key priority areas listed in the Commission’s Communication “A Strengthened Commitment to Equality between Women and Men: A Women’s Charter” and the Strategy for Equality between Women and Men 2010–2015. Both new and old EU Member States were equally involved in the seminars, and the candidate countries were also active (see Table 5). A similar tendency of participation was visible during the whole PROGRESS period.

(6) More detailed information is available at: <http://www.era-comm.eu/anti-discrim/home.html>

Table 5: Participation of Member States in good practice exchange seminars on gender equality in 2013

| Number of participations in good practice exchange seminars | | | Hosting countries |
|--|--|----------------------------|----------------------------|
| 1 | 2 | 3 | |
| Austria, Czech Republic, Former Yugoslav Republic of Macedonia, Germany, Ireland, Italy, Malta, Norway, Poland, Sweden, United Kingdom | Cyprus, Estonia, Finland, France, Germany, Greece, Latvia, Lithuania, Luxembourg, Poland, Portugal, Romania, Slovakia, Spain | Belgium, Croatia Serbia | Spain Estonia France |

Source: "Exchange of good practice" http://ec.europa.eu/justice/gender-equality/other-institutions/good-practices/index_en.htm

Furthermore, in 2013, four legal seminars on EU Gender Equality Law were held by the Academy of European Law in Trier (Germany). A series of legal seminars on gender equality have been an annual activity of the programme since 2009. Their aim was to enhance in-depth knowledge of EU law and contribute to its better application and enforcement in the national courts.

A series of **seminars on EU gender equality law** addressed specific training needs of different target groups: members of the judiciary (judges, prosecutors and advisors), legal practitioners (lawyers in private practice, from trade unions or employers' associations, NGOs, labour inspectorates or equality bodies) and scholars (university professors and law lecturers). The seminars provided regular overview of the content of the gender equality directives as interpreted by the European Court of Justice in its large case law on topics such as equal treatment in employment and occupation, health protection in the context of maternity, parental leave, access to goods and services, etc.⁽⁷⁾

(7) More detailed information is available at www.era.int

1.1.2. Information, communication and networking

Core challenges for PROGRESS in effective information sharing and learning are (1) enhancing the Commission's communication with relevant stakeholders and with the wider public and (2) helping stakeholders to work as multipliers of information. Efforts to bridge the "communication gap" between the EU and its citizens and to increase awareness of the wider public and stakeholders about EU policies and legislation have been made through PROGRESS

supported large-scale communication campaigns, which included 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.

In 2013, PROGRESS funded a few large-scale awareness raising activities in the form of communication campaigns. Examples of such campaigns are the "Youth on the move" campaign in the field of employment and the "Gender Pay Gap (GPG) campaign in the field of gender equality.

"Youth on the Move" (YoM) is a comprehensive package of policy initiatives on education and employment for young people in Europe. Launched in 2010, it is part of the Europe 2020 strategy for smart, sustainable and inclusive growth. The main goal of the YoM information campaign is to engage young people in open dialogue on mobility experiences with their peers, stakeholders and mobility prescribers. YoM achieves this by organising large-scale events in European capitals. The events are created as 2- or 3-day festivals that gather together associations and organisations active in mobility. Performance artists, debate leaders and other main actors involved in mobility issues at European and national levels are also important participants. Such events are often accompanied by music, dance and other artistic performances.

As part of the **Gender Pay Gap (GPG) campaign**, launched in 2009, the third European Equal Pay Day (EPPD) took place on 28 February 2013. This annual EU-wide day aimed to raise awareness of the pay gap between women and men in the different EU Member States and encourage action to close it. On this occasion, DG Justice published a brochure "Tackling the gender pay gap in the European Union", including information on the issue,

updated statistics, Commission actions, and examples of national good practices on how to tackle it. Finally, the “Business Forum”, linked to a new initiative “Equality Pays Off”, was organised on 21 March 2013 in Brussels as a platform for knowledge exchange of up to 180 companies and stakeholders from all Europe of actions aiming to foster gender equality in employment.

1.1.3. Exchange of good practice (reports)

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. For example, in 2013 the publication “Chemicals at work – a new labelling system. Guidance to help employers and workers to manage the transition to the new classification, labelling and packaging system” was indicated as one of the most helpful publications in the policy area of working conditions (it was helpful to 72% of the respondents).

For a comprehensive list of outputs produced in 2013 please refer to Annex 2.

1.1.4. PROGRESS-related pages on Europa.eu website

One of the major means to disseminate the PROGRESS-funded outputs, to inform about the events and news related to the programme as well as to ensure on-line access to the PROGRESS-supported databases is Europa.eu website. 94.4% of respondents to the Annual Survey 2013 confirmed that they relied on the European Commission website

in order to learn about the policy evidence outputs produced by the programme. By making the outputs easily accessible on-line, the Europa.eu website contributes significantly to effective information sharing and learning among the stakeholders. Website monitoring statistics is also one of the major sources enabling to indicate the outputs produced by the programme found to be the most useful by the stakeholders. For instance, as mentioned further in the report, European Vacancy Monitor and European Job Mobility Bulletin were both best-regarded outputs by the surveyed stakeholders as well as the most downloaded outputs in the area of employment. In the area of social protection and social inclusion the well-regarded and most downloaded output was the publication “Investing in Social Europe.”

The Table below summarises statistics on the use of the PROGRESS-related pages of the Europa website, including number of visits and unique visitors, per cent of new visits, bounce rate, pages viewed during one visit and average duration of the visit. Several conclusions can be drawn from this data. Overall, the number of visits increased for all PROGRESS-related pages from 2012 to 2013. On average, 35-45% of visitors were new, while 55-65% of them were recurrent, i.e. returning to the website more than once. Around 30-40% of visitors left the site from the entrance page without further interacting with the page (bounce rate). However, this rate is much lower for the main PROGRESS website than for other PROGRESS-related pages. This might suggest that the main website was better known and often used as a gateway to reach other PROGRESS-related information. Analysis of a typical individual visit shows that an average visitor spent 6-9 minutes on the website and during that time visited 5-9 separate pages.

Table 6: Website statistics on the visits to PROGRESS-related pages on Europa.eu

| URL | Visits (unique visitors) | | % of new visits | | Bounce rate ⁽⁸⁾ | | Pages per visit | | Average visit duration (min.) | |
|---|--------------------------|--------------------|-----------------|-------|----------------------------|-------|-----------------|------|-------------------------------|-------|
| | 2012 | 2013 | 2012 | 2013 | 2012 | 2013 | 2012 | 2013 | 2012 | 2013 |
| PROGRESS programme 2007–2013 (all sub-sections) | 61 028 (45 548) | 77 705 (57 337) | 36.68 | 39.87 | 13.68 | 17.25 | 9.17 | 8.43 | 08:43 | 08:07 |
| Peer Reviews in social protection and social inclusion ⁽⁹⁾ | 770 (372) | 8 243 (5 161) | 17.18 | 33.20 | 13.44 | 32.24 | 11.49 | 7.17 | 13:34 | 07:17 |
| Network of independent experts on social inclusion ⁽¹⁰⁾ | 561 (345) | 5 794 (4 093) | 16.08 | 31.13 | 15.72 | 28.39 | 14.25 | 9.21 | 17:52 | 09:00 |
| Mutual Learning Programme | - | 7 666 (5 751) | - | 39.04 | - | 35.52 | - | 7.14 | - | 07:29 |
| Public employment services | 19 748 (13 762) | 31 313 (24 209) | 40.01 | 45.64 | 31.44 | 37.64 | 7.06 | 6.60 | 08:09 | 06:55 |
| Monitoring the job market | 13 985 (11 769) | 16 671 (14 571) | 42.29 | 51.59 | 40.97 | 44.06 | 6.39 | 5.4 | 07:16 | 05:46 |
| European Skills, Competences, Qualifications and Occupations (ESCO) | - | 13 510 (11 403) | - | 48.44 | - | 42.55 | - | 5.3 | - | 06:00 |

Source: European Commission.

(8) Bounce Rate is the percentage of single-page visits (i.e. visits in which the person left the site from the entrance page without interacting with the page).

(9) Please note that this website was only launched in 2012. This explains the low numbers for 2012.

(10) Please note that this website was only launched in 2012. This explains the low numbers for 2012.

As the website monitoring reports indicate, visitors from Italy, Spain, Belgium, Germany and France (in this order) were the most active both in 2012 and 2013. Notably, Turkey was the only non-Member State among the ten most active countries. Around 2 500 visitors originated from this country each year. English version of the website was used the most, followed by the Italian, Spanish and French versions. The main source of the visitors was Google search engine, followed by direct visits and referrals from other parts of Europa.eu.

1.2. Performance measures

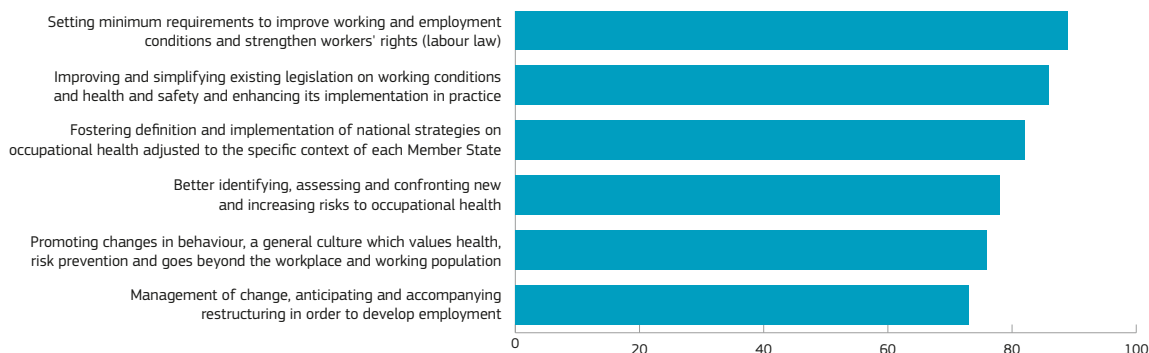
Effective information sharing and learning is comprised of both effective dissemination of information (one-way communication) and mutual learning (two-way communication). In particular, the former type of communication enhances the Commission's contact with relevant stakeholders, as well as with the wider public, creating better understanding and promoting awareness of EU employment and social issues within society. The latter type of communication concerns exchange of information among Member States about each other's policies and is also conducive to creating greater awareness and understanding of both EU and national employment and social policies. Further in this section, the programme's performance against three pre-defined performance measures is discussed.

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

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

In the area of working conditions, respondents to the Annual survey are most familiar with two issues: setting minimum requirements to improve working and employment conditions and strengthen workers' rights (89% are familiar) and improving and simplifying existing legislation on working conditions and health and safety at work and enhancing its implementation in practice (86% are familiar). These two issues remained the most familiar throughout the whole PROGRESS period. The least recognised issue is the management of change, anticipating and accompanying restructuring in order to develop employment. However, the share of respondents who are very familiar with this issue increased from 8% in 2011 to 9.3% in 2013.

Chart 1: Share of respondents who are familiar (including very familiar, familiar and rather familiar) with specific policy issues in the area of working conditions (%)

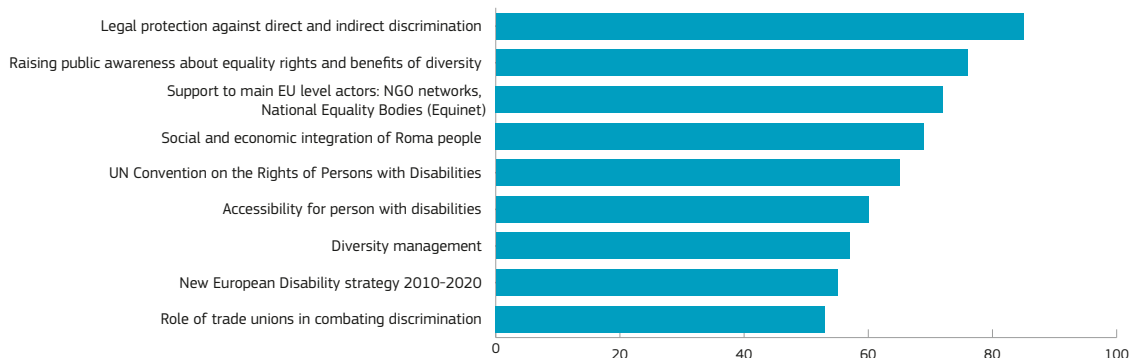


Source: PROGRESS Annual survey 2013.

In the area of non-discrimination, respondents are most familiar with legal protection against direct and indirect discrimination (85 % are familiar). This issue remained the most familiar throughout the whole operating period of the programme. The role of trade unions in combating discrimination, as in the previous years, remained the least familiar issue in this policy area, while the share of respondents who are very

familiar with this issue increased slightly from 13.8 % in 2012 to 14.1 % in 2013. There was a tendency of gradually increasing awareness on social and economic integration of the Roma people. It was the least familiar issue in 2011, while in 2013 its familiarity is above average. The share of respondents who are very familiar with it increased from 15 % in 2011 to almost 19 % in 2012 and 20 % in 2013.

Chart 2: Share of respondents who are familiar (including very familiar, familiar and rather familiar) with specific policy issues in the area of non-discrimination (%)

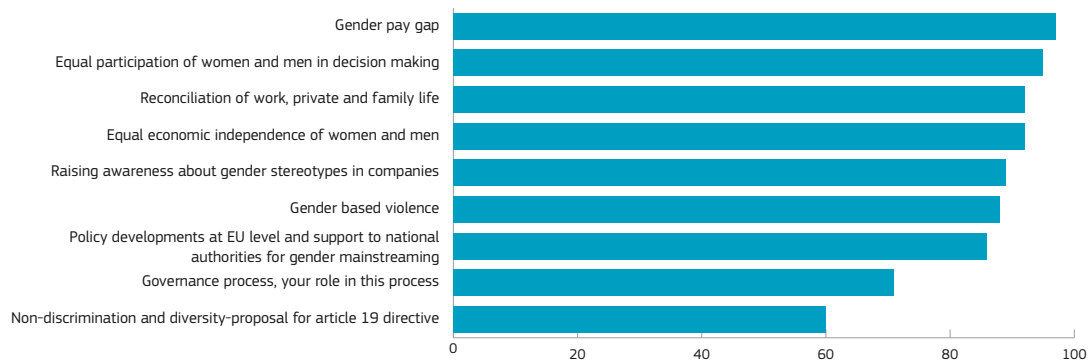


Source: PROGRESS Annual survey 2013.

In the area of gender equality, the respondents are most familiar with the gender pay gap (97% are familiar) and equal participation of women and men in decision-making (95% are familiar). Again, these two issues were the most familiar in the previous year as well, while the share of respondents who are very familiar with these issues increased by 2%

and 1% accordingly. It might be concluded that the Gender Pay Gap campaign and multiple PROGRESS-funded outputs on the issue of women in decision-making, as well as the political commitment of the Commission to improve the representation of women on boards of publicly listed companies, have contributed to a high level of familiarity with these issues.

Chart 3: Share of the respondents who are familiar (including very familiar, familiar and rather familiar) with specific policy issues in the area of equality between women and men



Source: PROGRESS Annual survey 2013.

To summarise, the most and least familiar issues in the policy areas described above stayed the same as in 2012 and 2011. However, the respondents seem to be more familiar with most of the issues in 2013 than in the previous years.

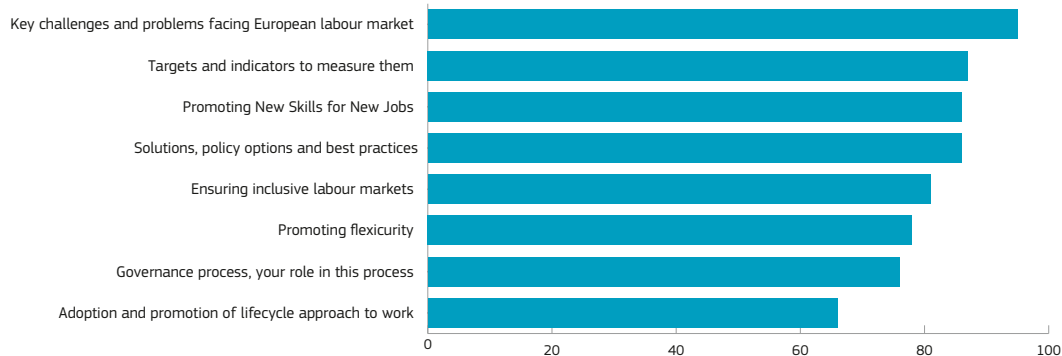
1.2.2. Greater awareness of policy- and decision-makers, social partners and NGOs regarding EU objectives and policies in relation to PROGRESS policy areas

In general, awareness of stakeholders regarding EU objectives and policies in relation to PROGRESS policy areas is high, awareness on employment policy issues being slightly higher than that on social

policy issues. Awareness of the survey respondents of some specific issues in relevant policy areas is presented below.

In the area of employment, the most familiar issue in 2013 was the key challenges and problems facing the European labour market (95% are familiar to various extents). This issue remained the most familiar since 2010, with a gradually increasing awareness. Except for this issue, general awareness of the other issues included in the survey declined, in comparison with the previous year. The least familiar issue in 2013, as well as in the previous years, was the adoption and promotion of the lifecycle approach to work, with the general awareness of respondents decreasing from 74% in 2012 to 66% in 2013.

Chart 4: Share of respondents who are familiar (including very familiar, familiar and rather familiar) with specific policy issues in the area of employment

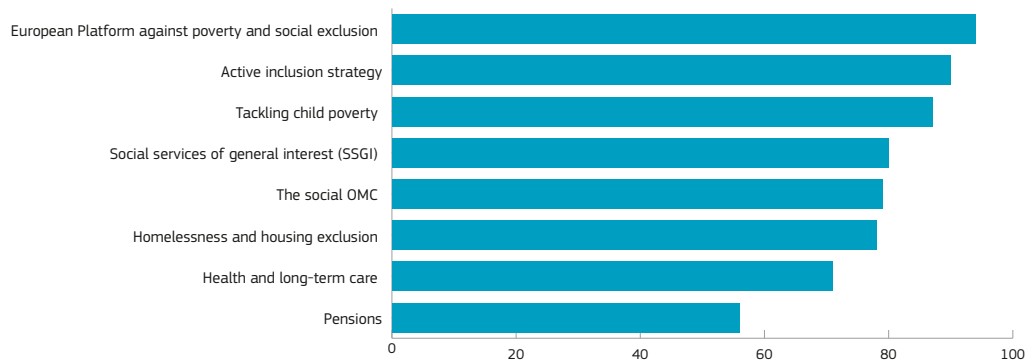


Source: PROGRESS Annual survey 2013.

In the area of social protection and social inclusion, the most familiar issue to the stakeholders was the European Platform against Poverty and Social Exclusion, with a notable increase in the awareness from 86% in 2012 to 94% in 2013. Active inclusion strategy remained the second most familiar issue with a slight increase in awareness

of 1%. A notable increase in awareness was on the issue of tackling child poverty, from 74% in 2012 to 87% in 2013 (+13%). The least familiar issue in 2013 was pensions, and its awareness among respondents decreased by 7%. The awareness of the other issues increased from 1–4%, in comparison with 2012.

Chart 5: Share of respondents who are familiar (including very familiar, familiar and rather familiar) with specific policy issues in the area of social protection and social inclusion



Source: PROGRESS Annual survey 2013.

The contribution of PROGRESS to awareness raising was widely acknowledged by the participants in PROGRESS-funded events. As in the previous year, the vast majority (92%) of participants who responded to the Annual survey confirmed that the PROGRESS-funded

events contributed to the development of a shared understanding of common EU challenges and objectives among national policy and decision-makers. The share of such respondents was increasing slightly in the period 2010–2013 (see Table 7).

