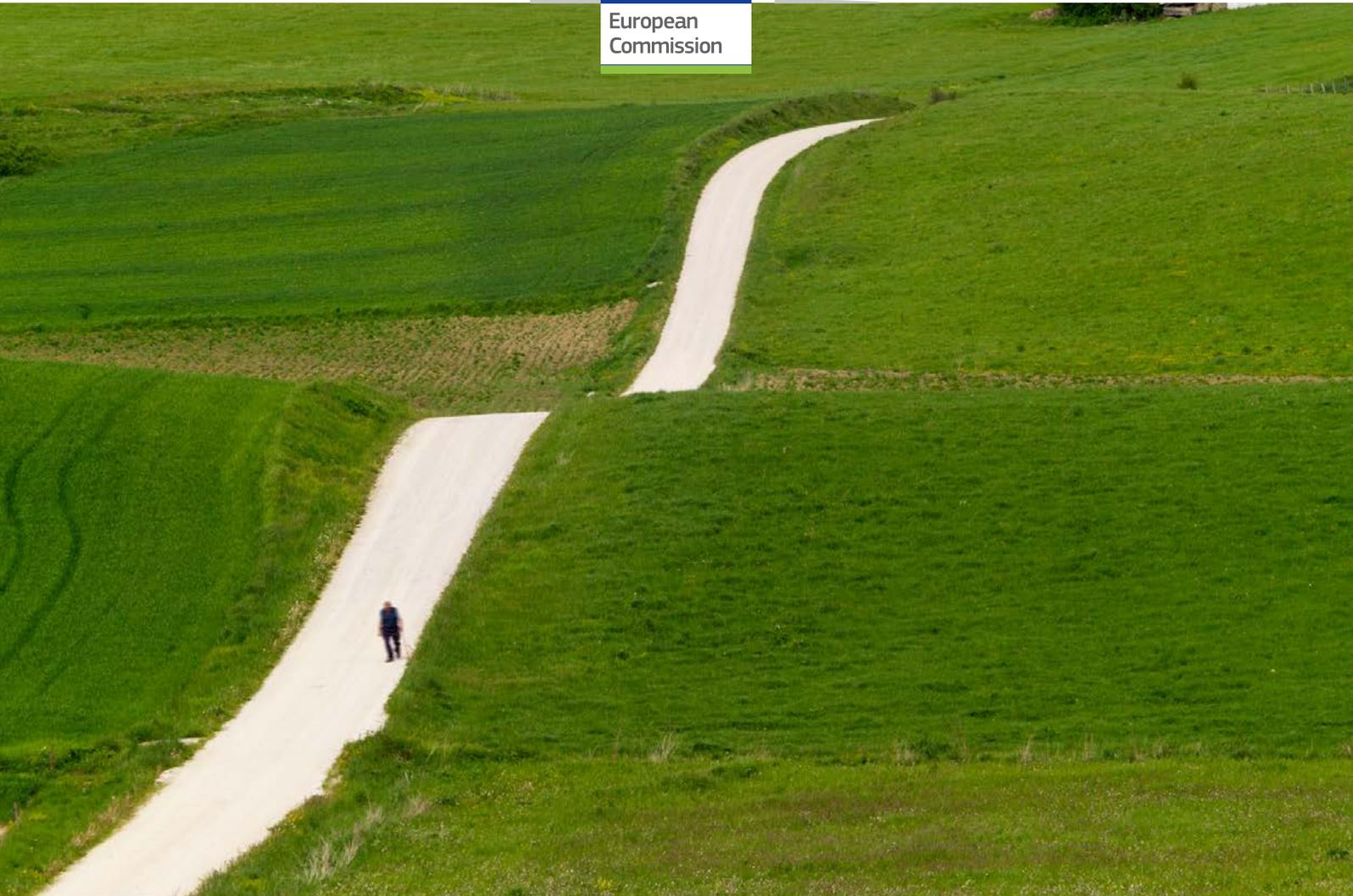




European  
Commission



# Progress Annual Performance Monitoring Report 2012

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

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

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

The 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.

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

# Progress annual performance monitoring report 2012

**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

The dominant feature of the 6th year of implementation of the programme for employment and social solidarity (Progress) (2007–13) was once more the economic and financial crisis that started in 2008 and which has severely affected the employment and social situation. Young people in particular have felt the full force of the economic downturn: in December 2012, the youth unemployment rate was 23.4 % across the EU, and over 50 % in some Member States. Those at risk of poverty or social exclusion now account for nearly 24 % of the population, with wide disparities between countries, due notably to differences in household income and Member State welfare systems. The groups most affected by increasing joblessness are working-age adults and in-work poor (with very low salaries).

Actions supported by Progress in 2012 have helped in tackling the challenges, meeting the Europe 2020 strategy targets for the EU and making progress in employment, social inclusion and social protection, working conditions, equality between women and men, and the combating of discrimination. There is provision for Progress actions in the Europe 2020 flagship initiatives, and in particular the 'Agenda for new skills and jobs', the European Platform against Poverty and Social Exclusion and 'Youth on the move', the implementation of national Roma integration strategies and more recent Commission initiatives like the employment package, the youth employment package, the social investment package and the proposal for legislation to improve gender balance in business leadership.

Progress activities have prepared 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 in today's very difficult situation. The programme has provided a political analysis of the challenges facing the EU, and has tested social experimentation, innovations and new policy responses involving short-term action to address the economic crisis and the continuation

of structural reforms to enable the EU to take on the challenges of globalisation and cope with population change in a climate of budget restrictions.

During the 2012 European Semester, Progress provided the European Commission with support in its efforts to include employment and social priorities in national reform programmes, strengthen decision-makers' 'ownership' of EU objectives and ensure that EU law is correctly implemented at national level. Progress continued to involve the stakeholders in EU policy governance and provide support for EU-level organisations active in the social policy, non-discrimination and gender equality fields.

Over the years, Progress's results-based management approach has made its activities 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 programme for social change and innovation 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, which should be addressed to DG Employment, Social Affairs and Inclusion.



**Koos Richelle**

European Commission,  
Director-General, DG Employment,  
Social Affairs and Inclusion

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# Overview

The year 2012 marked a sustained Progress contribution to the implementation of the Europe 2020 strategy and the needs of new EU economic governance realities. The Progress outputs (such as studies and reports, conferences and seminars, and statistics — an extensive list is provided in Annex 2 to this report) were driven by the employment and social objectives of the EU's growth strategy for the coming decade as well as its flagship initiatives 'Agenda for new skills and jobs', 'Youth on the move' and the European Platform against Poverty and Social Exclusion. The programme focused its activities on:

- the evolving policy priorities in the relevant policy areas, which included youth employment, active ageing, geographical mobility, gender balance in decision-making and prevention of child poverty;
- the main challenges faced by the EU, such as the employment and social impact of the crisis, preparation for the post-crisis economy and population and demographic changes against a background of strained public finances.

## **In 2012, Progress contributed to the achievement of EU goals by...**

### **...maintaining and developing a robust evidence base necessary for the development of EU employment, social and equality policy and legislation**

As the EU continued to face social and economic challenges of an unprecedented scale, Progress contributed to the comprehensive analysis of the current situation and identification of possible ways to address the existing situation. Policy evidence produced under the Progress programme in 2012 included a broad range of new and already established policy advice, research and analysis outputs, as well as statistical tools, methods and common indicators. These outputs addressed the most pressing EU policy issues in the fields of social affairs, employment and equality, such as labour market policy (e.g. supporting job creation and promoting a highly skilled

workforce), social inclusion, demographic developments, pensions and occupational safety and health issues. This year, special attention was also paid to the evaluation of existing EU legislation, especially in the field of occupational safety and health. Progress funded evidence helped to ensure three main effects:

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

- helping the Commission to ensure correct and effective application of EU law through regular monitoring. Three Progress-supported networks of legal experts provided the Commission with independent information on the transposition of EU directives into national law and their implementation, as well as advice on relevant developments in the Member States; also, Progress supported analytical activities, such as external studies, aimed at analysing the implementation and application of EU law in the Member States. For example, in the area of labour law it included the 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 employment, which assessed whether part-time and fixed-term work directives are still pertinent to the challenges facing the EU labour market;
- supporting implementation through practical assistance (i.e. guidance and training) to the main stakeholders at the national level. Progress funded the development of non-binding good practice guides, handbooks and other material for information sharing and learning. For example, in 2012 a non-binding guide to best practice with a view to improving the application of related directives on protecting health and safety of workers in agriculture, livestock farming, horticulture and forestry was produced in the area of working conditions, and more than 58% of respondents identified this document as useful. Progress also funded training for judges and legal practitioners on EU gender

equality and anti-discrimination law. These training sessions were provided by the Academy of European Law (ERA). Enhancing in-depth knowledge of the participants (particularly judges, who can be expected to further spread that knowledge) about EU law in these fields, contributed to better application of EU law and enforcement through the national courts. The training courses have received high approval ratings from the participants.

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

- supporting a thorough situation analysis, which provides policy response alternatives to current challenges. The majority of the studies produced in the field of employment 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. Evidence produced focused on reinforcing the EU capacity to match labour market needs, fight youth unemployment and foster cooperation among public employment services. Some 80% of respondents to the annual survey were of the opinion that the EU social, employment and equality policy is grounded in thorough analysis;
- assisting the development of sound analysis and policy-relevant research for long-term, innovative and effective strategies and actual policies. Evidence produced by Progress fed into all stages of the EU employment and social policy cycle. Detailed analysis of the existing situation, consultations with experts, impact assessments and evaluations of current policies were among the key analytical activities in all Progress policy fields. Progress-supported evidence was assessed as useful for policymaking and policy advocacy purposes by over 85% of the annual survey respondents. The most useful types of

evidence were common methodologies, indicators and statistical data (useful for almost 90% of the respondents).

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

- In 2012, Progress supported selected projects by the Member States with the aim to promote social experimentation as a source of innovation. 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 housing exclusion and homelessness, child poverty and social inclusion of migrants. 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 grows each year.

### ...supporting effective information sharing and learning in EU law and policy

Progress-funded information sharing and (mutual) learning served as a means to transfer knowledge and provide guidance at both national and European levels so that policymaking and policy implementation would be more effective and in line with common EU objectives, policies and laws. Activities supported by Progress thus also contributed to better understanding and awareness-raising around EU employment and social issues among stakeholders. Alongside

the continued search for sustainable strategies for exiting from the economic crisis, the major concerns in 2012 were wage formation and income inequality, skills development, partnerships between public employment services, active ageing, prevention of child poverty and gender balance in decision-making.

The vast majority of respondents to the annual survey (92%) indicated that they have gained a better understanding of EU policy objectives by participating in Progress-funded conferences, seminars, peer reviews and other events that provided them with an opportunity to better align their policy activities with EU objectives. In addition, the representatives of national authorities noted that the events they participated in provided useful examples of policy practices and tools.

Furthermore, over 85% of the national actors who responded confirmed that they intend to use the knowledge acquired during the Progress-funded events for policymaking or policy advocacy in their national settings. They also stated that they would share the knowledge with their colleagues and other stakeholders. The ways in which they indicated they would use the acquired knowledge included:

- feeding it into ideas for implementation of a project funded by EU funds;
- presenting the summary information from the event in many business, academic and governmental settings;
- transmitting the acquired information to government officials and social partners and suggesting relevant action;
- analysis of the current situation at the national level: initiation of systematic data collection and promotion of constant situation monitoring and evaluation;
- discussions about possible changes, policy improvements and reforms;

- search for innovative policy solutions: discussions on information about social innovation and social experimentation;
- producing academic publications.

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

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

In 2012, Progress supported a range of conferences (including those organised by the Danish and Cypriot Presidencies) that contributed to the understanding of EU policy objectives among stakeholders. They also contributed to steering stakeholders towards common goals. The relevant stakeholders have had the opportunity to be involved in policy debates, which have helped to promote coordination among all of the Member States as well as the European institutions. Progress helped to ensure more effective, inclusive and stronger partnerships around the EU objectives and priorities by:

- supporting the further strengthening of partnerships between the Member States and the Commission. There is a strong sense of collaboration and partnership between government institutions of the EU and Member States. Around 87% of officials working in national, regional, or local government who responded to the annual survey reported a positive sense of collaboration and partnership between the Member States and the EU institutions.

- enhancing the partnership between the Member States, the Commission, social partners and NGOs. Results of the annual survey show that actors working in EU-level organisations (EU institutions, EU-level NGOs and EU-level social partners) on average have a very similar sense of collaboration and partnership with EU organisations (i.e. respective organisations) as those representing national organisations. On average, 85% of the respondents representing EU-level organisations and national level actors are positive about their cooperation and partnership with EU organisations. To compare, in 2011, a stronger sense of collaboration was indicated among the EU-level organisations than the one felt by the national level actors towards the EU institutions.
- contributing to building partnerships among the Member States. The contribution of Progress to strengthening partnerships among the Member States and their authorities was positively acknowledged by the respondents. Initiatives that played an important role here were Progress-funded annual meetings of the heads of public employment services and of the Senior Labour Inspectors' Committee, occasional workshops of the European Employment Observatory, meetings organised by the Mutual Information System on Social Protection and similar initiatives.

Finally, the results of the annual survey indicate that the clarity of issues and involvement of stakeholders in the policy debate events such as Presidency conferences or other high-level large events (such as the Equality Summit, the Extraordinary European Platform on Roma Inclusion or the very well-received 'Jobs for Europe: the Employment Policy Conference') remain high (over 90% of the responding stakeholders agree with that). When it comes to dissemination of results, around 80% of the responding stakeholders agree that it is adequate. This result marks a substantial improvement as compared to the previous year.

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

As Progress has a key role in promoting the involvement of civil society, it provided funding to key EU-level networks and NGOs and supported their capacity to influence and participate in policymaking and policy implementation at the EU and national levels. In 2012, Progress supported a number of activities of EU-level networks in 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; promotion of women in decision-making; and promotion of non-discrimination law and policy.

These EU-level NGOs and networks played a key role in representing, promoting and defending the rights and interests of their constituencies, by virtue of their position as the EU's main link to civil society for the implementation of policies. The strength of the key EU networks was in their ability to gather and mobilise relevant members from different Member States in open forums or exchanges of experience. This helped them to inform and influence policymaking. The other strength was their ability to relay EU actions between network members. They also contributed to developing alliances with relevant institutions and actors and contributed to making other actors involved in employment and social affairs acknowledge existing problems and account for commitments they had made. The annual survey indicates that the Progress-supported EU-level NGOs are perceived as an important source of information for policymaking and advocacy. 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).

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

The respondents to the annual survey in 2012 confirmed that the integration of non-discrimination and gender equality issues is prominent in evidence produced under the Progress programme as well as its good practice exchange seminars and policy debate. However, their perception of EU contributions to the integration of disability matters and combating poverty remains moderate. While 67% of the responding participants in Progress-funded events in 2012 stated that combating poverty was adequately addressed in their event, slightly fewer (61%) agreed that the EU contribution to the integration of poverty issues into their respective policy area is moderate or high.

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

- Improving the dissemination of results — the results of evidence generated through studies, reports, conferences and mutual learning events could still be better disseminated beyond the circles of those actively involved in EU-level policymaking, in order to further enhance the impact and sustainability of this evidence;
- The EU's role in integrating cross-cutting issues such as non-discrimination and gender equality into Progress policy areas is acknowledged — however, the attitudes as regards the cross-cutting integration of combating poverty remain modest; given that combating poverty is one of the Europe 2020 headline targets, an additional effort might still be needed to better integrate this cross-cutting issue;
- further development of monitoring of the data collection strategy and possible introduction of new tools to supplement the annual survey. These could include flash surveys on the DG Employment, Social Affairs and Inclusion website, short follow-up enquiries distributed to the participants in formal events (such as Committee meetings and other working meetings), specific questions in Eurobarometer and similar.

# 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, Switzerland) and candidate countries, as well as potential 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 ultimately of benefit to all European citizens. As the main responsibility for action in these areas lies with the Member States, Progress's mission is

to strengthen the EU's contribution in supporting the commitments and efforts of Member States towards achieving Europe 2020 strategy's objectives and targets.

There is a strong focus on assessing the programme's outcomes in order to demonstrate its achievements and effects. At the core of this approach is the strategic framework specifying the intervention logic of Progress expenditure. 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 2012, 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, in particular youth employment, active ageing, geographical mobility, gender balance in decision-making and prevention of child poverty. Many activities funded by Progress in 2012 are still linked to the main challenges faced by the EU, such as the employment and social impact of the crisis, preparation for the post-crisis economy and population and demographic changes against a background of strained public finances.

## 2. ROLE AND SCOPE OF THIS REPORT

This Progress annual performance report presents the results of the programme in 2012 against the commitments made in the Progress strategic framework. The report builds on the experience of previous annual performance monitoring reports (2008, 2009, 2010 and 2011) 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.

As it takes time for the impact of Progress at the level of intermediate outcomes to materialise, this annual report focuses on the quality of delivered

products (outputs) and the benefits they brought, i.e. on the achievement of the immediate outcomes. The report includes summary tables and Annex 2 details the outputs delivered in 2012 in different Progress policy areas. Importantly, the report focuses on the outputs that were actually delivered and the effects that materialised in 2012. 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 2012 but also in the previous annual work plans. The report also gives more prominence to the programme's effects on participating countries, both in terms of their involvement in the programme's activities and the relevance of outcomes to their needs and conditions.

## II. Progress performance

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

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

### 1. 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. Evidence produced with financial support from Progress includes various types of policy advice, research and analysis (studies, reviews, thematic reports, etc.), as well as statistical tools, methods and indicators (statistical databases, forecasting systems, taxonomies, opinion barometers, opinion polls, etc.). The key expected benefit of this evidence-based policymaking is a better quality of policymaking. In practice this means that the abovementioned Progress outputs assist the policymakers in developing EU policies and legislation that are of a better quality and are more relevant to the Member States.

Relevant and timely evidence gathered through studies, analysis and statistics makes a firm basis for effective policy development, which can be integrated in forward-looking strategies in the fields of employment (e.g. European employment strategy, EES) or other policy areas, as well as used for developing new legislative initiatives. Also, evidence is essential in appraising the likely effects of policy changes and enabling policymakers to choose between different policy options. Finally, reliable information and robust analysis help to demonstrate the links between strategic direction, intended outcomes and policy objectives. They help with understanding new problems and designing long-term, innovative and effective strategies and actual policies for dealing with identified problems.

Evidence-based policies comprised the second largest item in both the 2011 and 2012 Progress annual work plans, with planned expenditure amounting to 23 % and 21.42 % respectively. This corresponds to a slight increase of its relative share from 18.7 % in 2010. The increase reflects growing information needs in Europe 2020's implementation phase. Evidence-based policy is a priority in almost all policy sections, with about a quarter — or even a third, in the case of working conditions — of their allocations devoted to this area.

Policy evidence produced under the Progress programme in 2012 included a broad range of new and already established policy advice, research and analysis outputs, as well as statistical tools, methods and common indicators. As further elaborated in this report, the abovementioned 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.

### 1.1. Summary of activities and outputs

Progress funds production of evidence, which aim to satisfy various needs for their intended users (primarily the European Commission, but also Member States, social partners, NGOs and other stakeholders) and feed into the various stages of the policy cycle. Progress maintains and develops an evidence base necessary for EU employment and social policy by financing two types of outputs: policy advice, research and analysis, and statistical tools, methods and common indicators. The two types of outputs are closely interrelated. Collection and organisation of quantitative and qualitative data inform policy research and analysis, whereas development of new statistical tools incorporates a substantial amount of research and analysis.

There was a slight decrease in committed expenditure from 23% in 2011 to 21.42% in 2012 for the abovementioned types of outputs. The changes in expenditure were stimulated by the increased need for high-quality and participatory debates. The percentage of committed expenditure has increased only for outputs related to this immediate outcome in 2012. This might be explained by the greater need to discuss more strategic long-term issues, e.g. the next multiannual financial framework 2014–20.

In 2012, Progress produced over 1 000 reports aimed at the development of appropriate statistical tools, methods and indicators and 1 089 reports aimed at providing policy advice, research and analysis (see Table 1).

**Table 1: The number of evidence outputs produced during 2012**

Performance indicators	Policy areas					
	Total	Employment	Social protection and inclusion	Working conditions	Anti-discrimination	Gender equality
<b>Development of statistical tools, methods and common indicators</b>						
Number of reports or other products aimed at the development of appropriate statistical tools, methods and indicators, of which	1012	30	688	108	25	161
<i>commissioned by the Commission</i>	30	12	6	3	7	2
<i>produced under grant agreements (*)</i>	982	18	682	105	18	159
<b>Policy advice, research and analysis</b>						
Number of reports aimed at providing policy advice, research and analysis, of which	1089	91	738	145	84	31
<i>commissioned by the Commission</i>	53	24	5	7	10	7
<i>produced under grant agreements (*)</i>	1036	67	733	138	74	24
<b>Monitoring/assessment reports</b>						
Number of monitoring and assessment reports on the implementation of EU laws or policies, of which	181	9	24	111	24	13
<i>commissioned by the Commission</i>	15	1	-	11	-	3
<i>produced under grant agreements (*)</i>	166	8	24	100	24	10

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

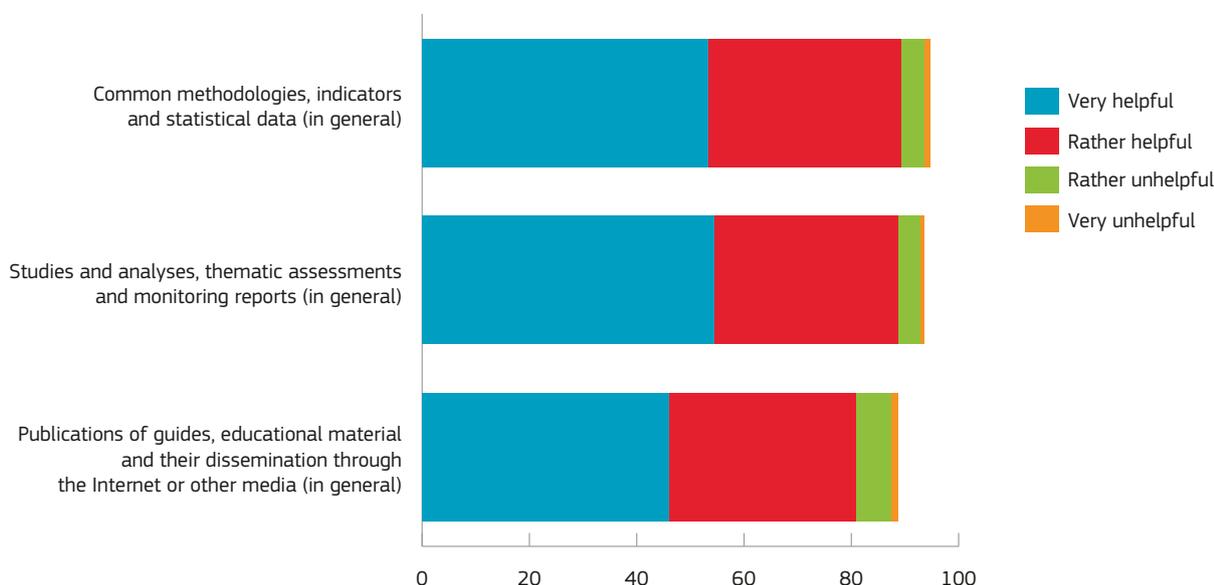
**Common methodologies, indicators and statistical data**

This category mainly contains outputs that are continuously developed over time, and includes such well-known information sources as the European Vacancy Monitor (which offers an overview of recent developments on the European job market) or the Database on Men and Women in Decision-making (which contains **data on men and women in key decision-making positions** in politics, public administration, the judiciary and various other key areas of the economy in 34 European countries). Several well-received data-bases with the potential to become important sources of evidence were launched in 2012. These include the Web Tool for Evaluated Employment Services Practices (WEESP) and the ‘EU skills

panorama’. For a comprehensive list of outputs please refer to Annex 2.

The appreciation of Progress-funded common methodologies, indicators and statistical data among the stakeholders is almost changed from the previous year. In 2012, common methodologies, indicators and statistical data were helpful for almost 90% of the respondents, followed in importance by studies and analyses, thematic assessments and monitoring reports (also helpful for almost 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 1). Overall, there was a slight decrease compared to the results of 2011 in the percentage of respondents stating that all three types of policy evidence produced at EU level were helpful.

**Chart 1: Share of respondent stating that evidence funded by Progress was helpful, i.e. responsive to their needs and useful for policymaking or policy advocacy (%)**

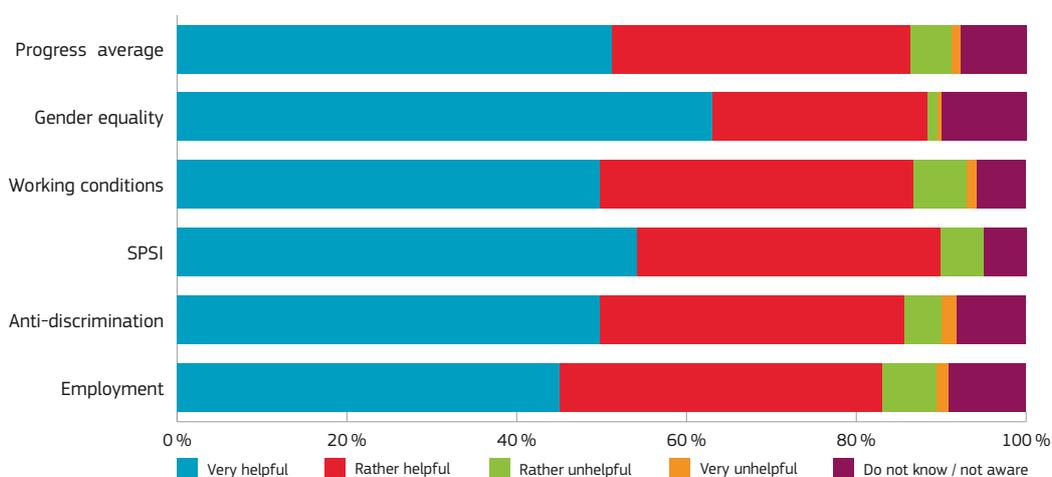


Source: Progress annual survey 2012.

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 social protection and social

inclusion (around 90% of the respondents agree that the evidence produced was useful) and gender equality (88% of the respondents agree that the evidence produced was useful) (see Chart 2).

**Chart 2: 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 2012.

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

The need for new evidence generated through policy advice, research and analysis most frequently arises from three sources: legal obligations of the Commission, needs of the Member States and other stakeholders and problematic issues that are encountered by the Commission. The decision to generate new evidence comes through observation of policy trends and discussions within the Commission's services and with stakeholders. Typically, networks of independent or legal experts are engaged or external contractors are hired to generate such evidence. Networks of experts are advantageous for their capacity to generate national data and perform basic analysis in a relatively short time. Study service contractors, on the other hand, often specialise in a wider array of topics and are capable of performing sophisticated quantitative/comparative analyses. Therefore networks

of experts are preferred for very urgent national fact-finding and collection of data, whilst external contractors are used for more sophisticated and time-consuming assignments. The average execution time of study service contracts (i.e. the period of time from the conception of the idea that needs to be studied by the Commission to actual delivery of the final product by a contractor) is positively associated with contract size and may vary from 8.5 months for small studies (service contracts under EUR 60 000) to 23 months for large ones (service contracts above EUR 250 000). In comparison, the average execution time for a report by the networks of experts is around 7 months.

Overall, the evidence generated through the studies is generally used and disseminated as intended, owing to careful planning processes and forecasting of policy priorities in employment, SPSI, working conditions, gender mainstreaming and anti-discrimination areas.

## 1.2. Performance measures

### **Performance measure:**

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

In 2012, a prominent theme in the area of employment was cooperation among public employment services (PESs). A number of studies and analyses produced in this Progress policy field in 2012 were a part of 'PES to PES dialogue', which is the European Commission's mutual learning support programme for public employment services in the EU. This programme aims to contribute to the implementation of the priorities of the Europe 2020 strategy and the employment guidelines by helping to increase the capacity and effectiveness of PESs by organising peer review meetings, follow-up study visits and dialogue conferences, as well as producing analytical papers and reports. Thus policy evidence on public employment services produced with financial support from Progress contributed to shaping national and EU-level policies and strategies in the field of PES. Release of a new Web Tool for Evaluated Employment Services Practices (WEESP), which includes organisational practices, tools and active labour market policies (ALMP) measures taken by PESs, has also contributed to producing thorough analyses of the situation in this field.

Evidence was also accumulated to reinforce the developments of the EU's capacity to match labour market needs. Activities such as administration of PIAAC (Programme for the International Assessment of Adult Competencies), maintenance of the European skill needs forecasting system (the European Centre for the Development of Vocational Training — Cedefop) and the European Skills, Competencies and Occupations (ESCO) taxonomy were continued. Moreover, a new activity was launched — the 'EU skills panorama', which is a website presenting quantitative and qualitative information on short- and medium-term skills needs, skills supply and skills mismatches. The above demonstrates that activities funded under the Progress programme included new information collection and maintenance of wide-ranging data (databases, statistics, tools, etc.) on

policy-relevant topics, which are significant to the provision of comparative evidence. In addition to the abovementioned databases, Progress supported maintenance, implementation and development of statistical tools subdelegated to Eurostat, such as the job vacancy statistical database and labour market policy statistical database.

The **European Vacancy and Recruitment Report 2012 (EVRR)** is a key component of the European Commission's endeavour to develop a systematic labour market monitoring system focusing on changes in the demand for skills, including contractual arrangements, sector demand, occupation demand, growing occupations, difficult-to-fill vacancies (bottleneck occupations) and skills requirements. The first edition of the report in 2012 makes a significant contribution to understanding how the European labour market functions. The report brings together information from a range of European and national sources using Eurostat data (Job Vacancy Statistics and Labour Market Survey), data from public employment services, temporary work agencies and online services. For more information see <http://ec.europa.eu/social/main.jsp?catId=955>

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, anti-discrimination and social protection and social inclusion.

In 2012, there was a visible emphasis in the field of gender equality on the role of women in decision-making. Progress funded several new and recurring policy evidence outputs on this topic, including 'Women in economic decision-making in the EU: progress report', Special Eurobarometer 376 'Women in decision-making positions' and the database on men and women in key decision-making.

In the area of social protection and social inclusion, a prominent policy theme to which Progress contributed was active ageing. A special Eurobarometer report was produced, which aimed to understand European citizens' views and attitudes towards older people, the contribution of older people in the workplace and

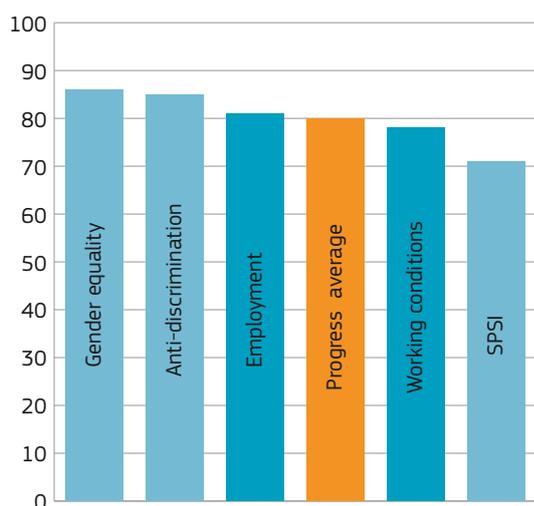
society and how to best promote an active role for older people in society. The network for Analytical Support on the Socio-Economic Impact of Social Protection Reforms (ASISP) produced annual national reports as well as a synthesis report on issues related to pensions, healthcare and long-term care.

Analytical outputs produced under the employment section have also contributed to a better understanding of active ageing policies. For example, the EEO review on employment policies to promote active ageing summarises key messages emerging from the experiences of 33 European countries in this policy field and draws links with policy developments, studies and data collected at the European level. All these Progress-funded policy evidence outputs made an important contribution in better understanding active ageing policies across Europe and were a part of the European Year for Active Ageing and Solidarity between Generations.

**The perception of the quality of EU policy and legislation in Progress fields**

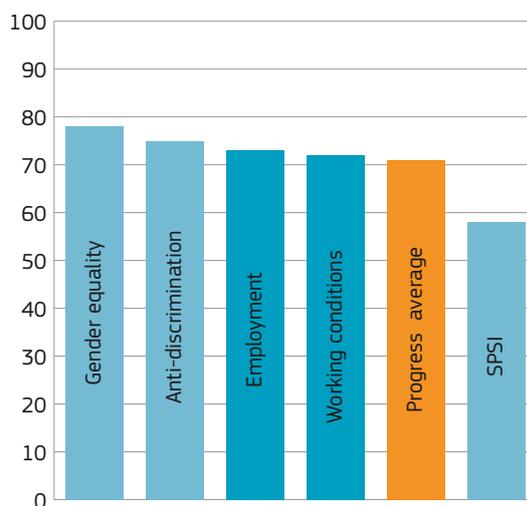
On average, slightly more than 80% of the stakeholders who responded to the annual survey were of the opinion that relevant EU policy is grounded in a thorough analysis of the situation. In 2012, the results remained constant compared to 2011. However, the perception of EU policies being responsive to conditions, needs and expectations of the Member States is slightly less positive, with around 70% of the respondents agreeing with the statement (see Charts 3 and 4). Compared to the responses in 2011, the overall percentage of stakeholders stating that EU policy is responsive to conditions, needs and expectation in Member States remains similar. However, slight changes can be identified across the different policy areas. For instance, responses of the respondents in the social protection and social inclusion (SPSI) policy area are less positive than in 2011 (decreasing from 71% to 58%), while respondents are more positive in the employment area (which increased from 63% to 73%).

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



Source: Progress annual survey 2012.

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



**Performance measure:**

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

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

Evidence produced by Progress fed into all stages of the policy cycle, namely policy initiation, policy formulation, policy implementation and policy monitoring and evaluation. Consultations with experts, impact assessments and evaluations were among the key analytical activities in all Progress policy fields.

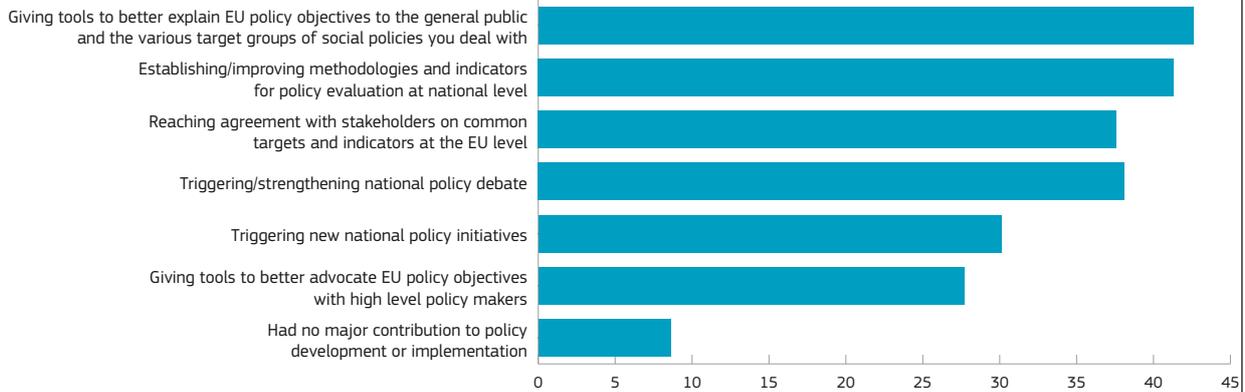
In several cases, Progress-funded policy advice fed directly into the policymaking process. For example, in the area of working conditions a 'Preparatory study for an impact assessment concerning the possible revision of the legislative framework on the posting of workers in the context of the provision of services' assessed the impact of policy options identified by the Commission to modify the current regulatory setting of posting at the EU-level. In this study, the content of each policy option was defined with the help of legal studies focused on the legal and administrative problems existing under the current regulatory framework, with a view to identifying measures better suited to achieve the regulatory objectives.

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:

- **Employment:** European Employment Observatory quarterly reports (about 64% of the respondents saw the reports as helpful);
- **Social protection and social inclusion:** MISSOC database: comparative tables on social protection covering 31 countries and 12 main areas of social protection (over 82% of the respondents saw this output as helpful);
- **Working conditions:** European Agency for Safety and Health at Work, pan-European opinion poll on occupational safety and health: results across 36 European countries, 2012 (around 79% of the respondents saw this output as helpful);
- **Gender equality:** Database: Men and women in key decision-making (data on the numbers of men and women in key decision-making positions in politics, public administration, the judiciary and various other key areas of the economy, covers 34 countries) (almost 89% of the respondents saw this output as helpful);
- **Non-discrimination:** 'Thematic report — The prohibition of discrimination under European human rights law — An update (over 73% of the respondents saw this output as helpful).

The production of common methodologies, indicators and statistical data supported by Progress in 2012 mostly contributed to the needs of relevant stakeholders by giving them tools to better explain EU policy objectives to the general public and the various target groups (see Chart 5). In addition, publications 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 2012 shows a high degree of correspondence with the data collected in 2010 and 2011.

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



Source: Progress annual survey 2012.

### 1.3. Contribution to EU goals

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

EU policy in areas such as health and safety at work, labour law, working conditions, non-discrimination and gender equality is advanced by the means of EU law. Much of European law in these fields 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. 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. To achieve better compliance and more effective application of EU law, Progress:

- assists the development of new legal initiatives or amendment of existing EU legislation (impact assessments);
- helps the Commission to ensure correct and effective application of EU law through regular monitoring;
- supports implementation through practical assistance to the main stakeholders at the national level through guidance and training.

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.

In 2012, Progress actively supported the development and amendment of legal initiatives. This was especially visible in the area of working conditions. For example, one of the key outputs in this area was the preparatory study for an impact assessment concerning the possible revision of the legislative framework on the posting of workers in the context of the provision of services. The study assessed the impact of six policy options identified by the Commission to modify the current regulatory setting of posting of workers at the EU level. In the area of gender equality, various evidence outputs (e.g. a thematic report on positive action measures to ensure full equality in practice between men and women, including on company boards) contributed to the preparation of the draft directive on improving the gender balance among non-executive directors of companies listed on stock exchanges and related measures.

Progress assisted the Commission in its commitment to regularly monitor the implementation of EU law in the Member States and supported external studies aimed at analysing the implementation and application of EU law in the Member States. For example, in the area of labour law it included the 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 Employment, which assessed whether part-time and fixed-term work directives are still pertinent to the challenges facing the EU labour market; whether they have achieved their objectives; if they have reached these objectives, whether they have done so in a cost-effective way; and whether their positive impact can be sustained in the long-term. One more notable example of regular monitoring of the implementation of EU law is an update of the report on the transposition of the recast Directive 2006/54/EC. The purpose of the report was to provide an updated overview of the measures that the Member States, the EEA countries and the candidate countries have taken in order to transpose some 'novelties' and 'clarifications' of the provisions of the directive and an analysis of whether the national provisions of transposition are in compliance with the directive.

Furthermore, three Progress-supported networks of legal experts (see Table 2) 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 development of new EU legislative instruments.

**Table 2: Progress-supported networks of legal experts**

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

Many important pieces of policy evidence related to application of European law in the fields of anti-discrimination and gender equality were updated in 2012. In the area of anti-discrimination, this list includes the thematic report on 'The prohibition of discrimination under European human rights law — Relevance for the EU non-discrimination directives — an update'

and the sixth edition of the 'Comparative analysis — Developing anti-discrimination law in the 27 EU Member States, Croatia, the former Yugoslav Republic of Macedonia and Turkey'. In the field of gender equality, a report on the transposition of recast Directive 2006/54/EC and a report on gender equality law in 33 European countries were updated.

In the area of anti-discrimination, a new thematic report on **'Trans and intersex people: Discrimination on the grounds of sex, gender identity and gender expression'** was published by the European Network of Legal Experts in the Non-discrimination Field. The report examines the legal treatment of discrimination against trans and intersex people on the grounds of sex, gender identity and gender expression, in particular in EU law, against the background of the difficult position of trans and intersex people in our societies. The report finds that EU non-discrimination law does not at present contain an explicit prohibition of discrimination on the grounds of a person's gender identity and gender expression. However, the authors show that according to case-law of the Court of Justice of the European Union, discrimination against trans people may amount to discrimination on the grounds of sex in so far as people who intend to undergo, are undergoing or have undergone gender reassignment are concerned.

As in previous years, biannual European anti-discrimination law reviews and European gender equality law reviews were published by the European Networks of Legal Experts in the fields of anti-discrimination and gender equality. These reviews provided an overview of the latest developments in European law in the abovementioned areas.

The Progress annual survey reveals that the outputs produced by the European Networks of Legal Experts were helpful for EU and national stakeholders and decision-makers in terms of being responsive to their needs and useful for policymaking or policy advocacy. For example, the 'Thematic report — the prohibition of discrimination under European human rights law — An update' was seen as helpful by more than 73% of the responding stakeholders. European anti-discrimination law reviews received a similarly positive assessment.

Overall, in the policy areas advanced by the means of EU law the evidence produced under Progress is primarily used internally by the Commission to adopt, amend and monitor EU legislation. To a lesser extent this evidence is also reported to be used for developing national legal acts implementing EU law. Some 21% of the annual survey respondents indicated that studies, analyses, thematic assessments and monitoring reports produced by the programme have contributed to the adoption/amendment of national legal acts.

Table 3 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 the Member State (fragmentation factor).

**Table 3: Compliance in the Member States with EU law in Progress policy areas in 2008–12**

Policy area	Transposition rate					Fragmentation factor				
	2008	2009	2010	2011	2012	2008	2009	2010	2011	2012
Labour law	99.4%	98.3%	98.3%	99.7%	99.3%	14.3% (3 directives)	5% (1 directive)	5% (1 directive)	5% (1 directive)	8% (2 directives)
Health and safety	99%	100%	100%	100%	99.8%	11.1% (3 directives)	0%	0%	0%	4% (1 directive)
Anti-discrimination	100%	100%	100%	100%	100%	0%	0%	0%	0%	0%
Gender equality	96%	96%	96%	100%	94.7%	30.8% (4 directives)	30.8% (3 directives)	30.8% (3 directives)	20% (1 directive)	28.6% (2 directives)
<b>The overall rate</b>	<b>98.6%</b>	<b>98.5%</b>	<b>98.5%</b>	<b>99.9%</b>	<b>98.5%</b>					

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

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.

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

In the policy areas that remain the responsibility of national governments and where the EU has no or few legislative powers, the open method of coordination is the key policymaking tool. 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.

In 2012, Progress supported the collection of detailed, comparable and regularly updated evidence about national labour market policies and social protection systems in the Member States, particularly through the European Employment Observatory (EEO) and the Mutual Information System on Social Protection (MISSOC). Progress also provided expert analyses as well as identification of data gaps, good practices and areas of difficulty through the networks of experts on social inclusion, disability, anti-discrimination, gender equality and labour mobility.

The overall objective of the **European Employment Observatory (EEO)** is to improve the information base for the national and EU policymakers of the European employment strategy (EES) and its stakeholders. It provides information, comparative research and evaluation on employment policies and labour market trends in 33 countries.