Table 7: Share of respondents saying that PROGRESS-funded events contributed to the development of a shared understanding of common EU challenges and objectives (%)

| 2010 | 2011 | 2012 | 2013 |
|------|------|------|------|
| 89 | 90 | 92 | 92 |

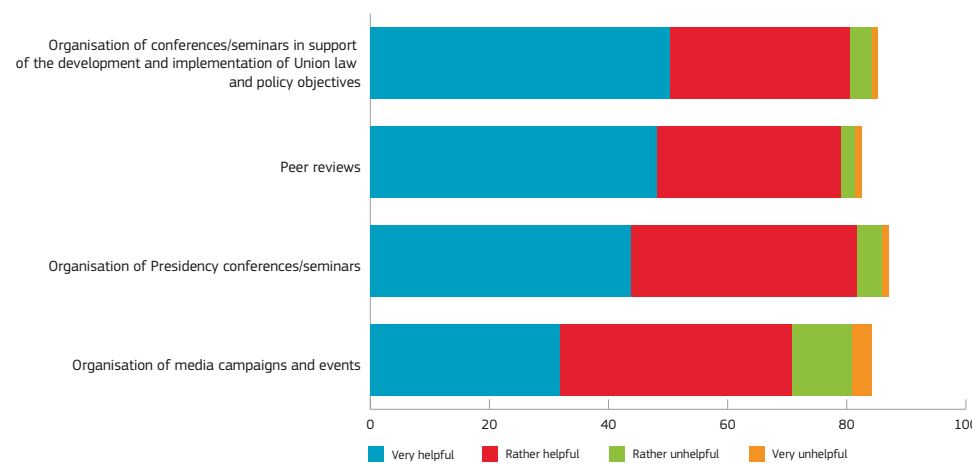
Source: PROGRESS Annual surveys 2010–2013

1.2.3. Satisfaction of clients with information

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 2013. 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 6).

Chart 6: Share of respondents stating that activities funded by PROGRESS were responsive to their needs and useful for policymaking or policy advocacy (%)

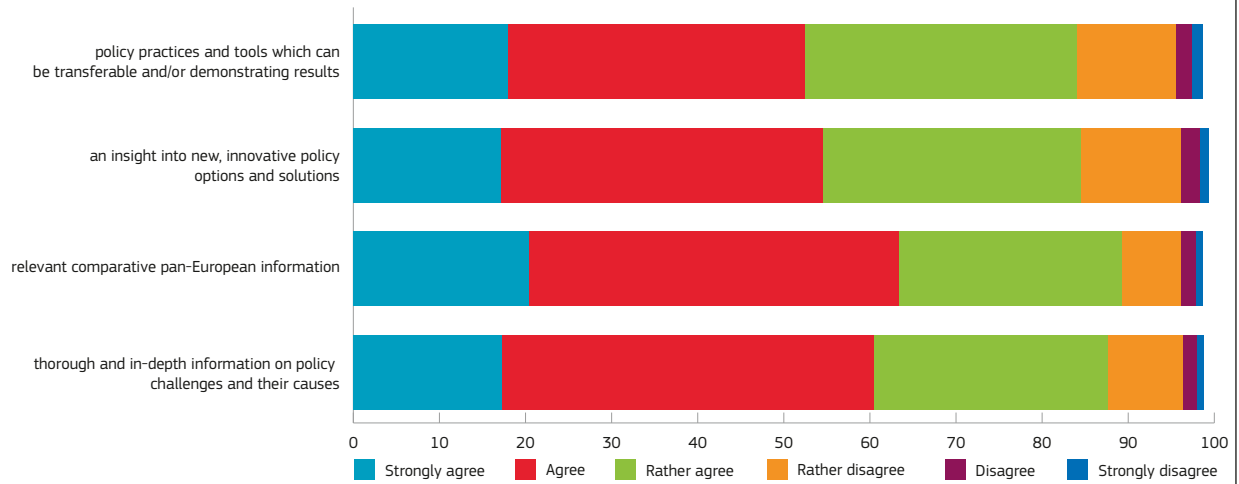


Source: PROGRESS Annual survey 2013.

PROGRESS-funded events were useful to the participants in several ways. As the results obtained in the survey indicate, the events organised under the PROGRESS programme have widely 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 (88% agreed with this statement) and an insight into new, innovative policy options and solutions (85% agreed) by participating in the

PROGRESS-funded events (see Chart 7). As for the contribution of PROGRESS to policy solutions and implementation, a majority of respondents (84%) noted that by participating in the events they increased awareness of policy practices and tools that can be transferable and/or demonstrating results, and learned about relevant comparative pan-European information (89%). In comparison with the previous years, the results vary only slightly (+/-1–2%).

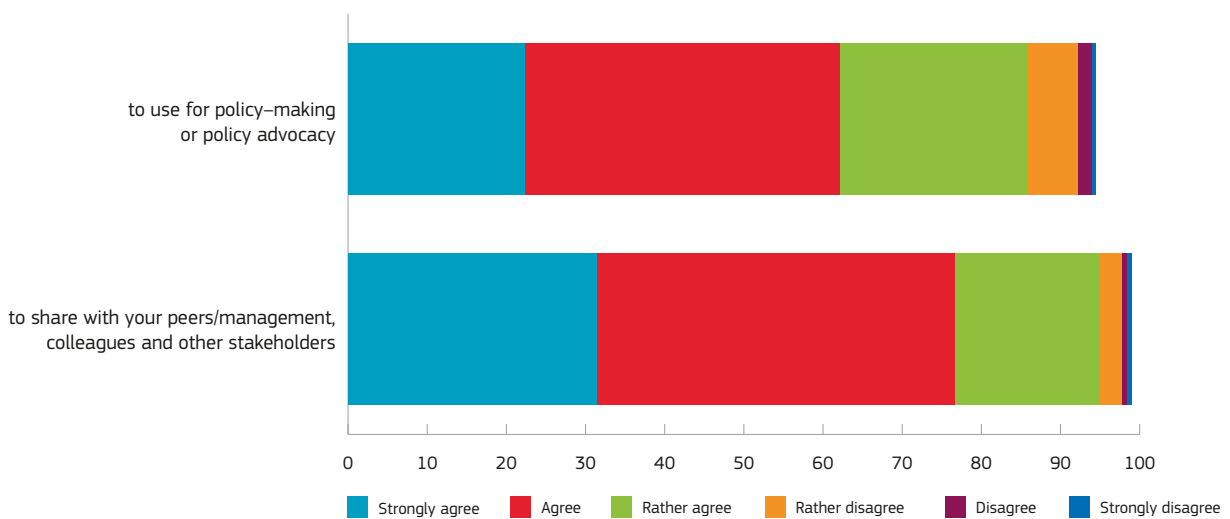
Chart 7: Knowledge acquired by participating in the event was useful because it offered (%):



Source: PROGRESS Annual survey 2013.

Over 86 % of the responding stakeholders intended to use acquired knowledge for policymaking or policy advocacy, while 95 % intended to share the obtained knowledge with peers/management, colleagues and other stakeholders (see chart 8).

Chart 8: Respondents who participated in the events intend to use their knowledge (%):



Source: PROGRESS Annual survey 2013.

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

PROGRESS aims to ensure that EU policies and legislation are based on evidence and, thus, are relevant to the needs of the Member States. With this aim in mind, the programme contributes to maintaining and developing a robust evidence base, which would feed into the preparation of EU social and employment policies and legislation. The key expected benefit of such evidence-based policy-making is a better quality of policy and legislation.

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 (e.g. European employment strategy, EES), as well as used for developing new legislative initiatives. Furthermore, evidence is essential for appraising the likely effects of policy changes and enabling policymakers to choose between different policy options. Finally, reliable information and robust analysis help policymakers to demonstrate the links between strategic direction, intended outcomes and policy objectives. They help with understanding new problems and designing long-term, innovative and effective strategies and actual policies for dealing with identified problems.

2.1. Summary of activities and outputs

Activities under the heading “Evidenced-based policies” comprised the second largest funding item at the beginning of the programme and the third funding item at the end, with the share of its operational expenditure being 22% in 2008 and 18% in 2013. Among policy areas, evidence-based policy was a

priority in SPSI and employment, accounting for 30% and 25% respectively of their budget in 2013.

PROGRESS maintains and develops an evidence base necessary for EU employment, social and equality policies and legislation by financing three types of activities (and outputs):

- Policy advice, research and analysis (studies, reviews, thematic reports, etc.),
- Statistical tools, methods and common indicators (statistical databases, forecasting systems, taxonomies, opinion barometers, opinion polls, etc.),
- Assessment and monitoring reports on the implementation of EU laws or policies.

Policy evidence produced under the PROGRESS programme in 2013 included a broad range of new and already established outputs. They comprised 109 reports aimed at the development of appropriate statistical tools, methods and indicators, 216 reports aimed at providing policy advice, research and analysis, and 86 assessment and monitoring reports (see Table 8). As further elaborated in this report, the above-mentioned programme outputs addressed the most pressing EU policy issues in the fields of social affairs, employment and equality, such as labour market policy (e.g. increasing employment, supporting job creation and promoting a highly skilled workforce), social inclusion, demographic developments, pensions and occupational safety and health issues. Special attention is also paid this year to the evaluation of existing EU legislation, especially in the field of occupational safety and health.

Table 8: Number of evidence outputs produced during 2013

| Policy areas | Total | Employment | Social protection and inclusion | Working conditions | Non-discrimination | Gender equality |
|---|-------|------------|---------------------------------|--------------------|--------------------|-----------------|
| Performance indicators | | | | | | |
| Development of statistical tools, methods and common indicators | | | | | | |
| Number of reports or other products aimed at the development of appropriate statistical tools, methods and indicators, of which | 109 | 16 | 64 | 8 | 20 | 1 |
| <i>commissioned by the Commission</i> | 20 | 4 | 7 | 4 | 4 | 1 |
| <i>produced under grant agreements (*)</i> | 89 | 12 | 57 | 4 | 16 | 0** |
| Policy advice, research and analysis | | | | | | |
| Number of reports aimed at providing policy advice, research and analysis, of which | 216 | 58 | 85 | 13 | 52 | 8 |
| <i>commissioned by the Commission</i> | 45 | 18 | 7 | 6 | 6 | 8 |
| <i>produced under grant agreements (*)</i> | 171 | 40 | 78 | 7 | 46 | 0** |
| Monitoring/assessment reports | | | | | | |
| Number of monitoring and assessment reports on the implementation of EU laws or policies, of which | 83 | 17 | 44 | 10 | 9 | 3 |
| <i>commissioned by the Commission</i> | 18 | 4 | 3 | 6 | 2 | 3 |
| <i>produced under grant agreements (*)</i> | 65 | 13 | 41 | 4 | 7 | 0** |

(*) Please note that the provided number of outputs produced under grant agreements is the best estimate available.

(**) There were no active projects in the field of gender equality in 2013.

All evidence outputs were generated through three main sources: networks of experts, external studies (both commissioned by the Commission) and grant agreements. Throughout its operating period, PROGRESS funded a number of expert networks (see Table 9) which assisted the Commission in carrying out its tasks:

- Fact finding and evidence gathering,
- Reporting on the progress of Member States and specific policy aspects,
- Safeguarding the treaties,
- Reporting on the transposition of directives,
- Initiating legislative proposals,
- Monitoring and strengthening of gender mainstreaming.

Table 9: PROGRESS-supported networks of experts

| Policy area | PROGRESS-supported networks of experts | Role of the network |
|--------------------|---|--|
| Employment | The European Employment Observatory (EEO) | Regular collection of quantitative and qualitative information |
| | Mutual learning programme (MLP) | Expert (researchers and academics) analysis on labour market dynamics and challenges, identification of data gaps and good practices |
| | European network of experts in the labour mobility field (European Job Mobility Partnership/Laboratory) | |
| SPSI | MISSOC — the Mutual Information System on Social Protection | Regular collection of quantitative and qualitative information |
| | Analytical Support on the Socio-Economic Impact of Social Protection Reforms (ASISP) | Expert (academic) analysis, identification of data gaps, good practices and areas of difficulty |
| | Network of Independent Experts on Social Inclusion | |
| Working conditions | European Labour Law Network | Regular monitoring and development of the EU legislative instruments |
| Non-discrimination | European Network of Legal Experts in the Non-discrimination Field | Regular monitoring and development of the EU legislative instruments |
| | Academic Network of European Disability Experts (ANED) | Expert (academic) analysis, identification of data gaps, good practices and areas of difficulty |
| | Network of socioeconomic experts in the anti-discrimination field | |
| Gender equality | European Network of Legal Experts in the Field of Gender Equality | Regular monitoring and development of the EU legislative instruments |
| | European Network of Experts in the field of gender equality | Expert (academic) analysis, identification of data gaps, good practices and areas of difficulty |

2.1.1. Policy advice, research and analysis

The decision to generate new evidence comes through observation of policy trends and discussions of possible policy answers to be investigated. 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; they are able to answer very urgent national fact-finding, collection of data and analysis requests. Study service contractors, on the other hand, often specialise in a wider array of topics and are tasked with performing sophisticated quantitative/comparative analyses. Therefore, networks of experts and external contractors are complementary and useful to provide evidence-based policy responses.

2.1.2. Statistical tools, methods and common indicators

Throughout the whole operating period of the PROGRESS programme, the Commission granted a significant amount of funds to the development of appropriate statistical tools, methods and indicators, and the development of administrative datasets and models for labour market analysis across Europe. This category mainly contains outputs that are continuously developed over time, regularly updated and comparable across Europe, for example, the European Employment Observatory (EEO), the Web Tool for Evaluated Employment Services Practices (WEESP) and the “EU skills panorama”, the Mutual Information System on Social Protection (MISSOC), the Database on Men and Women in Decision-making, “DOTCOM: the Disability Online Tool of the Commission”, the Accidents at Work (ESAW) database and the database on transnational company agreements. Some data collection is delegated to EUROSTAT, for example, Labour Force Survey and Accidents at Work database.

European statistics on accidents at work (ESAW) is a database which covers EU-wide comparable data on all cases of accidents at work leading to an absence of more than three calendar days, as provided in the Framework Directive. Comparable data on work accidents are a prerequisite for monitoring trends in health and safety at work in the Union and for promoting accident prevention both at the EU level and the individual Member States. The goals are to provide data on high-risk groups and sectors and indicators on both the causes and the socio-economic costs of accidents at work. ESAW also aims to develop a methodology, which is as far as possible comparable with other international statistics, and to participate in the coordination of such work.⁽¹¹⁾

(11) More information is available at: https://osha.europa.eu/en/topics/osm/reports/european_system_004.stm

2.1.3. Monitoring/assessment reports

PROGRESS assisted the Commission in its commitment to regularly monitor and assess the implementation and impact of EU law and policy in the Member States by funding external studies aimed at analysing the implementation and application of EU law in the Member States, as well as networks of independent legal and policy experts representing the participating countries. This was done with the aim of encouraging the effective transfer of knowledge related to the implementation of EU law and policy in the PROGRESS policy fields to policy and decision-makers and other stakeholders.

In 2013, the major share of monitoring reports on the transposition of EU law was produced in the policy area of working conditions. A number of external studies provided high-quality comparative research and analysis, and allowed the Commission services to obtain a good overview of the transposal of certain OSH Directives into national law.

Three PROGRESS-supported networks of legal experts in the policy areas of non-discrimination, gender equality and working conditions provided the Commission with independent information on the transposition of EU directives into national law and their implementation. As in previous years, bi-annual European anti-discrimination law reviews and European gender equality law reviews provided an

overview of the latest developments in European law in the abovementioned areas, while thematic reports focused on specific issues.

Thematic report **“The evolution and impact of the case law of the Court of Justice of the European Union on Directives 2000/43/EC and 2000/78/EC”** produced by the European Network of Legal Experts in the Non-discrimination Field aims to describe and analyse how the CJEU has interpreted the provisions of the 2000 Directives, focusing in particular on the reasoning that the Court has used to justify its decisions. The report also examines how the interpretative approach adopted by the CJEU has been applied by national courts, with a view to assessing the impact of the Court's case law and the extent to which national courts have been willing to follow its reasoning when interpreting national anti-discrimination legislation in light of the 2000 Directives.⁽¹²⁾

(12) The report is available at <http://www.non-discrimination.net/publications>

For a comprehensive list of outputs produced in 2013 please refer to Annex 2.

2.2. Performance measures

In this section, the programme's performance against two pre-defined performance measures is discussed.

2.2.1. EU policies are grounded in thorough analysis of a situation and responsive to conditions, needs and expectations of Member States in PROGRESS areas

In 2013 Europe showed signs of a slow recovery and rebalancing of the EU economy, with unemployment still being unacceptably high in many parts of Europe, and the broader social situation remaining depressed. PROGRESS contributed to comprehensive analysis of the situation at the time and identification of possible ways to address existing challenges. In 2013 it accumulated evidence in the policy area of employment to reinforce the developments of EU capacity to match labour market needs through the administration of EU-wide statistical databases: the European Vacancy Monitor, EU skills Panorama, Classification of European Skills/Competences, Qualifications and

Occupations (ESCO), and the European skill needs forecasting system. Furthermore, PROGRESS collected new information on policy-relevant topics, such as imperfections in the area of microfinance and in the social investment market, green jobs and labour mobility. For instance, in the context of the preparations for a forthcoming Communication on “Green Employment Initiative”, PROGRESS funding was used for a study on promoting green jobs throughout the crisis: a handbook of best practices in Europe. Finally, the European Semester planning and preparation was based on a number of regular European Employment Observatory (EEO) reports, which identified labour market reforms taking place across 32 European countries, and ad hoc papers, which assessed the employment situation in specific Member States.

“Catalogue of Measures – Regular Reports, September 2013” provides factual information on Member States’ policy developments within the Europe 2020 framework. This document acts as a catalogue of: a) new measures introduced during the reporting period (April–September 2013), as identified by the EEO network of national labour market experts, and b) existing measures that were included in previous Catalogues, and for which progress on their implementation is followed, as measure updates. The report identifies 139 labour market reforms taking place across 32 European countries introduced between April and September 2013, most of them being introduced in active labour market measures/Public Employment Services (36% of all measures).⁽¹³⁾

(13) For more information see: <http://www.eu-employment-observatory.net/>

PROGRESS funding has allowed for the publication of studies presenting the situation in Europe regarding the most important policy developments in the areas of gender equality, non-discrimination and social protection and social inclusion. In 2013, comparative studies on the impact of the economic crisis on the situation of women and men, gender differences in the youth labour market and the gender gap in pensions were produced to obtain information about general trends in these areas. There was also visible emphasis on the analysis of gender balance in decision-making: PROGRESS funded new and recurring policy evidence

outputs on this topic, including the report “Women and men in leadership positions in the European Union, 2013. A review of the situation and recent progress” and an updated database on men and women in key decision-making. This evidence will feed into the future Commission document on progress on equality between women and men in 2013. In the non-discrimination 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. Finally, in the area of social protection and social inclusion, a number of new studies and regular databases allowed timely monitoring of the social situation in EU Member States.

A prominent policy theme to which PROGRESS contributed was social investment. A few publications on promoting jobs, inclusion and social policy as an investment were produced to explain why the EU is involved in this policy area, what it does and what the results are. In addition, detailed, regularly updated collection of data (e.g. by ASISP network) 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.

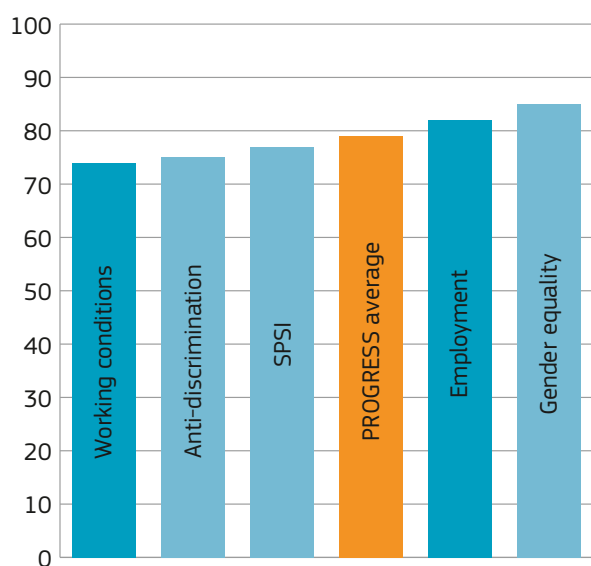
An independent expert network for **Analytical Support on the Socio-Economic Impact of Social Protection Reforms (ASISP)**, established by the European Commission, provides, through Annual national reports, up-to-date information on social protection developments, national debates, and present-day research in the fields of pensions, health, and long-term care. With regard to their systems of social protection European countries often face similar challenges. Hence, an exchange of ideas on best practice solutions has increasingly gained in importance in the modernisation of the social protection systems. Moreover, regularly updated information on the situation in Member States helps the Commission to propose appropriate policy orientations.⁽¹⁴⁾

(14) More information is available at: <http://socialprotection.eu/>

On average, almost 80% of the stakeholders who responded to the Annual survey in 2013 were of the opinion that relevant EU policy is grounded in a thorough analysis of the situation (see Chart 10). The results remained constant compared to 2012 and 2011. However, the perception of EU policies being responsive to conditions, needs and expectations of

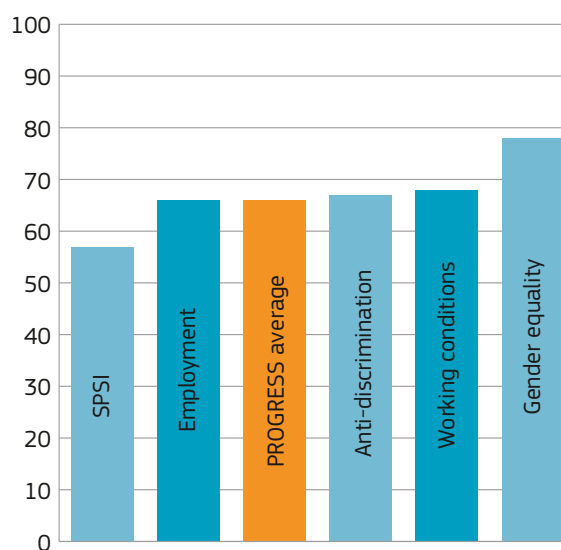
the Member States is slightly less positive, with almost 70% of the respondents agreeing with the statement (see Chart 9). In comparison with the previous year, the answers of stakeholders are less positive (decreased by 7% on average). Only in the policy area of gender equality did the situation remain the same, while in all other policy areas it deteriorated by 1–7%.