In addition, the Commission granted a significant amount of funds through the Progress programme to the development of appropriate statistical tools, methods and indicators, and the development of administrative datasets and models for labour market analysis in the area of skills needs ('EU skills panorama') and employment services practices across Europe (WEESP).

The **Web Tool for Evaluated Employment Services Practices** (WEESP) is an online repository which includes organisational practices, tools and active labour market policy (ALMP) measures. A precondition for inclusion in the online repository is an evidence-based internal and/or external evaluation or systematic monitoring of the results of the 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. WEESP is a tool for bringing together and exchanging experiences in the Member States, disseminating information and promoting debate.

'EU skills panorama' is a website launched in 2012 presenting quantitative and qualitative information on short- and medium-term skills needs, skills supply and skills mismatches. The panorama, drawing on data and forecasts compiled at EU and Member State level, highlights the fastest growing occupations as well as the top 'bottleneck' occupations with high numbers of unfilled vacancies. The website contains detailed information sector by sector, profession by profession and country by country. The panorama is a key deliverable of the 'Agenda for new skills and jobs' flagship initiative.

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

Progress-supported networks of independent experts provided guidance and recommendations to the Member States. This research fed into Commission policy reports, such as the draft joint employment report annexed to the annual growth survey for 2013. They 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 the national reform programmes. Another task of these networks was to provide policy-oriented research and thematic reports to the Commission in order to identify new policy developments and key trends at the national level. Three reports on national policy developments produced in 2012 by the European Employment Observatory (EEO) can be mentioned as examples: the 'Thematic report on work incentives and disincentives in Lithuania', the 'Report on undeclared work in Malta' and an 'Ad hoc paper on the impact of the crisis on the Greek labour market'. This last paper might be seen as an especially important piece of analytical evidence in the face of the current harsh situation in the Greek labour market. It sought to provide an overview of the labour market situation and social consequences of the crisis as well as to propose a number of ways of tackling the problems.

**Table 4: Progress-supported networks of experts in the policy areas of employment and SPSI**

Tasks of the Commission	Role of the networks of experts	Progress-supported networks of experts
Fact finding and evidence gathering	Regular collection of quantitative and qualitative information	The European Employment Observatory (EEO)
		MISSOC — the Mutual Information System on Social Protection
Reporting on the progress of Member States and specific policy aspects	Expert (academic) analysis, identification of data gaps, good practices and areas of difficulty	Analytical Support on the Socio-Economic Impact of Social Protection Reforms (ASISP)
		Network of Independent Experts on Social Inclusion
		Mutual learning programme (MLP)
		European network of experts in the labour mobility field (European Job Mobility Partnership/Laboratory)

In 2012, Progress-supported networks of experts produced useful reports on the issues of employment and SPSI. Progress has also supported maintenance and updating of the Mutual Information System on Social Protection (MISSOC), which contains comparative tables, charts and descriptions on social protection, analyses of minimum guaranteed resources and country-specific guides entitled 'Your social security rights'.

The evidence produced was instrumental in supporting the Commission's coordinating and facilitating role in the policy coordination processes of the European employment strategy and the social open method of coordination. The evidence was also appreciated by other stakeholders, such as public officials from the Member States and EU- and national-level social partners and stakeholders. For example, the outputs produced by the networks of experts in the SPSI area were helpful — i.e. responsive to stakeholder needs and useful for policymaking or policy advocacy — to 60 to 80% of the respondents to the annual survey (depending on the particular output).

Progress also contributed to the achievement of EU goals in anti-discrimination and gender

equality areas through regular monitoring, analyses and recommendations provided by the networks of independent experts to the Commission and Member States (see Table 5). There was a noteworthy new development concerning networks of experts in the field of gender equality in 2012. Until 2012, there were two networks responsible for the monitoring and strengthening of gender mainstreaming in the EU policies. The Network of Experts on Employment and Gender Equality Issues (EGGE) worked to ensure gender mainstreaming in the European employment strategy and to gain a better understanding of the economic impact of the gender equality issue. The Group of Experts in Gender Equality, Social Inclusion, Health Care and Long Term Care (EGGSI) was responsible for monitoring and strengthening gender mainstreaming in the open method of coordination for social inclusion and social protection. Both service contracts related to the work of the abovementioned networks came to an end in 2011. Since 2012, the activities of EGGE and EGGSI were to be carried out by a single European network of experts in the field of gender equality. This network focuses its activity on gender equality in employment, social protection and social inclusion policies.

**Table 5: Progress-supported networks of experts in the policy areas of non-discrimination and gender equality**

Tasks of the Commission	Role of the networks of experts	Progress-supported networks of experts
Reporting on the progress of Member States and specific policy aspects	Expert (academic) analysis, identification of data gaps, good practices and areas of difficulty	Academic Network of European Disability Experts (ANED)
Monitoring and strengthening of gender mainstreaming		Network of socioeconomic experts in the anti-discrimination field
		European Network of Experts in the field of gender equality

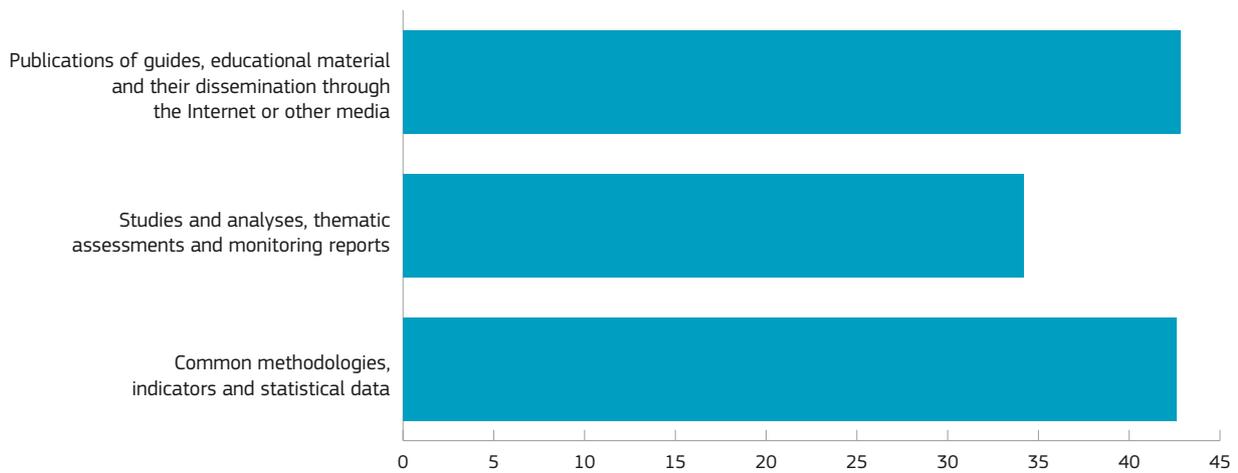
In 2012, the Academic Network of European Disability Experts (ANED) launched 'DOTCOM: the Disability Online Tool of the Commission', which is an online tool to map the progress made by the Member States, candidate countries and other associated countries on a range of key instruments relevant to implementation of the United Nations Convention on the Rights of Persons with Disabilities. It is constructed from a large database of information about national laws, policies, strategies and initiatives in the Member States of

the EU, its candidate countries and other associated countries. For each of the 34 countries, and for the EU, it includes summary information on 43 selected policy instruments, organised in eight themes (more than 1 500 records). Each record includes descriptive text and web links to policy documents or sources of further information at the national level.

Different types of Progress-funded evidence provided stakeholders across the EU with tools to (1)

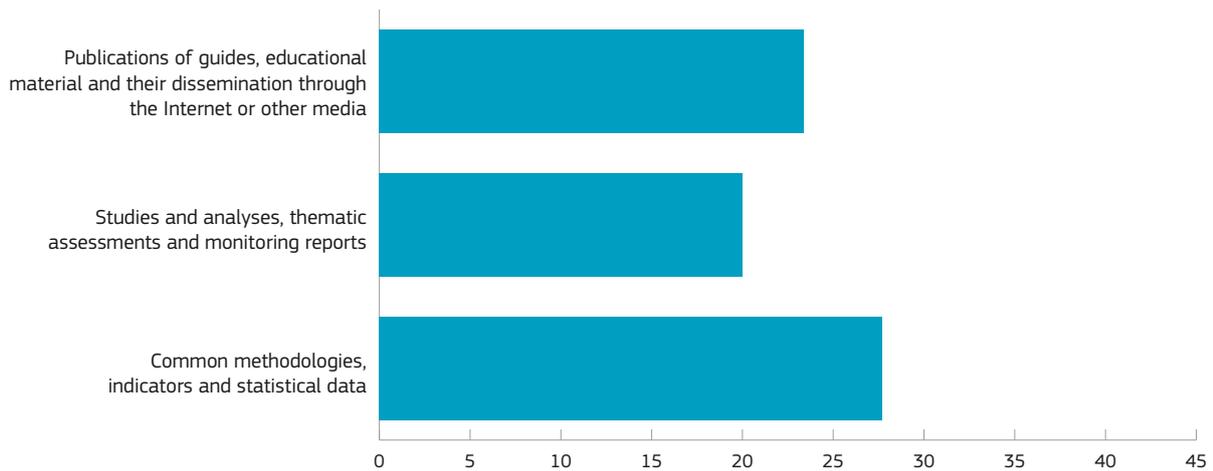
better explain EU policy objectives to the general public and the various target groups of social policies, and (2) better advocate EU policy objectives with high-level policymakers (see Charts 6 and 7).

**Chart 6: 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 2012.

**Chart 7: Share of respondents indicating that the following types of policy evidence provided with tools to better advocate EU policy objectives with high level policy-makers (%)**



Source: Progress annual survey 2012.

## 2. EFFECTIVE INFORMATION SHARING AND LEARNING

In modern policymaking, one of the key priorities is performance, which encompasses a desire to implement existing policies and strategies in such a way that they produce intended results. Considering different levels of advancement in policymaking of Member States in different Progress policy fields, information sharing and mutual learning activities are an effective way to diffuse the most valuable policymaking knowledge throughout the EU. This in turn helps to improve the quality of policymaking. Mutual learning is a process whereby Member States and other countries exchange information about each other's policies and the knowledge gained stimulates the rethinking of one's own approaches and practices, or the re-evaluation of the performance of national policies. Lessons learned are fully or partially transferred to the respective national context by emulation (positive learning) or avoiding policy mistakes (learning from failure). Progress-funded information sharing and mutual learning activities serve as a means to transfer knowledge and provide guidance at both national and European levels, so policymaking and policy implementation can be effective and in line with common EU objectives, policies and laws. Activities supported by Progress thus contribute to the creation of better understanding and promotion of awareness of EU employment and social issues among the stakeholders. Progress-supported conferences, thematic seminars, peer reviews, working papers, media campaigns, audiovisual material and other mechanisms serve as tools to achieve effective sharing of knowledge between the Commission and the stakeholders.

Most of the activities under the effective information sharing and learning heading are recurrent in nature and continued in 2012. 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 2012, 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 2012, Progress also supported networks of independent legal and policy experts representing the participating countries with a view to providing monitoring and assessment reports on the implementation and impact of EU law and policy. 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.

Progress has continued to communicate on EU law and policy in a way that is responsive to the needs of the various target audiences. Therefore a number of communication activities have been organised which aimed to promote better understanding and ownership of EU objectives and priorities. Progress has in particular continued to support employment seminars, national awareness-raising activities in the non-discrimination field and gender mainstreaming in national policies and programmes.

Alongside activities that were already established, new activities under the employment section mainly concerned wage formation and income inequality, skills development and partnerships between public employment services. New projects involving social inclusion and social protection supported debate on pension reform and aimed to develop best practices with regard to private pension schemes. In 2012, Progress also promoted capacity building for social experimentation. Active ageing and prevention of child poverty were widely discussed topics in Progress-funded events as well.

Activities in the gender equality section focused on improving the gender equality dimension of national policy and awareness-raising on the gender balance in decision-making. Progress has also aimed to improve knowledge and facilitate the implementation of the UN Convention on the Rights of Persons with Disabilities and related provisions in EU legislation. This was done by organising seminars for legal and policy practitioners as well as the judiciary.

## 2.1. Summary of activities and outputs

Activities of information sharing and learning remained the major expenditure item in the programme: 43% of the total operation expenditure in 2012 was allocated to this area. Progress contributed to effective information sharing and learning at both EU and national levels by supporting various types of information exchange activities (see the summary in Table 6).

**Table 6: The number of information sharing and learning outputs produced during 2012**

Policy areas	Total	Employment	Social protection and inclusion	Working conditions	Anti-discrimination	Gender equality
Performance indicators						
<b>Information, communication and networking</b>						
Number of policy debate, information and communication events, of which	639	100	189	36	265	49
<i>commissioned by the Commission</i>	26	15	3	3	2	3
<i>produced under grant agreements (*)</i>	613	85	186	33	263	46
Number of individuals, who participated in these events, of which — in the case of events	52 819	7 028	6 154	1 887	36 290	1 460
<i>commissioned by the Commission</i>	1 518	864	150	150	300	54
<i>produced under grant agreements (*)</i>	51 301	6 164	6 004	1 737	35 990	1 406
<b>Training/mutual learning/peer reviews</b>						
Number of trainings, peer reviews and other mutual learning events, of which	735	116	181	58	321	59
<i>commissioned by the Commission</i>	28	7	4	-	10	7
<i>produced under grant agreements (*)</i>	707	109	177	58	311	52
Number of individuals, who participated in these events, of which — in the case of events	18 929	1 978	1 473	1 205	12 227	2 046
<i>commissioned by the Commission</i>	2 338	353	126	-	866	993
<i>produced under grant agreements (*)</i>	16 591	1 625	1 347	1 205	11 361	1 053
<b>Exchange of good practices</b>						
Number of reports aimed at identifying good practices, of which	889	41	698	25	98	27
<i>commissioned by the Commission</i>	6	-	-	-	3	3
<i>produced under grant agreements (**)</i>	883	41	698	25	95	24

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

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.

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

**Peer reviews**

Progress lends major support to mutual learning in the framework of the European employment strategy and the social open method of coordination through the mutual learning programme and peer reviews in social protection and social inclusion.

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

themes of the European employment strategy. Five peer reviews were organised in 2012 (the same number as in 2011). They helped to identify, evaluate and disseminate good practices and to assess whether and how such good practices can be effectively transferred to other Member States. Also, the peer review programme in the field of employment provided a learning opportunity throughout Europe about the implementation process or policy approaches and programmes in the specific thematic fields. In total, 23 Member States plus Croatia, Norway, Serbia and Turkey were actively involved in the mutual learning programme in 2012 (see Table 7). More countries were actively involved in 2012 compared to 2011 (when there were 18 Member States plus four non-member countries). Four Member States (France, Luxembourg, Malta, United Kingdom) did not participate in the programme in 2012.

**Table 7: Participation of Member States in the peer reviews under the mutual learning programme in 2012**

Number of participations in peer reviews				Hosting countries
1	2	3	4	Once
Bulgaria Cyprus Denmark Hungary Italy Slovakia Spain Sweden	Austria Lithuania Poland Portugal Romania Serbia Slovenia Turkey	Croatia Finland Latvia Norway	Belgium Czech Republic Estonia Germany Greece Ireland The Netherlands	Belgium Czech Republic Germany Latvia Norway

Similarly, Progress supported four peer reviews on social protection and social inclusion policies in different EU Member States in order to facilitate the mutual learning process, encourage policy transfer and develop a shared understanding and ownership of EU policy objectives in these areas. To make a comparison, eight peer reviews were organised in 2011. The aim of each peer review exercise is to evaluate the policy, to see if it is effective in a national context, to establish how it contributes 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. The effectiveness of mutual learning is ensured by the active involvement of all Member States. In total, 21 Member States plus Croatia and Norway participated in the peer reviews in 2012. Six Member States did not participate, including Austria, Ireland, Latvia, Portugal, Slovakia and the United Kingdom. Overall, the combined attendance at the peer reviews decreased in 2012, as compared to the previous year.

**Table 8: Participation of Member States in the social protection and social inclusion peer reviews in 2012**

Number of participations in peer reviews			Hosting countries
1	2	3	Once
Cyprus Estonia Hungary Lithuania Poland Spain Sweden The Netherlands	Bulgaria Croatia Czech Republic Denmark Finland France Greece Italy Luxembourg Malta Norway Romania Slovenia	Belgium Germany	Belgium France Norway Poland

#### Exchanges of good practice in the field of anti-discrimination

In 2012, Progress supported two good practice exchange seminars in the field of anti-discrimination. The seminars focused on the issues of combating

discrimination based on the ground of religion or belief and combating discrimination in education. Both new and old EU Member States were equally involved in the seminars (see Table 9). A similar number of countries participated in the exchanges in 2012 as in 2011 (19 and 20 respectively).

**Table 9: Participation of Member States in good practice exchange seminars on anti-discrimination in 2012**

Number of participations in good practice exchange seminars		Hosting countries
1	2	
Estonia France Germany Greece Ireland Malta Norway the United Kingdom	Austria Belgium Cyprus Finland Latvia Poland Slovenia Spain Sweden the Netherlands	Belgium (twice)

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

The programme of exchange of good practice on gender equality aims to reinforce mutual learning among EU Member States and other countries participating in Progress. It provides an opportunity for the stimulation of debate and

exchange of experience between governmental representatives, independent experts and other relevant stakeholders, with the ultimate aim of facilitating the dissemination of good practice on gender equality in Europe. To achieve that, the programme focuses on concrete policy measures and examples. It addresses opportunities and constraints for policy implementation and highlights

practical possibilities and challenges for transferability of policies to other countries.

In 2012, the Commission organised three exchanges of good practice. As in the previous year, the main focuses of the exchanges were the key priority areas listed in the Commission communication 'A strengthened commitment to equality between women and men: A women's charter' and of the strategy for equality between women and men 2010–15. In February, the United

Kingdom hosted a seminar to discuss awareness-raising activities to fight violence against women and girls. In May, Norway hosted a seminar focusing on ways to increase the number of women in economic decision-making positions. In October, Portugal hosted a seminar on gender training in education. In total, 21 Member States participated in the exchanges in 2012. Non-member countries participating in Progress — Croatia, the former Yugoslav Republic of Macedonia, Iceland and Norway — also contributed to exchanges.

**Table 10: Participation of Member States in good practice exchange seminars on gender equality in 2012**

Number of contributions to good practice exchange seminars (reaction papers)			Host/lead countries (discussion papers)
1	2	3	
Cyprus Czech Republic Estonia Former Yugoslav Republic of Macedonia Germany Latvia Lithuania Slovenia Sweden	Austria Bulgaria Croatia Greece Iceland Ireland Malta Norway Poland Portugal Slovakia Spain	Belgium Denmark the Netherlands United Kingdom	Denmark (twice) Greece Norway Portugal Spain United Kingdom (twice)

### Communication campaigns

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.

Examples of such communication campaigns include the Gender Pay Gap (GPG) campaign in the field of gender equality, the 'For Diversity. Against Discrimination.' information campaign in the area of non-discrimination and diversity, and the 'Youth on the move' campaign in the field of employment.

In 2012, Gender Pay Gap (GPG) campaign activities were organised in seven Member States (Denmark, Czech Republic, Finland, Luxembourg, Netherlands, Poland, Slovakia). The main purpose of the activities was to disseminate knowledge on equal opportunities in access to employment and to provide career advice for young people (e.g. senior students and young professionals). The majority of GPG events in 2012 took place as parts of larger career days or jobs' fairs. Furthermore, the

second European Equal Pay Day (EED) took place on 2 March. This EU-wide day, which was organised for the first time in 2011, aims to raise awareness of the pay gap that exists between women and men in the different EU Member States and encourage action to close it.

The 'For Diversity. Against Discrimination.' information campaign is a longstanding effort to combat discrimination and to raise awareness on issues of equality and diversity. The campaign started well before the Progress programme — it was launched by the Commission in June 2003. Over the years the campaign has produced a variety of leaflets, posters, films, images, presentations and publications. During the advertising campaign in 2012, six posters on all discrimination grounds were produced, which can be ordered from the EU bookshop.

The main goal of the 'Youth on the move' (YoM) information campaign is to engage young people in open dialogue on mobility experiences with their peers, stakeholders and mobility prescribers. It is part of the 'Youth on the move' flagship initiative of the Europe 2020 strategy. 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.

#### **Impact of the 'Youth on the move' communication campaign (numbers as for May 2012)**

- More than 21 000 participants welcomed and 365 stakeholders involved in the events.
- About 9 000 bracelets were offered to every participant in events in Bordeaux and Budapest.
- There was ongoing video production with the YoM ambassadors (local personalities promoting mobility in Europe).
- More than 30 000 event programmes were printed (for Brno, Bordeaux, Budapest, Helsinki, London, Maribor, Nicosia).
- A Facebook page attracted more than 13 000 likes and a good engagement rate.

#### ***Projects related to social experimentation and actions fostering innovative solutions were carried out in order to stimulate social innovation***

##### **Social experimentation**

In total, 17 social experimentation projects were carried out/continued their activities between 1 January and 31 December 2012. Stakeholders from 11 EU Member States (Belgium, Bulgaria, Denmark, France, Germany, Hungary, Italy, Portugal, Slovenia, Spain, United Kingdom) took leading positions in them. One non-member country, Croatia, also led a project. In comparison, only six Member States led such projects in 2011. At the end of 2012, eight new social experimentation projects were launched under the call VP/2011/009 and new calls were announced for the following years under the call VP/2012/007.

**Table 11: Participation of Member States in social experimentation projects in 2012**

Members of the social experimentation projects	
Leading country	Partner Country
Belgium	France, Hungary, Poland, United Kingdom
United Kingdom	Bulgaria, Czech Republic
France	Spain
Germany	Finland, United Kingdom
Italy	United Kingdom
Italy	Denmark, Finland
Germany	Italy, Sweden, United Kingdom
Spain	Hungary, Italy, United Kingdom
Croatia	Former Yugoslav Republic of Macedonia, Serbia, Slovenia
Denmark	Austria, Belgium, Finland, Hungary, Ireland, Netherlands, Portugal, Sweden, United Kingdom
Bulgaria	Former Yugoslav Republic of Macedonia, Romania
Hungary	Austria, Croatia, Serbia
Denmark	United Kingdom
Portugal	Poland, Spain, United Kingdom
Slovenia	Lithuania, Poland, United Kingdom
Slovenia	Croatia
Spain	Bulgaria, Ireland, Italy, United Kingdom

### Actions fostering innovative solutions

In 2012, Progress continued to support innovative projects in the policy fields relevant to it. 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. Four separate

projects were implemented (and still continue their activities) covering such topics/actions as benchmarking among public employment services and labour mobility (especially youth mobility). In total, 21 EU Member States and Croatia were involved in such activities as leading or partner countries (for more detailed information see Table 12).

**Table 12: Participation of Member States in innovative worker mobility related projects in 2012**

Member of innovative worker mobility related projects project		
Leading country	Partner country	Topic
Austria	Belgium, Croatia, Cyprus, Czech Republic, Estonia, Finland, France, Germany, Hungary, Ireland, Italy, Latvia, Malta, Netherlands, Slovenia, Sweden	Benchmarking among public employment services
Italy	France	Labour mobility among young people with a high risk of occupational exclusion
Belgium	Austria, Germany	Youth mobility
Italy	Austria, Romania, Spain, United Kingdom	Use of new technologies for career guidance and mobility

## 2.2. 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.

### **Performance measure:**

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

Awareness of rights and obligations strengthens the compliance of national-level practices with EU-generated rules such as policies, standards and laws. Progress funded a number of activities that consolidated the link between the standards of the EU and Member States. For instance, in 2012 Progress contributed to the improvement of the awareness of policy- and decision-makers in the field of employment on several issues such as employment protection legislation and 'making work pay' policies.

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

In general, awareness about rights and obligations of actors involved in Progress activities is high, especially for those who are more involved in 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, over half of the respondents to the annual survey are most familiar with (1) improving and simplifying existing legislation on working conditions and health and safety at work and enhancing its implementation

The European Employment Observatory seminar for officials of the European Commission on **employment protection legislation** focused on two main issues. First, employment protection legislation in Europe was discussed. The second topic was job protection, labour market dualism and the single labour contract. Also central to the debate were issues concerning: the varying levels of job security for different types of worker — those on permanent contracts versus those on temporary contracts; the impact on firms' abilities to cope with changing environments; effects on employment and unemployment; effects on productivity; and the segmentation of the labour market. The seminar contributed to better understanding among the European Commission officials of employment protection legislation in Europe, which is a set of mandatory restrictions governing the dismissal of employees.

in practice (63% are very familiar or familiar) and (2) setting minimum requirements to improve working and employment conditions and strengthen workers' rights (almost 69% are very familiar or familiar). Less recognised issues are related to the management of change, anticipating and accompanying restructuring in order to develop employment (only around 18% of the respondents are very familiar). However, the share of the respondents who are very familiar with the latter issue has increased from 8% in 2011.

In the area of non-discrimination, more than half of the respondents are most familiar with legal protection against direct and indirect discrimination and the UN Convention on the Rights of Persons with Disabilities (52.8% are very familiar). The least familiar field is the role of trade unions in combating discrimination (where only 13.8% of the respondents are very familiar). The situation has changed from the last year, when the least familiar issue was social and economic integration of the Roma people. The share of respondents who are very familiar with the latter issue has increased since 2011 from 15% to almost 19%.

In the area of gender equality, the respondents are most familiar with equal participation of women and men in decision-making (56%) and

the gender pay gap (52%). 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 during 2012.

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

**Performance measure:**

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

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

Activities coordinated under the Progress programme have contributed to meeting specific objectives in the field of employment and social inclusion by helping to change the understanding of key EU and national policy/decision-makers and other stakeholders on EU objectives and priorities related to social issues (e.g. pensions, health and long-term care systems and child poverty). Specific Progress activities contributed to consensus building and even resulted in joint agreements. A good example can be found in the White Paper 'An agenda for adequate, safe and sustainable pensions' (adopted on 16 February 2012), which jointly addressed sustainability and adequacy of

pensions in the post-crisis context. Another notable example is the Commission's recommendation on child poverty 'Investing in children: breaking the cycle of disadvantage' (adopted on 20 February 2013), which is expected to spell out high-level common political principles in order to create a common framework to mainstream the fight against child poverty and the promotion of the well-being of children into essential policy areas for the years ahead.

In the field of anti-discrimination, an emphasis during the year was put on better understanding the issue of Roma integration. The Extraordinary European Platform on Roma Inclusion was organised in 2012, in which Members of the European Parliament, representatives of EU Member States, various organisations and Roma civil society exchanged views on efforts made by national authorities when designing national Roma integration strategies. Participants also shared their ideas on how the implementation of the strategies can be made efficient and sustainable. The communication 'National Roma integration strategies: a first step in the implementation of the EU framework' was later adopted in this area. The communication assessed the national Roma integration strategies and reported to the European Parliament and the Council. It also mentioned a positive contribution from civil society and other stakeholders who participated in the extraordinary platform. The communication outlined a common understanding of the key areas and future challenges.

***Large-scale communication activities contributed to increased awareness on diversity, equality and youth mobility issues***

In 2012, Progress funded several large-scale awareness raising activities in the form of communication campaigns. Examples of such campaigns are the Gender Pay Gap (GPG) campaign in the field of gender equality, the 'For Diversity. Against Discrimination.' information campaign in the area of non-discrimination and the 'Youth on the move' campaign in the field of employment.

The GPG campaign took place in a series of national events with the purpose of spreading

information to employers and employees on the pay inequalities between women and men and the advantages of eliminating this gap.

This year's biggest international job fair in Prague (Czech Republic), **Job expo** was organised in the framework of the GPG campaign on 15 March 2012, offering a whole host of opportunities for jobseekers open to placements in other parts of Europe. Around 30 companies and organisations were also present, including the European Commission's flagship 'Youth on the move' initiative, which helps young Europeans to achieve their dreams of studying, training or working abroad. The GPG campaign was present to provide information on the pay gap, distribute materials and answer participants' questions.

The 'For Diversity. Against Discrimination.' information campaign was organised with the purpose of raising awareness of discrimination based on disability, as well as racial and ethnic origin, religion or belief, age and sexual orientation. The campaign aimed to raise awareness of discrimination and to improve understanding of the EU laws. Through its activities, the campaign worked to convey the message to as many people as possible about the values of diversity and fundamental rights in the EU. Such events as an International Day of Older Persons, International Day of People with Disabilities, European SME week and International Youth Day were all part of this communication activity. In addition, the 'For Diversity. Against Discrimination.' information campaign not only covered diversity days, but also included organisation of the EU Journalist Award, which is the only journalism competition for print and online journalists focused on discrimination and diversity issues in the EU.

The 'Youth on the move' (YoM) communication campaign is organised as a part of the 'Youth on the move' flagship initiative of the Europe 2020 strategy. The main goal of the awareness-raising campaign is to engage young people in open dialogue on mobility experiences with their peers, stakeholders and mobility prescribers. YoM was designed by using a community-building strategy at the local level. The campaign achieves its goals

by organising big events in European capitals. The events are created as 2- or 3-day festivals that gather together associations and organisations active in mobility. The second part of the project ended in May 2012 with a final event in Helsinki (Finland). YoM's second phase ran events and festivals in London (United Kingdom), Brno (Czech Republic), Tallinn (Estonia) and Nicosia (Cyprus). May also marked the beginning of the third phase, with a national event in Maribor (Slovenia). All of these events brought together local young people and gave them the possibility to discover the mobility opportunities available to them. A large amount of useful information was presented in an interactive way.

A subway station, engaging music and youth, in Bucharest embodied the perfect elements for an 'energetic' flash mob that greatly surprised travellers and riders while experiencing the **'Youth on the move' event in the Romanian capital** (26–28 September 2012). The event opened at the National Institute of Statistics in the presence of around 200 representatives from EU-funded youth projects, schools, universities and embassies. The 3-day event, which combined as usual a busy programme mixing cultural activities and information meetings, attracted more than 5 500 participants and involved around 50 activities per day. Artistic workshops (drumming, photography, video animation, theatre) and physical activities (gymnastics, tai chi) shared the programme with information meetings that globally presented different European Commission initiatives (Comenius, Erasmus, Leonardo da Vinci, etc.) that allow young people to study, train, learn or work around Europe. Each day of the event ended with a concert.

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

The contribution of Progress to awareness-raising was widely acknowledged by the participants in Progress-funded events. The vast majority (92%) of participants who responded to the annual survey agree that by participating in the event they gained a better understanding of EU policy

objectives. As with previous years, the awareness of actors involved in Progress-funded activities is high with regard to EU objectives and policies in their relevant areas (88% in 2011). Awareness on some specific issues is summarised below.

In the area of employment, the most familiar issues are the key challenges and problems facing the European labour market (where almost 46% of the respondents are very familiar and 94% are familiar to various extents) and the promotion of the 'New skills for new jobs' initiative (where almost one third of the respondents are very familiar). A less familiar issue is adoption and promotion of the lifecycle approach to work (only 13% are very familiar).

In the area of social protection and social inclusion, the most familiar issues to the stakeholders are the European Platform against Poverty and Social Exclusion (where over 44% of the respondents are very familiar and almost 86% are familiar to various extents) and active inclusion strategy (43% are very familiar). The least familiar issue

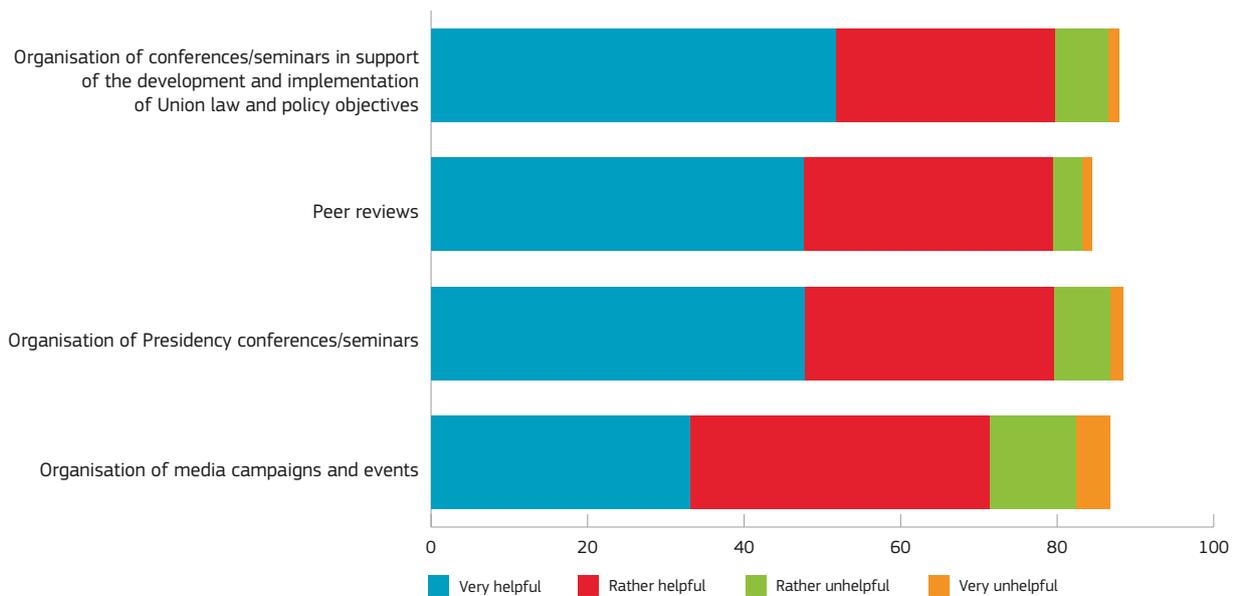
is pensions (where 20% of the respondents are very familiar). In 2012, the issues with which the respondents are the most familiar and the least familiar remained similar to 2011. However, a slight increase in the familiarity with most of the issues is visible.

**Performance measure:**  
*Satisfaction of clients with information*

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

The annual survey used for this report featured a separate questionnaire aimed at the *ex post* assessment of the usefulness and utility of the events funded by Progress in 2012. The results indicate that in general the level of satisfaction of participants with information received during Progress-funded events is high in terms of its responsiveness to their needs and contribution to policy development or implementation (see Chart 8).

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



Source: Progress annual survey 2012.

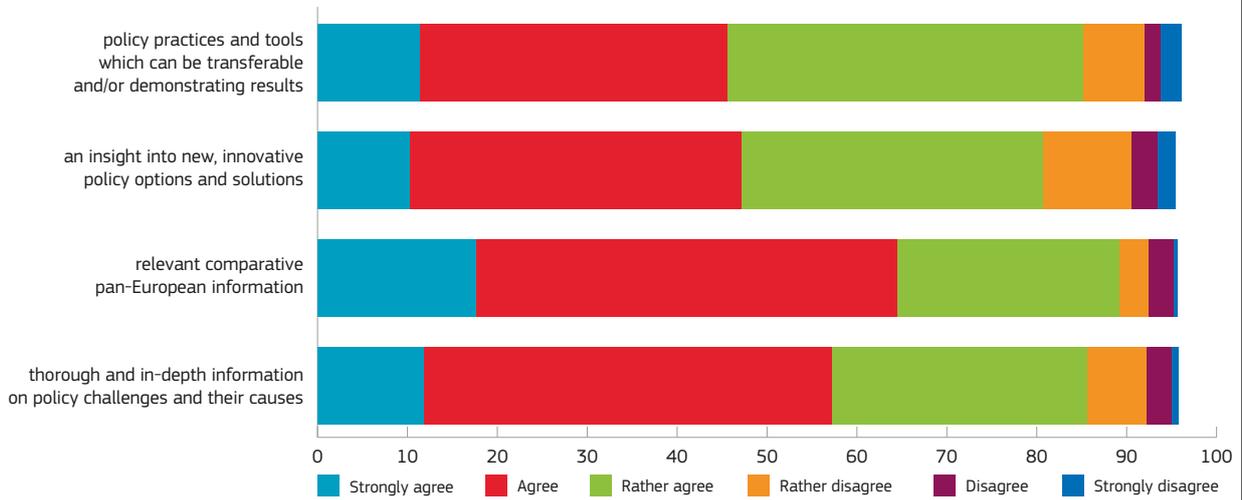
Progress-funded events were useful to the participants in several ways. As the results obtained in the survey indicate, the events organised under the Progress programme have widely contributed to a better understanding of common challenges. The respondents agreed that they gained thorough and in-depth information on policy challenges and their causes (89% agreed with this statement) and an insight into new, innovative policy options and solutions (85% agreed) by participating in the Progress-funded events. In the open questions of the annual survey questionnaire, some of the respondents elaborated on their answers. There were many positive comments noting the relevance of the events in which the respondents participated. The respondents indicated that the events were useful because they provided: ethical and political references; legal and normative context; review of diverse practical experiences; comparable standards to launch innovation; and a wakeup call to emergent issues like discrimination/equality.

Concerning the contribution of the Progress programme to policy solutions and implementation, a majority of respondents (85%) noted 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 (91%). In the open questions, the respondents noted that exchange of experiences and mutual learning on cross-sectoral

European issues (demographic change, active ageing, migration, homelessness, social inclusion, etc.) have been a positive asset in terms of innovative debate, continuous improvement and planning new services. Also, the respondents stated that events provided a possibility of having thorough insight into other Member State's policies and systems and knowledge of recent major changes that have been implemented in other Member States. This helped to get an insight on how to improve respondents' own systems, from administrative procedures to structural and political changes.

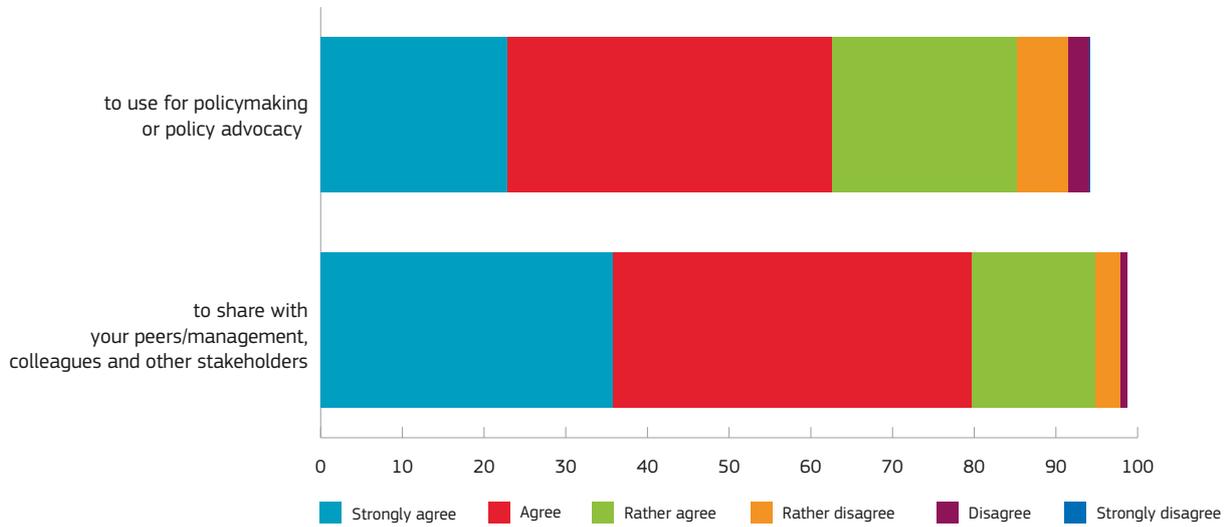
Over 85% of the responding stakeholders intended to use acquired knowledge for policymaking or policy advocacy, mentioning the intention to share the obtained knowledge with peers/management, colleagues and other stakeholders (around 95% agreed with this). In their responses to the open questions, the responding stakeholders elaborated on potential uses and effects of the acquired knowledge. For example, one respondent noted that the information provided at the events fed into ideas for the implementation of a project funded by EU funds. Some of the respondents also stated that they have presented summary information from the event in many business, academic and governmental settings. Some information from the events was reportedly transmitted by the participants to government officials and social partners and relevant action was suggested.

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



Source: Progress annual survey 2012.

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



Source: Progress annual survey 2012.

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

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

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

### 2.3. Contribution to EU goals

Creating win-win public policy solutions usually means bringing all key stakeholders together to work out a shared and sustainable solution. Shared understanding of key challenges and policy solutions is a pre-condition for successful advancement of the EU objectives and priorities for social, employment and equality policies. Better understanding of these objectives and priorities among key EU and national policy-/decision-makers and other stakeholders facilitates the convergence of national policies with EU objectives and priorities. Information sharing and mutual learning activities are expected to increase the sense of ownership of EU objectives among key stakeholders, 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 the policy debate in the Member States. Almost 92% of the respondents 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 and thus provided an opportunity to align the national policies with EU objectives. Furthermore, the vast majority of national actors confirmed that they intend to use the knowledge acquired during Progress-funded events for policymaking or policy advocacy at the national level.

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

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 programme activities were instrumental in developing the employment package.

In the field of employment, five peer reviews and two thematic review seminars were held in the framework of the mutual learning programme on initiatives relating to selected employment policy practices that fell in line with the priority themes of the EES. Main issues covered by the mutual learning programme in 2012 included promotion of active ageing, integration of young people into the labour market, tackling undeclared work and evaluation of labour market policies and programmes.

As part of the mutual learning programme, a peer review on **'The dual training system: Integration of young people into the labour market'** took place on 24 and 25 September 2012 in Berlin (Germany). A host country discussion paper and a number of peer country comments papers were prepared in relation to this event. The peer review focused on two measures taken by the Federal Ministry of Labour and Social Affairs intended to support young people in gaining the relevant qualifications and competences to become more competitive for the apprenticeship system: *Einstiegsqualifizierung* (pre-apprenticeship training) and *Berufseinstiegsbegleitung* (intensified vocational guidance and support). These measures were specifically designed to support the integration of disadvantaged young people into dual training and the labour market. The host country discussion paper and peer country comments papers were complemented by the summary of the peer review, which presented analysis on the extent to which peer countries could use the German experience in designing their own employment policies. The summary presented two main conclusions. First, smooth school-to-work transitions require positive educational outcomes and strong workplace-based experience. Second, early and individualised support can assist disadvantaged young people in accessing training opportunities and prevent long-term scarring effects.

In addition to mutual learning events in the area of employment, Progress supported four peer reviews on social protection and social inclusion policies in different EU Member States to facilitate the processes of mutual learning, policy transfer and a shared understanding and ownership of EU policy objectives in these areas.

A peer review on **'Social economy — laying the groundwork for innovative solutions to today's challenges'** was held in the framework of the peer review programme on social protection and social inclusion on 10 and 11 December 2012 in Paris (France). Building on the idea that social enterprises offer innovative solutions to emerging social needs that are not easily tackled by the public sector or private business, the peer review focused on discussing three main ways that are being developed to support the growth of the social economy in France. The first is to increase knowledge about the social economy and its visibility. Secondly, financial support is being made available for young social entrepreneurs. Thirdly, work is under way on creating an environment that nurtures the growth and success of social enterprises through supportive legislation, access to funding and local level support on the ground. The overall conclusion of the peer review was that supporting the social economy is highly relevant to achieving the EU's long-term objectives, since it contributes to at least three key objectives of the Europe 2020 strategy (employment and growth, innovation and the fight against poverty) and yields social innovation. Together with the host country France and 10 peer countries, Progress-funded NGOs — Eurodiagonia and FEANTSA — took part in the event as important stakeholders and shared their expertise with other participants.