Chart 9: Share of respondents stating that EU policy is grounded in thorough analysis of situation (%)



Source: PROGRESS Annual survey 2013.

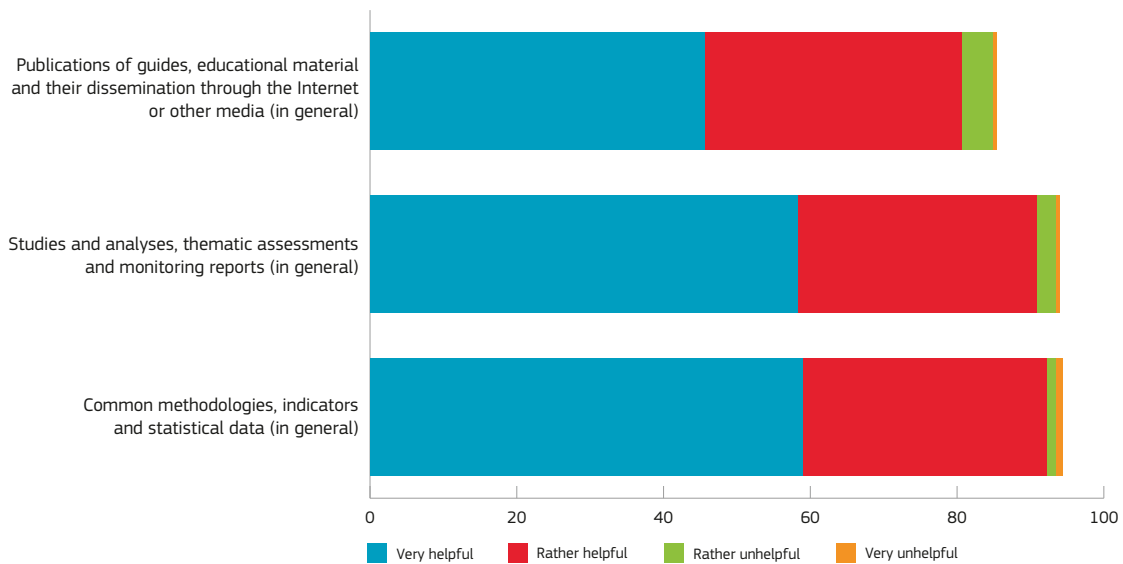
Chart 10: Share of respondents stating that EU policy is responsive to conditions, needs and expectations in Member States (%)



In 2013 the appreciation of PROGRESS-funded evidence among the stakeholders was very positive and slightly increased in comparison with the previous year. Common methodologies, indicators and statistical data were the most helpful (92% positive answers), followed in importance by studies and

analyses, thematic assessments and monitoring reports (helpful for 90% of the respondents) and, finally, publications of guides, educational material and their dissemination through the Internet or other media (helpful for 81% of the respondents) (see Chart 11).

Chart 11: Share of respondents stating that evidence funded by PROGRESS was helpful, i.e. responsive to their needs and useful for policymaking or policy advocacy (%)

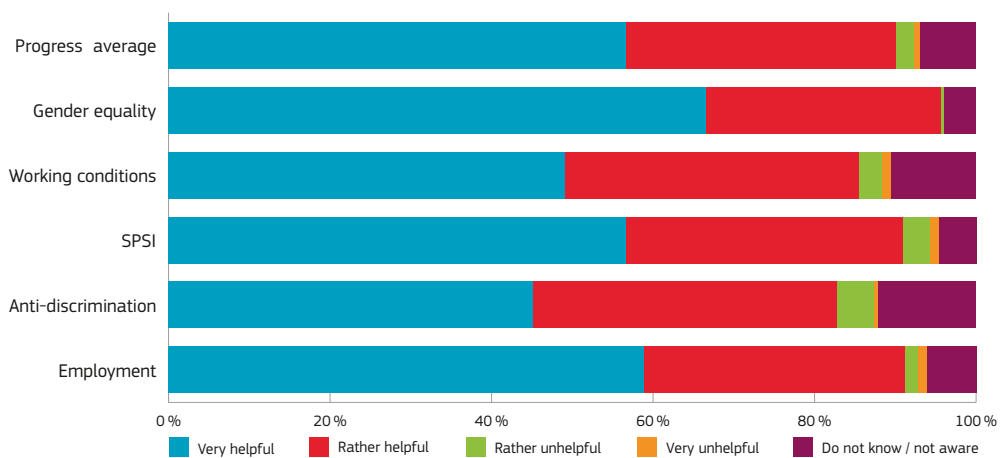


Source: PROGRESS Annual survey 2013.

The 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, with the share

of positive responses increasing from 88% in 2012 to 96% in 2013, and social protection and social inclusion (94% of the respondents agree that the evidence produced was useful) (see Chart 12).

Chart 12: 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 2013.

Specific examples of policy evidence that was evaluated by the respondents of the Annual survey as being the most helpful in different PROGRESS policy areas include the following:

- In the policy area of employment, statistical tools and databases were indicated as being most helpful: the European Vacancy Monitor was helpful for 75 % of the respondents, Classification of European Skills/Competences, Qualifications and Occupations (ESCO tool) and European Job Mobility Bulletin (analysis of vacancies posted on the EURES jobs portal by “Public Employment Services” (PES) from 30 European countries) were both helpful for 70 % of the respondents.
- In the policy area of social protection and social inclusion, a report “Assessment of the implementation of the European Commission Recommendation on active inclusion – A study of national policies”, January 2013 (by the Network of Independent Experts on Social Inclusion) was helpful for 82 % of the respondents and the publication “Investing in Social Europe”, June 2013 was helpful for 80 % of the respondents.
- In the policy area of working conditions, a Pan-European opinion poll on occupational safety and health: results across 36 European countries, 2013 (by the European Agency for Safety and Health at Work) was helpful for 81 % of the respondents and the ad-hoc module on accidents at work and work-related health problems for the Labour Force Survey 2013 was helpful for 75 % of the respondents.
- In the policy area of equality between women and men, a database: Men and Women in Decision-Making, which covers 34 countries, was helpful for 92 % of the respondents and the Report on Progress on Equality between Women and Men in 2012, 2013 was helpful for 86 % of the respondents.
- In the policy area of non-discrimination, European Anti-Discrimination Law Reviews were helpful for 67 % of the respondents and the report “Hidden talents, wasted talents? The real cost of neglecting the positive contribution

of migrants and ethnic minorities”, March 2013 was helpful for 57 %.

Examples provided by some respondents to the Annual survey show that PROGRESS-funded statistics, reports and other documents are helpful in designing strategies for cooperation/action with other Member States. They increase the possibilities for improving national and European policies and practices based on comparison, but adapting them towards the concrete situation, identified needs and available political will and resources. They provide some good transferable practices in working with employers, multi-channelling, e-services, etc. and simply give access to the “bigger picture”. In the area of working conditions, results of the EU-OSHA poll support their activity and give a clear picture on the situation regarding ageing workers and stress at work, while the pan-European data is a good basis for discussions at the national level. This evidence is also a good basis for teaching, as it is of high quality and available free of charge. Finally, the comparative pan-European information is extremely relevant to provide the evidence needed to influence debate and to foster change in policy at different levels, since the work of the Commission and other high profile bodies offers a status to topics and also substitutes for national studies for which some countries have no resources at that time.

2.2.2. Extent to which PROGRESS-supported policy advice feeds into the development and implementation of EU legislation and policies

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 it is also reported that this evidence is used for developing national legal acts implementing EU law. With regard to policymaking, evidence produced under PROGRESS feeds into all stages of the policy cycle, namely policy initiation, policy formulation, policy implementation and policy monitoring and evaluation.

In the policy area of employment, evidence produced under PROGRESS in 2013 was tightly connected with the policy circle. Specifically, a regular EEO report – a Catalogue of Measures – provided

factual information on Member States' policy developments within the Europe 2020 framework and thereby contributed to the European Semester planning and preparation. A number of statistical tools and surveys contributed to the implementation of the flagship of Europe 2020 on "New Skills and Jobs" by providing comparable information on labour demand, supply and skills in Europe, organisational practices, tools and active labour market policy measures and other evidence-based data. Finally, a few EEO papers provided background evidence for the forthcoming EURES Regulation and the Communication on Green Employment Initiative.

In 2013, **three policy briefs on entrepreneurship** (in cooperation with OECD) provided practical resources for policymakers implementing the Social Business Initiative. The first brief on senior entrepreneurship examines a range of different initiatives and schemes that could be implemented to promote business start-ups by older people. The second brief on social entrepreneurship considers its impact in European communities, finding that working with such enterprises and helping them develop can result in widespread gains for public budgets. The third brief on evaluating policy actions for inclusive entrepreneurship covers the reasons for evaluating inclusive entrepreneurship policy, how evaluation fits into the policy cycle, and relevant tools to use in evaluation. The brief gives examples of real evaluations, showing how information was obtained and what conclusions could be drawn.⁽¹⁵⁾

(15) The briefs are available at: <http://ec.europa.eu/social/main.jsp?catId=738&langId=en>

In the policy area of working conditions, PROGRESS-funded evidence contributed to both EU legislation and policymaking. The study "Chemicals at work – a new labelling system. Guidance to help employers and workers to manage the transition to the new classification, labelling and packaging system" fed directly into the Proposal for a directive on classification, labelling and packaging of substances and mixtures (COM(2013) 102 final), while a study on the evaluation of the European strategy on Safety and Health at Work 2007–2012 fed into the Commission Staff Working Document "Evaluation of

the European Strategy 2007–2012 on health and safety at work", 31 May 2013, SWD(2013) 202 final.

The main conclusion of the **evaluation of the European strategy on Safety and Health at Work 2007–2012** is that it has been relevant and its merits have been especially helpful in providing a clear policy basis and framework for coordination, and a common sense of direction for many of the actors involved in the OSH policy area. The strategy served as an important policy signal and driver for national action on OSH and also facilitated useful coordination in respect to public health initiatives. However, there remains room for improvement in the integration and coordination between OSH and other policy areas and between the various actors involved at the EU level. In particular, coordination with environmental policy and the important area of the REACH regulation on chemicals and their safe use has been inadequate. Furthermore, the articulation between the strategy implementation and the European social dialogue has been limited and European social partners have felt a limited degree of ownership towards the strategy and have mainly implemented those parts of the strategy which they would have implemented in any case.

In 2013, one of the major policy achievements in the policy area of non-discrimination, and an example of PROGRESS contribution to policy development, was the adoption of the Council Recommendation on effective Roma integration measures in the Member States. Although not legally binding, it is the strongest EU instrument for Roma inclusion, which strengthens the EU Framework for National Roma Integration Strategies. Throughout its operation period, PROGRESS consistently supported the issue of Roma integration through evidence gathering, involvement of stakeholders, networking and policy debate. A number of PROGRESS-supported evidences fed into the background document of the Recommendation, while the fact that the Council Recommendation was adopted unanimously by ministers meeting in the Council less than six months after the Commission's proposal shows the highest degree of clarity and consensus on the issue.

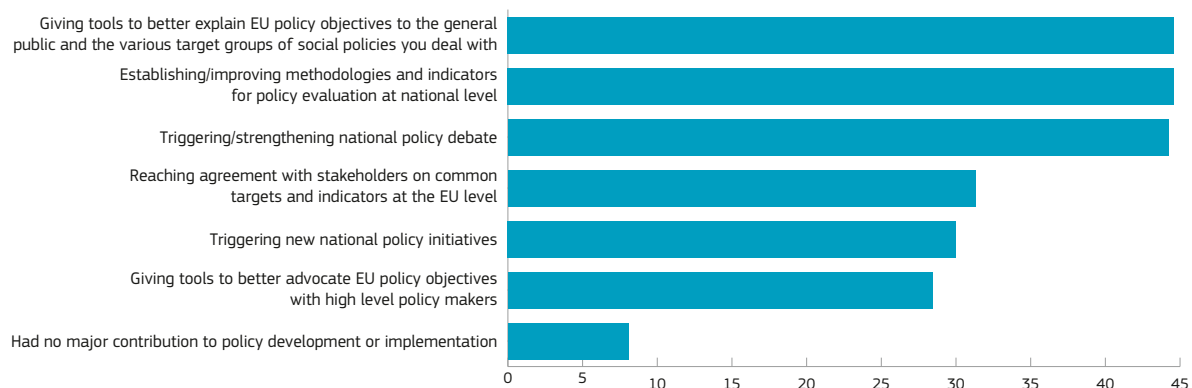
On 18 December 2013 all 28 EU countries committed to implementing a set of recommendations, proposed by the European Commission, to step up the economic and social integration of Roma communities. **The Council Recommendation on effective Roma integration measures in the EU countries** gives specific guidance to help EU countries strengthen and accelerate their efforts. It recommends that EU countries take targeted action to bridge the gaps between the Roma and the rest of the population and reinforces the EU Framework for national Roma integration strategies agreed by all EU countries in 2011. Based on the Commission reports on the situation of Roma people over recent years, the Recommendation focuses on the four areas: access to education, employment, healthcare and housing. To put in place the targeted actions, it asks EU countries to allocate not only EU but also national and third sector funds to Roma inclusion – a key factor identified by the Commission in its evaluation of EU countries' national strategies last year. ⁽¹⁶⁾

(16) Communication STEPS FORWARD IN IMPLEMENTING NATIONAL ROMA INTEGRATION STRATEGIES Brussels, 26.6.2013 COM(2013) 454 final http://ec.europa.eu/justice/discrimination/files/com_2013_454_en.pdf

Research and recommendations by the PROGRESS-supported networks of independent experts provided guidance to the Member States and fed into Commission policy reports, such as the draft Joint Employment Report annexed to the annual growth survey for 2013. The networks were also helpful in providing the Commission with an independent assessment of specific thematic issues in the implementation of national employment and social protection and inclusion policies, including analysis of national reform programmes to identify new policy developments and key trends at the national level.

The production of common methodologies, indicators and statistical data supported by PROGRESS in 2013 contributed greatly 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 (see Chart 13). In addition, the publication of guides and educational material produced under the PROGRESS programme and their dissemination contributed to the provision of tools to better explain EU policy objectives. Meanwhile, PROGRESS-funded studies and analyses, thematic assessments and monitoring reports added to the triggering/strengthening of national policy debate. The data obtained in 2013 shows a high degree of correspondence with the data collected in 2010, 2011 and 2012.

Chart 13: Share of respondents stating that common methodologies, indicators and statistical data produced under PROGRESS have mostly contributed to (%)

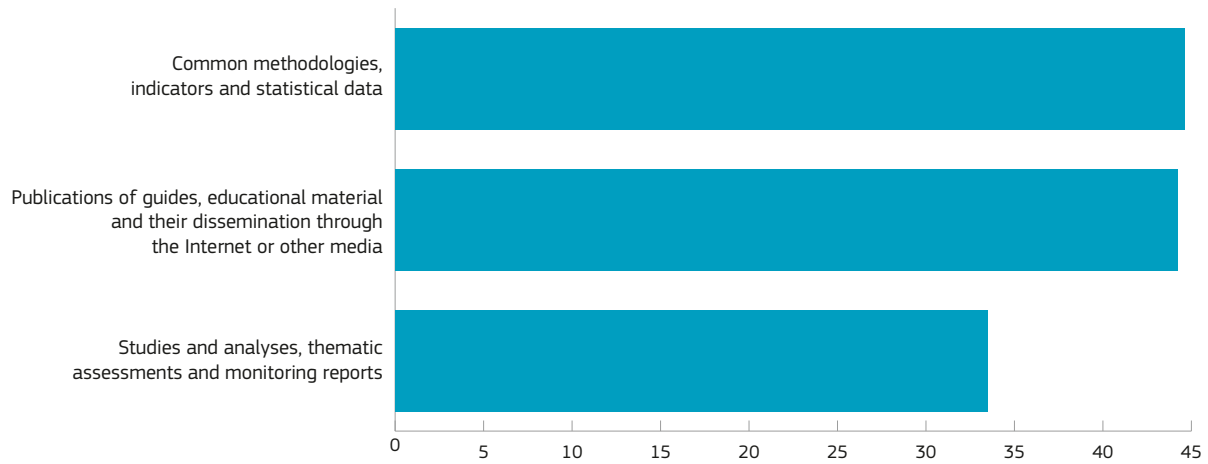


Source: PROGRESS Annual survey 2013.

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

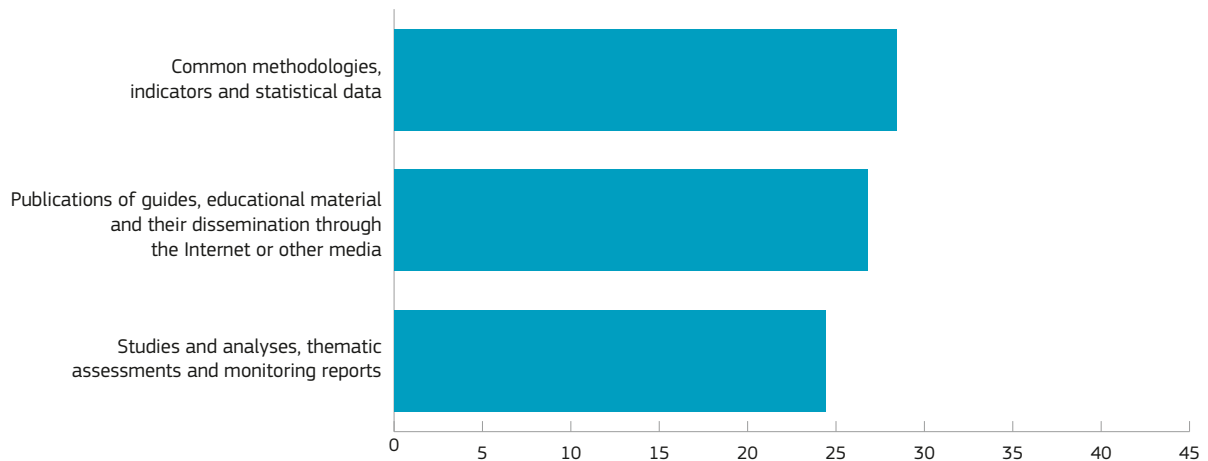
(2) better advocate EU policy objectives with high-level policymakers (see Charts 14 and 15). Common methodologies, indicators and statistical data were the most useful tools in both respects.

Chart 14: 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 2013.

Chart 15: Share of respondents indicating that the following types of policy evidence provided with tools to better advocate EU policy objectives with high level policymakers (%)



Source: PROGRESS Annual survey 2013.

3. GREATER CAPACITY OF NATIONAL AND PAN-EUROPEAN NETWORKS

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 has a crucial role to play in promoting the involvement of civil society, in particular through financial support for the key EU-level networks. The PROGRESS programme supports national and EU networks with the aim of boosting their capacity to participate in and influence decision-making and policy implementation at both EU and national levels. Furthermore, such involvement fosters accountability and transparency and increases

the relevance of policy responses. To these ends, PROGRESS promoted a number of key European NGOs and networks active in PROGRESS policy areas in 2013.

3.1. Summary of activities and outputs

The activities aimed at promoting greater capacities of networks and NGOs represented the fourth expenditure item of the programme in 2008-2010, the third expenditure item in 2011-2012, and the second in 2013, with the total share of operational expenditure committed to this area increasing from 16% in 2008 to 26% in 2013. For the non-discrimination and SPSI policy areas this was the largest expenditure item in 2013 (53% and 35% respectively), which indicates the importance of participation by the stakeholders such as people with disabilities, ethnic minorities, people experiencing poverty and social exclusion, in the relevant policy areas.

In 2013, the Commission had framework partnership agreements with 31 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 (see Table 10).

Table 10: PROGRESS-supported key EU-level networks and NGOs in 2013

| Financial assistance provided by the following policy area | Key EU networks and NGOs receiving PROGRESS financial support |
|--|---|
| Social protection and social inclusion | Caritas Europa (*) |
| | 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 (PICUM) (*) |
| | DYNAMO International |
| | Eurohealthnet |
| European Network of Social Integration | |
| Gender equality | European Women's Lobby (*) |

| | |
|----------------------------------|--|
| Non-discrimination | AGE Platform Europe |
| | European Disability Forum (*) |
| | Autism Europe (*) |
| | European Blind Union (*) |
| | European Network on Independent Living (ENIL) (*) |
| | 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 (ILGA) Europe (*) |
| | International Lesbian, Gay, Bisexual, Transgender and Queer Youth and Student Organisation |
| | European Network Against Racism (ENAR) (*) |
| | 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.

Framework partnership agreements define the respective roles and responsibilities of the Commission and the networks in implementing their objectives; 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 agreement.

For each of the framework partnership 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 organisations 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.

In 2013, PROGRESS supported a number of activities of EU-level networks in the fields related to the fight against discrimination; integration of people with disabilities; inclusion and defence of the rights of Roma people; prevention of and the fight against poverty and social exclusion; promotion of active inclusion; promotion of gender equality; and promotion of non-discrimination law and policy.

Overall, PROGRESS-supported key EU networks and NGOs produced 549 reports aimed at providing policy advice, research and analysis, 203 reports aimed at identifying good practices and 426 reports aimed at monitoring/assessment in the policy areas of non-discrimination, social protection and social inclusion and gender equality. They also organised 293 training, peer review and other mutual learning events, as well as 687 information and communication events, with a total of 37 003 participants (see Table 11).

Table 11: Outputs produced by the PROGRESS-supported key EU networks and NGOs in 2013

| | Non-Discrimination | Social protection and social inclusion | Gender Equality |
|---|--------------------|--|-----------------|
| Number of networks/NGOs | 13 (*) | 11 (**) | 1 |
| Number of reports aimed at providing policy advice, research and analysis | 105 | 369 | 75 |
| Number of reports aimed at identifying good practices | 25 | 101 | 77 |
| Number of reports aimed at monitoring/assessment | 52 | 311 | 63 |
| Number of trainings, peer reviews and other mutual learning events | 117 | 160 | 16 |
| Number of individuals who participated in these events | 2940 | 4586 | 692 |
| <i>of which, number of women</i> | <i>1599</i> | <i>2596</i> | <i>622</i> |
| Number of information and communication events | 173 | 117 | 451 |
| Number of individuals who participated in these events | 5983 | 8848 | 13954 |
| <i>of which, number of women</i> | <i>3272</i> | <i>4550</i> | <i>10045</i> |

(*) Does not include data for Inclusion Europe, European Union of the Deaf, Workability Europe

(**) Does not include data for European Microfinance Network, FEANTSA, DYNAMO International

EU-level networks and NGOs, especially those representing vulnerable social groups, carry out policy research and analysis that are unique in a way that they bring together facts and developments to help build a counter-perspective on pressing issues, e.g. racism, which reflects the views of NGOs and relevant social groups, e.g. victims of discrimination, at local, national and EU levels. Such reports are produced yearly to fill the gaps in the official and academic data, to offer an alternative to that data and to offer an NGO perspective on the realities. NGO reports are, by their nature, based on many sources of data, official, unofficial, academic and experiential. This allows access to information, which while sometimes not backed up by the rigours of academic standards, provides the vital perspective of target populations. It is this that gives NGO reports their added value, complementing academic and official reporting.

On 20 March 2013, ENAR launched the 2011–2012 edition of its **Shadow Report on Racism in Europe**. It gathered MEPs, representatives of the European Commission and civil society organisations, including representatives from the communities most vulnerable to racism, as identified in the Shadow Report. Since 2004, ENAR's annual Shadow Reports have proved to be a major tool for advocacy and coordinated action for anti-racist civil society towards national governments, the European institutions, bodies and the media. Every year, the Shadow Reports have a special focus. The 2011–2012 edition looks at the specific situation of Muslims in Europe, including incidences of Islamophobia and discrimination on the basis of religion and belief. Alongside key findings, grassroots best practices are presented in the report.⁽¹⁷⁾

(17) Shadow reports on racism in Europe are available at: <http://www.enar-eu.org/Shadow-Reports-on-racism-in-Europe-203>

On 9 April 2013, **ENAR** launched its publication **“Hidden talents, wasted talents? The real cost of neglecting the positive contribution of migrants and ethnic minorities”** in the European Parliament. This publication offers a first account of positive economic, social and cultural contributions of minorities and migrants to European society. It also considers the structural challenges that hinder us from recognising and maximising the full potential of migrants and ethnic minorities and their contributions to Europe, as well as to economic growth. This publication is part of “For diversity. Against Discrimination” campaign.⁽¹⁸⁾

(18) More information and the report are available at: <http://www.enar-eu.org/Reports-153>

Some EU networks, for example, European Network of Equality Bodies (Equinet Europe), help the Commission monitor the implementation of EU law at the national level. Members of the networks are in a position to conduct independent surveys, to publish independent reports and to make recommendations on any relevant issue.

Members of **Equinet’s Working Group (WG) on Equality Law in Practice** meet twice a year to discuss the implementation of the Race and General Framework Directives in their Member States. They have submitted contributions to Equinet which have been gathered into the Report on the Implementation of the Race and General Framework Directives with a view to feeding into the European Commission’s Report on the subject. The Group is in a unique position to comment on the implementation of the Directives across Europe, with members from 23 national equality bodies.⁽¹⁹⁾

(19) More information is available at: <http://www.equineteurope.org/Report-on-the-Implementation-of>

Moreover, EU-level networks and NGOs contribute to information sharing and learning by organising trainings, peer reviews and other mutual learning events. Their distinctive feature is a focus on practical grassroots issues on the local level. Some selected examples of this include the annual Equinet high-level legal seminar on equality law, annual European social services conference organised by the European Social Network, seminars,

conferences, trainings and workshops by the European Roma Information Office, etc.

The **21st European Social Services Conference**, organised by the European Social network (ESN) took place on 17–19 June 2013 in Dublin (Ireland). It brought together over 360 delegates from 32 countries to discuss the importance of social investment to transform the lives of all citizens, bringing about changes in the way services are designed, delivered and evaluated. Alongside the plenary sessions and the final roundtable debate, the workshops on Children and Families, Disability and Mental Health, Older People and Young People provided a platform to share national practices. ESN draws on its Members’ practice-based knowledge to influence EU policymaking.⁽²⁰⁾

(20) More information is available at: <http://www.esn-eu.org/events/11/index.html>

In addition, the NGOs collect evidence and organise events that focus on the values of the EU, 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 call for action to address the main EU values in strategic documents and policy implementation.

Finally, PROGRESS-supported EU-level networks and NGOs are instrumental in disseminating messages agreed at the EU level to Member States through their national organisations, as well as other network structures. In 2013, the networks organised national campaigns to raise public awareness about common European challenges and advocate for solutions to systemic social injustices.

3.2. Performance indicators

In this section, the programme’s performance against four pre-defined performance measures is discussed.

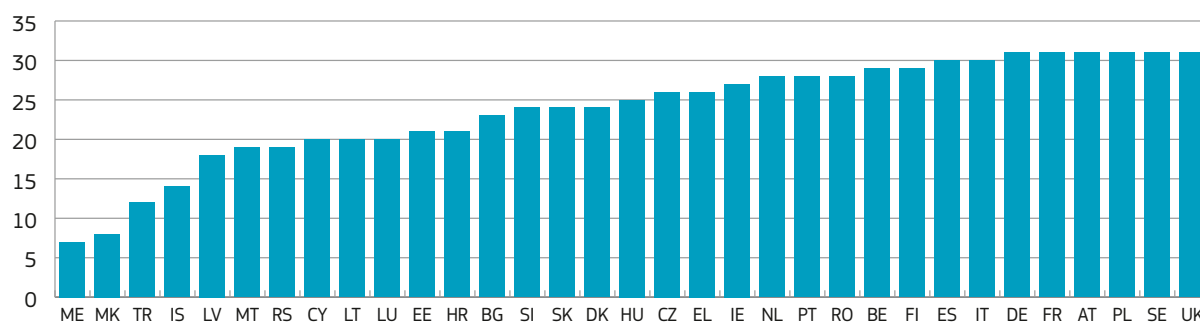
3.2.1. Membership within the networks and NGOs supported by PROGRESS

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 countries (see Chart 16). Candidate countries have the fewest members in the EU networks and NGOs, followed by the new Member States, while the old Member States show the highest involvement. Five countries (DE, FR, AT, PL and UK) have at least one member in all PROGRESS-funded networks and NGOs, while Member States with the least involvement still

have their members in more than a half of the PROGRESS-funded networks and NGOs. On the other hand, six networks have their representatives in all Member States (Caritas Europa, Eurochild, European Women's Lobby, Inclusion Europe, ILGA Europe and Equinet Europe), while networks with the least coverage still cover more than half of the Member States.

Chart 16: Membership within the EU-level networks and NGOs in 2013 (EU-28 and candidate countries)



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

3.2.2. Extent to which advocacy skills of PROGRESS-supported networks have improved

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. They can be particularly involved by being granted observer status in the Liaison Committee and the thematic groupings of International NGOs. More than half of the PROGRESS-supported key EU networks and NGOs (18 out of 31) were included in the NGO database of the Council of Europe in 2012.

Since the list of NGOs with Participatory Status is not available at the moment, it has been assumed that NGOs that are included in the NGO database of the Council of Europe correspond to those with Participatory Status. This situation has not changed much from the situation in 2009–2012. Since the last year, one additional PROGRESS-supported NGO — the European Network on Independent Living (ENIL) — has acquired Participatory Status.

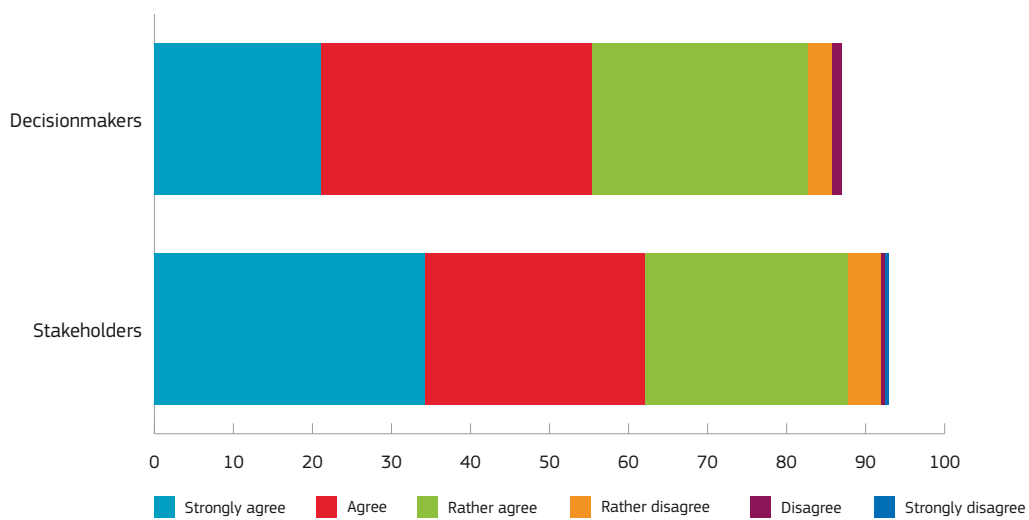
3.2.3. Satisfaction of EU and national authorities with the contribution of networks

EU-level networks and NGOs are positively acknowledged for their policy advocacy. In 2013, 84% of the respondents to the Annual survey think that EU-level NGOs are a source of useful and appropriate information on the implementation of EU law and/or conditions, needs and expectations of relevant target groups (the results were the same in 2012) and 81% of the respondents agree that EU-level NGOs/networks are successful in increasing awareness and exerting pressure on policymakers in relevant policy areas (this share of respondents increased by 2% in comparison with 2012).

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

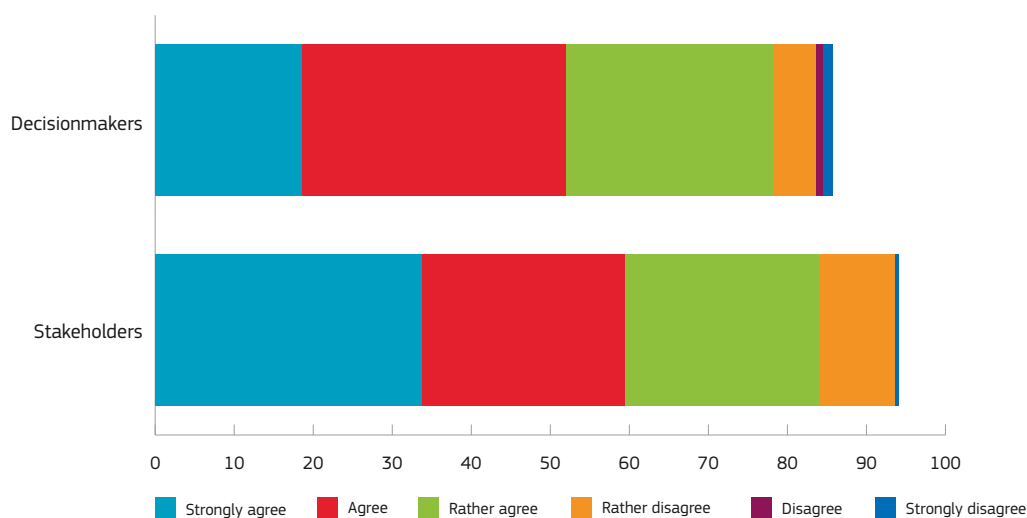
with the contribution of PROGRESS-supported EU-level networks and NGOs than decision-makers are (EU officials and national, regional, or local government institution officials) (see Charts 17 and 18).

Chart 17: 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 2013.

Chart 18: 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 2013.

3.2.4. Extent to which PROGRESS-supported networks take a cross-cutting approach

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.

European Anti-Poverty Network (EAPN) works for a social Europe, free of poverty. During its annual conference in 2013, EAPN delivered recommendations to the EU to combat in-work poverty as a transversal objective of the Europe 2020 Strategy. EAPN’s work on In-Work Poverty has involved monitoring and lobbying the European Employment Strategy since its adoption in 1997, yearly assessment reports of the National Reform Programmes, in the framework of Europe 2020, yearly assessment of the Country-Specific Recommendations and proposals for alternative ones, position paper on in-work poverty – Working and Poor (2013) and other actions.

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

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 becomes crucial for the development of EU objectives, policies and law.

EU policy initiatives need broad-based support at both EU and national levels. PROGRESS helps to create an enabling environment by providing for high-quality, inclusive and participatory policy debates. Such an enabling environment serves several purposes: (1) it creates closer partnerships between and among stakeholders and policymakers and (2) it makes policies responsive to the needs of European citizens.

4.1. Summary of activities and outputs

Activities under the heading “promoting high-quality and participatory policy debate” accounted for about 9% of total operating expenditures in 2013; expenditure under this heading was the fourth largest. The share of the programme’s budget allocated to this heading fluctuated from 19% in 2008 to 28% in 2009 and down to 11% in 2011.

In 2013, PROGRESS funded 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. Overall, the programme funded 27 Presidency conferences and other high-level policy events with 2 940 participants (see Table 12).

Table 12: Number of Presidency conference and other high-level European event outputs produced during 2013

| Policy areas | Total | Employment | Social protection and inclusion | Working conditions | Non-discrimination | Gender equality |
|---|-------|------------|---------------------------------|--------------------|--------------------|-----------------|
| Performance indicators | | | | | | |
| Information, communication and networking | | | | | | |
| Number of Presidency conferences and other high-level European events | 27 | 6 | 5 | 4 | 10 | 2 |
| Number of individuals who participated in these events | 2 940 | 699 | 879 | 578 | 617 | 167 |

High-level policy debate in PROGRESS areas in 2013, focused on recurrent issues such as poverty and social exclusion, child poverty, homelessness, social services and active ageing, as well as on new issues, such as youth unemployment. Several years of low or no growth resulted in very high levels of unemployment and rising poverty in several parts of Europe. Therefore, the level of inequalities and the issue of fairness were at the centre of public debate, showing that to be successful policies need not only to be well designed but also to have political and social support.

During the conference “**Senior Entrepreneurs and Youth Employment**”, held on 30 May 2013 in Brussels, together with the European Union and Age Platform Europe, four local or regional authorities commented on their employment problems and the measures they had implemented or intended to implement to meet the employment rate of young and/or active seniors in their area. The Senior Entrepreneurs concept was presented, followed by the intervention of two companies that have programmes for their seniors and/or their retired staff. The conference ended with a final discussion and conclusions given by AGE Platform Europe.

In 2013 PROGRESS supported a number of initiatives to discuss those EU rights and build a vision of how the EU should be in 2020. For example, it encouraged dialogue between all levels of government, civil society and business at events and conferences around Europe.

The conference **“A Europe of Equal Citizens: Equality, Fundamental Rights and the Rule of Law”**, held on 9–10 May 2013 in Dublin (Ireland), was hosted by Ireland’s Presidency. It aimed to promote discussion and debate on the protection of fundamental rights and the rule of law in Europe. It explored ideas about how to strengthen protection of fundamental rights and equality, tackle hate crimes, homophobia, anti-Semitism and how to combat discrimination and promote the rule of law in the EU. In this context, the conference mapped the fundamental rights landscape at national, European and international levels. It also explored opportunities for strengthening the role of National Human Rights Institutions, Equality Bodies and civil society organisations. In addition, the discussions highlighted the need for further developing rule of law indicators, sharing best practices and objective benchmarking in line with the work of the UN, Council of Europe and others.

As in previous years, PROGRESS provided a stimulus for the involvement of non-governmental and subnational actors in the policy processes both at national and European levels, and for the empowerment of weaker actors, such as ethnic minority groups or people experiencing poverty. Examples of such involvement include 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 Inclusion.

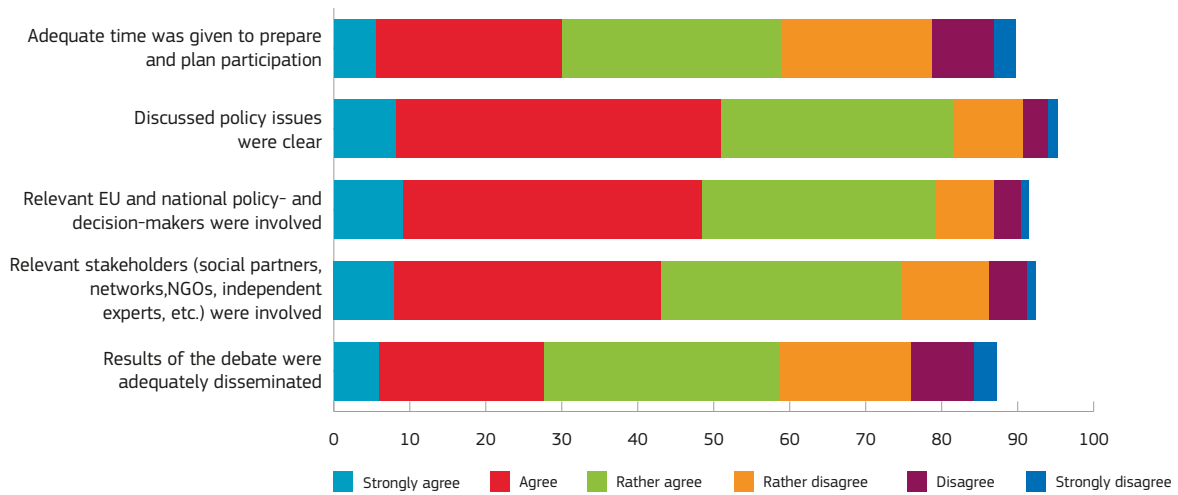
For a comprehensive list of outputs produced in 2013 please refer to Annex 2.