Other main issues covered by SPSI peer reviews in 2012 included area-based policies promoting good living conditions for young people in deprived areas, development of age-friendly services and products with a view to improving quality of life of older people, and combating child poverty.

In 2012, Progress also supported two good practice exchange seminars in the field of non-discrimination and three good practice exchanges in the field of gender equality.

**An exchange seminar focusing on ways to increase the number of women in economic decision-making positions**

took place in Oslo (Norway) on 10 and 11 May 2012 and was mentioned as one of the key events of the year by the gender equality policy section. As previously noted, this topic was one of the most prominent in 2012 among the Progress-funded outputs in the gender equality field. In addition to exploration of the host country's approach, there were presentations on the approaches taken by two associated countries, Denmark and the United Kingdom, and 14 other countries participated in the debate, in addition to representatives of the European Commission (DG Justice) and the European Institute for Gender Equality (EIGE). The central agreement among the participants was that having more women in economic leadership positions is important for EU economic growth and a competitive internal market.

The programme 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 potential candidate countries. The main objective of this activity was to support national authorities in charge of equality and non-discrimination of Progress participating countries in: (a) improving their knowledge of key concepts and developing the necessary tools to address these issues; (b) developing their national policy to combat discrimination and promote equality beyond legislation; (c) identifying best practices that could be transferable to other participating countries; and (d) fostering the dissemination of information on EU and national policy and legislation in the anti-discrimination field. 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. In total, 23 Progress participating countries took part in the activities, with Bulgaria,

Croatia, the Czech Republic, France, Greece, the Netherlands, Slovenia and Romania executing two projects each. Overall, almost EUR 4.4 million was disbursed to support the projects. Most of these national activities last for more than a year. Therefore, only some of them were finalised in 2012.

The main objectives of the Estonian project **Diversity Enriches** are better implementation of legislation on non-discrimination and fostering the dissemination of information on EU and national policy related to legislation in the non-discrimination field. The project can also be considered to influence the national policy to combat discrimination and promote equality beyond legislation. The project is already running for its third consecutive year and is managed by the Tallinn Law School at Tallinn University of Technology. The focus of the project in 2012 was to raise awareness among the general public, with special emphasis on enterprises, equal treatment legislation and the benefits of diversity for society and specifically for enterprises. Topics that received special attention were the fight against homophobia and ageism, to coincide with the 2012 European Year for Active Ageing and Solidarity between Generations. In regard to promoting diversity in companies, the project supported publication of the diversity charter and a study on the companies' practices concerning equal treatment as well as the organisation of training for the human resources staff and an international conference on diversity and discrimination in companies. Also, materials on diversity in enterprises (brochure and video clips) were developed. The project contributed to achieving the aims of the European Year for Active Ageing by publishing a newspaper supplement on the topic and the study on the social status of elderly people. Furthermore, the project team initiated updating of the equal treatment handbook and reprinted it in Estonian and Russian.

In the policy area of employment, Progress funded a number of projects under the grant agreements including exchange of good practices within different policy domains of DG Employment, Social Affairs and Inclusion. Exchanging good practice

and experience is one of the core objectives of the European employment strategy, which is now an integral part of the Europe 2020 strategy. The overall objectives of the projects funded in 2012 were to encourage mutual learning at all levels and enhance transferability of the most effective policies to (1) improve employment opportunities for young people and (2) provide training for new skills in green technologies. Most of the projects dealt with the problem of youth employment. Only two referred directly to the second theme — green technologies.

The project **'New skills for green jobs: A Case for a more gender inclusive labour market?'** aimed to promote an adequate skills base to support the transition towards a green economy. The project idea stemmed from the recognition that the green economy will affect all sectors and professions and as such all occupations and skills will need to be adapted to new demands. The project aimed to promote mutual learning among partners and key stakeholders at all governance levels and enhance transferability of the most effective strategies to provide training for new skills in green technologies, including in the field of green skills forecasting, and by paying special attention to the gender sensitivity of identified strategies. As a result of implemented activities, the project will identify and transfer across participating countries the necessary tools for the early identification of skills needs for the greening of the economy, and initiatives improving the efficiency and adequacy of existing training practices, with a focus on encouraging the active participation of women. The project was led by the Fondazione Giacomo Brodolini in Italy and included public law institutions from Spain and the United Kingdom among project partners.

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 health effects of restructuring and effects, as well as proactive management of restructuring in different sectors.

### *Progress supported learning through 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.

As a result, in 2012 Progress provided assistance to Member States with the aim of promoting social experimentation as a source of innovation in the social policies falling within the open method of coordination applied to social protection and social inclusion (the social OMC) in the EU. The projects, which were awarded actions grants, had to contribute to developing and testing socially innovative approaches to EU policy priorities in the context of the social OMC, such as active inclusion, housing exclusion and homelessness, child poverty and social inclusion of migrants. Particular attention was paid to projects with a focus on the social inclusion of young people. 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.

The selected projects had to carry out 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 effects; (c) be implemented in conditions which ensure the possibility of measuring their effects; and (d) be repeated on a wider scale if the results proved convincing. The Progress-supported projects address such social issues as promoting savings among low-income and poor people (microfinancing), inclusion of children with intellectual disabilities, integration of long-term unemployed people over 50 into the labour market. 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 transitioning 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 2012 was social inclusion of people with mental disabilities. One of the projects in this domain aimed to develop a new crisis programme and test its impact on families with children with autism, focusing on their social inclusion, social interaction and quality of life. Most of the projects related to social experimentation will be finalised in 2013. However, the large majority started in 2011 and thus were carrying out activities in 2012.

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

In 2012, 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

The project '**Local strategies for active inclusion of young people**' aimed to promote transnational learning and social experimentation with integrated approaches to support young adults facing multiple disadvantages in four cities: Hamburg (Germany), Malmö (Sweden), Newcastle (United Kingdom) and Bologna (Spain). Four approaches were selected, which are similar in striving for an integrated approach to the active inclusion of young people, but they also use different angles, strategies and instruments: (a) an individualised/person-centred approach (Hamburg); (b) combining work experience, psychotherapy and social welfare support for the labour market entry of young people facing multiple disadvantages (Malmö); (c) a strategic approach to multi-agency commissioning and coordination to tackle youth homelessness (Newcastle); and (d) an integrated approach for young homeless migrants (Bologna). The action was structured in three steps. It started with an *ex ante* evaluation phase, in which the four partners presented current policy developments and formulated recommendations for enhancing their local strategies, using a peer review methodology. In phase 2, each partner included recommendations from their partners and monitored impacts and results (social experimentation). In phase 3, the results were brought together and compared to formulate proposals for policy and programme development at the European level.

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 separate projects are still being implemented until mid-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.

Public employment services play a crucial role in the implementation of the European employment strategy and the employment strategies and objectives of the national governments. Building on this idea, the project **'Mutual learning — benchmarking among public employment services'** aimed to improve effectiveness and efficiency of the national public employment agencies through an exchange of experience on the national strategies and their implementation programmes, and through mutual learning and support. A prerequisite for improvement is sufficient knowledge about other employment agencies and their performance and an existing network of contacts that promotes and allows a detailed exchange. This project supported learning through the exchange of good practice based on quantitative information. Public employment services participating in the project sought to cooperate in benchmarking on performance indicators with the aim of mutual learning. The working group of the project had set itself four major tasks: (a) to draw up a list of selected performance indicators; (b) to build a database of these indicators; (c) to establish a benchmarking procedure bearing in mind the different contexts under which the public employment services operate; and (d) to organise exchanges of good practices.

The project **'JobTribu: new technologies for career guidance and mobility'** aims at developing and testing career guidance actions and tools, based on the use of ICT and the new possibilities offered by the Web 2.0 (such as social networks applications) and directed to public employment service (PES) customers (and in particular to young people) to facilitate their access to the labour market and mobility opportunities. The main idea of the project is to open a new dimension of active participation of young people in the dynamic process of labour mobility, with the help of social networks and ICT, to create virtual communities and a web place to share and develop ideas, information, proposals and opportunities, together with other young people and the help of local PES in other regional contexts. The project implemented four major activities. First, it investigated ICT use in the PES system, analysing already implemented project results. Second, it aimed to define tools and methodologies by identifying priorities and resources, with the direct involvement of managers and practitioners from PES. Third, it developed a training model and a website. Fourth, a guidance model and ICT tools were tested in five countries (Austria, Italy, Romania, Spain, United Kingdom) within the PES systems through pilot actions led by the trained guidance practitioners and directed to young users of the PES.

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

Progress provided practical assistance to the Member States in transposing and applying EU law effectively. The programme funded the development of non-binding good practice guides,

handbooks and other material for information sharing and learning. For example, in 2012 a non-binding guide to best practice with a view to improving the application of related directives on protecting health and safety of workers in agriculture, livestock farming, horticulture and forestry (which more than 58% of the respondents identified as useful) was produced in the area of working conditions.

Furthermore, Progress supported information sharing and learning among legal and policy practitioners in the Member States through seminars on legal issues and exchange of good practices. In 2012, 10 legal seminars and two good practice exchange seminars were held in the area of non-discrimination. In the area of gender equality, seven seminars for the judiciary and legal practitioners, three exchanges of good practice and one meeting of the European Network to promote Women in Decision-Making, as well as the European Network of Legal Experts in the field of Gender Equality, took place.

In the field of working conditions, Progress funded the annual legal seminar organised by the Labour Law Network on 'Labour law in a greying labour market — Challenges of active ageing'. The objective of the seminar was to provide an overview of the rights that are enjoyed by elderly workers and to take stock of the challenges arising in the context of age discrimination and the fixing of retirement conditions. Furthermore, the question of 'Young versus old or intergenerational solidarity' was explored. In addition, as regards health and safety at work, Progress supported the work of the Senior Labour Inspectors' Committee (SLIC), which organised plenary meetings and thematic days on the different aspects of the EU occupational safety and health policy.

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

Progress-supported activities contributed not only to effectively diffusing

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

valuable policymaking knowledge throughout the EU (as discussed in Chapter 2) but also to creating an enabling environment for building a shared understanding and consensus among stakeholders on problem identification and policy options or solutions that respond to real needs. The latter aspect of the Progress programme's contribution will be discussed in this chapter.

One of the underlying priorities in modern policymaking 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.

In 2012, the key policy debate events included Presidency and other types of conferences, annual meetings of various stakeholder groups, annual awareness-raising events and other EU-level events. Progress also supported national policy debate events organised by beneficiaries of action grants. Progress financed these activities in order to mobilise key EU and national policy/decision-makers and stakeholders to provide information on and influence the development of EU law, policy and objectives with a view to creating a critical support base for meeting EU objectives and priorities.

Activities under the heading 'promoting high-quality and participatory policy debate' accounted for about 15% of total operating expenditures in 2012. It is the only heading (Progress immediate outcome) for which the share of the allocated budget has increased since 2011 (from 11%). Activities under this heading play a particularly important role in the gender equality section, which planned to spend around 33% of its resources in this area.

### 3.1. Summary of activities and outputs

In 2012, Progress supported a number of key events and other information, communication and networking initiatives that contributed to high-quality and participatory policy debate. These included Presidency conferences (funded via action grants to the Member State holding the EU presidency) and other high-level events, round tables, forums and other similar workshops and conferences (such as annual European meetings of 'People experiencing poverty', the Equality Summit, biannual meetings of the Platform for Roma Inclusion, etc.). Overall, the programme funded 40 Presidency conferences and five other high-level policy events. The largest number of high-level events were organised in the areas of employment and SPSP. Overall, the activities related to the immediate outcome of 'high-quality and participatory policy debate' represented one of the smallest expenditure items of the programme, with 15.2% of the total operation expenditure committed to them in 2012. However, it is worth noting that its share of the Progress budget has increased from 11.1% in 2011.

**Table 13: The number of Presidency conference and other high-level European event outputs produced during 2012**

Policy areas	Total	Employment	Social protection and inclusion	Working conditions	Anti-discrimination	Gender equality
Performance indicators						
<b>Information, communication and networking</b>						
Number of Presidency conferences and other high-level European events	40	11	13	3	6	7
Number of individuals who participated in these events	5 181	1 405	1 923	406	923	524

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).

### 3.2. Performance measures

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

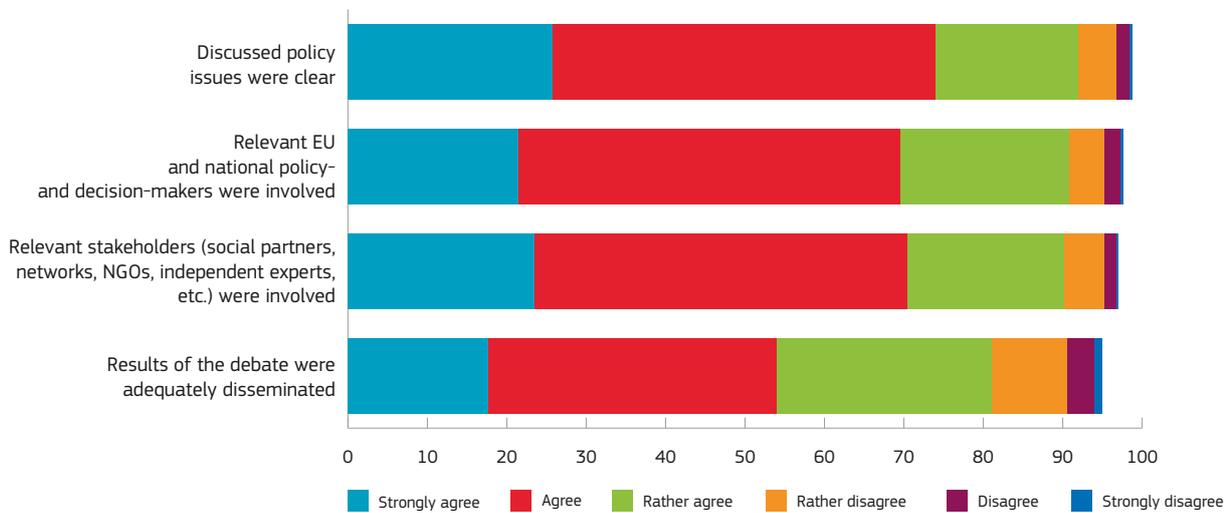
**Clarity of issues and involvement of stakeholders remain high, while dissemination of results is less adequate**

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

The clarity of issues presented for discussion and the involvement of relevant actors received a more positive evaluation than the dissemination of results. The results largely correspond to those found in 2010 and 2011.

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 (see Chart 11). For instance, the conference 'Jobs for Europe: the employment policy conference' received very positive evaluations: all responding participants indicated that policy issues discussed were clear and 89% agreed that relevant stakeholders (social partners, networks, NGOs, independent experts, etc.) were involved.

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

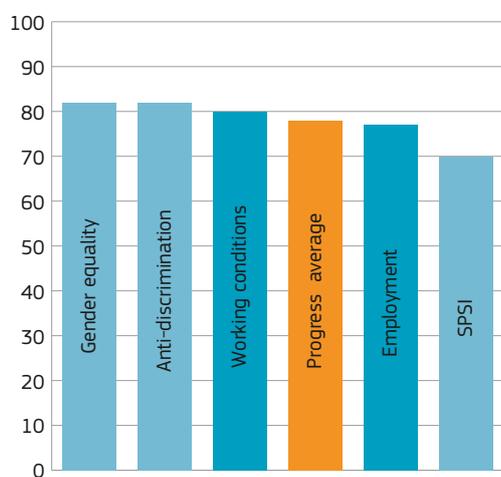


Source: Progress annual survey 2012.

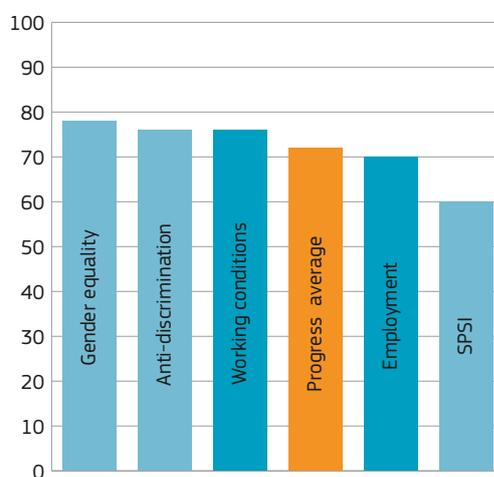
High-quality and participatory policy debate at the European level serves as an example for national stakeholders and thus makes a positive contribution to the quality of debate on relevant policy issues at national, regional and/or local levels. The EU contribution was acknowledged by the

respondents of the annual survey, especially in the policy areas of gender equality, anti-discrimination and working conditions (see Charts 12 and 13). The respondents who were the most positive in 2012 came from the same three policy sections as in 2011.

**Chart 12: 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 (%)**



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



Source: Progress annual survey 2012.

**Performance measure:**

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

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

Like policy research, advice and analysis (see the first chapter of this part on evidence-based policies and legislation), 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 legislation in the field of occupational safety and health (OSH). Presidency conferences on ‘Working together for the future of

The **seventh joint EU-US conference on occupational safety and health issues** was held on 11–13 July 2012 in Brussels (Belgium). The 2½-day event consisted of two plenary sessions and four parallel workshops. A special technical session on occupational safety and health statistics took place on the second day. The discussed topics included; chemicals; prevention of catastrophic accidents; nanotechnology; and occupational safety and health in a green economy. The conference also provided a forum to deepen US-EU collaboration on the launch of the first dedicated global wiki on occupational safety and health. The launch is expected to take place in 2013.

occupational safety and health in Europe’ (18 October 2012, Nicosia) and ‘Health and safety at work: Review of the EU strategy 2007–12 and priorities

for the future' (28 and 29 June 2012, Copenhagen) contributed to the discussion of the results of the EU OSH strategy 2007–12 and priorities for future developments in the area of European OSH policy.

Several high-level events in 2012 fed into the preparation of the European Accessibility Act, the adoption of which was recently postponed to mid-2013. This new legislation is seen by the Commission as a key element of the European disability strategy, which was unveiled in 2010. The broad aim of the forthcoming act will be to ensure that people with disabilities have access, on an equal basis with others, to the physical environment, transportation, information and communications technologies and systems (ICT) and other facilities and services in line with the UN Convention on the Rights of Person with Disabilities. In this framework, the Access City Award Ceremony 2013 took place on 3 December 2012 in Brussels (Belgium). The Access City Award recognises and celebrates cities with over 50 000 inhabitants that take exemplary initiatives to improve accessibility in the urban environment. Another event, which contributed greatly to the development of the European Accessibility Act, was the Danish Presidency conference 'Accessibility and participation — Full inclusion of people with disabilities in society', which took place on 5 and 6 March 2012 in Copenhagen. The conference illustrated that accessibility is a concern for everyone, not only for people with disabilities. Also, it concluded that as demographic changes lead towards an ageing population in Europe, accessibility should be taken into account across a wider range of policies than just disability policy.

Ultimately, the results of the annual survey show that the respondents who participated in Progress-funded events intend to use the knowledge they acquired: 94.8% of the respondents agreed that they intend to share knowledge with their peers/management, colleagues and other stakeholders, while 85.2% intend to use the acquired knowledge for policymaking or policy advocacy. In 2011, the numbers were 91 and 82% respectively. This shows that the usefulness of knowledge acquired during Progress-funded events is increasing.

### 3.3. Contribution to EU goals

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

#### *issues and thus contributed to developing the shared understanding of EU objectives*

Progress was the main financial instrument in its policy areas for organising Presidency conferences and other high-level European events, which involved representatives of the Member States, the Commission and other key stakeholders to debate common issues.

The Presidency conferences were instrumental in enhancing the understanding of EU policy objectives among participants. Over 94% of the respondents to the annual survey confirmed that they gained a better shared understanding of common EU challenges and objectives by participating in Progress-funded Danish and Cypriot Presidency events (90% in 2011). Moreover, 92% of the respondents agreed that Presidency conferences strengthened (or created new) relationships with the relevant stakeholders/organisations (80% in 2011). The numbers for other events are 91.7 and 88%, respectively. Therefore, the quality of Presidency events in 2012 was evaluated more highly by the respondents than both other types of events this year and Presidency events in 2011.

The **Cypriot Presidency conference** on job creation and youth employment 'Developing sustainable youth employment policies in an era of fiscal constraints' took place on 22 and 23 October 2012 in Nicosia (Cyprus). It was a joint conference of the Employment Committee (EMCO) and the Heads of Public Employment Services (HoPES). The intended objectives of the conference, among others, were to review the problems and barriers in the area of employment, to encourage the EU Member States to initiate strategic activities in this field and to establish proposals for directional operation policy. More specifically, youth employment was the priority theme of the conference. Participants discussed issues related to training opportunities like apprenticeships, traineeships and working conditions, as well as matching of qualifications and expectations of young persons with the needs of the enterprises and the economy in general. This discussion fed into the preparation of the 'Youth opportunities' initiative and the employment package.

The **Danish Presidency conference** 'Review of the EU OSH strategy 2007–12 and priorities for the future' was held in Copenhagen on 28 and 29 June 2012. The subject of the conference was to take stock of the results of the EU strategy 2007–12 on health and safety at work and to establish priorities for the future. The participants included European social partners, government officials from EU Member States and officials from the EU institutions. They discussed experiences with the implementation of the EU OSH strategy 2007–12 and received input from representative enterprises from EU Member States. A number of enterprises inspired the conference participants with their good examples of innovative OSH activities. The output was a set of joint recommendations for priorities of future policy in the area of health and safety at work, which were produced in creative workshops during the conference.