4.2. Performance measures

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

Policy debate is 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. In 2013, the clarity of issues presented for discussion and the involvement of relevant actors received a generally more positive evaluation than the adequacy of time given to prepare and plan participation, and adequate dissemination of results (see Chart 19). The results are slightly less positive than in 2012. Some respondents to the Annual survey noted that time pressure during the “European Semester” process does not allow sufficient time for meaningful discussions. Examples of poor dissemination of the policy debate results included the meeting of Homelessness Ministers in March 2013 organised by the Irish presidency, as well as the Housing Ministers meeting in December 2013, which both lacked adequate follow-up on addressing homelessness. With regard to the involvement of relevant actors, few respondents mentioned the need to better involve groups representing the unemployed and poverty groups, small and micro business, local NGOs, as well as local and regional public authorities.

Chart 19: Share of respondents stating that these principles of good governance have been adequately followed in the policy debate at the EU level (%)



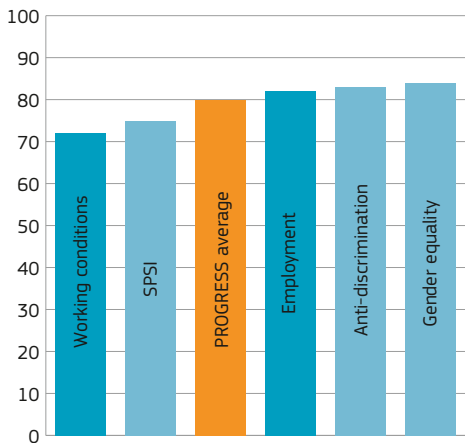
Source: PROGRESS Annual survey 2013.

The perception of the extent to which principles of good governance were respected in specific policy debate events supported by PROGRESS corresponds to the general evaluation of the policy debate at the EU level, but is viewed even more positively.

High-quality and participatory policy debate at the European level serves as an example for national

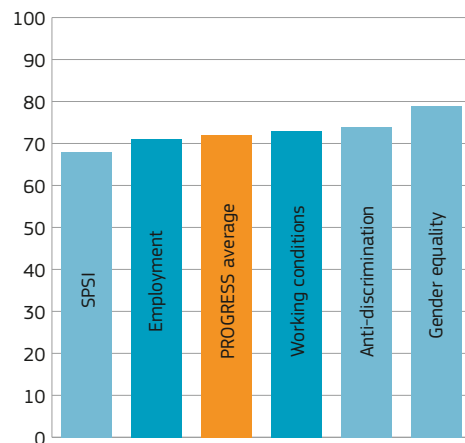
stakeholders and thus makes a positive contribution to the quality of debate on relevant policy issues at national, regional and/or local levels. The EU contribution was acknowledged by the respondents of the Annual survey, especially in the policy areas of gender equality and non-discrimination (see Charts 20 and 21). The respondents from these two policy areas were the most positive in 2012 and 2011 as well.

Chart 20: Share of respondents stating that the EU had a positive contribution to the clarity of policy issues during policy debate at national/regional/local levels (%)



Source: PROGRESS Annual survey 2013.

Chart 21: Share of respondents agreeing that the EU had a positive contribution on involvement of all stakeholders relevant to policy debate



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

Like policy research, advice and analysis (see section 2.2.2.), the outcomes of policy debate feed into different stages of the policy cycle and legislation and are used by different stakeholders. As in the previous year, insights produced during discussions at the high-level conferences and meetings were important for developing EU policy and legislation in the field of occupational safety and health (OSH). Two conferences on this subject contributed to the discussion on occupational diseases and priorities for future developments in the area of European OSH policy.

Occupational Safety and Health (OSH) Presidency Conference

incorporating EU OSHA (Bilbao Agency) Good Practice Awards took place on 29–30 April 2013 in Dublin (Ireland). It explored the importance, the contribution and the further potential of good safety and health management to business success and sought to find means of simplifying compliance for small and micro businesses. It also recognised and rewarded workplace good practices from around the EU.

As already mentioned in this report, one of the major policy achievements in the policy area of non-discrimination in 2013 was the adoption of the Council Recommendation on effective Roma integration measures in the Member States. PROGRESS contribution to this policy output included outcomes of both policy debate and policy advice, which are mutually reinforcing.

The **8th European Platform for Roma Inclusion**, held on 27 June 2013 in Brussels (Belgium) gathered representatives from the Member States, international organisations, civil society, academics and local and regional authorities from all over Europe to explore the urgent need and possible solutions for advancing the integration of Roma children and youth, who are also particularly vulnerable within the Roma communities. During the **Second meeting of the National Roma Contact Points**, held on 7–8 March 2013 also in Brussels, a network of coordinators responsible for the national Roma integration strategies from the EU's 27 Member States met to discuss progress made under the national Roma integration strategy and the way forward. Both events contributed significantly to the Communication "Steps forward in implementing national Roma integration strategies", 26 June 2013, COM(2013) 454 final and the Proposal for a Council Recommendation on effective Roma integration measures in the Member States, 26 June 2013, COM(2013) 460 final.

The PROGRESS policy area of social protection and social inclusion is the one that produces most policy debate and the most policy outcomes. Both policy debate and policy outcomes in 2013 covered the main social issues in Europe: strengthening the social dimension of the Economic and Monetary Union, child poverty and youth employment, active inclusion and active ageing, social services, etc. Conferences demonstrated a participatory approach to decision-making by involving stakeholder organisations and vulnerable groups in the discussion during the events, for example, key EU networks and NGOs, such as the European Anti-Poverty Network, the European Social Network, Caritas Europe, Confederation of Family Organisations in the European Union, the European Federation of National Organisations Working with the Homeless (FEANTSA) and others.

The **12th “European Meeting of People Experiencing Poverty”** took place on 18-20 June 2013 in Brussels. It was organised by the European Anti-Poverty Network (EAPN) with the support of the European Commission, the Parliament and the EAPN Fund, in association with the Irish EU Presidency. Under the title “What can we learn from the experiences of poverty today?” about 250 participants gathered from all over Europe, including people in poverty, EU institutions, Member State representatives, NGOs and other stakeholders. The meeting contributed to the objective of developing in 2013 a common methodology for reference budgets as part of the monitoring of adequacy of income supports by: 1) exchanging on what should be part of an essential basket of goods and services to be used in reference budgets, 2) exchanging on the current developments for individuals and communities in terms of the three pillars of the Active Inclusion Recommendation: accessible adequate income schemes, inclusive services and supportive paths to employment, 3) exchanging on practices that people experiencing poverty and their organisations are developing to fight poverty and exclusion and what is helping and hindering the implementation of these practices.

The results of the Annual survey show that the respondents who participated in PROGRESS-funded events intend to use the knowledge they acquired: 95% of the respondents intend to share knowledge with their peers/management, colleagues and other stakeholders, while 86% intend to use the acquired knowledge for policymaking or policy advocacy. The share of positive responses slightly increased, in comparison with 2012, and more notably increased, in comparison with 2011 (from 91% and 82% respectively).

The 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 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).

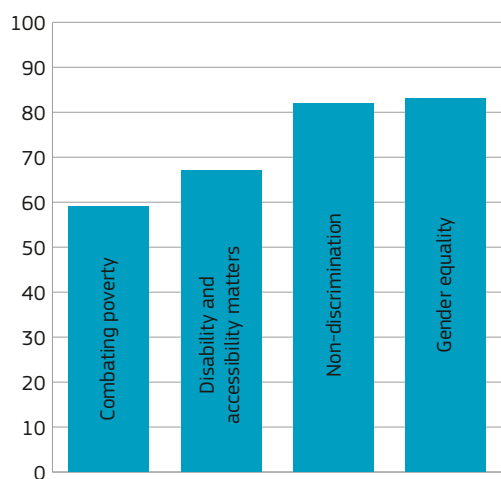
5. INTEGRATION OF CROSS-CUTTING ISSUES AND GREATER CONSISTENCY IN EU POLICIES AND LEGISLATION

This outcome is relevant to all PROGRESS policy areas and activities. It is expected that activities supported through the programme would contribute not only to the achievement of policy-specific outcomes, but also to the integration of four cross-cutting issues: 1) gender equality, 2) non-discrimination, 3) disability and accessibility, and 4) combating poverty into all its policy areas. Moreover, it is expected that the programme, although composed of different policy areas, will be consistent in its activities and display a common logic of intervention.

5.1.1. Cross-cutting issues are addressed in PROGRESS policy sections

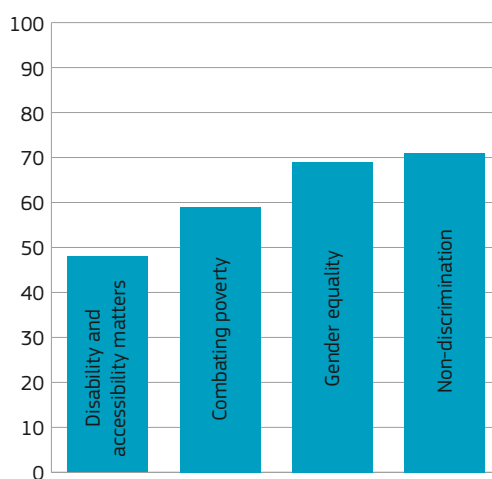
PROGRESS addressed four cross-cutting issues through evidence, good practice exchange seminars and policy debate. The perception of the EU contribution to the integration of cross-cutting issues in the PROGRESS policy areas has not changed much since 2012 and the previous years. Well above half of the respondents in 2013 acknowledged the EU contribution, especially to the integration of gender equality and non-discrimination issues into their respective policy areas (83% and 82% accordingly). Slightly less, but still a considerable share of respondents agreed that cross-cutting issues were adequately addressed at PROGRESS-funded events (see charts 22 and 23).

Chart 22: 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



Source: PROGRESS Annual survey 2013.

Chart 23: Share of respondents stating that cross-cutting issues were adequately addressed at the event



An example worth noting of the integration of cross-cutting issues into policy outcomes, is the **Council Recommendation on effective Roma integration measures in the EU countries**. In addition to specific recommendations on substantive policy issues, such as access to education, employment, healthcare and housing, it gives guidance to EU countries on cross-cutting policies for Roma integration, such as: enforcing anti-discrimination rules, protecting Roma children and women, reducing poverty, empowering active Roma citizenship and encouraging local action.⁽²¹⁾

(21) Council Recommendation on effective Roma integration is available at: http://www.consilium.europa.eu/uedocs/cms_data/docs/pressdata/en/lsa/139979.pdf

5.1.2. Gender mainstreaming is systematically promoted in PROGRESS

Throughout its operation period, PROGRESS systematically promoted monitoring and strengthening of gender mainstreaming through the activities of the European network of experts in the field of gender equality (ENEGE, established in 2011 on the basis of two pre-existing networks of experts specialised in employment – EGGE, and social inclusion,

health and long-term care – EGCSI). The network of experts provided external expertise to the Commission in the field of gender equality policy and prepared various kinds of products (thematic reports, research reviews, country fiches, etc.) covering 34 countries.

In 2013, ENEGE produced a report on gender differences in the youth labour market and a report on the gender gap in pensions in the EU. The latter report uncovered wide gaps in most EU countries, but also their overwhelming complexity, and the fact that gender gaps in pension are equally as wide as pay gaps. The report concludes that at the current stage the EU can play a decisive role in placing the issue of the gender pay gap on the agenda and stimulate the type of national initiatives that can proceed with improvement and possibly prevention. The reports will feed into the preparation of country-specific recommendations in 2014 (European Semester) and future documents of the Commission on progress in equality between women and men.

Gender mainstreaming was promoted in PROGRESS by funding the European Women’s Lobby (EWL), a key EU-level network with a membership of more

than 2 000 organisations, works to ensure gender mainstreaming in EU policies and legislation, as well as in other processes. One of its major objectives is to lobby at the European level and to provide information to decision-makers in order to ensure that women's rights and needs as well as a gender perspective are taken into account in the preparation of policies and legislation. The EWL follows and influences the processes of adoption or amendment of EU gender equality policies and legislation, as well as their implementation at European and national levels.

The **European Women's Lobby (EWL)** has a considerable influence in implementing the Europe 2020 strategy. Since the preparation of the strategy, it has 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 and to further develop the care sector. It also recommended ensuring a coherent strategy across all policy areas and a strong institutional link between commitments at European and national levels. The EWL called for a better monitoring system and systematic gender impact assessment in all policies, targets, benchmarks and measures of the Europe 2020 strategy. One gender-related headline indicator (employment rate by gender) was included to monitor progress towards Europe 2020 headline targets as a result of EWL work.

In 2013, as in previous years, PROGRESS funded presidency conferences and other high-level policy events on gender-related topics. The events brought together national experts on gender equality and employment,

academics, representatives of the Commission and the European Parliament as well as NGOs.

The Irish Presidency Conference "**Women's Economic Engagement and the Europe 2020 Agenda**", held in Dublin on 29–30 April 2013, strongly advocated the incorporation of gender equality goals in the implementation process of the Europe 2020 strategy and links with the employment target of the Europe 2020 agenda. The event focused on 5 topics: 1) More women in the workforce: Making sense for business and the economy; 2) Women returning to work: A "win-win" for women and for the economy; 3) Challenges for women in the workplace; 4) Advancing women in the workplace, and 5) Women and entrepreneurship.

The notion of gender mainstreaming was promoted through action grants awarded by the programme to responsible Member State authorities. The requirement to promote gender mainstreaming in all policy sections and supported activities was included in all calls for proposals for action grants. The applicants were obliged to take the necessary steps to ensure that: 1) gender equality issues are taken into account when relevant for the drafting of the proposal by paying attention to the situation and needs of women and men; 2) implementation of proposed activities includes a gender perspective informed by a systematic consideration of the gender dimension; 3) performance monitoring includes the collection and gathering of data disaggregated by sex when needed; and 4) its proposed team and/or staff respects the gender balance at all levels.

Finally, PROGRESS promoted gender mainstreaming through the requirement to disaggregate data by gender in the programme monitoring system. Gender-disaggregated data is already available for

the events held under the grant agreements, but it has not been systematically collected for the ones commissioned by the Commission.

5.1.3. Consistency in EU policies and legislation was advanced through collaborative work among PROGRESS policy sections

The policy issues in the five distinct, yet closely interlinked policy areas covered by PROGRESS are not independent from one another, but are closely interrelated given their multidimensional nature. Thus, to increase the consistency and relevance of EU policies and legislation in PROGRESS areas, the programme encouraged cross-cutting and collaborative work among policy sections.

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

III. PROGRESS contribution to EU goals

This section of the report reviews the contribution of PROGRESS to longer-term and higher-level goals of the EU against three intermediate outcomes of the programme. Each chapter starts with a short rationale for each of the outcomes and presents their links to PROGRESS activities, which were discussed in the previous section. Then, it gives some examples of PROGRESS contribution to specific EU policy outputs in 2013. Finally, the available, and where possible comparative, data on predefined long-term performance measures for PROGRESS is presented at the end of each chapter.

1. EFFECTIVE APPLICATION OF EU LAW

EU policy in areas such as health and safety at work, labour law, working conditions, and non-discrimination and gender equality is advanced by means of

EU law. Much of European law in these fields takes the form of directives setting 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. Thus, primary responsibility for applying EU law lies with the national administrations in the Member States, while the Commission, as the guardian of the treaties, monitors the transposition of individual directives into national law, as well as respect for EU law more generally.

Table 13 summarises the latest results on the compliance of 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).

Table 13: Compliance in the Member States with EU law in PROGRESS policy areas in 2008-2013, (%)

| Policy area | Transposition rate | | | | | | Fragmentation factor | | | | | |
|---------------------|--------------------|------|------|------|------|------|----------------------|-------------------|-------------------|------------------|-------------------|-------------------|
| | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 |
| Labour law | 99 | 98 | 98 | 100 | 99 | 100 | 14 (3 directives) | 5 (1 directive) | 4 (1 directive) | 3 (1 directive) | 8 (2 directives) | 0 |
| Health and safety | 99 | 100 | 100 | 100 | 100 | 99 | 11 (3 directives) | 3 (1 directive) | 3 (1 directive) | 3 (1 directive) | 4 (1 directive) | 4 (1 directive) |
| Anti-discrimination | 100 | 100 | 100 | 100 | 100 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |
| Gender equality | 96 | 96 | 96 | 100 | 95 | 95 | 31 (4 directives) | 31 (3 directives) | 31 (3 directives) | 20 (1 directive) | 29 (2 directives) | 29 (2 directives) |

Source: European Commission.

The compliance of Member States with EU law in PROGRESS policy areas depends on a variety of the factors, such as the directives coming into force (e.g. as a new legal act comes into force, the transposition rate and/or fragmentation factor may temporarily decrease), and PROGRESS has only indirect effect on it. To achieve better compliance and more effective application of EU law, the programme:

- assists the development of new legal initiatives or amendment of existing EU legislation through analysis and impact assessments;

- helps the Commission ensure correct and effective application of EU law through regular monitoring;

- supports application of EU law through practical assistance to the main stakeholders at the national level through guidance and training.

Analytical outputs, statistical databases and tools produced under PROGRESS allow for a systematic review of how EU legislation is being applied in the Member States. This in turn promotes better

standards of inspection and monitoring of the application of EU law. For example, in the policy area of working conditions a study on operation and effects of information and consultation directives in the EU/EEA countries contributed to the SWD “Fitness check” on EU law in the area of Information and Consultation of Workers”, 26 July 2013, SWD(2013) 293 final. A number of 2012 PROGRESS-funded outputs fed into an overarching document of progresses achieved in 2012 in the area of Gender equality “Progress on equality between women and men in 2012”, SWD(2013) 171 final (accompanying Communication “2012 Report on the Application of the EU Charter of Fundamental Rights”).

Three PROGRESS-supported networks of legal experts operating in the policy areas of labour law, non-discrimination and gender equality 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 provided the European Commission with information used for the development of new EU legislative instruments.

Even if EU law has been transposed into national legislation, this does not necessarily mean that it is being applied correctly or effectively. Therefore, PROGRESS also supported the correct implementation and application of EU law by financing training for judges and legal practitioners on EU gender equality and anti-discrimination law. This training was provided by the Academy of European Law (ERA). Enhancing in-depth knowledge of EU law in these fields contributes to better application and enforcement through the national courts, and participants, particularly judges, can be expected to further spread that knowledge. The training courses have received high approval ratings from the participants.

With regard to assessing the effectiveness of application of EU law, PROGRESS provides some evidence on this multifaceted phenomenon in PROGRESS areas. The situation in Member States in the field of legal protection against discrimination is very uneven due to different legislative choices made nationally.⁽²²⁾ Moreover, a number of areas present

(22) An Equinet report: Equality Law in Practice Report on the Implementation of the Race and General Framework Directives, 2013.

specific difficulties for Member States in applying the equality directives and, therefore, clarification of the directives’ provisions would be required in order to facilitate their better implementation and to enhance their effectiveness. Members of the PROGRESS-supported Equinet’s Working Group on Equality Law in Practice identified 16 such areas, for example, scope of the directives, competencies and standards of equality bodies, the definition of service and the type of services covered by the directives, the definition of disability, etc.

In this respect the Court of Justice of the European Union (CJEU) has been especially helpful for Member States in applying EU law nationally. A thematic report produced by the PROGRESS-funded European Network of Legal Experts in the Non-discrimination Field on the evolution and impact of the case law of the CJEU on Directives 2000/43/EC and 2000/78/EC concludes that its case law has brought about significant changes in national law across Europe on these two non-discrimination Directives.⁽²³⁾ Since 2003, in response to a growing number of cases referred to the CJEU from national courts, the Court has delivered a series of important judgments which have clarified how many of the key provisions of the Directives should be interpreted and applied. The manner in which the Court has interpreted the directives influenced how national legislatures, courts and equality bodies approach issues relating to equality and non-discrimination.

Three recent reports produced by the PROGRESS-funded European Network of Legal Experts in the Field of Gender Equality, each tell a story of the gap between EU gender discrimination law “on the books” and the reality in practice.⁽²⁴⁾ These reports clearly identify how many, if not all, Member States have problems in implementing one or more sets of requirements arising from the relevant gender equality directives. The most effective and appropriate way to implement EU equality law seems to be

(23) The evolution and impact of this case law, up to 30th August 2012, is analysed in a Progress-funded thematic report by the European Network of Legal Experts in the Non-discrimination Field “The evolution and impact of the case-law of the Court of Justice of the European Union on Directives 2000/43/EC and 2000/78/EC”.

(24) “Fighting Discrimination on the Grounds of Pregnancy”, “Maternity and Parenthood, Harassment related to Sex and Sexual Harassment Law in 33 European Countries: Discrimination versus Dignity”, “The Personal Scope of the EU Sex Equality Directives”

the ability of national judges to interpret national law by applying a broad set of principles, rather than detailed legal rules. Such a judicial case law approach has been adopted by the CJEU and has been, more or less, successfully established in most continental civil-law countries. However, evidence is growing that the former Eastern-bloc States, in particular, have not made the transition to the case law method of adjudication and interpretation that is necessary if EU gender equality law is to be implanted effectively.⁽²⁵⁾

Finally, knowledge of one's rights as a victim of discrimination is a proxy indicator for the effective application of EU law. About one-third of EU citizens say that they know their rights, should they be a victim of discrimination or harassment, while about half give the opposite answer, with the remainder saying that "it depends". As Table 14 shows, in the period 2006–2012 more Europeans appear to be aware of their rights (+5 percentage points) and less are unaware (-7 percentage points). Still, the European average conceals wide national differences in awareness, ranging from 71 % knowledge in Finland to 21 % knowledge in Austria.

Table 14: Public awareness of their rights

| | Do you know your rights if you are the victim of discrimination or harassment? (% EU) | | | |
|------------|---|------|------|------|
| | 2006 | 2008 | 2009 | 2012 |
| Yes | 32 | 33 | 33 | 37 |
| No | 55 | 53 | 52 | 48 |

Source: Discrimination in the EU. Special Eurobarometers 263 (2007), 296 (2008), 317 (2009), 393 (2012).

2. SHARED UNDERSTANDING AND OWNERSHIP OF EU OBJECTIVES

In the policy areas that remain the responsibility of national governments (specifically, employment and SPSI) and where the EU has no or few legislative powers, the open method of coordination is the key method to advance policies. It builds on mechanisms such as non-binding objectives, guidelines, indicators or benchmarking to bring about change in social, employment and equality policies, and lately is structured around the so-called European semester for policy coordination. In such

areas policy-evidence outputs produced under PROGRESS were especially helpful in encouraging key EU and national policy- and decision-makers and stakeholders to better understand and take ownership of EU objectives and priorities. This process contributes to convergence of national policies in a direction that fits with those of the EU. To achieve this, PROGRESS:

- Provides evidence on new and priority issues through research and analysis;
- Provides an EU platform for transnational exchange of good practices and mutual learning through peer reviews and other regular learning activities;
- Provides an enabling environment for policy debate on common issues through Presidency conferences and other high-level European events which involved representatives of the Member States, the Commission and other key stakeholders; and by
- Enables weaker, disadvantaged stakeholders, such as ethnic minority groups and people experiencing poverty, to participate in EU policymaking through inclusive policy debate and support to EU-level networks and NGOs.

Evidence produced through PROGRESS in the fields of employment and SPSI is closely connected with the European Semester. It provides a general view of labour market reforms taking place across European countries and examines to what extent employment and social policies have helped to counteract the growing challenges and what policy responses need to intensify or change. This solid analytical evidence forms the basis for country-specific recommendations in the framework of the European Semester.

The number and type of recommendations provided by the Commission to the Member States might be regarded as a proxy indicator of the alignment between national priorities and EU policy objectives. In 2013 all Member States received recommendations in the area of labour market participation, all but three Member States (13%) received recommendations in the area of active labour market policy, while in the area of poverty and social

(25) European Gender Equality Law Review, No.1/2013.

inclusion 12 Member States did not receive any recommendations (52%).⁽²⁶⁾

The Commission's analysis presented alongside the recommendations shows that Member States are engaging in necessary reforms and working hard to get public finances under control.⁽²⁷⁾ The pace and impact of these efforts varies across countries, but adjustment is particularly noticeable in the programme countries and the more vulnerable Member States. Specifically:

- The Commission proposed Recommendations to 12 Member States with the most serious youth unemployment problems to put in place the structures to make the Youth Guarantee a reality as soon as possible and recommendations to 19 Member States to facilitate school-to-work transitions;
- Recommendations to 8 Member States were proposed to provide more effective, targeted support to the long-term unemployed and to those furthest away from the labour market;
- Recommendations to 10 Member States were proposed to strengthen social safety nets in order to tackle poverty by enhancing the adequacy, efficiency and effectiveness of benefits and services;
- For 5 Member States the Commission proposed recommendations to improve the integration of the Roma population, notably by implementing their National Roma Integration Strategies.

The progress in directing the national policies towards the common objectives might be another proxy indicator of the convergence of national policies with the EU objectives. During the PROGRESS operation period, 2007–2013, policy re-orientation was visible and initiatives at the EU level made a difference in this process on such issues as the adaptability of workers

(26) Annex 1 "Overview of EU-specific country recommendations for 2013-2014" to Communication "Annual Growth Survey 2014" 11 November 2013, COM(2013) 800 final. Available at http://ec.europa.eu/europe2020/pdf/2014/ags2014_en.pdf

(27) Communication "2013 European Semester: Country-Specific Recommendations. Moving Europe Beyond the Crisis", 29 May 2013, COM2013350 final, available at http://ec.europa.eu/europe2020/pdf/nd/2013eccomm_en.pdf

and enterprises, flexicurity, tackling youth and long-term unemployment. The Youth Guarantee initiative, presented in the box below, is an example of interaction between EU and national policy objectives.

A **Youth Guarantee initiative**, which is a youth-specific response to unemployment, was proposed by the Commission in 2012 and agreed by the Member States in 2013. It was built on the example of the Nordic countries, which had already defined this concept in 1981. The Commission called on Member States to take action and to provide a job, continued education, apprenticeship or a traineeship to young people within four months of becoming unemployed or leaving formal education. The analysis shows that all Member States and Croatia had one or more youth-related employment measures in place in 2013, many of them being funded by the EU.⁽²⁸⁾

(28) Annex 1 "Youth-related measures currently in place in Member States and Croatia" to the Commission Staff Working Document Accompanying the document "Proposal for a Council Recommendation on Establishing a Youth Guarantee", 5 December 2012, SWD(2012) 409 final.

In some areas, however, national policies do not quite follow the guidance stemming from the EU objectives. Specifically, the Member States have not yet re-orientated their policies towards labour market and social reforms. For example, active labour market measures, such as training and employment services, have remained one of the areas for improvement at national level throughout the period 2007–2013.

More generally, greater ownership of EU policy objectives at national level is one of the three areas for further improvement, identified by the Commission in 2013, which are needed if the EU's new economic governance is to deliver its full potential.⁽²⁹⁾ The Commission noted that there was a need for national processes to take active account of EU policy development, including stepping up interactions with the European level. In many Member States, a need for greater involvement of national parliaments, social partners and civil society in the process has been identified in order to secure public understanding and acceptance of the necessary reforms.

(29) Communication from the Commission "Annual Growth Survey 2014", 11 November 2013, COM(2013) 800 final.

3. EFFECTIVE PARTNERSHIPS WITH NATION AND PAN-EUROPEAN STAKEHOLDERS

Effective partnerships are a precondition and a facilitating factor for the achievement of both the compliance in the Member States with EU law and shared understanding and ownership of EU policy objectives. Partnerships imply information sharing, knowledge transfer and exchange of experiences, long-term collaboration and joint decision-making. PROGRESS has contributed to the development and strengthening of partnerships among all stakeholders – the Member States, the Commission, social partners and NGOs – by:

- Providing comparative evidence and guidance for Member States through research, monitoring and reporting;
- Providing a common platform for information sharing and mutual learning among Member States through well-established cooperation activities such as SLIC in the field of EU law on health and safety at work;
- Organising high-quality and participatory policy debates at the EU level through the Presidency conferences and other high-level events;
- Contributing to the capacity building of key non-governmental actors through support to EU-level NGOs and networks which represent a variety of less-organised interests relevant to the policy fields of social inclusion, non-discrimination and gender equality: people with disabilities, people experiencing poverty, homeless people, older people, Roma and minorities, etc.

The extent to which PROGRESS-funded activities and outcomes have contributed to the effectiveness

of partnerships cannot be measured directly, but only through indirect indicators such as a sense of collaboration and partnership between different stakeholders, identification and involvement by the EU of key actors in a position to exert influence or change at EU and national levels, and the contribution of stakeholders to policy process and outcomes.

In general, there was a strong sense of collaboration and partnership between different types of actors at the beginning of PROGRESS and throughout its operating period. The survey for the baseline assessment of PROGRESS showed that more than three-quarters of the actors observed that there was either a strong or a large degree of consensus/common ground on EU objectives and policies among them. The tendencies during the programme were as follows (see also Table 15):

- The strongest sense of collaboration and partnership was between government institutions of the EU and Member States (i.e. national, regional and local governments);
- The sense of collaboration between government institutions of Member States and national-level NGOs was stronger than that with EU-level NGOs in 2010–2011 and slightly weaker in 2012–2013;
- The sense of partnership and collaboration between government institutions of Member States and national social partners was stronger than that with NGOs, but not as strong as with EU institutions;
- The sense of partnership and collaboration between government institutions of Member States and EU-level social partners was weaker than that with national social partners and EU-level NGOs.

Table 15: A sense of collaboration and partnership in PROGRESS policy areas during 2010-2013, (%)

| A sense of collaboration and partnership between: | 2010 | 2011 | 2012 | 2013 |
|---|------|------|-------|------|
| Government institutions of Member States and EU institutions | 87 | 90 | 87 | 91 |
| EU institutions and government institutions of Member States | 87.5 | 75 | 100 * | 84 |
| Government institutions of Member States and EU-level NGOs | 58 | 55 | 72 | 80 |
| EU-level NGOs and government institutions of Member States | 57 | 74 | 69 | 64 |
| Government institutions of Member States and national-level NGOs | 64 | 75 | 71 | 76 |
| National-level NGOs and government institutions of Member States | 82 | 83 | 83 | 79 |
| Government institutions of Member States and EU-level social partners | 54 | 64 | 64 | 61 |
| Government institutions of Member States and national-level social partners | 86 | 86 | 86 | 86 |

*Note: N=7 (the sample of respondents to this question was very small, only 7 persons).
Source: Annual PROGRESS surveys 2010-2013.

The actual involvement of relevant stakeholders (social partners, networks, NGOs, independent experts, etc.) in the policy debate at EU level, as part of good governance, was assessed during the whole PROGRESS period. It showed a very positive, although uneven trend (see Table 16). This involvement took place through regular PROGRESS-funded activities such as 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 Inclusion (for more detailed information see Annex 2).

Table 16: PROGRESS stakeholders' perception of the involvement of relevant stakeholders during policy debate

| A statement | The share of positive response, % in: | | | |
|---|---------------------------------------|------|------|------|
| | 2010 | 2011 | 2012 | 2013 |
| Relevant stakeholders (social partners, networks, NGOs, independent experts, etc.) were involved during the policy debate at EU level | 74 | 85 | 84.4 | 74.8 |

Sources: Annual PROGRESS surveys 2010-2013.

The study on stakeholders' involvement in the implementation of the open method of coordination

(OMC) in SPSI, funded by PROGRESS in 2010, 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.

Finally, the effectiveness of partnerships can be measured through the attitude of stakeholders towards the capacity of the key EU networks/NGOs to exercise influence on policymaking in relevant policy areas and make a difference on policy process. A survey for the baseline study of PROGRESS showed that a substantial share of the Commission officials agreed that EU-level networks and NGOs were a source of useful and appropriate information, especially in informing on the conditions, needs and expectations of target groups and on the application of EU law in the Member States. The stakeholders'

perception of the actual influence of key EU-level networks and NGOs on policymaking showed a very positive and rather stable tendency throughout the PROGRESS period (see Tables 17 and 18).

Table 17: PROGRESS stakeholders' perception of the usefulness of key EU-level networks and NGOs

| A statement | The share of positive response, % in: | | | |
|--|---------------------------------------|------|------|------|
| | 2010 | 2011 | 2012 | 2013 |
| Key EU-level networks and NGOs provided useful and appropriate information on the implementation of EU law and/or conditions, needs and expectations of relevant target groups | 83 | 85 | 84.4 | 84.4 |

Source: Annual PROGRESS surveys 2010-2013.

Table 18: PROGRESS stakeholders' perception of the influence of key EU-level networks and NGOs

| A statement | The share of positive response, % in: | | | |
|--|---------------------------------------|------|------|------|
| | 2010 | 2011 | 2012 | 2013 |
| The influence of key EU-level networks and NGOs was visible in increasing awareness and exerting pressure on policymakers in relevant policy areas | 82 | 85 | 79.7 | 81.3 |

Sources: Annual PROGRESS surveys 2010-2013.

One of the examples of partnership contribution to EU policy outcomes in PROGRESS policy areas is the activity of the European social partners. They have influenced the shaping of European social policy legislation and contributed significantly to the definition of European social standards, as well as to the social and economic objectives of the EU. For instance, cooperation with social partners has been a major instrument for improving labour standards in the EU and contributing to the modernisation of labour markets. Their views have enabled the Commission to assess its various legislative options and prepare its suggestions for the future. European social partners such as **BUSINESSEUROPE**, **European Centre of Employers and Enterprises Providing Public Services (CEEP)** and **European Association of Craft, Small and Medium-sized Enterprises (UEAPME)**, all representing employers, and the **European Trade Union Confederation (ETUC)**,

representing employees, have contributed to EU legal initiatives on European cooperative society (Directive 2003/72/EC) and working time (especially, for inland waterways and for the fishing sector).

Some of the projects funded by PROGRESS through action grants in 2013 were specifically aimed at promoting partnerships. One example in the field of employment was the call for proposals related to partnerships between employment services "Public employment services and private employment services working together". 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.

The main goal of the Dutch project **“IEPECO: project for the Improvement of the Effectiveness of the Public-Private Employment service Cooperation”** carried out in 2012-2013 was to encourage new forms of collaboration between employment services at EU level in order to deliver complementary services with a high standard of quality and efficiency, especially focused on a better functioning of public service providers. The project contributed to this goal by encouraging partnership between public employment service organisation (the Municipality of Apeldoorn) and two private organisations (Activa and de Overstap). The improvement in cooperation was tested in practice by jointly developing a Social Secondment Model and executing the model to bring 100 long-term unemployed into a sustainable job. The uniqueness of this tool is not the relocation of people with a large distance to the labour market itself, but lies in the fact that it focuses on the maximal optimisation of the cooperation between public and private parties who are daily professionally engaged in the placement of these clients. Analysis of cooperation between public and private employment services was carried out during the project. Also, a recommendation report for development and use of Social Secondments Models in Europe was developed during the project. The model will have a lasting impact – after the project period has ended, the model will be used to serve several municipalities and is expected to result in a greater access to sustainable employment. For more information on this project, please see: <http://www.ieppeco.eu/index.aspx>

IV. 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 expenditures.

1. OPERATIONAL EXPENDITURE

The planned operational expenditures (appropriations for commitments; EU-27 and the contribution of EEA-EFTA countries) amounted to EUR 98.16 million in 2013 (3.59% increase compared to 2012). The share of allocated operating expenditure by policy section is presented in Table 19.

Table 19: Share of operational expenditure: planned commitments, by policy area (%)

| PROGRESS policy area | 2013 | 2012 | 2011 | 2010 | 2009 | 2008 | 2007 | Progress decision |
|--|-------|-------|-------|-------|-------|-------|-------|-------------------|
| Employment | 21.80 | 22.25 | 22.18 | 22.19 | 22.36 | 21.82 | 21.92 | 23.00 |
| Social protection and inclusion | 30.09 | 30.83 | 31.13 | 30.78 | 30.73 | 29.40 | 30.70 | 30.00 |
| Working conditions | 8.26 | 9.23 | 9.44 | 9.79 | 10.31 | 12.96 | 11.18 | 10.00 |
| Anti-discrimination and diversity | 24.48 | 22.73 | 22.56 | 22.81 | 22.71 | 25.09 | 22.49 | 23.00 |
| Gender equality | 14.12 | 13.48 | 13.21 | 12.77 | 12.12 | 9.24 | 11.75 | 12.00 |
| Support to the implementation of the programme | 1.25 | 1.48 | 1.52 | 1.66 | 1.77 | 1.47 | 1.91 | 2.00 |

Source: PROGRESS Work Plan 2013 (narrative part).

Table 20 illustrates both planned and actual commitments) by PROGRESS policy area in 2013 operational expenditure (appropriations for and 2012.

Table 20: Operational expenditure: planned and actual commitments in 2013 and 2012, million EUR

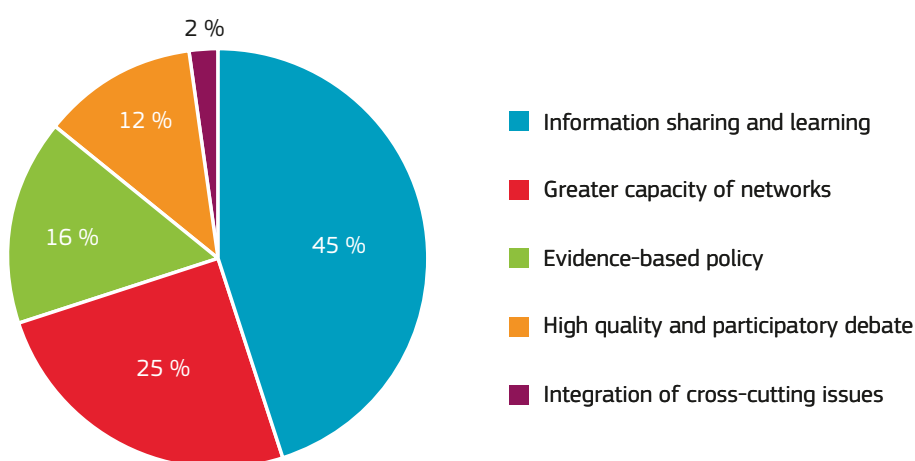
| PROGRESS policy area | 2013 | | | 2012 | | |
|---|--------------|-------------|--------------|--------------|--------------|-------------|
| | Planned | Actual | % | Planned | Actual | % |
| Employment | 21.39 | 20.67 | 96.63 | 21.10 | 20.87 | 98.9 |
| Social protection and inclusion | 29.54 | 27.33 | 92.51 | 29.23 | 28.32 | 96.9 |
| Working conditions | 8.11 | 6.53 | 80.51 | 8.75 | 7.87 | 89.9 |
| Anti-discrimination and diversity | 24.03 | 21.39 | 89.01 | 21.55 | 19.67 | 91.3 |
| Gender equality | 13.86 | 11.15 | 80.45 | 12.78 | 11.88 | 93.0 |
| Support for implementation of the programme | 1.23 | 1.23 | 100 | 1.4 | 1.4 | 100 |
| Total | 98.16 | 88.3 | 89.96 | 94.81 | 90.01 | 94.9 |

Source: European Commission.

Chart 24 illustrates the distribution of previously indicated actual operational expenditure (appropriations for commitments) by PROGRESS immediate outcomes in 2013. As a number

of PROGRESS-funded activities contributed to several PROGRESS immediate outcomes, the information provided in the chart is the best estimate available.

Chart 24: Operational expenditure: commitments in 2013, by contribution to PROGRESS immediate outcome



Source: PROGRESS Work Plan 2013 (narrative part).

Finally, the information on operational expenditure concerns the amounts committed in 2013. This does not correspond to the amounts that have been committed and paid (both in 2013 but also over several preceding years) to produce the outputs delivered in 2013 and covered by this report.

2. ADMINISTRATIVE EXPENDITURE

Planned administrative expenditure for 2013 (appropriations for commitments) amounted to EUR 4.5 million in 2013 (including EFTA-EEA contributions). Table 22 illustrates planned and actual administrative expenditure by PROGRESS policy area in 2013 as well as compared to previous years.

Table 21: Administrative expenditure by year: planned and actual commitments, million EUR

| | Planned | Actual | % |
|------|---------|--------|-------|
| 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 |
| 2012 | 4.397 | 3.636 | 82.69 |
| 2013 | 4.5 | 2.835 | 63 |

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 22 summarises the use of PROGRESS administrative expenditure in 2013.