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

Progress contributed to the development of a shared understanding of common EU objectives and policies by funding Presidency conferences, providing evidence on priority issues and involving those stakeholders who are usually excluded from policy debate, e.g. ethnic minority groups and people experiencing poverty. Around 88% of respondents to the annual survey confirmed the contribution of specific Progress-funded events to the development of a shared understanding of common EU issues discussed at the event.

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

Progress assisted the Commission in rendering its decision-making process more accessible and involving a broad range of stakeholders in the development of legal proposals through consultations, conferences and support to EU-level networks and civil society organisations at the national level, in particular in the areas of anti-discrimination, gender equality and working conditions. Progress provided a common EU-level platform for

The 11<sup>th</sup> **European Meeting of People Experiencing Poverty** took place in Brussels (Belgium) on 10 and 11 May. The meeting was organised by the Danish Presidency of the Council and the Commission, with the assistance of the EAPN and FEANTSA networks. The theme of the meeting was 'Homelessness and housing rights in the context of the crisis: Is having a roof enough to feel at home in the EU of 2012?' The meeting brought together over 150 people with direct experience of poverty and homelessness from 30 European countries. It was an occasion for an exchange of views and experiences on how to ensure that people experiencing poverty can have access to adequate, affordable and energy-efficient housing and accommodation. Other questions were also discussed, such as: key differences that can be seen in 2012 as compared to 2008 in the areas of homelessness and housing rights; 'good and bad practices' in relation to addressing homelessness and housing rights; and how policies can be designed to best address homelessness and housing in a way that is adapted to the different needs and realities of different individuals and communities in a way that can ensure equality in access to homeless services and housing rights.

national and EU stakeholders to engage in policy debate through the Presidency conferences and other high-level events on such topical policy issues as social inclusion of vulnerable groups or the fight against poverty in general. In 2012, the issue of child poverty attracted special attention.

Cooperation with the EU Presidencies in the policy area of social protection and social inclusion resulted in the development of policies and actions to fight child poverty. In the Danish Presidency conference on children's rights and the prevention of child poverty (19 March, Copenhagen), emphasis was put on preparation for the Commission's recommendation on child poverty. The Danish Presidency gave special attention to trends in child poverty in different EU Member States and crisis responses, mainstreaming children's rights approach in all key policies and access to family support measures, early childhood education and children's participation. Later during the year, on 18 and 19 October, the Cypriot Presidency conference on child poverty and well-being took place in Nicosia. The aim of the conference was to contribute to the European fight against child poverty and social

In 2012, Progress funded **the Extraordinary European Platform on Roma Inclusion**, which was held on 22 March in Brussels (Belgium). This event gave all stakeholders involved an opportunity to express their views on national efforts and to pave the way for the successful implementation of national Roma integration strategies. The European Platform for Roma Inclusion was created to support policy developments for Roma integration and stimulate exchanges and coordination among Member States, international organisations and Roma civil society. The Extraordinary Platform was a 1-day event with three panels (MEPs, Member States, civil society) working on the basis of publicly circulated questions, each followed by public debate, and a fourth panel with only the three rapporteurs, who summarised the key conclusions of their respective panels; these summaries also contributed to the conclusions of the meeting. Members of the European Parliament, representatives of EU Member States (national contact points), various organisations and Roma civil society exchanged views on efforts made by national authorities when designing national Roma integration strategies. Participants additionally shared their ideas on how implementation of the strategies can be made efficient and sustainable.

exclusion and the promotion of children's well-being so as not to lose the pre-existing momentum of EU cooperation in the field of social protection and social exclusion (especially in the context of the so-called social OMC) and the Europe 2020 strategy. The conference promoted the exchange of good practices and knowledge starting from a children's rights approach, which considers the elimination of child poverty as a social investment that is needed to underpin recovery and our future growth potential. The context for the conference was the growing impact of the economic crisis on children and their families, related austerity measures and the forthcoming Commission recommendation on child poverty, social exclusion and child well-being. These conferences demonstrated a participatory approach to decision-making. For example, key NGOs such as the European Anti-Poverty Network, the European Social Network, Eurodiaconia, Caritas Europe, Confederation of Family Organisations in the European Union, the European Federation of National Organisations Working with the Homeless (FEANTSA) and others contributed to the discussion in these events.

***Progress contributed to the further strengthening of partnerships between the Member States and the Commission***

Progress contributed to the development and strengthening of partnerships between the

Member States and the Commission by providing comparative evidence and guidance for Member States through research, monitoring and reporting, and by providing a common platform for information sharing and mutual learning. In this way Progress has assisted some well-established cooperation activities such as the Senior Labour Inspectors' Committee (composed of the general directors of the labour inspectorates of each Member State), which was established in 1995 to give its opinion to the Commission, either at the Commission's request or on its own initiative, on all problems relating to the enforcement by the Member States of EU law on health and safety at work.

Plenary meetings and thematic days of the **Senior Labour Inspectors' Committee (SLIC)** took place in Copenhagen (Denmark) on 21 and 22 May and Nicosia (Cyprus) on 29 and 30 November. SLIC members meet two times a year in order to improve cooperation between labour inspectorate agencies. The purpose is to exchange experience and knowledge in regulatory matters. The meeting in Copenhagen focused on the effective use of resources in enforcement activities. The main topic of the thematic meeting in Nicosia was ergonomics. The event consisted of two sessions followed by a panel discussion and dealt with issues concerning the current situation and the trends in workplace ergonomics. Furthermore during the event the results of a survey on the current situation on ergonomics between Member States were presented, as well as the results of a survey on health and safety in micro enterprises in Cyprus.

Additionally, some of the actions funded by Progress in 2012 were specifically aimed at promoting partnerships. One example in the field of employment was the call for proposals related to partnerships between employment services, PARES '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.

There is a strong sense of collaboration and partnership between government institutions of the EU and Member States. Around 87% of officials working in national, regional, or local government institutions who responded to the annual survey have confirmed this. The sense of collaboration and partnership between government institutions of the EU and Member States decreased slightly (from 90%) compared to 2011.

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

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

By virtue of the powers conferred by the treaty, the Commission also implements an autonomous budget to facilitate European social dialogue. To foster their contribution to the development of employment and social policies, social partners are invited and encouraged to actively participate in high-level policy debates and good practice exchange events and to express their views and positions on key policy issues. European social partners such as BUSINESSEUROPE, the European Centre of Employers and Enterprises Providing Public Services (CEEP) and the European Association of Craft, Small and Medium-sized Enterprises (UEAPME), all representing employers, and 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). Of

particular importance in 2012 were the continuing negotiations of the EU social partners on the working time directive.

European social partners started **negotiations on working time in 2011** with a joint letter to László Andor, the European Commissioner with responsibility for Employment, Social Affairs and Inclusion, informing him that they would open discussions further to the Commission consultation on reviewing the working time directive. The aim of the negotiations is to conclude an agreement on revision of the working time directive, to be implemented by a Council decision in accordance with Article 155 of the Treaty on the Functioning of the European Union. The Commission agreed to extend time for social partners' negotiations on reviewing EU rules until the end of 2012, after employers and employees failed to agree on reforms to the working time directive in 2011. The talks focused on issues such as the opt-out from the maximum weekly working time limit of 48 hours set by the directive, on-call working and the interpretation of Court of Justice of the European Union judgments concerning working time. The negotiations stalled after the ETUC Executive Committee decided in its meeting on 5 and 6 December that it was not possible to continue negotiations due to disagreement over the final offer from the employers.

In complementarity with the autonomous budget of the European social dialogue, the Progress programme has aimed to advance the contribution of social partners to the development of social matters in the Progress policy areas. For example, in 2011 calls for proposals on restructuring, well-being at work and financial anticipation in the field of working conditions were published and grants attributed to key associations, trade unions and other organisations in the field (e.g. CEEP, European Federation of Public Service Unions (EPSU) and the Council of European Professional and Managerial Staff, Trade Union 'Metalicity').

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

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

The Commission held a major conference on employment policy, under the title **'Jobs for Europe'**, on 6 and 7 September 2012. The conference built on the employment package put forward by the Commission on 18 April 2012 and the outcomes of the 2012 European Semester, but also on a series of conferences that the Commission organised during 2011 in order to explore new dimensions of employment policy, notably regarding the functioning of European labour markets, wage developments, flexicurity in a crisis context and inequalities. All types of stakeholders — officials of the EU institutions and international organisations, Member States, regional and local authorities, social partners and civil society organisations — were invited to participate in the discussion. The conference was addressed, among others, by European Commission President, José Manuel Barroso, President of the European Parliament Martin Schulz, President of the European Council Herman van Rompuy and future Director-General of the International Labour Organisation Guy Ryder. Keynote speeches were given by 2010 Nobel Prize laureate Christopher Pissarides, OECD Secretary-General Angel Gurría and Italy's Minister of Labour, Social Policies and Equal Opportunities, Elsa Fornero. The main messages from the conference were that employment policies are important factors for macroeconomic performance, that all EU policies must be coordinated and that governance must be strengthened to reduce unemployment and bring about a job rich recovery.

In the fields of employment as well as social protection and social inclusion, Progress helped to strengthen the partnerships of key EU and national policy/decision-makers and stakeholders, as well as to change their common understanding of EU objectives and priorities related to social solidarity (notably, on the issues of child poverty and well-being, long-term care, extreme poverty and social exclusion, and active ageing). Progress has also supported initiatives for active ageing at all levels in the context of the European Year for Active Ageing and Solidarity between Generations in 2012.

It is a tradition for the Member State holding the EU Presidency to co-organise the opening and closing conferences of the European Year. **'From visions to actions: Closing conference for the European Year for Active Ageing and Solidarity between Generations 2012'** fell within the Cypriot Presidency and took place in Nicosia on 10 December 2012. The conference was attended by Member State officials as well as representatives of national NGOs, local authorities, social partners, the Commission and European organisations. The conference had several aims. First, it celebrated the achievements and main highlights of the Year. Second, it provided a forum for discussion on ways to transform the momentum gained into concrete actions. The conference also aimed to enhance the commitment from key EU and national actors for political measures that are necessary in order to address the issues older people face. Finally, it served as a venue to identify and exchange good practices related to current policy reforms.

In 2012, the Commission's cooperation and dialogue with Member States has been intensified on a number of key issues (i.e. poverty and social exclusion, youth employment, Roma inclusion, occupational safety and health, women in decision-making). Relations among stakeholders have been further strengthened in the context of the European Platform against Poverty and Social Exclusion.

The European Commission, in partnership with the Cypriot Presidency, hosted the **Second Annual Convention of the European Platform against Poverty and Social Exclusion**, one of the flagship initiatives of the Europe 2020 strategy, gathering participants from around 40 countries on 5–7 December 2012 in Brussels. The 2012 convention reviewed the progress made towards reaching the poverty target — lifting at least 20 million people out of poverty — and called for the shared ownership and collective commitment of stakeholders and Member States in achieving inclusive growth, particularly within the framework of the upcoming social investment package. Through presentations, speed dating sessions and workshops, it stimulated debate, encouraged alliance building between all stakeholders and enhanced mutual accountability for the implementation of social policy reforms in the context of the European Semester.

Results of the annual survey for 2012 show that actors working in both EU-level organisations (EU institutions, NGOs and social partners) and national organisations have a very similar sense of collaboration and partnership with EU-level organisations. On average, 85 % of both the respondents representing EU-level organisations and national level actors are positive about their cooperation and partnership with EU-level organisations. Here the difference with the results from the last year must be noted. In 2011, a stronger sense of collaboration was indicated among the EU-level organisations (i.e. respective organisations) than the one felt by the national level actors towards the EU-level bodies. It means that the sense of collaboration between national level and EU-level organisations has seen a relative improvement.

A sense of collaboration between national, regional and local governments and EU-level NGOs in the policy areas covered by Progress has decreased compared to 2011. Last year over four fifths of the annual survey respondents agreed that there was a sense of such partnership. This year 69 % of officials of national, regional and local governments confirmed the existence of a sense of collaboration between them and EU-level NGOs. Also, there is a tendency to view collaboration between national governments and national-level NGOs as better than between national governments and EU-level NGOs. The vast majority (82 %) of respondents representing officials of national, regional and local governments confirmed that they cooperate and maintain partnerships with national-level NGOs. However, the number has decreased since 2011, when over 90 % of the respondents felt such cooperation.

The sense of partnership and collaboration between national, regional and local governments and EU-level social partners is weaker than that with EU-level NGOs (64 and 68 %, respectively).

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

As explained in more details in Chapter 4 of this report, Progress involved a variety of stakeholders

in the policymaking process by supporting EU-level networks and NGOs, 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 influence of key EU-level networks and NGOs was visible in increasing awareness and exerting pressure on policymakers in relevant policy areas (79.7 % of the respondents agree with the statement), as well as providing useful and appropriate information on the implementation of EU law and/or conditions, needs and expectations of relevant target groups (84.4 % of the respondents agree). The appreciation of the key EU-level NGOs has not changed since 2011.

Progress has also provided a stimulus for the involvement of non-governmental and sub-national 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 are the annual EU Meeting of People Experiencing Poverty, the Equality Summits, the European Roma Summit and the biannual meetings of the European Platform on Roma Inclusion (for more detailed information see Annex 2).

The important study on stakeholders' involvement in the implementation of the open method of communication 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.

Since 2007, the Equality Summit has promoted equal rights and equal opportunities for all in the EU. It has been an occasion for sharing knowledge and experiences with the goal of developing more effective ways of counteracting all forms of discrimination. The summit has mainly targeted discrimination on the grounds of racial or ethnic origin, religion and belief, age, disability, sexual orientation and gender. The **Equality Summit 2012**, which took place on 22 and 23 November 2012 in Nicosia (Cyprus), provided evidence that equality and accessibility policies can help support growth, economic development and prosperity. It highlighted the importance of equality policies and legislation for the most vulnerable groups in the current difficult financial context. The special Eurobarometer 393 on the perception of discrimination in the EU in 2012 was also supported by Progress in the field and fed into the discussion during the Equality Summit. The summit brought together around 300 high-level delegates (governments, NGOs, social partners, media, academics, independent experts, etc.) from the EU Member States and acceding countries.

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

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 2012.

The 2012 Work Plan provides for financial support amounting to about EUR 18 million for EU-level networks. For the social protection/social inclusion section, this is a large spending item (around 55%) and reflects the importance of participation by the stakeholders, including people experiencing poverty and social exclusion, in the relevant policy areas.

In 2012, 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; promotion of women in decision-making; and promotion of non-discrimination law and policy.

##### 4.1. Summary of activities and outputs

The activities aimed at promoting greater capacities of networks and NGOs represented a third major expenditure item of the programme, with 18.9% of the total operational expenditure committed to this area in 2012. The share of funding committed to key EU networks and NGOs has slightly decreased from 20% in 2011. In 2012, the Commission had 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.

In 2012, Progress supported 31 key EU networks and NGOs active in the fields of non-discrimination, gender equality and social inclusion/social protection, which continued to serve as a useful source of information for EU and national decision-makers and other stakeholders alike. By financially supporting key EU networks, Progress contributed to the communication and promotion of key ideas and strategies (e.g. European Year for Active Ageing and Solidarity between Generations, implementation of the Platform against Poverty and Social Exclusion, implementation of national Roma integration strategies).

**Table 14: Progress-supported key EU-level networks and NGOs in 2012**

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 (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 (*)
Anti-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 help to forge strong relations with a number of key EU NGO networks, offering a more stable and structured environment, which is in the interests both of the Commission and of the selected organisations. The decision to favour a multi-year contractual period (2011–13) also reflects the very nature of employment, social affairs and equal opportunities initiatives, whose impact is only visible in the medium to long term. Partnerships are implemented by two legal instruments: framework partnership agreements and a specific

agreement for an annual operating grant. Firstly, the framework partnership agreement sets out the conditions governing grants to partners for carrying out activities on the basis of a triennial strategic plan. Framework partnership agreements define the respective roles and responsibilities of the Commission and the networks in implementing the partnership. They present the common objectives agreed by the networks and the Commission; the type of activities envisaged; the procedure for concluding a specific agreement for an annual operating grant; and the general

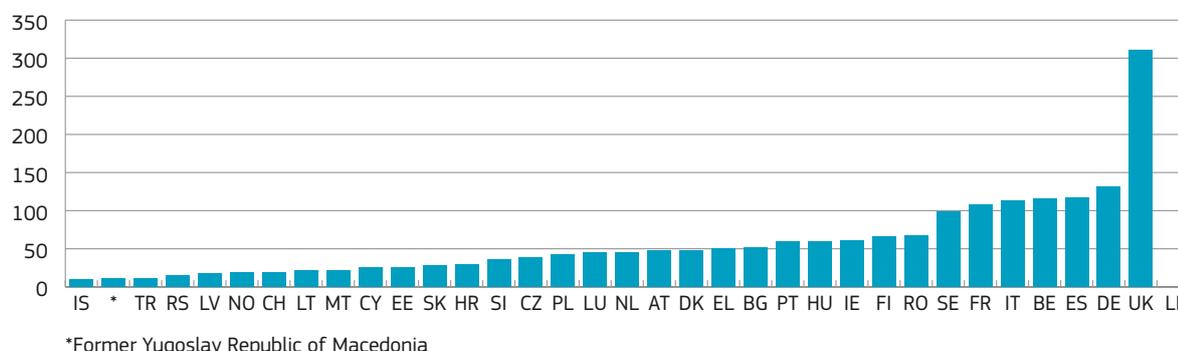
rights and obligations of each party under the specific agreement. Secondly, the Commission invites all organisations with whom framework partnership agreement have been signed to provide a detailed annual work programme and a corresponding detailed budget in order to conclude a specific agreement for an annual operating grant. Concluding the specific agreement for an annual operating grant is subject to the Commission's assessment of the detailed annual work programme and the corresponding detailed budget.

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.

The annual survey shows that 91% of the respondents in the field of gender equality and 88% in the field of SPSI agree that EU-level networks and NGOs working in their respective fields were useful as a source of appropriate information on the implementation of EU law and/or conditions, needs and expectations of relevant target groups. In general, the percentage of the respondents who positively judge the contribution of EU-level NGOs and networks is high (77–91%, with an average of 84%). The numbers are slightly lower than in 2011, when 94% of respondents were positive in the field of gender equality and 91% in SPSI. In addition, the vast majority (79%) of respondents indicate that EU-level networks are successful in increasing awareness and exerting pressure on policymakers in their relevant policy areas, especially in the fields of gender equality and SPSI.

Representativeness of the key EU network memberships, including geographical coverage and level of representation (European, national, regional or local), is presented in Chart 14. The exact data on geographical coverage is not collected annually, so the chart below is based on the data obtained from the reports delivered in 2010. 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 and EEA-EFTA countries. Candidate/EEA-EFTA countries have the fewest members in the EU networks and NGOs, followed by the new Member States, while the old Member States have the most members. Romania has the most numerous memberships among the new Member States, while the United Kingdom is outstanding with a relatively large number of members in the EU NGOs.

**Chart 14: Membership within the EU-level networks and NGOs in 2010**

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

Overall, Progress-supported key EU networks and NGOs produced 628 reports aimed at providing policy advice, research and analysis, 175 reports aimed at identifying good practices and 341 reports aimed at monitoring/assessment in the policy areas of anti-discrimination,

social protection and social inclusion and gender equality. They also organised 243 training, peer review and other mutual learning events, as well as 653 information and communication events, with a total of 31 861 participants (see Table 14).

**Table 15: Outputs produced by the Progress-supported key EU networks and NGOs in 2012**

	Anti-Discrimination	Social protection and social inclusion	Gender Equality
Number of networks/NGOs	13 (*)	10 (**)	1
Number of reports aimed at providing policy advice, research and analysis	170	334	124
Number of reports aimed at identifying good practices	55	76	44
Number of reports aimed at monitoring/assessment	74	240	27
Number of trainings, peer reviews and other mutual learning events	140	73	30
Number of individuals who participated in these events	3 281	1 304	567
<i>of which, number of women</i>	1 514	873	525
Number of information and communication events	171	59	423
Number of individuals who participated in these events	6 951	2 532	17 226
<i>of which, number of women</i>	2 812	1 451	10 062

(\*) Does not include data for the European Guide Dog Federation.

(\*\*) Does not include data for Coface-EU, Dynamo International, Eurocities, European Microfinance Network, Mental Health Europe or FEANTSA.

## 4.2. Performance measures

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

### **Performance measure:**

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

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

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

A way of measuring the consulting capacity of key EU networks and NGOs is to look at their Participatory Status at the Council of Europe. When NGOs are granted this status, the steering committees, committees of governmental experts and other bodies of the Committee of Ministers of the Council of Europe may involve the international NGOs having participatory status in the definition

of Council of Europe policies, programmes and actions, in particular by granting them 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, 2010 and 2011. Since the last year, one additional Progress-supported NGO — the European Network on Independent Living (ENIL) — has acquired Participatory Status.

EU-level networks and NGOs were positively acknowledged for their policy advocacy. Some 79% of the respondents to the annual survey agree that EU-level NGOs/networks are successful in increasing awareness and exerting pressure on policymakers in relevant policy areas, while around 84% 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 are very similar to those from the last year.

### **Performance measure:**

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

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

Networks play a role in bridging national and EU perspectives on the development and implementation of common policy and legislation. On the one hand, they bring a national perspective to the EU level through their national members and expert groups and regularly communicate with the Commission about their members' views on the way EU legislation and policies are transposed and implemented at the national level. On the other hand, they encourage and help their members to lobby at the national level on common

EU goals by targeting representatives of the national governments and national representatives in the European Parliament, who are key EU policy- and decision-makers in the Parliament and the Council.