Table 22: Administrative expenditure by type: planned and actual commitments in 2013, million EUR

| Administrative expenditure | Planned | Actual |
|---|------------|-------------|
| Experts meetings and technical assistance (Employment, antidiscrimination, working conditions and support Sections) | 1.5 | 0.78 |
| Translations | 0.2 | 0.05 |
| Information and publication | 2.37 | 1.42 |
| IT tools | 0.25 | 0.46 |
| Audit | 0.18 | 0.12 |
| Total | 4.5 | 2.83 |

Source: European Commission.

Annex 1: Overview of monitoring framework

PROGRESS Annual Performance Report monitors and reports on immediate outcomes, as well as outputs produced by PROGRESS during 2013 (i.e. from 1 January 2013 until 31 December 2013).

Information on **outputs** was collected using the primary sources of information. First, a **monitoring IT database (DEFIS)** facilitated the collection of information on outputs produced under action grant agreements in different policy areas of PROGRESS. In addition, a separate reporting template was used to query and collect performance information from the key EU networks and NGOs being supported by operating grants.

In addition, information on outputs produced under service contracts was collated using **internal data of the Commission (e.g. from COLI database)**, as well as other available data. Furthermore, the missing or ambiguous information was double-checked with the Commission officials and beneficiaries/contractors. As a result, detailed information on outputs produced by PROGRESS in the reference period was collected.

Information on **outcomes** was collected using both primary and secondary information sources. Information collection methods included: **desk research** and the **PROGRESS Annual Survey**. The survey was conducted in January 2014. The Survey contained two sets of questionnaires:

- the **General Questionnaire** aimed more generally at individuals, organisations and institutions that follow policy debate in the field of employment and social affairs, as well as those involved in national and EU policy formulation or implementation; and
- the **Events Follow-Up Questionnaire** aimed at participants of the PROGRESS-funded events (conferences, seminars, peer reviews, etc.) in attempt to get better and more complete performance information on their longer term outcomes.

Overall, approximately 9 483 questionnaires were sent⁽³⁰⁾ (the same number of questionnaires was

sent in the reminding invitation to participate in the survey) and 1 260 responses were received, which results in a 16.46% average response rate (around 1% decrease compared to the previous year; it was 17.45% in 2012). The survey data was analysed using SPSS software.

Among the key **primary sources** for the desk research, were the Strategic Framework and General Guidelines for the Implementation of Community Action Programme for Employment and Social Solidarity PROGRESS (2007–2013), which provided guidelines for monitoring and performance expectations, official websites of the Commission, other EU institutions, networks and NGOs, Commission staff working documents, Communications from the Commission, proposals for Directives, Impact Assessment Reports, etc.

As data from primary sources was not always sufficient for assessing all performance measures, some **secondary sources** were used (i.e. data collected by other outside organisations, reports by independent experts), namely, peer reviews and assessments in social inclusion, by the Network of independent social inclusion experts, and similar. A separate in-depth analysis of such documents was avoided, given that PROGRESS was subject to separate mid-term evaluation and that ex-post evaluation will be carried out. Secondary sources have some limitations in that their conclusions are not always unequivocally accepted and, thus, they have to be treated with caution. Therefore, secondary sources were not treated as the only or the most important ones in this analysis.

One of the major challenges of PROGRESS performance monitoring was to create links between outputs and immediate outcomes as well as intermediate outcomes. This was done through the desk research and templates distributed to policy sections. In particular, reference lists, lists of contributors and responses to public consultations were scrutinised to identify specific outputs of PROGRESS that contributed to the policy outcomes in the PROGRESS policy areas. Inputs from the Commission officials were very helpful in this respect.

(30) 1 828 of which did not reach the recipient (bounced emails).

Table 1. Data sources for performance measures

| Performance measure | Operationalisation (what did we actually measure?) | Data Sources |
|---|--|---|
| Intermediate outcome 1: Effective application of EU law | | |
| 1. Transposition rate of EU law on matters related to working conditions and labour law and information and consultation of workers, non-discrimination and gender equality in the Member States | The following indicators are used to estimate the extent to which the performance measure is satisfied: <ul style="list-style-type: none"> • Transposition rate; • Fragmentation factor. | <ul style="list-style-type: none"> • Commission data on transposition rate of EU law; • PROGRESS mid-term evaluation report. |
| 2. Effectiveness of application of EU law on matters related to health and safety, labour law and working conditions and information and consultation of workers, non-discrimination and gender equality in the Member States | The following indicators are used to estimate the extent to which the performance measure is satisfied: <ul style="list-style-type: none"> • Number of non-conformity infringement proceedings initiated by the Commission; • The activity of the national courts (in terms of the number of referrals for preliminary ruling lodged at the ECJ); • Public opinion on the effectiveness of application of EU law in the PROGRESS policy areas. | <ul style="list-style-type: none"> • Commission data on infringement proceedings; • Data from the European Court of Justice case-law database (available on Internet); • Eurobarometer report (awareness by the general public of the EU law in PROGRESS areas). |
| Intermediate outcome 2: Shared understanding and ownership of EU objectives | | |
| 1. Attitudes of decision-makers, key stakeholders and general public regarding EU objectives in PROGRESS policy areas | The following indicators are used to estimate the extent to which the performance measure is satisfied: <ul style="list-style-type: none"> • The attitudes of the general public with regard to the role of the EU in PROGRESS policy areas; • Qualitative assessment of the extent to which the EU objectives reach wider socio-political circles in the Member States (penetration level). | <ul style="list-style-type: none"> • Eurobarometer report on the attitudes of the general public on the EU's role in the PROGRESS areas; • Analysis of the attitudes of the main actors on the European Employment Strategy; • Analyses by the Networks of independent experts. |
| 2. Extent to which national policy discourses or priorities reflect EU objectives | The following indicators are used to estimate the extent to which the performance measure is satisfied: <ul style="list-style-type: none"> • Recommendations put forward by the Commission on the National Reform Programmes; • Interaction between the economic and labour market policies (NRPs); • Impact of the OMC on policy process; • The extent to which gender mainstreaming is implemented. | <ul style="list-style-type: none"> • Annual Activity Report by DG Employment; • Joint Report on Social Protection and Social Inclusion Country Profiles, by the European Commission; • National Reform Programmes; • Peer reviews and assessments in social inclusion, by the Network of Independent Experts. |
| Intermediate outcome 3: Effective partnerships | | |
| 1. Existence of common ground/ consensus among policy and decision-makers and stakeholders on EU objectives and policies | The following indicators are used to estimate the extent to which the performance measure is satisfied: <ul style="list-style-type: none"> • Degree of consensus/common ground on the major policy objectives among the stakeholders and policy/ decision-makers | PPMI survey; |
| 2. Identification and involvement by the EU of key actors in a position to exert influence or change at EU and national levels | The following indicators are used to estimate the extent to which the performance measure is satisfied: <ul style="list-style-type: none"> • The general public's perception of the EU's ability to involve the key actors (trade unions, employers); • The extent to which the key EU NGOs are actually making a difference to policy process; • The extent to which all-important non-governmental actors are actively involved in the policy process. | PPMI survey; Eurobarometer reports. |

| Performance measure | Operationalisation (what did we actually measure?) | Data Sources |
|--|---|---|
| 3. Effectiveness of partnerships in relation to outcomes related to PROGRESS policy areas | <p>The following indicators are used to estimate the extent to which the performance measure is satisfied:</p> <ul style="list-style-type: none"> • Insights provided in the mid-term evaluation on the achievements of the Commission in strengthening partnerships by providing support to cover the operating costs of key EU NGOs; • Judgements of the key stakeholders (provided in the survey) on the effectiveness of partnerships among the Commission, the key EU networks and the Member States. | <ul style="list-style-type: none"> • PPMI survey; • PROGRESS Mid-term evaluation; • Peer reviews and assessments in social inclusion, by the Network of Independent Experts. |
| Immediate Outcome 1: Effective information sharing and learning | | |
| 1. Greater awareness of policy-and decision-makers, social partners, NGOs and networks regarding their rights/obligations in relation to PROGRESS policy areas | <p>The following indicators are used to estimate the extent to which the performance measure is satisfied:</p> <ul style="list-style-type: none"> • Examples of activities that consolidate the link between the standards of the EU and Member States; • Share of the stakeholders familiar with the key EU policy issues in PROGRESS policy areas (Q15 of the General Survey). | <ul style="list-style-type: none"> • 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 | <p>The following indicators are used to estimate the extent to which the performance measure is satisfied:</p> <ul style="list-style-type: none"> • Examples of PROGRESS outputs that contribute to meeting specific objectives in PROGRESS policy areas and their links to concrete policy outputs; • Examples of communication activities which contributed to increased awareness on issues related to PROGRESS policy areas; • Share of participants of PROGRESS-funded events who agree that by participating in the event they gained a better understanding of EU policy objectives | <ul style="list-style-type: none"> • PROGRESS Annual survey; • Official websites (on peer reviews, EU networks); • Expert analysis and Recommendations. |
| 3. Satisfaction of clients with information | <p>The following indicators are used to estimate the extent to which the performance measure is satisfied:</p> <ul style="list-style-type: none"> • Share of respondents (by type of activity) stating that activities funded by PROGRESS were responsive to their needs and useful for policymaking or policy advocacy; • Share of respondents agreeing that they gained thorough and in-depth information on policy challenges and their causes and an insight into new, innovative policy options and solutions by participating in the PROGRESS-funded events; • Share of respondents agreeing that by participating in the events they increased awareness of policy practices and tools that can be transferable and/ or demonstrated results and learned about relevant comparative pan-European information; • Share of respondents who intend to use acquired knowledge for policymaking or policy advocacy or to share the obtained knowledge with peers/management, colleagues and other stakeholders; examples of reasons why knowledge acquired by participating in the event was useful. | <ul style="list-style-type: none"> • PROGRESS Annual survey |

| Performance measure | Operationalisation (what did we actually measure?) | Data Sources |
|---|--|---|
| Immediate Outcome 2: Evidence-based EU policies and legislation | | |
| 1. EU policies are grounded in thorough analysis of the situation and responsive to conditions, needs and expectations of Member States in PROGRESS areas | The following indicators are used to estimate the extent to which the performance measure is satisfied: Examples of contribution by PROGRESS analytical outputs to tackling the most pressing policy problems; Share of respondents stating that the EU policy is grounded in thorough analysis of the situation; Share of respondents stating that the EU policy is responsive to conditions, needs and expectation in Member States. | <ul style="list-style-type: none"> • PROGRESS Annual survey • Desk research of secondary sources |
| 2. Extent to which PROGRESS-supported policy advice feed into the development and implementation of EU legislation and policies | The following indicators are used to estimate the extent to which the performance measure is satisfied: Extent to which PROGRESS-supported policy advice was used by the Commission; Extent to which PROGRESS-supported policy advice was used by the Member States; Share of respondents stating that common methodologies, indicators and statistical data produced under PROGRESS have contributed to their various activities | <ul style="list-style-type: none"> • Communications from the Commission, Commission staff working documents, proposals for Directives, Impact Assessment reports |
| Immediate Outcome 3: Better integration of cross-cutting issues and greater consistency in EU policies and legislation | | |
| 1. Cross-cutting issues are addressed in PROGRESS policy sections | Share of respondents stating that the EU contribution to the integration of the cross-cutting issues into their respective policy area is moderate or high; Share of respondents stating that cross-cutting issues were adequately addressed at the event. | <ul style="list-style-type: none"> • Annual PROGRESS work plan • PROGRESS Annual survey |
| 2. EU policies and legislation in relation to PROGRESS issues display a common underlying logic of intervention | The following indicator is used to estimate the extent to which the performance measure is satisfied: Extent to which the development and implementation of the EU policies and legislation were based on the same principles | <ul style="list-style-type: none"> • Communications from the Commission, Commission staff working documents, proposals for Directives, Impact Assessment reports |
| 3. Gender mainstreaming is systematically promoted in PROGRESS | The following indicators are used to estimate the extent to which the performance measure is satisfied: Examples of PROGRESS outputs that promote gender mainstreaming | <ul style="list-style-type: none"> • 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 | Percentage of funding in the PROGRESS programme devoted to supporting cross-cutting issues | <ul style="list-style-type: none"> • Annual PROGRESS work plans |
| Immediate Outcome 4: Greater capacity of national and pan-European networks | | |
| 1. Number of individuals served or reached by networks supported by PROGRESS | Is not covered by the APR 2013 | <ul style="list-style-type: none"> • Standard reporting templates for EU networks and NGOs |
| 2. Extent to which advocacy skills of PROGRESS-supported networks have improved | The following indicator is used to estimate the extent to which the performance measure is satisfied: Participatory Status at the Council of Europe | <ul style="list-style-type: none"> • PROGRESS Annual survey • Standard reporting templates for EU networks and NGOs |

| Performance measure | Operationalisation (what did we actually measure?) | Data Sources |
|---|--|--|
| 3. Satisfaction of EU and national authorities with contribution of networks | The following indicators are used to estimate the extent to which the performance measure is satisfied: <ul style="list-style-type: none"> • Share of respondents agreeing that EU-level NGOs/ networks are successful in increasing awareness and exerting pressure on policymakers in relevant policy areas; • Share of respondents agreeing that EU-level NGOs/ networks are a source of useful and appropriate information on the implementation of EU law and/or conditions, needs and expectations of relevant target groups. | <ul style="list-style-type: none"> • PROGRESS Annual survey • Desk research of secondary sources |
| 4. Extent to which PROGRESS-supported networks take a cross-cutting approach | The following indicator is used to estimate the extent to which the performance measure is satisfied: Examples of the activities of the key networks where they have adopted a cross-cutting approach | <ul style="list-style-type: none"> • Communications from the Commission, Commission staff working documents, proposals for Directives, Impact Assessments, reports on public consultations launched by the Commission |
| Immediate Outcome 5: High-quality and participatory policy debate | | |
| 1. Extent to which principles of good governance are respected in policy debate | The following indicators are used to estimate the extent to which the performance measure is satisfied: Share of respondents stating that the principles of good governance (by principle) have been adequately followed in the policy debate at the EU level; Share of respondents stating that the EU had a positive contribution to the clarity of policy issues during policy debate at national/regional/local level; Share of respondents agreeing that the EU made a positive contribution to the involvement of all stakeholders relevant to policy debate. | <ul style="list-style-type: none"> • 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 | The following indicator is used to estimate the extent to which the performance measure is satisfied: Extent to which PROGRESS-funded policy debate was used for policymaking or policy advocacy at the national level | <ul style="list-style-type: none"> • 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 2013

EMPLOYMENT

| Information sharing and learning | |
|---|---|
| Activities of the Mutual Learning programme: thematic review seminars and peer reviews | Thematic event "Pathway to Green Jobs: strategies and policy options for a sustainable job-rich recovery", Brussels (Belgium), 26 June 2013 |
| | Working and learning seminar "Practical support for the design and implementation of Youth Guarantee Schemes", Brussels (Belgium), 17–18 October 2013 |
| | Peer review "Youth unemployment: how to prevent and tackle it?", Amsterdam (the Netherlands), 25 November 2013 |
| | Learning Exchange "Voucher Systems", Riga (Latvia), 20 September 2013 |
| | Learning Exchange "Dual Apprenticeships: Qualifications and Labour Market Needs", Berlin (Germany), 2–6 September 2013 |
| | Learning Exchange on "Apprenticeship systems", Vienna (Austria), 7 November 2013 |
| | Dissemination seminar "Sharing real lessons and good practice in relation to European employment", Brussels (Belgium), 28 November 2013 |
| Conferences | Learning exchange "Tackling Undeclared Work", Tallinn (Estonia), 11 October 2013 |
| | European Skills/Competences, Qualifications and Occupations (ESCO) launch conference "ESCO goes live", Brussels (Belgium), 23–24 October 2013 |
| Presidency events | Meeting of the Heads of Public Employment Services (HoPES), Dublin (Ireland), 20–21 June 2013 |
| | Meeting of the Heads of Public Employment Services (HoPES), Vilnius (Lithuania), 16–17 December 2013 |
| European Employment Observatory (EEO) | European Employment Research Dialogue (EERD) "Shifting the burden of labour taxation to environmental resources: open challenges and the way ahead", Brussels (Belgium), 20 February 2013 |
| | Thematic Seminar on Minimum Income and Activation Policies, Brussels (Belgium), 16 January 2013 |
| European Employment Strategy | Organisation of meetings, seminars, conferences and information sessions in the context of Employment and Europe 2020 Strategy |
| PES to PES Dialogue | Peer review on PES approaches for low-skilled adults and young people: work first or train first? Vilnius (Lithuania), 6–7 June 2013 |
| | Peer review on Performance Management in Public Employment Services, Copenhagen (Denmark), 21–22 March 2013 |
| | Follow-up study visit "Performance Management in PES: benchmarking, clustering and individual performance management in the Austrian and Swiss PES", Vienna (Austria), 18 September 2013 |
| | Follow-up study visit "PES approaches for low-skilled adults and young people in Norway", Oslo (Norway), 5 November 2013 |
| | PES to PES Dialogue Conference on "Quality management: professionalism of employment counsellors", Brussels (Belgium), 17–18 April 2013 |
| | PES to PES Dialogue Dissemination Conference: Innovative and effective approaches for the strategic management of PES, Brussels (Belgium), 3–4 October 2013 |
| The European Job Mobility Laboratory | PARES Stakeholders Conference, Brussels (Belgium), 24–25 October 2013 |
| | Workshop "Self-employment and entrepreneurship: the role of the PES in job creation", Rome (Italy), 6–7 June 2013 |
| | PARES Strategic Dialogue 2013-2: Evaluation of partnerships, Brussels (Belgium), 14 May 2013 |
| | PARES Strategic Dialogue 2013-1: Drafting a Memorandum of Understanding on a national level, Brussels (Belgium), 26 April 2013 |

| Information sharing and learning | |
|--|---|
| Youth on the Move | Youth on the Move event in Zagreb (Croatia), 19–20 June 2013 |
| | Campaign event in the European Capital of Culture Marseille (France), 27–29 September 2013 |
| | Youth on the Move events in Paris (FR), Varna (BG), Volos (EL), Palma (ES), Dusseldorf (DE), Ghent (BE) |
| High quality and participatory debate | |
| Presidency conferences | Conference “Tackling youth unemployment in Europe: building a better future for young people“, Vilnius (Lithuania), 14–15 November 2013 |
| | High Level Conference on Employment, Pensions and Posting of Workers in the European Union, Vilnius (Lithuania), 22 October 2013 |
| Conferences | Launch event of the European Alliance for Apprenticeships, Leipzig (Germany), 2 July 2013 |
| | European Commission Conference on Exploiting the employment potential of personal and household services, Brussels (Belgium), 31 January 2013 |
| | Trainee Forum: How to improve the quality of traineeships in the EU?, Brussels (Belgium), 25 January 2013 |
| | European conference: Advice on apprenticeship and traineeship schemes with ESF support, 5–6 June 2013 (Brussels) |
| Evidence-based EU policies and legislation | |
| Studies | Analytical paper “PES approaches for sustainable activation of people with disabilities” (PES to PES Dialogue), August 2013 |
| | Analytical paper “Public Employment Services and Green Jobs” (PES to PES Dialogue), August 2013 |
| | Analytical paper “PES Approaches for Sustainable Activation of Low Skilled Adults and Youths: Work-first or Train-first?” (PES to PES Dialogue), May 2013 |
| | Report “Developing personal and household services in the EU A focus on housework activities”, June 2013 |
| | Study on imperfections in the area of microfinance and options on how to address them through an EU financial instrument |
| | Study on imperfections in the social investment market and options on how to address them through an EU financial instrument |
| Cooperation with OECD | Policy Brief on Evaluation of Inclusive Entrepreneurship Programmes, 2013 |
| | Policy Brief on Senior Entrepreneurship, 2013 |
| | Policy Brief on Social Entrepreneurship, 2013 |
| European Employment Observatory (EEO) | Ad-hoc paper “Geographical labour mobility in the context of the crisis”, June 2013 |
| | EEO Review 2013 “Promoting green jobs throughout the crisis: a handbook of best practices in Europe”, April 2013 |
| | EEPO Regular Report: “Catalogue of Measures – Regular Reports, September 2013”, 2 October 2013 |
| | Ad-hoc paper “Internal Labour Mobility in Slovakia”, June 2013 |
| | Ad-hoc paper “In-depth assessment of the employment situation in Romania in view of achieving the national employment target”, March 2013 |
| | Ad-hoc paper, “Marginalisation on the Danish labour market and in-work poverty”, March 2013 |
| | Ad-hoc paper, “Incomes and Wages in the Health- and Social Service Sector in Austria”, April 2013 |
| Ad-hoc paper, “Collective wage agreement and minimum wage in Germany”, 5 February 2013 | |
| The European Job Mobility Laboratory | Pares SD-1 “Drafting a Memorandum of Understanding on a national level” |

| Evidence-based EU policies and legislation | |
|---|---|
| Classification of European Skills/ Competences, Qualifications and Occupations | ESCO: 1) taxonomy in all EU languages of > 5 000 occupations, 6 000 skills (competences) and creation of a qualifications pillar; 2) creation and maintenance of > 100 000 links between the pillars; 3) creation of the management structure, board, maintenance committee, > 4 structural reference groups https://ec.europa.eu/esco/home |
| WEESP – Webtool for Evaluated Employment Services Practices | An on-line repository of evaluated employment services practices having undergone external evaluation or systematic monitoring of the results of the applied measures, tools, practices and services. The main objective of WEESP is to make this information public in a systematic and easily accessible manner for policymakers and practitioners. |
| EU skills Panorama | A single entry point to easily access relevant national-level research, information and sources on skills policies as well as tools and instruments across the EU. |
| The European Vacancy Monitor 2013 | Overview of recent developments on the European job market. Data on job vacancies, job finders and hiring inform about trends in occupational demand and skills requirements, quarterly issues. This is a publication within the Europe 2020 flagship initiative “An Agenda for New Skills and Jobs”. |
| The European Job Mobility Bulletin 2013 | The European Job Mobility Bulletin is focused on the analysis of vacancies posted on the EURES jobs portal by “Public Employment Services” (PES) from 30 European countries (the 27 members of the EU and also the EEA countries). |
| Eurobarometer | The re-conduction of Eurobarometer 284 (2007) on undeclared work Flash Eurobarometer 378 “The experience of traineeships in the EU”, November 2013 |