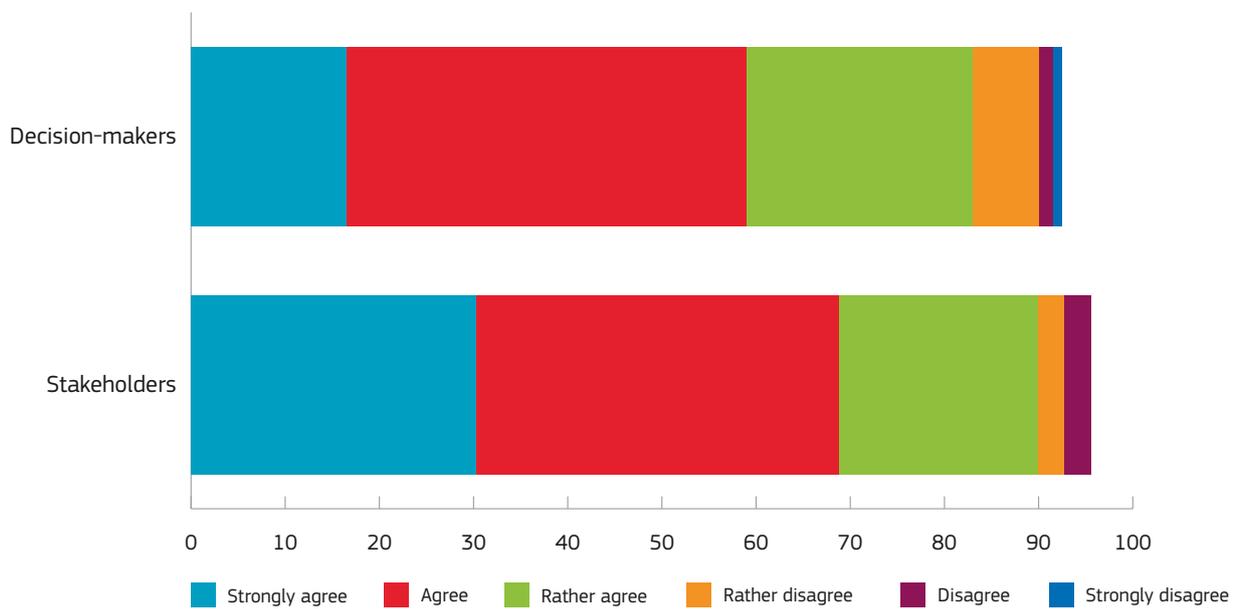
Progress-supported EU-level networks and NGOs were instrumental in disseminating messages agreed at the EU level to Member States through their national organisations, as well as other network structures. The networks organised national campaigns to raise public awareness about common European challenges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

In addition, the NGOs collected evidence and organised events that focused 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 called for action to address the main EU values in strategic documents and policy implementation.

In general, stakeholders (employees/volunteers in European and national social partners' organisations, and employees/volunteers in European-level and national networks/NGOs) are more satisfied with the contribution of Progress-supported EU-level networks and NGOs than decision-makers are (EU officials and national, regional, or local government institution officials) (see Charts 15 and 16).

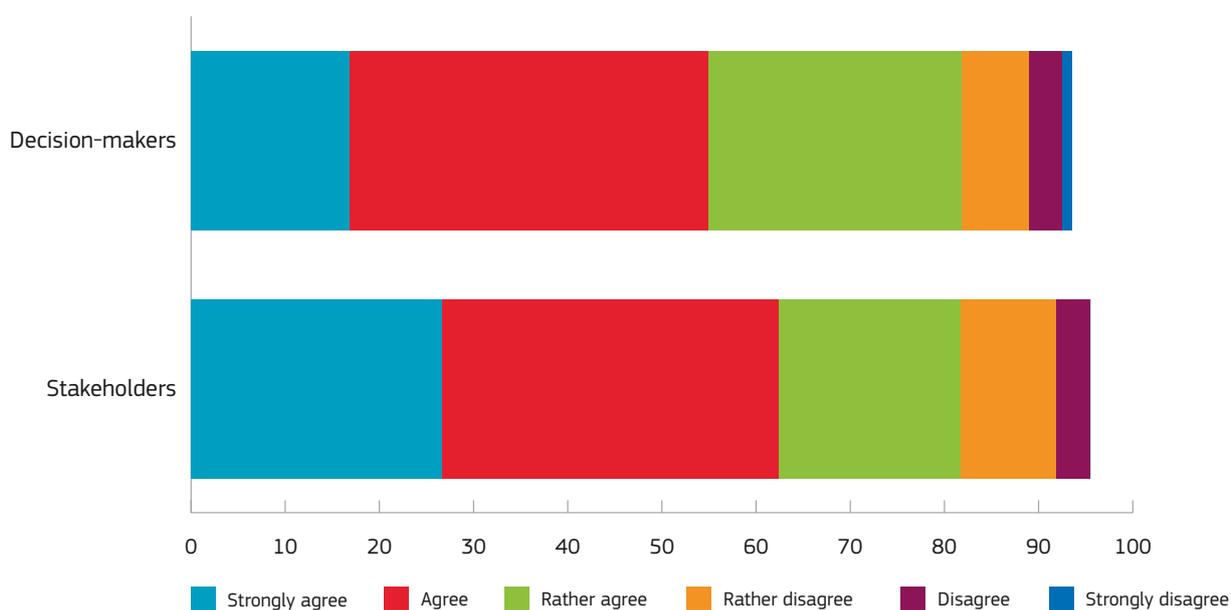
**Chart 15: Share of respondents agreeing that activities of EU-level networks/NGOs in their policy fields were a source of useful and appropriate information on the implementation of EU law and/or conditions, needs and expectations of relevant target groups (%)**



Source: Progress annual survey 2012.

On 5 December 2012, more than 450 delegates from organisations representing persons with disabilities (DPOs) from all over Europe met with European Parliament leaders, MEPs and EU decision-makers in order to discuss how the EU can ensure the protection of the rights of persons with disabilities, especially in this time of financial crisis. The event, entitled the **'Third European Parliament of People with Disabilities'**, was organised by the European Disability Forum (EDF), a key European network in the field of anti-discrimination. The event was intended to foster a dialogue between national representatives of organisations of persons with disabilities, members of the European Parliament and EU decision-makers on three aspects: the state of the art of the implementation of rights of persons with disabilities in the context of the crisis; strategies for a way out of the crisis; and freedom of movement and citizenship rights in view of the preparation of a European Accessibility Act. The event was structured similarly to a plenary sitting of the European Parliament by using the same speaking rules. During the event, delegates from DPOs voted on a resolution calling on the European institutions and consultative bodies, the EU Member States, the social partners, civil society, and other stakeholders to take appropriate steps towards the implementation of the rights of persons with disabilities in Europe.

**Chart 16: 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 2012.

**Performance measure:**

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

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

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

**Caritas Europa** is the network of Caritas organisations on the European continent. The united strength of its 49 members, present in 46 European countries, makes Caritas Europa one of the major social actors in Europe. Caritas Europa is also one of the seven regions of Caritas Internationalis, the biggest network of Catholic charities in the world devoted to reducing poverty and campaigning for social justice. Caritas Europa focuses its activities on issues relating to poverty, social exclusion and inequality, migration and asylum in Europe. On the global level, Caritas Europa is actively engaged in humanitarian assistance and international development throughout the world.

#### 4.3. Contribution to EU goals

The contribution of non-governmental organisations to affecting and/or accompanying change in employment as well as social policies and legislation is vital. In order for the programme to achieve results, implemented activities require support from a sustained, cohesive coalition capable of ensuring and mobilising public support, analysing relevant information and making it available to the key stakeholders. Non-governmental organisations are in a central position to influence policy in the EU and Member States. Their influence is

based on proven advocacy skills, expertise in the specific areas and information available to them, all of which are factors important for influencing policy formulation and implementation.

European networks play a key role in representing, promoting and defending the rights and interests of their constituencies at the Union level, by virtue of their position as the EU's main link to civil society during the implementation of policies. The strength of European networks lies in their capacity to gather and mobilise relevant members from different Member States in an open forum of discussion or exchange of expertise and experience able to inform and influence policymaking, as well as their strength in relaying EU actions between network members. They also contribute to effecting change through the setting up of coalitions. By developing alliances with relevant institutions or actors, European networks can contribute to making other actors involved in employment and social affairs acknowledge existing problems and account for commitments they have made.

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

**Performance measure:**

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

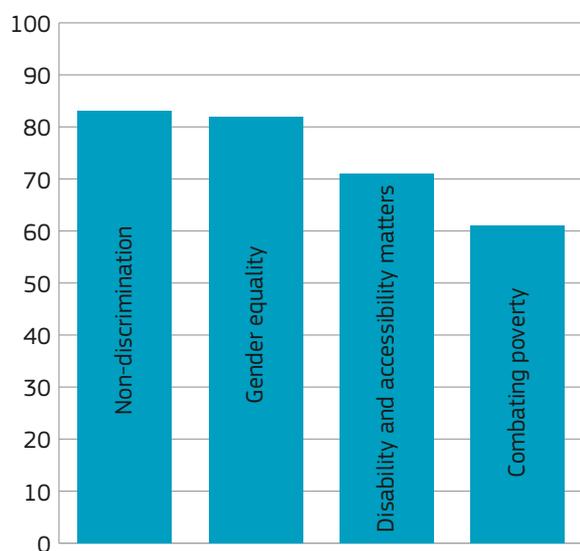
***The integration of non-discrimination and gender equality issues is prominent in evidence accumulated under the Progress programme***

Progress addressed cross-cutting issues of gender equality, non-discrimination, disability and accessibility and combating poverty, through evidence, good practice exchange seminars and policy debate. The perception of the EU contribution to the integration of these cross-cutting issues in the Progress policy areas has not changed much since 2011 and the preceding years. The respondents to the annual survey in 2012 were of the opinion that the EU has contributed most to the integration of non-discrimination

and gender equality aspects in their respective policy areas, while their perception of EU contributions to the integration of disability matters and combating poverty remains moderate. However, the results obtained from the *ex post*

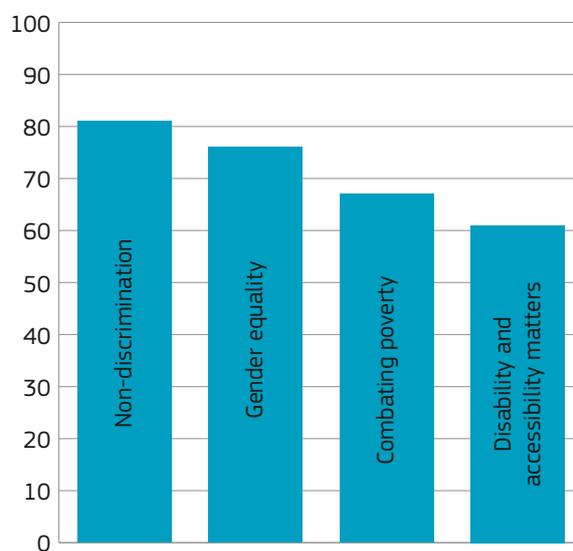
assessment of the usefulness and utility of the events funded by Progress in 2011 show that the respondents who participated in the specific events note that issues concerning poverty were adequately addressed.

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



Source: Progress annual survey 2012.

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



**Performance measure:**

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

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

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

- The development of EU policies and legislation is based on solid evidence and consultations with stakeholders, as well as high-quality and participatory policy debate.

- The implementation of EU policies and legislation is based on regular monitoring and analysis, information sharing and learning, involvement of key stakeholders and policy debate.

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

**Performance measure:**

*Gender mainstreaming is systematically promoted in Progress*

**Progress contributed to gender mainstreaming through analysis, monitoring and advocacy**

In 2012, 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). The network of experts provided external expertise to the Commission in the field of gender equality policy and prepared various kind of products (thematic reports, research reviews, country fiches, etc.) covering 34 countries. The current network has taken over since 2011 from the two pre-existing networks of experts specialised in

employment (EGGE) and social inclusion, health and long-term care (EGGSI). The European network of experts in the field of gender equality has embraced both issues.

In 2012, ENEGE produced a report on the impact of the economic crisis on the situation of women and men and on gender equality policies, which covered the 27 EU Member States, the EEA-EFTA countries and three candidate countries: Croatia, the former Yugoslav Republic of Macedonia and Turkey. The report concluded that this crisis offers opportunities for radical change, including a potential to advance equality for women and men. However, the crisis also poses challenges where gender equality may be seen as an issue only to be addressed in prosperous times. All outputs produced by the European network of experts in the field of gender equality fed into the preparation

The **European Women's Lobby (EWL)**, a key EU-level network with a membership of more than 2 500 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 network also works on other gender-related issues:

- equal representation of women and men in decision-making;
- economic independence of women;
- ending male violence against women as the main obstacle to equality;
- adoption of anti-discrimination legislation on all grounds covered by Article 19 of the TFEU;
- promotion of a gender-aware approach to immigration policies that would introduce a shift from the predominant view of female immigrants as simply the wives and children of male immigrants to incorporating an understanding of women's human rights and of the unique experiences of women;
- monitoring European policies on women and the media, engaging in journalist training and compiling European-level data on gender stereotyping, sexism and violence in the media;
- monitoring the implementation by the EU Member States of international agreements, in particular the Convention on the Elimination of all forms of Discrimination against Women (CEDAW) adopted in 1979, and the 1995 Beijing Platform for Action (BPFA).

The EWL has a considerable influence in implementing the Europe 2020 strategy. Since the preparation of the strategy, it advocated a strong gender dimension in Europe 2020 through calls for action to European Presidencies and a response to public consultation. It argued that the draft agenda contained no adequate measures to address gender inequalities and proposed the inclusion of a firm commitment to close the gender pay gap by 2020, to introduce a target of 40% women on the boards of enterprises 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.

of country-specific recommendations in 2013 (European Semester) and future documents of the Commission on progress in equality between women and men.

During the year, Progress has also co-financed several OECD papers, namely on closing the gap between female and male education attainment ('Closing the gap: Act now'), labour market effects of parental leave policies and effects of reducing gender gaps in education and labour force participation on economic growth (for more details see Annex 2).

The Cypriot Presidency strongly advocated the incorporation of gender equality goals in the implementation process of the Europe 2020 strategy. The commitment of Cyprus and other Member States to gender equality was expressed at the conference on domestic violence against women in Nicosia on 8 and 9 November 2012. The conference aimed to review progress in the EU and to foster exchange of good practices between the Member States in this area. Representatives of all Member States, the most relevant NGOs, high-ranking officials of the European Commission, the European Parliament and international organisations all participated in this conference (over 140 participants).

Finally, the notion of gender mainstreaming was promoted through action grants awarded by the programme to responsible Member State authorities. For example, from December 2010 to June 2012, the Maltese National

Commission for the Promotion of Equality for Men and Women implemented the project 'Gender mainstreaming — in practice'. The project sought to establish a network of persons within national ministries who would be empowered in implementing effective gender mainstreaming and also a network whose members would support each other in this task. Throughout the project, the focus was on providing 'on-the-job' training, thereby capitalising on the knowledge that the target groups had of relevant concepts. At the same time, tools were designed to ensure the creation of policies that would address the needs of men and women.

***Progress also 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.

***Performance measure:***

*Share of funding devoted to supporting or undertaking cross-cutting issues*

A separate share of funding (1.47%) in the Progress programme was devoted to supporting cross-cutting issues. A slight decrease of share over the years can be noticed, with the area receiving 1.52% in 2011 and 2% in 2010.

## III. Supplementary information

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

### 1. OPERATIONAL EXPENDITURE

The planned operational expenditures (appropriations for commitments; EU-27 and the

contribution of EEA-EFTA countries) amounted to EUR 94.81 million in 2012 (about a 3.6% increase compared to 2011). The percentages of the various policy areas in the annual financial envelope were as follows.

Table 17 illustrates both planned and actual operational expenditure (appropriations for commitments) by Progress policy area in 2011 and 2012.

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

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

Source: European Commission.

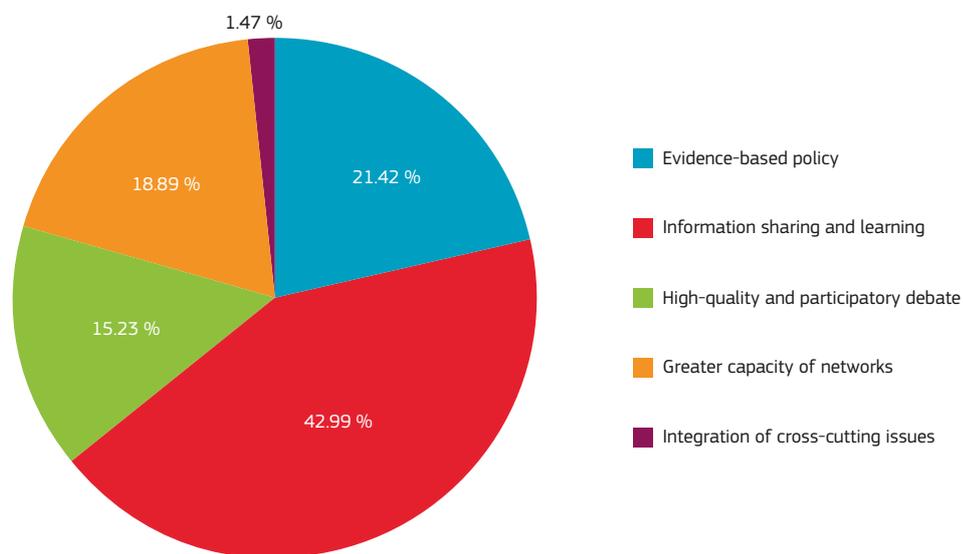
**Table 17: Operational expenditure: planned and actual commitments, million EUR**

Progress policy area	2012			2011		
	Planned	Actual	%	Planned	Actual	%
Employment	21.10	20.87	98.9	20.26	19.41	95.83
Social protection and inclusion	29.23	28.32	96.9	28.42	28.35	99.79
Working conditions	8.75	7.87	89.9	8.63	7.26	84.23
Anti-discrimination and diversity	21.55	19.67	91.3	20.62	19.92	96.65
Gender equality	12.78	11.88	93.0	12.07	8.53	70.68
Support for implementation of the programme	1.4	1.4	100	1.39	1.19	86.07
<b>Total</b>	<b>94.81</b>	<b>90.01</b>	<b>94.9</b>	<b>91.37</b>	<b>84.68</b>	<b>92.68</b>

Source: European Commission.

Chart 19 illustrates the distribution of previously indicated actual operational expenditure (appropriations for commitments) by Progress immediate outcomes in 2012. 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 19: Operational expenditure: commitments in 2012, by contribution to Progress immediate outcome**

Finally, the information on operational expenditure concerns the amounts committed in 2012. This does not correspond to the amounts that have been committed and paid (both in 2012 but also over several preceding years) to produce the outputs delivered in 2012 and covered by this report.

## 2. ADMINISTRATIVE EXPENDITURE

Planned administrative expenditure (appropriations for commitments) amounted to EUR 4 397 million in 2012. Table 18 illustrates planned and actual administrative expenditure by Progress policy area in 2012 as well as compared to previous years.

**Table 18: 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

Source: European Commission.

Administrative expenditure covers programme management costs and also ensures the functioning of certain external bodies. A good example here is the Advisory Committee on Safety and Health at Work, which included

financing of expenses related to the plenary meetings (twice a year) and the meetings of the dedicated working parties. Table 19 summarises the use of Progress administrative expenditure in 2012.