SOCIAL PROTECTION AND SOCIAL INCLUSION

| Information sharing and learning | |
|---|--|
| Peer reviews on social protection and social inclusion | Peer review “The right to retirement pension information”, Madrid (Spain), 2–3 July 2013 |
| | Peer review “Dignity first – priorities in reform of care services”, Stockholm (Sweden), 25–27 September 2013 |
| | Peer review “Social entrepreneurship and other models to secure employment for those most in need”, Zagreb (Croatia), 29–30 October 2013 |
| | Peer review “Effective and sustainable ways of tackling homelessness”, Copenhagen (Denmark), 22 November 2013 |
| | Peer review “Filling the gap in long-term professional care through systematic migration policies”, Berlin (Germany), 23–24 October 2013 |
| Mutual Information System on Social Protection (MISSOC) network meetings | MISSOC Network Meeting, Dublin (Ireland), 15–16 May 2013 |
| | Meeting of the representatives of the Mutual Information System on Social Protection (MISSOC), Vilnius (Lithuania), 17–18 October 2013 |

| High quality and participatory policy debate | |
|--|---|
| Annual meeting of people experiencing poverty | 12 th EU Meeting of People Experiencing Poverty, Brussels (Belgium), 18–20 June 2013 |
| Conferences and other events | Conference on taxation and pensions (co-organised with EFRP, AEIP and OECD), Brussels (Belgium), 25 February 2013 |
| | Roundtable discussion of EU ministers with responsibility for Homelessness and Commissioner Laszlo Andor, Leuven (Belgium), 1 March 2013 |
| | Pension Forum 2013: working group on code of good practice, Brussels (Belgium), 22 April 2013 |
| | European Platform against Poverty event, Brussels (Belgium), 29 May 2013 |
| | 6 th meeting of EU Platform against Poverty stakeholders, Brussels (Belgium), 7 June 2013 |
| | 7 th meeting of EU Platform against Poverty stakeholders, Brussels (Belgium), 30 September 2013 |
| | Pension Forum 2013, Brussels (Belgium), 16 October 2013 |
| | High Level Group of Member States representatives on Corporate Social Responsibility (CSR), Brussels (Belgium), 20 December 2013 |
| | Conference "Social Developments in the European Union 2012", Brussels (Belgium), 5 July 2013 |
| | Conference "Senior Entrepreneurs and Youth Employment", Brussels (Belgium), 30 May 2013 |
| | Eurochild Annual Conference, "Promoting well-being in an inclusive Europe through children's participation", Milan (Italy), 13–15 November 2013 |
| | Final conference on European social experimentation project "Housing First Europe", Amsterdam (the Netherlands), 13–14 June 2013 |
| | Third Annual Convention of the Platform against Poverty and Social Exclusion, Brussels (Belgium), 26–27 November 2013 |
| | The final Cities for Active Inclusion conference, Brussels (Belgium), 25 September 2013 |
| | UN-EU event "Mobilising the potential of older persons to create societies for all ages", New York (USA), 14 August 2013 |
| | Conference on Restoring socio-economic convergence in Europe, Brussels (Belgium), 10 October 2013 |
| | Round table debate on "Grandparents as carers — Trends and support services in Europe", Brussels (Belgium), 24 April 2013 |
| Conference on the role of pension funds in active ageing and solidarity between generations, 21 January 2013 | |
| The Fourth Demography Forum, Brussels (Belgium), 6–7 May 2013 | |
| Presidency conferences | COFACE and ICA conference "Vulnerable Families – What can Europe do?", Dublin (Ireland), 4–5 February 2013 |
| | Conference on the Social Investment Package "Investment, Innovation and Involvement", Dublin (Ireland), 2–3 May 2013 |
| | European Social Fund Conference, Dublin (Ireland), 28–29 May 2013 |
| | EU Summit on Active and Healthy Ageing, Dublin (Ireland), 13–14 June 2013 |
| | 21 st European Social Services Conference, Dublin (Ireland), 17–19 June 2013 |
| | Annual Conference of the Health Forum "Sustainable Health Systems for Inclusive Growth in Europe", Vilnius (Lithuania), 19–20 November 2013 |
| Annual Meetings | Annual Meeting of the ASISP network (Analytical Support on the Socio-Economic Impact of Social Protection Reforms) – it should be organised, but information is not available yet |
| | Annual Meeting of the Network of Independent Experts on Social Inclusion, Vilnius (Lithuania), 11–12 July 2013. |

| Evidence-based EU policies and legislation | |
|---|---|
| Studies, analyses | Publication "The European Union explained – Employment and social affairs – Promoting jobs, inclusion and social policy as an investment", March 2013 |
| | Publication "Investing in Social Europe", June 2013 |
| | Working paper "Data sources for the timely monitoring of the social situation in EU Member States", February 2013 |
| | Study on conditional cash transfers and their impact on children |
| Analytical Support on the Socio-Economic Impact of Social Protection Reforms (ASISP) | Working Paper "Social protection budgets in the crisis in the EU", January 2013 |
| | Analytical ad-hoc support in preparation of the Annual Growth Survey, National Reform Programmes, Social Investment Package |
| Network of Independent Experts on Social Inclusion | Report "Assessment of the implementation of the European Commission Recommendation on active inclusion – A study of national policies", March 2013 |
| | National reports on assessment of progress towards Europe 2020 social inclusion objectives |
| | Synthesis report "Investing in Children: breaking up the cycle of disadvantage", 2013 |
| Council of Europe | Cooperation on the publication project "A Europe of shared responsibilities" |
| Cooperation with UNECE | Further development of the Active Ageing Index |
| Mutual Information System on Social Protection (MISSOC) | MISSOC database: Comparative Tables on social protection (covering 31 countries and 12 main areas of social protection) |
| | MISSOC database: Organisation of social protection charts and descriptions |
| | MISSOC database: Social protection for self-employed |
| | Provision of the MISSOC secretariat function, with the aim of ensuring the continuity of MISSOC activities. |
| | "Your social security rights" – guides to social security systems |
| MISSOC Info annual paper | |
| Eurobarometer | Special Eurobarometer 408 on Social Climate, October 2013 |
| 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 |
| Cooperation with OECD | Project for a multi-country database on benefit recipients |
| | Project on cost-effective, adequate and sustainable social protection systems |
| | Project on cultural bias of Subjective Well-being (SWB) data |
| | OECD Family Database |

WORKING CONDITIONS

| Information sharing and learning | |
|--|--|
| European Labour Law Network | 6 th Annual Legal Seminar “Undeclared work”, Frankfurt (Germany), 17–18 October 2013 |
| Senior Labour Inspector Committee (SLIC) events | 64 th Meeting of Senior Labour Inspectorate Committee (SLIC), Dublin (Ireland), 21–22 May 2013 |
| | 65 th Meeting of Senior Labour Inspectors Committee (Thematic Day and Plenary Meeting), Vilnius (Lithuania), 14 November 2013 |
| | Exchange of national inspectors to assess the quality and impact of national inspection systems |
| Promotional material | Video on working conditions of temporary workers in the European Union |
| High quality and participatory policy debate | |
| Presidency Conference | Occupational Safety and Health (OSH) Presidency Conference incorporating EU OSHA (Bilbao Agency) Good Practice Awards, Dublin (Ireland), 29–30 April 2013 |
| Conferences | Conference on EU Labour Law, Brussels (Belgium), 21 October 2013 |
| | Conference “Occupational Diseases in the EU – The system(s) and their role/Way forward”, Brussels (Belgium), 3–4 December 2013 |
| | Final conference of the SLIC Campaign on psychosocial risks, Stockholm (Sweden), 19 March 2013 |
| Evidence-based EU policies and legislation | |
| Studies, analyses, reports | The Analysis and Evaluation of the Effects of the Practical Application of National Legislation Related to Safety and Health at Work in Mineral Extraction through Drilling, 15 February 2013 |
| | Evaluative Study of Directive 1997/81/EC (supplemented by Directive 98/23/EC) on Part-Time Work and Directive 1999/70/EC on Fixed-Term Work, May 2013 |
| | Supplementary study to analyse and evaluate the health, social, economic and environmental impact of a possible EU initiative on the protection of workers’ health from risks related to exposure to Environmental Tobacco Smoke at the workplace (‘ETS’), 2013 |
| | Study on the costs and benefits of the implementation of the European Agreement on working time in inland waterway transport – A comparison with the status quo, 2013 |
| | Study to establish the potential impact of Nanomaterials & Nanotechnology at the Workplace, evaluate the scope and requirements of possible modifications of relevant EU Safety & Health at Work legislation and elaborate a guidance document to accommodate corresponding risks/concerns, with a view to ultimately ensuring adequate protection of workers health and safety from risks inherent to exposure to Nanomaterials and/or Nanotechnology use |
| | Study to analyse the conformity of the transposal of Directive 89/391/EEC on the introduction of measures to encourage improvements in the safety and health of workers at work, certain individual Directives within the meaning of Article 16(1) of that Directive, Directive 92/29/EEC on the minimum health and safety requirements for improved medical treatment on board vessels and Directive 2009/148/EC on the protection of workers from the risks related to exposure of asbestos at work into national law of Iceland |
| | Study to quantify the social and economic costs and benefits of EU minimum standards on working time |
| | ESTAT delegation |
| Eurostat Labour Force Survey | Ad-hoc module on accidents at work and work-related health problems for the Labour Force Survey 2013 |

| Evidence-based EU policies and legislation | |
|---|--|
| Collection of data, development of statistical tools | Cooperation with JRC to gather scientific information and evidence needed for the Scientific Committee on Occupational Exposure Limits (SCOEL) |
| | Database on transnational company agreements, 2013 (online access to 215 texts concluded in 138 companies employing together over 10 million employees via relevant search criteria) |
| European Agency for Safety and Health at Work | Pan-European opinion poll on occupational safety and health: results across 36 European countries, 2013 |
| Good practice guides | Publication "Chemicals at work – a new labelling system. Guidance to help employers and workers to manage the transition to the new classification, labelling and packaging system", February 2013 |
| European Labour Law Network | Working Paper No 1 "Dismantling the Contract of Employment? The New Employee Shareholder Status in the United Kingdom", July 2013 |
| | Working Paper No 2 "The State of Play. Croatian Labour Law at EU Accession", August 2013 |
| | Working Paper No 3 "The Greek labour law face to the crisis: A dangerous passage towards a new juridical nature", December 2013 |
| | Quarterly and ad-hoc flash reports on labour law in the Member States |

NON-DISCRIMINATION

| Information sharing and learning | |
|---|--|
| Seminars for legal practitioners at the EU level (Academy of European Law) | 1. Seminar for civil servants "EU Disability Law and the UN Convention on Rights of Persons with Disabilities", Trier (Germany), 23–24 January |
| | 2. Seminar for members of the judiciary "EU Disability Law and the UN Convention on Rights of Persons with Disabilities", Trier (Germany), 24–25 January |
| | Seminar for members of the judiciary "Applying EU Anti-Discrimination Law", Trier (Germany), 18–19 March 2013 |
| | Seminar for legal and policy practitioners "EU Disability Law and the UN Convention on Rights of Persons with Disabilities", Trier (Germany), 11–12 April 2013 |
| | Seminar for legal practitioners "Applying EU Anti-Discrimination Law", Trier (Germany), 22–23 April 2013 |
| | Seminar for legal practitioners "Applying EU Anti-Discrimination Law", Trier (Germany), 6–7 May 2013 |
| | Seminar for members of the judiciary "Applying EU Anti-Discrimination Law", Trier (Germany), 10–11 June 2013 |
| | Seminar for members of the judiciary "Applying EU Anti-Discrimination Law", Trier (Germany), 23–24 September 2013 |
| | Seminar for university professors and law lecturers "Current Reflections on EU Anti-Discrimination Law", Trier (Germany), 11–12 November 2013 |
| | Seminar for judges and prosecutors "EU Disability Law and the UN Convention on Rights of Persons with Disabilities", Trier (Germany), 9–10 December 2013 |

| Information sharing and learning | |
|--|---|
| European Network of Legal Experts in the Non-discrimination Field | Legal Seminar 2013 "Equality law: what kind of equality?", Brussels (Belgium), 29 November 2013 |
| Good practice exchange seminars | Good practice exchange seminar on public policies combating discrimination against LGBT people, Brussels (Belgium), 10–11 October 2013 |
| High quality and participatory policy debate | |
| Presidency conferences | Conference "A Europe of Equal Citizens: Equality, Fundamental Rights and the Rule of Law", Dublin (Ireland), 9–10 May 2013 |
| | International human rights conference "Towards a European Roadmap for LGBT equality", Vilnius (Lithuania), 8 July 2013 |
| | Fundamental Rights Conference "Combating hate crime in the EU", Vilnius (Lithuania), 12–13 November 2013 |
| | European Conference «Disability and Sustainable Development from the Perspective of UNCRPD» and the Meeting of the Board of Directors of the European Disability Forum, Vilnius (Lithuania), 16 November 2013 |
| Events | High Level Event on Diversity Management for Inclusive Growth (Successful public/private alliances to overcome employment and social challenges), Warsaw (Poland), 17 October 2013 |
| | The 8 th European Platform for Roma Inclusion, Brussels (Belgium), 27 June 2013 |
| | Joint Conference on "Accessible Tourism in Europe", Brussels (Belgium), 3 December 2013 |
| | Work Forum on the Implementation of the UN Convention on the Rights of Persons with Disabilities, Brussels (Belgium), 24–25 October 2013 |
| | Second meeting of the National Roma Contact Points, Brussels (Belgium), 7–8 March 2013 |
| | Regional conference "The rights of lesbian, gay, bisexual & transgender persons in Europe", Paris (France), 26 March 2013 |
| Annual awareness-raising events | Access City Award 2014, 3 December 2013 |
| | European Day for People with Disabilities Conference, 3–4 December 2013 |
| Evidence-based EU policies and legislation | |
| Studies, analyses, reports, publications | Assessing Diversity Impact in Business, 2013 |
| Academic Network of European Disability Experts (ANED) | Updated country profiles of each participating country |
| | Management of the DOTCOM: the Disability Online Tool of the Commission |

| Evidence-based EU policies and legislation | |
|--|--|
| European Network of Legal Experts in the Non-discrimination Field | European Anti-Discrimination Law Reviews, flash country reports and responses to ad-hoc requests |
| | Thematic report “La discrimination dans le logement”, 25 February 2013 |
| | The seventh edition of the Comparative Analysis – Developing anti-discrimination Law in the 27 EU Member States, Croatia, the Former Yugoslav Republic of Macedonia, Iceland, Liechtenstein, Norway and Turkey |
| | Thematic report “The evolution and impact of the case-law of the Court of Justice of the European Union on Directives 2000/43/EC and 2000/78/EC” |
| | Thematic report “National protection beyond the two EU Anti-discrimination Directives: The grounds of religion and belief, disability, age and sexual orientation beyond employment”, September 2013 |
| European Network against Racism | Report “How EU policies support or hinder the hiring of migrants in Europe”, June 2013 |
| | Report “Hidden talents, wasted talents? The real cost of neglecting the positive contribution of migrants and ethnic minorities”, March 2013 |
| | Publication “Recycling Hatred: Racism(s) in Europe Today”, February 2013 |

EQUALITY BETWEEN WOMEN AND MEN

| Information sharing and learning | |
|---|--|
| Seminars/ training of legal and policy practitioners at the EU level (Academy of European Law) | Seminar for legal practitioners “EU Gender Equality Law”, Trier (Germany), 15–16 April 2013 |
| | Seminar for university professors and law lecturers “Current Reflections on EU Gender Equality Law”, Trier (Germany), 29–30 April 2013 |
| | Seminar for members of the judiciary “EU Gender Equality Law”, Trier (Germany), 27–28 May 2013 |
| | Seminar for legal practitioners “EU Gender Equality Law”, Trier (Germany), 16–17 September 2013 |
| | Seminar for members of the judiciary “EU Gender Equality Law”, Thessaloniki (Greece), 21–22 October 2013 |
| | Seminar for members of the judiciary “EU Gender Equality Law”, Cracow (Poland), 28–29 November 2013 |
| Good practices exchange seminars | Exchange of good practices on measures to fight violence against women, Madrid (Spain), 16–17 April 2013 |
| | Exchange of good practices “Equal pay days”, Tallinn (Estonia), 18–19 June 2013 |
| | Seminar “A better reconciliation of work and family life”, Paris (France), 5–6 November 2013 |
| | Exchange of good practices on better balance between professional and family life, Paris (France), 5–6 November 2013 |
| EU awareness raising campaign “Gender Pay Gap” | 2013 brochure “Tackling the gender pay gap in the European Union” |
| Annual awareness raising events | European Equal Pay Day 2013 |

| High quality and participatory policy debate | |
|--|---|
| Gender-related Conferences | Business Forum "Equality Pays Off - A Europe 2020 initiative", Brussels (Belgium), 21 March 2013 |
| Presidency conferences | Gender Equality Conference "Women's Economic Engagement and the Europe 2020 Agenda", Dublin (Ireland), 29-30 April 2013 |
| Evidence-based EU policies and legislation | |
| Studies, analyses, reports | Report on Progress on Equality between Women and Men in 2012, 2013 |
| | Synthesis report "The impact of the economic crisis on the situation of women and men and on gender equality policies", 2013 |
| | Childcare services for school age children. A comparative review of 33 countries, 2013 |
| Gender balance in Decision-Making | Report "Women and men in leadership positions in the European Union, 2013. A review of the situation and recent progress", October 2013 |
| | Updating of the European Commission's database on women and men in key decision-making (data on the numbers of women and men in key decision-making positions in politics, public administration, the judiciary and various other key areas of the economy -> covers 34 countries) |
| Advisory Committee on Equal Opportunities for Women and Men | Opinion on an EU initiative on female genital mutilation, 2013 |
| European Network of Experts in the Field of Gender Equality (ENEGE) | Report "Starting Fragile. Gender Differences In The Youth Labour Market", April 2013 |
| | Report "The Gender Gap in Pensions in the EU", 2013 |
| European Network of legal experts in the field of gender equality | Thematic report "Sex Discrimination in Relation to Part-Time and Fixed-Term Work. The application of EU and national law in practice in 33 European countries", 15 April 2013 |
| | 2 issues of European Gender Equality Law Reviews and flash reports on legal developments in the EU Member States and responses to ad-hoc requests |
| | Thematic report "Personal scope of the EU sex equality directives", 2012-2013 |
| | Thematic report "Fighting Discrimination on the Grounds of Pregnancy, Maternity and Parenthood", 2012-2013 |

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