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

Administrative expenditure	Planned	Actual
Experts' meetings <i>(including meetings of the Advisory Committee for Safety and Health at work; administrative fees and costs related to peer reviews and mutual learning events)</i>	1.55	0.962
Information and publication <i>(including audiovisual and web publications)</i>	2.247	1.784
Administrative and technical assistance <i>(including audit, ad hoc technical assistance for Progress mid-term evaluation, outsourced translations, evaluation)</i>	0.6	0.89
<b>Total</b>	<b>4.397</b>	<b>3.636</b>

## Annex 1: Overview of monitoring framework

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

## Annex 2: Catalogue of key outputs produced under Progress in 2012

### EMPLOYMENT

Information sharing and learning	
Activities of the Mutual Learning programme: thematic review seminars and peer reviews	Thematic review seminar, 'Employment policies to promote active ageing', Brussels (Belgium), 11 June 2012
	Thematic Review Seminar, 'Tackling long-term unemployment – effective strategies and tools to address long-term unemployment', Brussels (Belgium), 2012
	Peer review 'Extending Working Life: The tripartite cooperation and the role of the Centre for Senior Policy', Oslo (Norway), 24-25 May 2012
	Peer review 'Activation measures in times of crisis: the role of public works', Riga (Latvia), 26-27 April, 2012
	Peer review 'The dual training system: Integration of young people into the labour market', Berlin (Germany), September 2012
	Peer review 'Tackling undeclared work: developing an effective system for inspection and prevention', Prague (Czech Republic), 4-5 October 2012
	Peer review 'Evaluation of Labour Market Policies and Programmes: the use of data-driven analysis', Brussels (Belgium), 19-20 November 2012
European Skills, Competences and Occupations taxonomy (ESCO)	ESCO Board meeting, London (UK), 27 February 2012
	ESCO Board meeting, Brussels (Belgium), 6-7 November 2012
Presidency events	Meeting of the Heads of Public Employment Services (HoPES), Copenhagen (Denmark), 18-19 June, 2012
	Head of PES Meeting (HoPES), Nicosia (Cyprus), 11-12 December 2012
European Employment Observatory (EEO)	Workshop on 'Making Work Pay', Brussels (Belgium), 21 February, 2012
	Seminar on Employment Protection Legislation, Brussels (Belgium), 27 March, 2012
	EEO Biannual SYSDem Experts meeting, Brussels (Belgium), 12 October 2012
PES to PES dialogue	Conference on Activation and integration: working with individual action plans (IAPs), Brussels (Belgium) 8-9 March 2012
	Conference on Innovative and effective approaches for the strategic management of PES, Brussels (Belgium) 19-20 September 2012
	Effective PES Services for Employers, Paris (France), 19-20 January 2012
	PES and older workers, Berlin (Germany), 10-11 May 2012
European Employment Strategy	Organisation of meetings, seminars, conferences and information sessions in the context of Employment and EU2020 Strategy
The European Job Mobility Laboratory	PARES Strategic Dialogue on 'Fields and Forms of Cooperation', Brussels (Belgium), 13 March 2012
	PARES Strategic Dialogue on 'Working in Partnership at the Local and Regional Level', Brussels (Belgium), 29 March 2012
	Event 'Adapting PES training policy to better service demand', Brussels (Belgium), 11-12 June 2012
	Third European Job Mobility Day, Brussels (Belgium), 13 November 2012

<b>Information sharing and learning</b>	
<b>Youth on the Move Campaign</b>	Youth on the Move events
	Youth on the Move leaflet
	Youth on the Move campaign posters
	Youth on the Move booklet
<b>High quality and participatory debate</b>	
<b>Presidency conferences</b>	Conference 'Youth: Employment and Inclusion in times of crisis', Copenhagen (Denmark), 26-27 April, 2012
	Opening Conference for the 2012 European Year for Active Ageing and Solidarity between Generations, Copenhagen (Denmark) 18 January, 2012
	Presidency Conference EMCO/PES on Job creation and Youth Employment, Nicosia (Cyprus), 22-23 October, 2012
<b>Conferences</b>	Annual Conference on European Labour Law 2012, Trier (Germany), 22-23 March 2012
	Closing Conference for the European Year 2012, Nicosia (Cyprus), 10 December 2012
	Jobs for Europe: the Employment Policy Conference, Brussels (Belgium), 6-7 September 2012
	2 <sup>nd</sup> Annual PARES Stakeholder Conference, Brussels (Belgium), 2-3 October 2012
	European Employment Forum, Brussels (Belgium), 27-28 November 2012
	CSR High level meetings: 1 February, 19 June, 28 November 2012, Brussels (Belgium)
	Joint SPC/EMCO meeting, 6 June 2012, Brussels (Belgium)
<b>Annual meetings</b>	8 <sup>th</sup> Annual Meeting of the OECD LEED Forum on Partnerships and Local Governance, Berlin (Germany), 20-21 March 2012.

<b>Evidence-based EU policies and legislation</b>	
<b>Studies</b>	Analytical paper 'How to best structure services for employers', December 2012
	Analytical paper 'Performance Management in Public Employment Services', July 2012 (PES to PES dialogue)
	Study 'Monitoring and follow-up of IAPs and their outcomes in selected EU countries', March 2012 (PES to PES dialogue)
	Expert contribution 'Individual Action Planning (IAP): Resolving tensions and maximising impact in European PES?', 14 February 2012 (PES to PES dialogue)
	The Mid-term Evaluation of PROGRESS, ECORYS, Rotterdam, 22 December 2011
	Study on out of court settlement mechanisms in transnational labour disputes
	Study on Mobility, Migration and Destitution in the EU
	Study 'Analysis – in the light of the European Union acquis – of the ILO Conventions that have been classified by the International Labour Organization as up to date'
	Study on transfers of undertakings in insolvency situations
	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 Employment, August 2012
	The impact of the global economic crisis on decent work and decent work policies in key emerging economies, with a special emphasis on the situation of young people and women, and its repercussion on the EU labour markets
	Study on Employment policy priorities including development of a methodological capacity to strengthen employment dimension of the EU 2020 agenda
	Study on the social impact of emigration and rural-urban migration in Central and Eastern Europe
	Study on 'Youth employment in Europe and Japan', 15 November 2012
<b>European Employment Observatory (EEO)</b>	EEO review on Employment Policies to Promote Active Ageing, April 2012
	Thematic report on work incentives/disincentives in Lithuania, January 2012
	EEO review on long-term unemployment, September 2012
	Report on undeclared work in Malta, May 2012
	A reference list of key publications in labour market research, July 2012
	EEO Quarterly Reports
	Ad hoc paper: The impact of the crisis on the Greek labour market, October 2012
<b>Mutual Learning Programme</b>	Synthesis report 'Designing effective measures to tackle unemployment and ensure sustainable labour market integration', December 2012
<b>The European Job Mobility Laboratory</b>	Study 'Adapting PES training policy to better service demand - Final report', 9 November 2012
	Study 'Forms of contractual arrangements between employment services', 9 November 2012
	Annual report, Mobility in Europe 2012, 9 November 2012

Evidence-based EU policies and legislation	
Maintenance of comprehensive international survey data of adult skills	OECD – administration of PIAAC (Programme for the International Assessment of Adult Competencies)
European skill needs forecasting system	CEDEFOP – Labour demand, supply and skills in Europe
ESCO tool	ESCO: 1) taxonomy in all EU languages of > 5000 occupations, 6000 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.
WEESP – Webtool for Evaluated Employment Services Practices	It includes organisational practices, tools and active labour market policies (ALMP) measures. Pre-condition for inclusion into the on-line repository is an evidence-based internal and/or external evaluation or systematic monitoring of the results of the measures, tools, practices and services. The main objective of WEESP is to make this information public in a systematic and easily accessible manner for policy makers and practitioners. WEESP is a tool for bringing together and exchanging experiences in the Member States, disseminating information and promoting the debate.
EU skills Panorama	A single entry point to easily access information on skills needs in the EU
The European Vacancy Monitor	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’.
European Vacancy and Recruitment Report 2012	The report focuses on changes in the demand for labour, including analyses of contractual arrangements, sector demand, occupation demand, growing occupations, difficult to fill vacancies (bottleneck occupations), skills requirements and the market shares of public employment services and temporary work agencies.
The European Job Mobility Bulletin	The <b>European Job Mobility Bulletin</b> 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).
Maintenance, implementation and development of statistical tools (sub-delegated to EUROSTAT)	Job vacancy statistical database
	Labour Market Policy statistical database
European Network of Legal Experts	Establishment, organisation, management and coordination of a European network of legal experts in the field of labour law.

## SOCIAL INCLUSIONS AND SOCIAL PROTECTION

Information sharing and learning	
Peer reviews on social protection and social inclusion	Peer review ‘Combating child poverty through measures promoting the socio-cultural participation of clients of the Public Centres for Social Welfare’, Brussels (Belgium), 20-21 September 2012
	Peer review ‘Age friendly goods and services – an opportunity for social and economic development’, Warsaw (Poland), 29-30 October 2012
	Peer review ‘Area-based policies in urban areas: how to promote good living conditions for children and youth’, Oslo (Norway), 13-14 November 2012
	Peer review ‘Social economy – laying the groundwork for innovative solutions to today’s challenges’, Paris (France), 10-11 December 2012

Information sharing and learning	
Mutual Information System on Social Protection (MISSOC) network meetings	MISSOC Network Meeting, Copenhagen (Denmark) 24-25 May 2012
	MISSOC Network Meeting, Nicosia (Cyprus), 25-26 October 2012
Peer reviews and workshops	Social Security Coordination Communication Network Workshop, Brussels (Belgium), 2-3 May 2012
Cooperation with OECD	Cooperation with OECD on aspects of private and public pensions
	Cooperation with OECD on inequalities
High quality and participatory policy debate	
Annual meeting of people experiencing poverty	11 <sup>th</sup> European Meeting of People Experiencing Poverty - Homelessness and Housing Rights in the Context of the Crisis, Brussels (Belgium), 10-11 May, 2012
The European Anti-Poverty Network (EAPN)	Eurochild's Annual Conference 2012, 'Promoting the rights of children in alternative care across Europe', Sofia (Bulgaria), 24-26 October 2012
	AGE Conference on the European Quality Framework for Long Term care, Brussels (Belgium), 14 November 2012
	EAPN conference: Is Europe 2020 delivering on poverty? 28 September 2012, Brussels
Council of Europe	'Building Europe through Human Rights: Acting Together against Extreme Poverty', Strasbourg (France), 17 October 2012
Conferences	Annual Conference on European Social Security Law 2012, Trier (Germany), 4-5 June 2012
Presidency conferences	Copenhagen Conference on children's rights and the prevention of child poverty, Copenhagen (Denmark), 19 March 2012
	The 20 <sup>th</sup> European Social Services Conference: Shaping the Future for Sustainable Social Services: Quality, Performance, Innovation, Copenhagen (Denmark), 25-27 June, 2012
	Training and Reporting on European Social Security (TRESS) conference, Nicosia (Cyprus), 24 September 2012
	Child Poverty and Well-being Conference, Nicosia (Cyprus), 18-19 October, 2012
	From Visions to Actions: Closing Conference for the European Year for Active Ageing and Solidarity between Generations 2012, Nicosia (Cyprus), 10 December 2012
Annual Meetings	2012 Annual convention of the Platform against Poverty and Social Exclusion, Brussels (Belgium), 5-7 December, 2012
	Annual Meeting of the ASISP network (Analytical Support on the Socio-Economic Impact of Social Protection Reforms) on Growth-friendly social protection, June 2012
Evidence-based EU policies and legislation	
Analytical Support on the Socio-Economic Impact of Social Protection Reforms (ASISP)	Annual National Reports 2012 on Pensions, Health Care and Long-term Care
	Social Protection Committee's Pension Adequacy Report 2012: Report on pension adequacy 2010-2050, 5 June 2012
	Synthesis report 2012, 'Pensions, Health Care and Long-term Care', July 2012
Network of Independent Experts on Social Inclusion	Report 'Assessment of progress towards the Europe 2020 social inclusion objectives', July 2012
	Report '2011 Assessment of Social Inclusion Policy Developments in the EU', January 2012

Evidence-based EU policies and legislation	
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.
Eurobarometer	Special Eurobarometer 391 on social climate, September 2012
	Special Eurobarometer 378 on active ageing, January 2012
EUROMOD	Tax-benefit model to calculate the effects of taxes and benefits on household incomes and work incentives in the Member States and the EU

## WORKING CONDITIONS

Information sharing and learning	
European Labour Law Network	5 <sup>th</sup> Annual Legal Seminar 'Labour Law in a Greying Labour Market – Challenges of Active Ageing', The Hague (The Netherlands), 11-12 October 2012
Senior Labour Inspector Committee (SLIC) events	62 <sup>nd</sup> Plenary meeting and Thematic day for Senior Labour Inspectorate Officials (SLIC), Copenhagen (Denmark), 21-22 May 2012
	63 <sup>rd</sup> Plenary meeting of SLIC, Nicosia (Cyprus), 29-30 November 2012
High quality and participatory policy debate	
Presidency Conferences	Conference 'Working together for the Future of Occupational Safety and Health in Europe', Nicosia (Cyprus), 18 October, 2012
	Health and safety at work: Review of the EU Strategy 2007-2012 and priorities for the future, Copenhagen (Denmark), 28-29 June 2012
Conference	Seventh EU/US Joint Conference on Occupational Safety and Health, Brussels (Belgium), 11-13 July 2012

Evidence-based EU policies and legislation	
Studies, analyses, reports	Study on Precarious work and social rights, April 2012
	Study on the protection of workers' rights in subcontracting processes in the European Union, June 2012
	Preparatory study for an Impact Assessment concerning the possible revision of the legislative framework on the posting of workers in the context of the provision of services, March 2012
	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.
	Review of the Working Time Directive 2003/88/EC: measuring administrative costs and burdens of various possible options, 2012
	Study on the Evaluation of the European strategy on safety and health at work 2007-2012
	Study on operation and effects of information and consultation directives in the EU/ EEA countries, 2012
	Evaluation of the practical implementation of EU Occupational Safety and Health (OSH) Directives in EU Member States with a view to assessing their relevance, effectiveness and coherence, and identifying possible improvements to the regulatory framework
	Study on establishing the situation in EU and EEA/EFTA countries on Mental Health in 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 ensure adequate protection of workers mental health from workplace related risks
	Study on transfers of undertakings in insolvency situations
	Study on Directives 99/70 on fixed-term work and 97/81 on part-time work
	Study to assess the consequences, including full social and economic impact, of the High Level Group recommendation to exclude very small enterprises undertaking certain low risk activities from the obligation to document the risk assessment, compared with the existing obligation which applies to all undertakings as laid down in Directive 89/391/EEC on the introduction of measures to encourage improvements in the safety and health of workers at work
	Study on the analysis at EU-level of health, socio-economic and environmental impact in connection with possible amendment to Directive 2004/37/EC of the European Parliament and of the Council of 29 April 2004 on the protection of workers from the risks related to exposure to carcinogens or mutagens at work to extend the scope of it in order to include category 1 and 2 reprotoxic substances
	Report on the current situation in relation to occupational diseases' systems in EU Member States and EFTA/EEA countries, in particular relative to Commission Recommendation 2003/670/EC concerning the European Schedule of Occupational Diseases and gathering of data on relevant related aspects
	Study on the Implementation of Directive 2005/47/EC on the agreement on certain aspects of the working conditions of mobile workers engaged in interoperable cross-border services in the railway sector
Complementary study on the legal aspects of the posting of workers in the framework of the provision of services in the European Union, 2012	
ESTAT delegation	Further development of Accidents at work (ESAW) database

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, 2012 (online access to 215 texts concluded in 138 companies employing together over 10 million employees via relevant search criteria)
Good practice guides	Non-binding guide to best practice with a view to improving the application of related directives on protecting health and safety of workers in agriculture, livestock farming, horticulture and forestry
European Labour Law Network	Quarterly and ad-hoc flash reports on labour law in the Member States

## NON-DISCRIMINATION AND DIVERSITY

Information sharing and learning	
Seminars of legal practitioners at the EU level (Academy of European Law)	Seminar for university professors and law lecturers 'Current Reflections on EU Equality and Non-Discrimination Law', Trier (Germany), 17-18 September 2012
	Seminar for members of the judiciary 'Applying EU Anti-Discrimination Law', Trier (Germany), 8-9 October 2012
	Seminar for legal practitioners 'EU Anti-Discrimination Law', Trier (Germany), 5-6 November 2012
	Seminar for members of the judiciary 'EU Anti-Discrimination Law', Trier (Germany), 19-20 November 2012
	Seminar for members of the judiciary 'EU Anti-Discrimination Law', Trier (Germany), 4-5 June 2012
	Seminar for legal practitioners 'EU Anti-Discrimination Law', Trier (Germany), 14-15 May 2012
	Seminar for the judiciary 'EU Disability Law and the UN Convention on Rights of Persons with Disabilities', Trier (Germany), 23-24 April 2012
	Seminar for legal and policy practitioners 'EU Disability Law and the UN Convention on Rights of Persons with Disabilities', Trier (Germany), 27-28 February 2012
	Seminar for members of the judiciary Trier, 19-20 November 2012
	Seminar for the legal and policy practitioners 'EU Disability Law and the UN Convention on Rights of Persons with Disabilities', Trier (Germany), 13-14 December
Good practice exchange seminars	Extraordinary EU Platform for Roma inclusion, Brussels (Belgium), 22 March 2012
	Good Practice Exchange seminar on public policies combating discrimination on the ground of religion or belief, Brussels (Belgium), 18 October 2012
	Good Practice Exchange seminar on good practices and initiatives in public policies on combating discrimination and fostering diversity in education, Brussels (Belgium), 26-27 March 2012
Conferences	Conference on the European Day of People with Disabilities, Brussels (Belgium), 1-2 December 2012
	Legal Seminar on anti-discrimination and gender equality: Equality law for Everyone: Challenges ahead, Brussels (Belgium), 26 November 2012
EU media campaign 'For Diversity. Against Discrimination'	Awareness raising campaign to fight against stereotypes and discrimination and promote diversity. Activity in 2012: a series of six adverts in April 2012 to draw attention to rising discrimination at work

Information sharing and learning	
Video advertisement	Video advertisement 'Promoting equal treatment for all'
High quality and participatory policy debate	
Presidency conferences	Conference 'Accessibility and Participation – full inclusion of People with Disabilities in Society', Copenhagen (Denmark), 5-6 March 2012
	Equality Summit, Nicosia (Cyprus), 22-23 November 2012
Annual awareness-raising events	Access City Award 2012 – the award for accessible cities in Europe
	EU Journalist Award 'Together against discrimination'. Award ceremony, Brussels (Belgium), 29 May 2012
	Non-discrimination and equality awareness-raising seminar, Glasgow (Scotland), 9 February 2012
Evidence-based EU policies and legislation	
Studies, analyses, reports	Study on progress achieved in the implementation by the EU of the UN Convention on the Rights of Persons with Disabilities and the European Disability Strategy 2010-2020 (DG JUST)
Publications	Posters 'Do you have to hide your ethnic origin at work?'
	Implementation checklist for diversity management: Support for voluntary initiatives promoting diversity management at the workplace across the EU, August 2012
	'Managing Diversity at Work', 2012
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
European Network of Legal Experts in the Non-discrimination Field	European anti-discrimination law reviews, flash reports and responses to ad-hoc requests
	Thematic report on Discrimination against trans and intersex people on the grounds of sex, gender identity and gender expression
	Thematic report - Comparative study of anti-discrimination and equality laws of the US, Canada, South Africa and India
	The sixth edition of the Comparative Analysis – Developing anti-discrimination Law in the 27 EU Member States, Croatia, the Former Yugoslav Republic of Macedonia and Turkey
	Thematic report – The Prohibition of Discrimination under European Human Rights Law – an update
European Network against Racism	'Far-right parties and discourse in Europe: a challenge for our times', March 2012
	ENAR fact sheet 46 'Social Inclusion and Data Collection', March 2012
	ENAR fact sheet, 'Black Europeans and People of African Descent in Europe', August 2012

Evidence-based EU policies and legislation	
Network of socio-economic experts in the non-discrimination field	Public policies combating discrimination on the grounds of religion or belief - Brussels seminar - Report 2012
	Public policies combating discrimination and fostering diversity in education - seminar hosted by Norway - Report 2012
	Public policies combating discrimination based on age in accessing and progressing in employment - Vienna seminar - Report 2011 (published in 2012)
Eurobarometer	Special Eurobarometer 393 on the discrimination in EU in 2012, November 2012
	Flash Eurobarometer 345 on accessibility

## GENDER EQUALITY

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) 24-25 September 2012
	Seminar for members of the judiciary 'EU Gender Equality Law', Trier (Germany), 12-13 November 2012
	Seminar for legal practitioners 'EU Gender Equality Law', Trier (Germany), 10-11 December 2012
	Seminar for members of the judiciary 'EU Gender Equality Law', Trier (Germany), 7-8 May 2012
	Seminar for members of the judiciary 'EU Gender Equality Law', Trier (Germany), 26-27 March 2012
	Seminar for legal practitioners 'EU Gender Equality Law', Trier (Germany), 13-14 February 2012
Seminars	Legal Seminar on the implementation of EU law on equal opportunities and anti-discrimination: equality law for citizens: challenges ahead, Brussels (Belgium), 26 November 2012
Good practices exchange seminars	Exchange of good practice on awareness-raising on violence against women, London (UK), 7-8 February 2012
	Exchange seminar focusing on ways to increase the number of women in economic decision making positions, Oslo (Norway), 10-11 May 2012
	Exchange of good practice on gender training in education, Lisbon (Portugal), 18-19 October 2012
Manuals, Workbooks	Workshop manuals and good practice workbooks of Equality Pays Off initiative
EU awareness raising campaign	Gender Pay Gap campaign: posters, leaflet, quiz, national events, a web clip
Annual awareness raising events	European Equal Pay Day, 2 March 2012

Information sharing and learning	
Gender balance in Decision-Making	Meeting of the European Network to promote Women in Decision-Making, Brussels (Belgium), 28 September 2012
	Publication of a working document on the role of men in promoting women in senior positions, 2012
	Web-clip promoting gender balance in decision-making
European Network of Legal Experts in the field of Gender Equality	Annual Meeting of the European Network of Legal Experts in the field of Gender Equality, 27 November 2012
High quality and participatory policy debate	
Gender related conferences	Conference on the Role of Men, Brussels (Belgium), 14 September 2012
Network of National Gender Equality Bodies	1 <sup>st</sup> Annual Meeting of the Network of National Gender Equality Bodies, 11 June 2012
	2 <sup>nd</sup> Annual Meeting of the Network of National Gender Equality Bodies, 27 November 2012
Presidency conferences	Conference on Domestic Violence against Women, Nicosia (Cyprus), 8-9 November 2012
Evidence-based EU policies and legislation	
Studies, analyses, reports	Women in economic decision-making in the EU: progress report, 2012
	Study on the Role of Men in Gender Equality, December 2012
Eurobarometer	Special Eurobarometer 376 'Women in Decision-Making Positions', March 2012
Gender balance in Decision-Making	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)
ENEGE (European Network of Experts in Gender Equality)	The impact of the economic crisis on the situation of women and men and on gender equality policies (update of a thematic report, published in December 2012)
OECD reports (co-financed by PROGRESS)	«Closing the Gender Gap: Act Now», OECD report, December 2012
	Labour Market Effects of Parental Leave Policies in OECD Countries, OECD Social, Employment and Migration Working Papers, No. 141
	Effects of Reducing Gender Gaps in Education and Labour Force Participation on Economic Growth in the OECD, OECD Social, Employment and Migration Working Papers, No. 138
European Network of legal experts in the field of gender equality	European Gender Equality Law Reviews and flash reports on legal developments in the EU Member States and responses to ad-hoc requests
	Gender Equality Law in 33 European Countries – update 2011, January 2012
	Transposition of Recast Directive 2006/54/EC – update 2011
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